

**ANNUAL REPORT**  
**of the Board of Trustees**  
**Southern Illinois University**

**2024-2025**



## **Southern Illinois University – Board of Trustees**

Stone Center – Mail Code 6801  
1400 Douglas Drive  
Carbondale, Illinois 62901



June 30, 2025

The Honorable J. B. Pritzker  
Governor of the State of Illinois  
State House 2-1/2  
Springfield, Illinois 62706

Dear Governor Pritzker:

We have the honor to submit to you herewith, in compliance with the law, the 75<sup>th</sup> annual report of the Board of Trustees of Southern Illinois University for the Fiscal Year July 1, 2024, to June 30, 2025.

Sincerely,

A handwritten signature in dark ink, appearing to read "Sara M. Salger", written over a light blue circular stamp.

Sara M. Salger  
Secretary  
Board of Trustees

SS:psk



BOARD OF TRUSTEES  
(as of June 30, 2025)

Mo Abuzaneh  
Hannah Connolly  
Ed Curtis  
J. Phil Gilbert  
Ed Hightower  
Sara Salger  
John Simmons  
Toni Williams

Springfield  
Carbondale  
Springfield  
Carbondale  
Edwardsville  
Columbia  
Alton  
Chicago

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J. Phil Gilbert, Chair  
Ed Hightower, Vice-Chair  
Sara Salger, Secretary  
Lucas Crater, General Counsel  
Duane Stucky, Board Treasurer  
Paula Keith, Executive Secretary

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ACADEMIC MATTERS COMMITTEE

Ed Hightower, Chair  
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Sara M. Salger, Member  
Toni Williams, Member

ARCHITECTURE AND DESIGN COMMITTEE

John Simmons, Chair  
Hannah Connolly, Member  
Ed Curtis, Member

AUDIT COMMITTEE

Ed Curtis, Chair  
Mo Abuzaneh, Member  
Sara M. Salger, Member

EXECUTIVE COMMITTEE

J. Phil Gilbert, Chair  
Sara M. Salger, Member  
John Simmons, Member

FINANCE COMMITTEE

Ed Curtis, Chair  
Hannah Connolly, Member  
Toni Williams, Member



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**ANNUAL REPORT  
BOARD OF TRUSTEES MEETINGS**

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MINUTES OF THE SPECIAL MEETING OF THE BOARD OF TRUSTEES  
SOUTHERN ILLINOIS UNIVERSITY  
JULY 10, 2024

Pursuant to notice, a special meeting of the Board of Trustees of Southern Illinois University convened at 3:00 p.m., Wednesday, July 10, 2024, in the SIU System Office Conference Room, Office of the President, Springfield, Illinois. The meeting was called to order by Chair J. Phil Gilbert. The following members of the Board were physically present:

Hon. J. Phil Gilbert, Chair  
Dr. Subhash Sharma, Secretary  
Ms. Hannah Connolly  
Mr. Ed Curtis  
Ms. Kaia Ford  
Ms. Sara M. Salger  
Mr. Roger Tedrick

The following members of the Board were absent:

Dr. Ed Hightower, Vice-Chair  
Mr. John Simmons

Also present for the duration of the meeting were Dr. Dan Mahony, President; Mr. Luke Crater, General Counsel; and Ms. Paula Keith, Executive Secretary of the Board. Dr. Austin Lane, Chancellor, SIU Carbondale; and Dr. James Minor, Chancellor, SIU Edwardsville attended the open portion of the meeting.

Chair Gilbert introduced the new student trustees and appointed them to committee assignments. Trustee Ford was appointed as a member of the Academic Matters Committee and as a member of the Audit Committee. Trustee Connolly was appointed to serve as a member of the Finance Committee and as a member of the Architecture and Design Committee.

Chair Gilbert said to let the records show that Trustee Tedrick arrived and was present for the meeting.

Chair Gilbert explained the procedures for the public comment and question portion of the Board's agenda.

Executive Secretary Keith advised that no speakers were registered to speak.

A presentation was made to the Board of Trustees from members of the SIU School of Medicine by fourth year medical student Tommy Johnson and Dr. Richard Selinfreund regarding the use of artificial intelligence (AI) for medical education. Mr. Johnson presented an AI presentation to demonstrate how medical students interact with AI patients as part of their curriculum. He demonstrated specifically how the AI patients are designed to interact with each year of medical students, with the patients getting more difficult as the students progress, which helps the students learn how to best communicate with their patients. Mr. Johnson explained the AI model was all developed internally at SIU as the School of Medicine in Springfield partnered with the CVEX lab at SIU Carbondale to develop the technology and stressed that SIU is at the forefront with this technology for medical students.

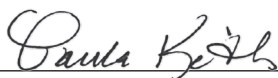
At approximately 3:40 p.m., Chair Gilbert moved that the Board go into closed session to consider imminent and/or pending court proceedings against or on behalf of the Board; appointment, employment, compensation, discipline, performance, or dismissal of specific employees; and review of minutes of meetings lawfully closed under the Open Meetings Act. The relevant sections of the Open Meetings Act that allow for the closed session are 5 ILCS 120/2(c) (1), (11), (21). The motion was duly seconded by Trustee Curtis. The motion passed by the following recorded vote: aye, Ms. Hannah Connolly, Mr.

Ed Curtis, Ms. Kaia Ford, Hon. J. Phil Gilbert, Ms. Sara Salger, Dr. Subhash Sharma, and Mr. Roger Tedrick; nay, none.

The Board came out of closed session at approximately 4:30.

Trustee Salger made a motion to adjourn the meeting. The motion was duly seconded by Trustee Sharma. The motion passed by the following recorded vote: aye, Ms. Hannah Connolly, Mr. Ed Curtis, Ms. Kaia Ford, Hon. J. Phil Gilbert, Ms. Sara Salger, Dr. Subhash Sharma, and Mr. Roger Tedrick; nay, none.

The meeting adjourned at approximately 4:30 p.m.

A handwritten signature in cursive script, reading "Paula Keith", is written over a horizontal line.

Paula S. Keith, Executive Secretary

MINUTES OF THE REGULAR MEETING OF THE BOARD OF TRUSTEES  
SOUTHERN ILLINOIS UNIVERSITY  
JULY 11, 2024

The regular meeting of the Board of Trustees of Southern Illinois University convened on Thursday, July 11, 2024, at 10:00 a.m. in the Auditorium, SIU School of Medicine, 801 N. Rutledge, Springfield, Illinois. The meeting was called to order by Chair Gilbert. The following members of the Board were present:

Hon. J. Phil Gilbert, Chair  
Dr. Ed Hightower, Vice-Chair  
Dr. Subhash Sharma, Secretary  
Ms. Hannah Connolly  
Mr. Ed Curtis  
Ms. Kaia Ford  
Ms. Sara M. Salger  
Mr. Roger Tedrick

The following member of the Board was absent:

Mr. John Simmons

Executive Officers present were:

Dr. Dan Mahony, President, SIU  
Dr. Austin A. Lane, Chancellor, SIU Carbondale  
Dr. James T. Minor, Chancellor, SIU Edwardsville  
Dr. Jerry Kruse, Provost and Dean, SIU School of Medicine  
Mr. Luke Crater, General Counsel  
Dr. Sheila Caldwell, Vice President for Antiracism, Diversity, Equity and Inclusion and Chief Diversity Officer  
Dr. Duane Stucky, Senior Vice President for Financial and Administrative Affairs and Board Treasurer

Also present was Ms. Paula Keith, Executive Secretary of the Board.

**NOTE:** Copies of all background documents furnished to the Board in connection with the following matters have been placed on file in the Office of the Board of Trustees.

The Executive Secretary reported and Chair Gilbert determined that a quorum was physically present.

Chair Gilbert welcomed new Student Trustees Ms. Hannah Connolly and Ms. Kaia Ford to their first Board meeting.

Chair Gilbert announced that during the prior day's executive session meeting he appointed Trustees Connolly and Ford to committee assignments. Trustee Ford was appointed as a member of the Academic Matters Committee and as a member of the Audit Committee. Trustee Connolly was appointed to serve as a member of the Finance Committee and as a member of the Architecture and Design Committee.

Chair Gilbert announced that during the prior day's executive session meeting, the Board approved the release of executive session meeting minute excerpts for the period of September 2023 through February 2024. Those excerpts would be made available for public inspection on the Board's public website on the following day.

Trustee Sharma moved that the Minutes of the Meetings held April 10 and 11, 2024, be approved. Trustee Tedrick seconded the motion, and the minutes were approved by the following recorded vote: aye, Ms. Hannah Connolly, Mr. Ed Curtis, Ms. Kaia Ford, Hon. J. Phil Gilbert, Dr. Ed Hightower, Ms. Sara Salger, Dr. Subhash Sharma, and Mr. Roger Tedrick; nay, none.

Chair Gilbert explained the procedures for the public comment and question portion of the Board's agenda. SIUC Faculty Senate President Yueh-Ting Lee provided comments as the Faculty Senate constituency president.

Chair Gilbert congratulated Chancellors Lane and Minor for their leadership and each being awarded the KAPAL Foundation Lifetime Achievement Award.

Dr. Dan Mahony, President, Southern Illinois University, provided his report for the SIU system. He began with an update on the SIU System Strategic Plan and turned the presentation over to Courtney Breckenridge. Ms. Breckenridge discussed the newly created progress report and Catie Sheehan, System Executive Director of Marketing and Communication, provided copies to the Board. Ms. Breckenridge shared the four main goals for FY25 which include telling SIU's story, showing the collective impact with data, growing the team of collaborators across the campuses, and pursuing new revenue and awards throughout the system.

Dr. Mahony turned to Dr. Caldwell and Dr. Wendi El-Amin for anti-racism, diversity, equity and inclusion (ADEI) updates at the School of Medicine. Dr. El-Amin discussed the social determinants of health and the responsibility of developing the next generation of culturally responsive physicians. As such, she said it is important for the School of Medicine to develop their eco-system into the community. She discussed the SIU Medicine Center for Workforce Equity and said it will be opening in October. Dr. El-Amin also provided updates on the McNeese Physician Preparatory Pathway Program and the Health Equity Scholar Pathway.

President Mahony closed his report with an update on the state budget. SIU received a 2% increase in its general appropriation from the state. He mentioned the support from the state provides help with enrollment. He discussed enrollments within the state of Illinois and said that last year Illinois did better than national averages. He explained that enrollment may look differently next year due to the issues with the Free Application for Federal Student Aid (FAFSA) new application process this year as there are fewer FAFSA applications. He mentioned the state funding formula commission on which

he served and that he expects legislation to be introduced at some point. He said there are very positive aspects to the formula but there is still some work that needs to be done.

Dr. Austin A. Lane, Chancellor, SIU Carbondale, provided his report for the Carbondale campus. He shared a video highlighting the Spring 2024 commencement ceremony. He provided an update on fall enrollment and said with six weeks before classes start there appears to be an increase in graduate, undergraduate and online students. Additionally, he shared new students are up by 14 percent. He also discussed the impact of FAFSA and how the campus responded to the challenges.

Chancellor Lane shared that orientation sessions and housing numbers are also up compared to 2023. Chancellor Lane said for the second straight year the campus has earned national honors for being a transfer-friendly institution. The campus has started a campaign to target Saluki stop-outs and help them come back and finish their degrees. He closed his report by sharing the SIU Foundation had another record-breaking year and provided the FY24 fundraising highlights.

Dr. Jerry Kruse, Dean and Provost, SIU School of Medicine, provided his report to the Board. Dean Kruse gave his report on women in leadership at the School of Medicine. The American Medical Women's Association (AMWA) awarded four women in the SIU School of Medicine Inspire awards and Dr. Kruse noted AMWA only awards 65 total. Additionally, he noted Dr. Susan Hingle has been named as the AMWA President for FY2025. Dr. Kruse said the number of women faculty at the School of Medicine has increased by 31% over the past four years. In relation to governance committees at the School of Medicine, they are 60% comprised of women and 60% of the committee chairs are women. He stated further that 61% of the executive leadership positions within the

School of Medicine are women. In closing, he provided an overall summary of women within the School of Medicine as follows: 48% of all faculty members are women, 51% of all committee members are women, 70% of all the committee chairs are women, and 63% of the major leadership roles are held by women.

Dr. James T. Minor, Chancellor, SIU Edwardsville, provided his report for the Edwardsville campus. Dr. Minor began by highlighting Spring 2024 commencement. He discussed fall enrollment and said they are projecting 2,440 new students. Chancellor Minor shared a slide and discussed where first-year students admitted to Illinois universities enroll. He discussed the One Day, One SIUE dedicated day of giving. This is only its third year and the campus exceeded the fundraising goal by over one million dollars.

Chancellor Minor provided an update on the Health Science Complex. The building is on schedule for completion in the summer of 2025. It will be the permanent home for the School of Pharmacy and the School of Nursing. He talked about a new partnership with the Big Brothers, Big Sisters program to provide mentoring for students interested in attending college. He also shared the campus has two new deans: Dr. Mario Hayek, School of Business, and Marlee Graser, Library and Information Services. Additionally, he said the campus will host a solar car challenge. In closing, Chancellor Minor talked about the KAPAL Foundation Lifetime Achievement award he and Chancellor Lane received. He stressed the importance of having both chancellors attend community events together and thanked Chancellor Lane for his collaboration.

Chair Gilbert explained the procedure for the Board's omnibus motion. The listing of items proposed for the omnibus motion were as follows:

Southern Illinois University  
Board of Trustees  
July 11, 2024

APPROVAL OF NEW PROGRAMS,  
REASONABLE AND MODERATE EXTENSIONS,  
APPROVAL OF OFF-CAMPUS PROGRAM LOCATIONS, AND  
ACADEMIC PROGRAM ELIMINATIONS AND SUSPENSIONS  
JULY 1, 2023, THROUGH JUNE 30, 2024

The submission of three tables to the Illinois Board of Higher Education on behalf of the SIU System, Southern Illinois University Carbondale and Southern Illinois University Edwardsville for approval of new programs, reasonable and moderate extensions, approval of off-campus program locations, and academic program eliminations and suspensions for the period July 1, 2023, through June 30, 2024, are attached.

Annual Listing of Changes Report

Listing of academic changes or updates for the fiscal year (July 1 - June 30). List all changes by RME Rule. Insert rows as needed.  
University Name: Southern Illinois University Carbondale  
Fiscal Year: 2024

Annual Listing of Changes\*

| RME Definition: Addition of a new credited set of courses with a minor (e.g., option, concentration, specialization, or sequenced to an existing degree or program).                                                                        |  |                                                |  |                                     |  |                      |  |             |  |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|------------------------------------------------|--|-------------------------------------|--|----------------------|--|-------------|--|
| List the program title and the new changes (e.g., option, concentration, etc.) in the program.                                                                                                                                              |  |                                                |  |                                     |  |                      |  |             |  |
| Accelerated M.A. Economics, approved November 9, 2023 by President Dan Mahony                                                                                                                                                               |  |                                                |  |                                     |  |                      |  |             |  |
| Accelerated M.S. Animal Science, approved February 28, 2024 by President Dan Mahony                                                                                                                                                         |  |                                                |  |                                     |  |                      |  |             |  |
| Accelerated M.S. Biomedical Engineering, approved November 9, 2023 by President Dan Mahony                                                                                                                                                  |  |                                                |  |                                     |  |                      |  |             |  |
| Accelerated M.E. Biomedical Engineering, approved November 9, 2023 by President Dan Mahony                                                                                                                                                  |  |                                                |  |                                     |  |                      |  |             |  |
| Graduate Science and Production Specialization (in B.S. Horticulture), approved November 9, 2023 by President Dan Mahony                                                                                                                    |  |                                                |  |                                     |  |                      |  |             |  |
| Materials Science and Engineering Specialization (in B.S. ME/CCECTM), approved May 8, 2024 by President Dan Mahony                                                                                                                          |  |                                                |  |                                     |  |                      |  |             |  |
| Teacher Leadership Concentration (in Ed.D. Educational Administration), approved December 19, 2023 by President Dan Mahony                                                                                                                  |  |                                                |  |                                     |  |                      |  |             |  |
| RME Definition: Addition of an externally funded research or public service activity listed as a center or institute because of grant requirements. The activity is temporary, not formally organized in line to continuous mission.        |  |                                                |  |                                     |  |                      |  |             |  |
| NONE                                                                                                                                                                                                                                        |  |                                                |  |                                     |  |                      |  |             |  |
| RME Definition: Addition of a new minor. The staff expects that the completion of each minor should include upper division courses.                                                                                                         |  |                                                |  |                                     |  |                      |  |             |  |
| List new minors established. These will not go into IBHE's Program Inventory.                                                                                                                                                               |  |                                                |  |                                     |  |                      |  |             |  |
| Criminology Production Systems Minor, approved October 25, 2023 by President Dan Mahony                                                                                                                                                     |  |                                                |  |                                     |  |                      |  |             |  |
| RME Definition: No Change in a degree title (e.g., the name of a discipline or minor without changes in objectives or content such as the change from "medical terminology" to "clinical laboratory sciences").                             |  |                                                |  |                                     |  |                      |  |             |  |
| - List all changes of program names with the old program name(s) and new program name.                                                                                                                                                      |  |                                                |  |                                     |  |                      |  |             |  |
| - Changes in a degree title only (e.g., the name of a discipline or minor without changes in objectives or content such as the change from "medical terminology" to "clinical laboratory sciences").                                        |  |                                                |  |                                     |  |                      |  |             |  |
| Original Degree Title and Level                                                                                                                                                                                                             |  |                                                |  |                                     |  |                      |  |             |  |
| e.g., B.S. in Biological Studies                                                                                                                                                                                                            |  | B.S. in Biology                                |  | New Program Name                    |  | CIP                  |  | Region      |  |
| Production Horticulture General Specialization                                                                                                                                                                                              |  | Production Horticulture-General Specialization |  |                                     |  | 010699               |  | Southern    |  |
| RME Definition: Change in the name of an administrative (including departmental, research, or public service) unit.                                                                                                                         |  |                                                |  |                                     |  |                      |  |             |  |
| NONE                                                                                                                                                                                                                                        |  |                                                |  |                                     |  |                      |  |             |  |
| Original Unit Name                                                                                                                                                                                                                          |  |                                                |  |                                     |  |                      |  |             |  |
| e.g., Center for Advanced Studies                                                                                                                                                                                                           |  | New Unit Name                                  |  | Center for the Study of Advancement |  |                      |  |             |  |
| School of Law                                                                                                                                                                                                                               |  |                                                |  | Simmons Law School                  |  |                      |  |             |  |
| approved March 13, 2024 by President Dan Mahony                                                                                                                                                                                             |  |                                                |  |                                     |  |                      |  |             |  |
| RME Definition: An Elimination or temporary suspension of an extension degree program (indicate Phase Down, Elimination, or Temporary Suspension status and include a status update for program previously suspended temporarily).          |  |                                                |  |                                     |  |                      |  |             |  |
| List existing degree, CIP and Region. List original status and new status e.g., from Active to Phase Down, Phase Down to Elimination, or Active to Temporary/Inactive Status. Include status of all programs in Temporary/suspended status. |  |                                                |  |                                     |  |                      |  |             |  |
| Program Title(s)                                                                                                                                                                                                                            |  | CIP Code                                       |  | Region                              |  | Original Status      |  | New Status  |  |
| e.g., B.S. in Psychology                                                                                                                                                                                                                    |  | M.x.x.x                                        |  | Region                              |  | Active               |  | Phase Down  |  |
| Advanced Vehicle Systems and Diagnostics Minor, approved 02/22/2022 by President Dan Mahony                                                                                                                                                 |  |                                                |  | Fox Valley                          |  | Active               |  | Phase Down  |  |
| Agricultural Economics Concentration (in MBA), approved 05/21/2021 by President Dan Mahony                                                                                                                                                  |  |                                                |  | Southern                            |  | Active               |  | Phase Down  |  |
| Art History and Visual Culture (M.A.)                                                                                                                                                                                                       |  |                                                |  | Southern                            |  | Temporarily Inactive |  | Elimination |  |
| Art Minor, approved 02/21/2022 by President Dan Mahony                                                                                                                                                                                      |  |                                                |  | Southern                            |  | Active               |  | Phase Down  |  |
| Business Economics (B.S.), approved 04/28/2021 by President Dan Mahony                                                                                                                                                                      |  |                                                |  | Southern                            |  | Active               |  | Phase Down  |  |
| Career and Technical Education Specialization (in B.S. Workforce Education and Development), approved 06/09/2022 by President Dan Mahony                                                                                                    |  |                                                |  | Southern                            |  | Phase Down           |  | Elimination |  |
| Criminology Specialization (in B.F.A.), approved 09/21/2022 by President Dan Mahony                                                                                                                                                         |  |                                                |  | Southern                            |  | Active               |  | Phase Down  |  |
| Culinary and Management and Media Practice Post-Baccalaureate Certificate, approved 11/23/2020 by President Dan Mahony                                                                                                                      |  |                                                |  | Southern                            |  | Active               |  | Phase Down  |  |
| Criminal Justice and Forensic Science (in M.S. Geography and Environmental Resources), approved 06/09/2022 by President Dan Mahony                                                                                                          |  |                                                |  | Southern                            |  | Active               |  | Phase Down  |  |
| Counselor Education (M.S.Ed.), acknowledged/approved 06/30/2020 by IBHE staff                                                                                                                                                               |  |                                                |  | Southern                            |  | Active               |  | Phase Down  |  |
| Dietetic Program in Dietetics Specialization (in B.S. Human Nutrition and Dietetics), approved 03/18/2021 by President Dan Mahony                                                                                                           |  |                                                |  | Southern                            |  | Active               |  | Phase Down  |  |
| Drawing Specialization (in B.F.A.), approved 02/21/2022 by President Dan Mahony                                                                                                                                                             |  |                                                |  | Southern                            |  | Active               |  | Phase Down  |  |
| Education Concentration Counselor Education (Ph.D.), acknowledged/approved 06/17/2022 by IBHE staff                                                                                                                                         |  |                                                |  | Southern                            |  | Active               |  | Phase Down  |  |
| Education Concentration Curriculum and Instruction (Ph.D.), acknowledged/approved 06/17/2022 by IBHE staff                                                                                                                                  |  |                                                |  | Southern                            |  | Active               |  | Phase Down  |  |
| Education Concentration Educational Administration (Ph.D.), acknowledged/approved 06/17/2022 by IBHE staff                                                                                                                                  |  |                                                |  | Southern                            |  | Active               |  | Phase Down  |  |
| Education Concentration Quantitative Methods (Ph.D.), acknowledged/approved 06/17/2022 by IBHE staff                                                                                                                                        |  |                                                |  | Southern                            |  | Active               |  | Phase Down  |  |
| Education Concentration Special Education (Ph.D.), acknowledged/approved 06/17/2022 by IBHE staff                                                                                                                                           |  |                                                |  | Southern                            |  | Active               |  | Phase Down  |  |
| Education Concentration Special Education (Ph.D.), acknowledged/approved 06/17/2022 by IBHE staff                                                                                                                                           |  |                                                |  | Southern                            |  | Active               |  | Phase Down  |  |
| Education Concentration Special Education (Ph.D.), acknowledged/approved 06/17/2022 by IBHE staff                                                                                                                                           |  |                                                |  | Southern                            |  | Active               |  | Phase Down  |  |
| Education Concentration Special Education (Ph.D.), acknowledged/approved 06/17/2022 by IBHE staff                                                                                                                                           |  |                                                |  | Southern                            |  | Active               |  | Phase Down  |  |
| Education Concentration Special Education (Ph.D.), acknowledged/approved 06/17/2022 by IBHE staff                                                                                                                                           |  |                                                |  | Southern                            |  | Active               |  | Phase Down  |  |
| Education Concentration Special Education (Ph.D.), acknowledged/approved 06/17/2022 by IBHE staff                                                                                                                                           |  |                                                |  | Southern                            |  | Active               |  | Phase Down  |  |
| Education Concentration Special Education (Ph.D.), acknowledged/approved 06/17/2022 by IBHE staff                                                                                                                                           |  |                                                |  | Southern                            |  | Active               |  | Phase Down  |  |
| Education Concentration Special Education (Ph.D.), acknowledged/approved 06/17/2022 by IBHE staff                                                                                                                                           |  |                                                |  | Southern                            |  | Active               |  | Phase Down  |  |
| Education Concentration Special Education (Ph.D.), acknowledged/approved 06/17/2022 by IBHE staff                                                                                                                                           |  |                                                |  | Southern                            |  | Active               |  | Phase Down  |  |
| Education Concentration Special Education (Ph.D.), acknowledged/approved 06/17/2022 by IBHE staff                                                                                                                                           |  |                                                |  | Southern                            |  | Active               |  | Phase Down  |  |
| Education Concentration Special Education (Ph.D.), acknowledged/approved 06/17/2022 by IBHE staff                                                                                                                                           |  |                                                |  | Southern                            |  | Active               |  | Phase Down  |  |
| Education Concentration Special Education (Ph.D.), acknowledged/approved 06/17/2022 by IBHE staff                                                                                                                                           |  |                                                |  | Southern                            |  | Active               |  | Phase Down  |  |
| Education Concentration Special Education (Ph.D.), acknowledged/approved 06/17/2022 by IBHE staff                                                                                                                                           |  |                                                |  | Southern                            |  | Active               |  | Phase Down  |  |
| Education Concentration Special Education (Ph.D.), acknowledged/approved 06/17/2022 by IBHE staff                                                                                                                                           |  |                                                |  | Southern                            |  | Active               |  | Phase Down  |  |
| Education Concentration Special Education (Ph.D.), acknowledged/approved 06/17/2022 by IBHE staff                                                                                                                                           |  |                                                |  | Southern                            |  | Active               |  | Phase Down  |  |
| Education Concentration Special Education (Ph.D.), acknowledged/approved 06/17/2022 by IBHE staff                                                                                                                                           |  |                                                |  | Southern                            |  | Active               |  | Phase Down  |  |
| Education Concentration Special Education (Ph.D.), acknowledged/approved 06/17/2022 by IBHE staff                                                                                                                                           |  |                                                |  | Southern                            |  | Active               |  | Phase Down  |  |
| Education Concentration Special Education (Ph.D.), acknowledged/approved 06/17/2022 by IBHE staff                                                                                                                                           |  |                                                |  | Southern                            |  | Active               |  | Phase Down  |  |
| Education Concentration Special Education (Ph.D.), acknowledged/approved 06/17/2022 by IBHE staff                                                                                                                                           |  |                                                |  | Southern                            |  | Active               |  | Phase Down  |  |
| Education Concentration Special Education (Ph.D.), acknowledged/approved 06/17/2022 by IBHE staff                                                                                                                                           |  |                                                |  | Southern                            |  | Active               |  | Phase Down  |  |
| Education Concentration Special Education (Ph.D.), acknowledged/approved 06/17/2022 by IBHE staff                                                                                                                                           |  |                                                |  | Southern                            |  | Active               |  | Phase Down  |  |
| Education Concentration Special Education (Ph.D.), acknowledged/approved 06/17/2022 by IBHE staff                                                                                                                                           |  |                                                |  | Southern                            |  | Active               |  | Phase Down  |  |
| Education Concentration Special Education (Ph.D.), acknowledged/approved 06/17/2022 by IBHE staff                                                                                                                                           |  |                                                |  | Southern                            |  | Active               |  | Phase Down  |  |
| Education Concentration Special Education (Ph.D.), acknowledged/approved 06/17/2022 by IBHE staff                                                                                                                                           |  |                                                |  | Southern                            |  | Active               |  | Phase Down  |  |
| Education Concentration Special Education (Ph.D.), acknowledged/approved 06/17/2022 by IBHE staff                                                                                                                                           |  |                                                |  | Southern                            |  | Active               |  | Phase Down  |  |
| Education Concentration Special Education (Ph.D.), acknowledged/approved 06/17/2022 by IBHE staff                                                                                                                                           |  |                                                |  | Southern                            |  | Active               |  | Phase Down  |  |
| Education Concentration Special Education (Ph.D.), acknowledged/approved 06/17/2022 by IBHE staff                                                                                                                                           |  |                                                |  | Southern                            |  | Active               |  | Phase Down  |  |

| <b>Original Unit Name</b>                                                                                                                                                                                                              | <b>New Unit Name</b> | <b>Status</b>                              | <b>Effective Date</b> |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------|--------------------------------------------|-----------------------|
| Electronic Journalism Specialization (in B.A. Radio, Television, and Digital Media); acknowledged/approved 08.17.2022 by BIHE staff                                                                                                    |                      | Phase Down                                 |                       |
| Electronic Journalism Specialization (in B.A. Radio, Television, and Digital Media); approved 04.26.2021 by President Dan Mahony                                                                                                       |                      | Active                                     | JUL-28                |
| Electronic System Technology (B.S.); approved 03.03.2022 by President Dan Mahony                                                                                                                                                       |                      | Active                                     | JUL-28                |
| Emergency Medical Service Specialization (B.S. in Public Safety Management; approved 08.12.2021 by President Dan Mahony)                                                                                                               |                      | Active                                     | JUL-31                |
| Energy Management Administration Specialization (B.S. in Public Safety Management); approved 06.12.2023 by President Dan Mahony                                                                                                        |                      | Phase Down                                 | JUL-31                |
| Environmental Sustainability Concentration (in M.S. Geography and Environmental Resources); approved 06.09.2022 by President Dan Mahony                                                                                                |                      | Active                                     | JUL-28                |
| Food and Nutrition (M.S.); acknowledged/approved 05.24.2021 by BIHE staff                                                                                                                                                              |                      | Phase Down                                 | JUL-28                |
| Glass Specialization (in B.F.A.); approved 02.21.2022 by President Dan Mahony                                                                                                                                                          |                      | Active                                     | JUL-28                |
| Global Studies Minor; approved 05.03.2022 by President Dan Mahony                                                                                                                                                                      |                      | Phase Down                                 | JUL-30                |
| Human Nutrition and Dietetics Specialization (in B.S. Human Nutrition and Dietetics); approved 03.18.2021 by President Dan Mahony                                                                                                      |                      | Active                                     | JUL-28                |
| Journalism and Mass Communication Undergraduate Certificate; approved 04.02.2021 by President Dan Mahony                                                                                                                               |                      | Active                                     | JUL-28                |
| Kinesiology (M.S.Ed.); acknowledged/approved 05.24.2021 by BIHE staff                                                                                                                                                                  |                      | Phase Down                                 | JUL-28                |
| Learning Systems Design and Technology Concentration (in S.Ed. Curriculum and Instruction); approved 11.09.2021 by President Dan Mahony                                                                                                |                      | Elimination                                | JUL-28                |
| Magnetic Resonance Imaging (MRI) Post-Baccalaureate Certificate; approved 01.04.2021 by President Dan Mahony                                                                                                                           |                      | Active                                     | JUL-28                |
| Mathematics (B.A.); approved 04.16.2024 by President Dan Mahony                                                                                                                                                                        |                      | Temporarily Inactive Elimination           | JUL-25                |
| Media Institute Specialization (in B.A. Radio, Television, and Digital Media); approved 04.26.2021 by President Dan Mahony                                                                                                             |                      | Active                                     | JUL-25                |
| Media Institute Specialization (in B.F.A.); approved 02.21.2022 by President Dan Mahony                                                                                                                                                |                      | Phase Down                                 | JUL-30                |
| Metallurgical Engineering (in B.S.); approved 02.21.2022 by President Dan Mahony                                                                                                                                                       |                      | Active                                     | JUL-30                |
| Mining and Mineral Resources Engineering Concentration (in PhD Engineering Science); approved 04.16.2024 by President Dan Mahony                                                                                                       |                      | Phase Down                                 | JUL-31                |
| Mining Engineering (B.S.); approved 05.21.2021 by President Dan Mahony                                                                                                                                                                 |                      | Elimination                                | JUL-26                |
| Mining Engineering (M.S.); approved 05.21.2021 by President Dan Mahony                                                                                                                                                                 |                      | Phase Down                                 | JUL-25                |
| Museum Studies Minor; approved 02.22.2021 by President Dan Mahony                                                                                                                                                                      |                      | Active                                     | JUL-26                |
| Nation for Wellness Specialization (in B.S. Human Nutrition and Dietetics); approved 03.18.2021 by President Dan Mahony                                                                                                                |                      | Phase Down                                 | JUL-28                |
| Of-Campus Location Eliminate: Organizational Learning, Innovation, and Development Program at Joint Base Charleston in Charleston, SC; approved August 18, 2023 by Provost, Sherry Tucker                                              |                      | Active                                     | 8/19/2023             |
| Of-Campus Location Eliminate: Organizational Learning, Innovation, and Development Program at Joint Base McGuire-Dix-Lakehurst in Joint Base McGuire-Dix-Lakehurst, NJ; approved 02.12.2024 by Chancellor, Austin Lane                 |                      | Elimination                                | 2/12/2024             |
| Of-Campus Location Eliminate: Organizational Learning, Innovation, and Development Program at Naval Station Great Lakes in Great Lakes, IL; approved 10.04.2023 by Chancellor, Austin Lane                                             |                      | Elimination                                | 10/4/2023             |
| Of-Campus Location Eliminate: Organizational Learning, Innovation, and Development Program at Naval Station Great Lakes in Great Lakes, IL; approved 10.04.2023 by Chancellor, Austin Lane                                             |                      | Active                                     | 10/4/2023             |
| Operatic Music Theater Concentration (in M. of Music); approved 05.30.2023 by President Dan Mahony                                                                                                                                     |                      | Active                                     | JUL-25                |
| Outdoor Recreation Resource Management Concentration (in M.S. Forestry); approved 06.12.2023 by President Dan Mahony                                                                                                                   |                      | Phase Down                                 | JUL-29                |
| Painting Specialization (in B.F.A.); approved 02.21.2022 by President Dan Mahony                                                                                                                                                       |                      | Active                                     | JUL-24                |
| Paranatural Undergraduate Certificate; approved 03.16.2021 by President Dan Mahony                                                                                                                                                     |                      | Elimination                                | JUL-30                |
| Performance Studio Jazz Specialization (in B. of Music); approved 03.16.2021 by President Dan Mahony                                                                                                                                   |                      | Active                                     | JUL-28                |
| Physical Education Teacher Education (B.S.)                                                                                                                                                                                            |                      | Phase Down                                 | JUL-28                |
| Piano Education Arts Concentration (in M. of Music); approved 03.16.2021 by President Dan Mahony                                                                                                                                       |                      | Temporarily Inactive Temporarily Suspended | JUL-18                |
| Primarkyng Specialization (in B.F.A.); approved 02.21.2022 by President Dan Mahony                                                                                                                                                     |                      | Active                                     | JUL-27                |
| Production Horticulture-Science Specialization (in B.S. Horticulture); approved 10.22.2023 by President Dan Mahony                                                                                                                     |                      | Phase Down                                 | JUL-30                |
| Public Service Specialization (in B.A. Political Science); approved 09.27.2021 by President Dan Mahony                                                                                                                                 |                      | Active                                     | JUL-28                |
| Recreation Professions (M.S.Ed.); acknowledged/approved 04.24.2021 by BIHE staff                                                                                                                                                       |                      | Phase Down                                 | JUL-28                |
| Rehabilitation Administration and Services (M.S.); approved 04.26.2021 by President Dan Mahony                                                                                                                                         |                      | Elimination                                | JUL-26                |
| Rehabilitation Counseling (M.S.); acknowledged/approved 06.30.2020 by BIHE staff                                                                                                                                                       |                      | Phase Down                                 | JUL-27                |
| Respiratory Therapy Specialization (in B.S. Healthcare Management); approved 04.11.2024 by President Dan Mahony                                                                                                                        |                      | Active                                     | JUL-25                |
| Sculpture Specialization (in B.F.A.); approved 02.21.2022 by President Dan Mahony                                                                                                                                                      |                      | Elimination                                | JUL-30                |
| Southern Specialization (in B.F.A.); approved 02.21.2022 by President Dan Mahony                                                                                                                                                       |                      | Temporarily Inactive Temporarily Suspended | JUL-30                |
| Stale Exhibition 20: Rejuvenation, restructuring, consolidation, elimination, and other changes of existing administrative including departmentally research or public services units that does not result in an increase in students. |                      | Active                                     |                       |
| Student Union Building Renovation and Adaptive Access                                                                                                                                                                                  |                      | Active                                     |                       |
| Professional Media and Media Management Studies (M.S.) College of Arts and Media                                                                                                                                                       |                      | Active                                     | Summer 2025           |
| Approved June 4, 2024 by President Dan Mahony                                                                                                                                                                                          |                      |                                            |                       |

|                                                                                                                                                                                                                                                                                                                   |  |  |  |                          |  |                                         |  |                        |  |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|--|--|--------------------------|--|-----------------------------------------|--|------------------------|--|
| <b>RME Definition #10: Creation of a certificate program, in a field in which there is a previously approved degree program (e.g., undergraduate certificate, at Levels 1 and 2 from a prior approved bachelor's program, post baccalaureate certificate, at Level 5 from a prior approved master's program).</b> |  |  |  |                          |  |                                         |  |                        |  |
| <b>Certificate Title/Level</b>                                                                                                                                                                                                                                                                                    |  |  |  | <b>CIP Code</b>          |  | <b>Program Title/Level</b>              |  | <b>CIP Code</b>        |  |
| Carnegie Undergraduate Certificate (Level 1b); approved October 26, 2023 by President Dan Mahony                                                                                                                                                                                                                  |  |  |  | 01.0699                  |  |                                         |  | 01.0699                |  |
| Horticulture (B.S.); approved November 26, 2023 by President Dan Mahony                                                                                                                                                                                                                                           |  |  |  |                          |  |                                         |  |                        |  |
| <b>RME Definition #11: Creation of a joint degree program from two previously approved programs.</b>                                                                                                                                                                                                              |  |  |  |                          |  |                                         |  |                        |  |
| <b>New Program Title with Level</b>                                                                                                                                                                                                                                                                               |  |  |  | <b>CIP Code</b>          |  | <b>Program 1 Title</b>                  |  | <b>Program 2 Title</b> |  |
| e.g. B.S. in Comp Sci + Bio                                                                                                                                                                                                                                                                                       |  |  |  | XX.XXX                   |  | B.S. in Comp Sci                        |  | XX.XXX                 |  |
|                                                                                                                                                                                                                                                                                                                   |  |  |  |                          |  |                                         |  |                        |  |
| <b>RME Definition #12: Reestablishment of a temporarily suspended program.</b>                                                                                                                                                                                                                                    |  |  |  |                          |  |                                         |  |                        |  |
| <b>Program Title</b>                                                                                                                                                                                                                                                                                              |  |  |  | <b>Program CIP</b>       |  | <b>Program Region</b>                   |  |                        |  |
| NOI                                                                                                                                                                                                                                                                                                               |  |  |  |                          |  |                                         |  |                        |  |
| <b>RME Definition #13: Creation of a new formally organized research or public service unit that has a temporary mission of up to five years. (Critical for continuation and a date for submission and request for permanent approval should accompany the RME).</b>                                              |  |  |  |                          |  |                                         |  |                        |  |
| <b>Unit Title</b>                                                                                                                                                                                                                                                                                                 |  |  |  | <b>Region</b>            |  | <b>Region</b>                           |  | <b>Region</b>          |  |
| Center for Virtual Expression (CCKX); acknowledged/approved May 26, 2024 by IBHE Staff                                                                                                                                                                                                                            |  |  |  | Southern                 |  | Southern                                |  |                        |  |
| <b>RME Definition #14: Creation of a certificate program in a field or at a level in which there is not a previously approved degree program at that level or a higher level.</b>                                                                                                                                 |  |  |  |                          |  |                                         |  |                        |  |
| <b>Program Title</b>                                                                                                                                                                                                                                                                                              |  |  |  | <b>Program Level</b>     |  | <b>CIP Code</b>                         |  | <b>Region</b>          |  |
| NOI                                                                                                                                                                                                                                                                                                               |  |  |  |                          |  |                                         |  |                        |  |
| <b>RME Definition #15: Creation of a new program that results from the reorganization or restructuring of the curricular elements of an existing program that have over time evolved into separate and distinct programs (e.g., split into two or more autonomous programs, or sections have evolved into</b>     |  |  |  |                          |  |                                         |  |                        |  |
| <b>Title of Original Program with Level</b>                                                                                                                                                                                                                                                                       |  |  |  | <b>CIP Code</b>          |  | <b>Title of New Program with Level</b>  |  | <b>CIP Code</b>        |  |
| e.g., B.S. Biological Engineering and Energy Processes Concentration                                                                                                                                                                                                                                              |  |  |  | XXXXX                    |  | XXXXX                                   |  | XXXXX                  |  |
| Ph.D. Mechanical Engineering and Energy Processes Concentration                                                                                                                                                                                                                                                   |  |  |  | 14.0101                  |  | Ph.D. Mechanical Engineering,           |  | 14.1901                |  |
| acknowledged/approved April 26, 2024 by IBHE Staff                                                                                                                                                                                                                                                                |  |  |  |                          |  |                                         |  |                        |  |
| <b>RME Definition #16: Reclassification (change of CIP) of a program resulting from incremental changes or consolidation of two or more degree programs into a single program.</b>                                                                                                                                |  |  |  |                          |  |                                         |  |                        |  |
| <b>Program Degree Title and Level</b>                                                                                                                                                                                                                                                                             |  |  |  | <b>Original CIP Code</b> |  | <b>New CIP Code</b>                     |  | <b>Region</b>          |  |
|                                                                                                                                                                                                                                                                                                                   |  |  |  |                          |  |                                         |  |                        |  |
| <b>RME Definition #17: Changes in degree designation at the same level (e.g., BA to BFA, BBA to BS, DBA to PhD).</b>                                                                                                                                                                                              |  |  |  |                          |  |                                         |  |                        |  |
| <b>Original Degree Program Title and Designation</b>                                                                                                                                                                                                                                                              |  |  |  | <b>Original CIP Code</b> |  | <b>New Degree Title and Designation</b> |  | <b>Region</b>          |  |
| NOI                                                                                                                                                                                                                                                                                                               |  |  |  |                          |  |                                         |  |                        |  |
| <b>RME Definition #18: Creation of a degree program (excluding certificate programs) in a new field or at a new level (based on CIP or EDS definitions).</b>                                                                                                                                                      |  |  |  |                          |  |                                         |  |                        |  |
| <b>Program Title and Level</b>                                                                                                                                                                                                                                                                                    |  |  |  | <b>CIP Code</b>          |  | <b>Hemt Region</b>                      |  | <b>New Region</b>      |  |
| Accounting (B.S.); acknowledged/approved April 16, 2024 by IBHE Staff                                                                                                                                                                                                                                             |  |  |  | 52.0301                  |  | Southern                                |  | Fox Valley Region      |  |
| Historical Studies (Ph.D.); acknowledged/approved April 18, 2024 by IBHE Staff                                                                                                                                                                                                                                    |  |  |  | 54.0101                  |  | Southern                                |  | Southwestern           |  |
| Industrial Management and Applied Engineering (B.S.); acknowledged/approved January 8, 2024 by IBHE Staff                                                                                                                                                                                                         |  |  |  | 16.0812                  |  | Southern                                |  | Fox Valley Region      |  |
|                                                                                                                                                                                                                                                                                                                   |  |  |  |                          |  |                                         |  |                        |  |
| <b>Board Action</b>                                                                                                                                                                                                                                                                                               |  |  |  |                          |  |                                         |  |                        |  |
| <b>RME Definition #19: Creation of a degree program (excluding certificate programs) in a new field or at a new level (based on CIP or EDS definitions).</b>                                                                                                                                                      |  |  |  |                          |  |                                         |  |                        |  |
| <b>Program Title and Level</b>                                                                                                                                                                                                                                                                                    |  |  |  | <b>CIP Code</b>          |  | <b>Region</b>                           |  | <b>Region</b>          |  |
| B.S. in Cybersecurity Technology (11.1003); approved November 28, 2023 by IBHE Board                                                                                                                                                                                                                              |  |  |  | XX.XXX                   |  | XX.XXX                                  |  | XX.XXX                 |  |
| B.S. in Statistics (27.0901); approved November 28, 2023 by IBHE Board                                                                                                                                                                                                                                            |  |  |  | XX.XXX                   |  | XX.XXX                                  |  | XX.XXX                 |  |
| <b>RME Definition #20: Creation of new units of instruction, research, or public service that involve a change or expansion in mission, including programs, departments, colleges, centers or institutes, or other formally organized units.</b>                                                                  |  |  |  |                          |  |                                         |  |                        |  |
| <b>Program Title and Level</b>                                                                                                                                                                                                                                                                                    |  |  |  | <b>CIP Code</b>          |  | <b>Region</b>                           |  | <b>Region</b>          |  |
| NOI                                                                                                                                                                                                                                                                                                               |  |  |  |                          |  |                                         |  |                        |  |
| <b>RME Definition #21: Creation of a new campus.</b>                                                                                                                                                                                                                                                              |  |  |  |                          |  |                                         |  |                        |  |
| <b>Program Title and Level</b>                                                                                                                                                                                                                                                                                    |  |  |  | <b>CIP Code</b>          |  | <b>Region</b>                           |  | <b>Region</b>          |  |
| NOI                                                                                                                                                                                                                                                                                                               |  |  |  |                          |  |                                         |  |                        |  |
| <b>Annual Listings are submitted by the institution and acknowledged by IBHE. There is no approval required.</b>                                                                                                                                                                                                  |  |  |  |                          |  |                                         |  |                        |  |
| <b>*Reasonable and Moderate Extension - these are submitted and require IBHE staff approval.</b>                                                                                                                                                                                                                  |  |  |  |                          |  |                                         |  |                        |  |
| <b>**see Section 106.26, 107.26 of the Administrative Rules for rules regarding Programs Placed in Temporary Suspension Status</b>                                                                                                                                                                                |  |  |  |                          |  |                                         |  |                        |  |
| <b>Production Horticulture-General Specialization; approved October 23, 2023 by President Dan Mahony</b>                                                                                                                                                                                                          |  |  |  |                          |  |                                         |  |                        |  |

Annual Listing of Changes Report

| Annual Listing of Changes*                                                                                                                                                                                                                                                                                                   |                                                                         |  |                     |        |                                                       |                      |                                                   |  |                |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------|--|---------------------|--------|-------------------------------------------------------|----------------------|---------------------------------------------------|--|----------------|
| NOTE: Definition #5: Addition of a new combined set of courses within a major (i.e., option, concentration, specialization, or sequence) to an existing degree program.                                                                                                                                                      |                                                                         |  |                     |        |                                                       |                      |                                                   |  |                |
| List the program title and the new changes (e.g., option, concentration, etc.) in the program.                                                                                                                                                                                                                               |                                                                         |  |                     |        |                                                       |                      |                                                   |  |                |
| NONE                                                                                                                                                                                                                                                                                                                         |                                                                         |  |                     |        |                                                       |                      |                                                   |  |                |
| NOTE: Definition #6: Addition of an externally funded research or public service activity (added as a center or institute because of grant requirements). The activity is temporary, not formally organized as has no continuous mission.                                                                                    |                                                                         |  |                     |        |                                                       |                      |                                                   |  |                |
| List center/institute title.                                                                                                                                                                                                                                                                                                 |                                                                         |  |                     |        |                                                       |                      |                                                   |  |                |
| NONE                                                                                                                                                                                                                                                                                                                         |                                                                         |  |                     |        |                                                       |                      |                                                   |  |                |
| NOTE: Definition #6: Addition of a new minor. The staff expects that the curriculum of each minor should include upper division courses.                                                                                                                                                                                     |                                                                         |  |                     |        |                                                       |                      |                                                   |  |                |
| List new minors established. These will not go into BME's Program Inventory.                                                                                                                                                                                                                                                 |                                                                         |  |                     |        |                                                       |                      |                                                   |  |                |
| NONE                                                                                                                                                                                                                                                                                                                         |                                                                         |  |                     |        |                                                       |                      |                                                   |  |                |
| NOTE: Definition #6: Change in a degree title (i.e., the name of a discipline or minor without changes in objectives or content such as the change from "medical technology" to "clinical laboratory science").                                                                                                              |                                                                         |  |                     |        |                                                       |                      |                                                   |  |                |
| - List all changes of program names with the old program name(s), associated CIP Code, region, and new program name.<br>- Changes in a degree title only (e.g., the name of a discipline or minor) without changes in objectives or content such as the change from "medical technology" to "clinical laboratory sciences"). |                                                                         |  |                     |        |                                                       |                      |                                                   |  |                |
| Original Degree Title and Level                                                                                                                                                                                                                                                                                              | New Program Name                                                        |  |                     | CIP    |                                                       | Region               |                                                   |  |                |
| Educational Technologies specialization, MSEd in Instructional Technology                                                                                                                                                                                                                                                    | Educational Technology specialization, MSEd in Instructional Technology |  |                     |        |                                                       | 13.0501 Southwestern |                                                   |  |                |
| Approved by President Dan Mahoney, 9/5/23 (correction to previous approval dated May 23, 2022)                                                                                                                                                                                                                               |                                                                         |  |                     |        |                                                       |                      |                                                   |  |                |
| NOTE: Definition #7: Change in the name of an administrative (including department), research, or public service unit.                                                                                                                                                                                                       |                                                                         |  |                     |        |                                                       |                      |                                                   |  |                |
| List the unit/department's old name and then its new name.                                                                                                                                                                                                                                                                   |                                                                         |  |                     |        |                                                       |                      |                                                   |  |                |
| Original Unit Name                                                                                                                                                                                                                                                                                                           | New Unit Name                                                           |  |                     |        |                                                       |                      |                                                   |  |                |
| e.g., Center for Advanced Studies                                                                                                                                                                                                                                                                                            | Center for the Study of Advancement                                     |  |                     |        |                                                       |                      |                                                   |  |                |
| NONE                                                                                                                                                                                                                                                                                                                         |                                                                         |  |                     |        |                                                       |                      |                                                   |  |                |
| NOTE: Definition #8: Elimination or temporary suspension of an extension degree program (indicate Phase Down, Elimination, or Temporary Suspension status and include a status update for program provisionally suspended temporarily).                                                                                      |                                                                         |  |                     |        |                                                       |                      |                                                   |  |                |
| List existing Degree, CIP, and Region. List original status and new status (e.g., from "Active to Phase Down", "Phase Down to Elimination" and "Active to Temporarily Inactive Status". Include status of all programs in temporarily suspended.                                                                             |                                                                         |  |                     |        |                                                       |                      |                                                   |  |                |
| Program Title/Level                                                                                                                                                                                                                                                                                                          | CIP Code                                                                |  | Region              |        | Original Status                                       |                      | New Status                                        |  | Effective Date |
| e.g. BS in Psychology                                                                                                                                                                                                                                                                                                        | xx-xxx                                                                  |  | Fox Valley          |        | Active                                                |                      | Phase Down                                        |  | Dec-22         |
| NONE                                                                                                                                                                                                                                                                                                                         |                                                                         |  |                     |        |                                                       |                      |                                                   |  |                |
| NOTE: Definition #8: Reorganization, restructuring, consolidation, elimination, and other changes of existing administrative (including department), research, or public services units that does not result in an increase in students.                                                                                     |                                                                         |  |                     |        |                                                       |                      |                                                   |  |                |
| Please brief how status for each unit/department and include effective date.                                                                                                                                                                                                                                                 |                                                                         |  |                     |        |                                                       |                      |                                                   |  |                |
| Original Unit Name                                                                                                                                                                                                                                                                                                           | New Unit Name                                                           |  |                     | Status |                                                       | Effective Date       |                                                   |  |                |
| NONE                                                                                                                                                                                                                                                                                                                         |                                                                         |  |                     |        |                                                       |                      |                                                   |  |                |
| NOTE: Definition #10: Creation of a certificate program in a field in which there is a previously approved degree program (e.g., undergraduate certificate at Levels 1 and 2 from a prior approved bachelor's program; post-baccalaureate certificate at Level 5 from a prior approved master's program).                    |                                                                         |  |                     |        |                                                       |                      |                                                   |  |                |
| List new certificates established, CIP code (if appropriate), and corresponding program title/level it was based on.                                                                                                                                                                                                         |                                                                         |  |                     |        |                                                       |                      |                                                   |  |                |
| Certificate Title/Level                                                                                                                                                                                                                                                                                                      | CIP Code                                                                |  | Program Title/Level |        | CIP Code                                              |                      |                                                   |  |                |
| Post-Master's Certificate, Principal Preparation                                                                                                                                                                                                                                                                             |                                                                         |  |                     |        | 13.0401 Doctor of Education in Educational Leadership |                      |                                                   |  |                |
| Post-Master's Certificate, Superintendent                                                                                                                                                                                                                                                                                    |                                                                         |  |                     |        | 13.0401 Doctor of Education in Educational Leadership |                      |                                                   |  |                |
| Post-Master's Certificate, Teacher Leader                                                                                                                                                                                                                                                                                    |                                                                         |  |                     |        | 13.0401 Doctor of Education in Educational Leadership |                      |                                                   |  |                |
| Post-Baccalaureate Certificate, Supply Chain Management                                                                                                                                                                                                                                                                      |                                                                         |  |                     |        | 14.3501 Master of Science in Industrial Engineering   |                      |                                                   |  |                |
| Post-Baccalaureate Certificate, Total Quality Management                                                                                                                                                                                                                                                                     |                                                                         |  |                     |        | 14.3501 Master of Science in Industrial Engineering   |                      |                                                   |  |                |
| AI approved by President Dan Mahoney, 11/27/23                                                                                                                                                                                                                                                                               |                                                                         |  |                     |        |                                                       |                      |                                                   |  |                |
| NOTE: Definition #11: Creation of a post degree program from two previously approved programs.                                                                                                                                                                                                                               |                                                                         |  |                     |        |                                                       |                      |                                                   |  |                |
| List new program title/level and CIP Code and the parent program titles, levels, and CIP Codes.                                                                                                                                                                                                                              |                                                                         |  |                     |        |                                                       |                      |                                                   |  |                |
| New Program Title with level                                                                                                                                                                                                                                                                                                 | CIP Code                                                                |  | Program Title       |        | Program 1 CIP                                         |                      | Program 2 Title                                   |  | Program 2 CIP  |
| Accelerated BS/MS leading to a Bachelor of Science in Computer Engineering (CIP Code 14.0901) and Master of Science in Electrical and Computer Engineering (CIP Code 14.4701)                                                                                                                                                | 14.0901 and 14.4701 B.S. in Computer Engineering                        |  |                     |        |                                                       |                      | 14.0901 MS in Electrical and Computer Engineering |  | 14.4701        |
| Accelerated BS/MS leading to a Bachelor of Science in Computer Engineering (CIP Code 14.0901) and Master of Science in Electrical and Computer Engineering (CIP Code 14.4701)                                                                                                                                                |                                                                         |  |                     |        |                                                       |                      |                                                   |  |                |
| AI approved by President Dan Mahoney, 10/19/23                                                                                                                                                                                                                                                                               |                                                                         |  |                     |        |                                                       |                      | 14.1001 MS in Electrical and Computer Engineering |  | 14.4701        |

| RME**                                                                                                                                                                                                                                                                                                                            |  |                       |                                 |                                  |              |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|-----------------------|---------------------------------|----------------------------------|--------------|
| <b>RME Definition #12: Reactivation of a temporarily suspended program.</b>                                                                                                                                                                                                                                                      |  |                       |                                 |                                  |              |
| List the information of the program (title, level, CIP, Region) to reactivate it in the Program Inventory.                                                                                                                                                                                                                       |  |                       |                                 |                                  |              |
| Program Title                                                                                                                                                                                                                                                                                                                    |  | Program CIP           |                                 |                                  |              |
| NONE                                                                                                                                                                                                                                                                                                                             |  |                       |                                 |                                  |              |
| <b>RME Definition #13: Creation of a new formally organized research or public service unit that has a temporary inhibition of up to five years. (Criteria for continuation and a date for submission and request for permanent approval should accompany the RME.)</b>                                                          |  |                       |                                 |                                  |              |
| List the new unit title, region, and effective date.                                                                                                                                                                                                                                                                             |  |                       |                                 |                                  |              |
| Unit Title                                                                                                                                                                                                                                                                                                                       |  | Region                |                                 |                                  |              |
| NONE                                                                                                                                                                                                                                                                                                                             |  |                       |                                 |                                  |              |
| <b>RME Definition #14: Creation of a certificate program in a field or at a level in which there is not a previously approved degree program at that level or a higher level.</b>                                                                                                                                                |  |                       |                                 |                                  |              |
| Program Title                                                                                                                                                                                                                                                                                                                    |  | Program Level         |                                 | CIP Code                         |              |
| NONE                                                                                                                                                                                                                                                                                                                             |  |                       |                                 |                                  |              |
| <b>RME Definition #15: Creation of a new program that results from the reorganization or restructuring of the curricular elements of an existing program that have over time evolved into separate and distinct programs (e.g., split into two or more autonomous programs, or options have evolved into separate programs).</b> |  |                       |                                 |                                  |              |
| Title of Original Program with Level                                                                                                                                                                                                                                                                                             |  | CIP Code              | Title of New Program with Level |                                  | CIP Code     |
| e.g., B.S. Biological Psychology                                                                                                                                                                                                                                                                                                 |  | xx, xxxx              |                                 |                                  | Region       |
| NONE                                                                                                                                                                                                                                                                                                                             |  |                       |                                 |                                  |              |
| <b>RME Definition #16: Reclassification (change of CIP) of a program resulting from incremental changes or consolidation of two or more degree programs into a single program.</b>                                                                                                                                               |  |                       |                                 |                                  |              |
| Program Degree Title and Level                                                                                                                                                                                                                                                                                                   |  | Original CIP Code     |                                 | New CIP Code                     |              |
| Master of Science in Accountancy                                                                                                                                                                                                                                                                                                 |  | IBHE approved 1.03.24 |                                 | 52.0301                          | Southwestern |
| Master of Business Administration                                                                                                                                                                                                                                                                                                |  | IBHE approved 5.22.24 |                                 | 52.0201                          | Southwestern |
| Master of Science in Geography                                                                                                                                                                                                                                                                                                   |  | IBHE approved 4.09.24 |                                 | 45.0701                          | Southwestern |
| Bachelor of Arts in Geography                                                                                                                                                                                                                                                                                                    |  | IBHE approved 4.09.24 |                                 | 45.0701                          | Southwestern |
| Bachelor of Science in Geography                                                                                                                                                                                                                                                                                                 |  | IBHE approved 4.09.24 |                                 | 45.0701                          | Southwestern |
| <b>RME Definition #17: Changes in degree designation at the same level (e.g., BA to BF A, BBA to BS, DBA to PhD).</b>                                                                                                                                                                                                            |  |                       |                                 |                                  |              |
| Original Degree Program Title and Designation                                                                                                                                                                                                                                                                                    |  | Original CIP Code     |                                 | New Degree Title and Designation |              |
| NONE                                                                                                                                                                                                                                                                                                                             |  |                       |                                 |                                  |              |
| <b>RME Definition #18: Creation of an out-of-region degree program.</b>                                                                                                                                                                                                                                                          |  |                       |                                 |                                  |              |
| Program Title and Level                                                                                                                                                                                                                                                                                                          |  | Board Action          |                                 |                                  |              |
| NONE                                                                                                                                                                                                                                                                                                                             |  |                       |                                 |                                  |              |
| <b>RME Definition #19: Creation of a degree program (excluding certificate programs) in a new field or at a new level (based on CIP or IPEDS definition).</b>                                                                                                                                                                    |  |                       |                                 |                                  |              |
| NONE                                                                                                                                                                                                                                                                                                                             |  |                       |                                 |                                  |              |
| <b>RME Definition #20: Creation of new units of instruction, research, or public service that involve a change or expansion in mission, inclusion programs, departments, colleges, centers or institutes, or other formally organized units.</b>                                                                                 |  |                       |                                 |                                  |              |
| NONE                                                                                                                                                                                                                                                                                                                             |  |                       |                                 |                                  |              |
| <b>RME Definition #21: Creation of a new campus.</b>                                                                                                                                                                                                                                                                             |  |                       |                                 |                                  |              |
| NONE                                                                                                                                                                                                                                                                                                                             |  |                       |                                 |                                  |              |
| Annual Listings are submitted by the institution and acknowledged by IBHE. There is no approval required.                                                                                                                                                                                                                        |  |                       |                                 |                                  |              |
| **Reasonable and Moderate Extension - these are submitted and require IBHE staff approval.                                                                                                                                                                                                                                       |  |                       |                                 |                                  |              |
| ***See Section 109.50 (C)(2) of the Administrative Rules for rules regarding Programs Placed in Temporary Suspension Status                                                                                                                                                                                                      |  |                       |                                 |                                  |              |

Southern Illinois University  
Board of Trustees  
July 11, 2024

### CHANGES IN FACULTY-ADMINISTRATIVE PAYROLL – SIUC

The following changes in faculty-administrative payroll are submitted to the Board of Trustees for ratification in accordance with the Board Policy on Personnel Approval (2 Policies of the Board B). Additional detailed information is available from the Office of the Chancellor. Where appropriate, salary is reported on a monthly basis and on either an academic year (AY) or fiscal year (FY) basis.

- A. Initial Appointments of Faculty to Tenured and Tenure Track and Initial Appointments and Promotions of Professional Staff (If the person previously had a University appointment, it is so noted. Otherwise, the person is a new University employee.)

|    | <u>Name</u>           | <u>Rank/Title</u>                                                            | <u>Department</u>                  | <u>Effective Date</u> | <u>Salary</u>                                                                    |
|----|-----------------------|------------------------------------------------------------------------------|------------------------------------|-----------------------|----------------------------------------------------------------------------------|
| 1. | Brown, Gregory E      | Assistant Coach                                                              | Intercollegiate Athletics          | 05/01/2024            | \$11,250.00 /MO<br>\$135,500.00 /FY                                              |
| 2. | Byrd, Kelly           | Director of Labor and Employee Relations                                     | Labor and Employee Relations       | 03/18/2024            | \$10,416.67 /MO<br>\$125,000.04 /FY                                              |
| 3. | Clark, Cailey M       | Academic Adviser                                                             | Intercollegiate Athletics          | 04/16/2024            | \$3,709.00 /MO<br>\$44,508.00 /FY                                                |
| 4. | Colombo, Renee        | Director of Talent Acquisition and Compensation (Previously Deputy Director) | Human Resources                    | 6/10/2024             | \$7,500.00 /MO<br>\$90,000.00 /FY<br>(Previously \$6,801.00 /MO<br>\$81,612 /FY) |
| 5. | Crawford, Kyle        | Director of Benefits and Payroll Services                                    | Human Resources                    | 03/04/2024            | \$7,500.00 /MO<br>\$90,000 /FY                                                   |
| 6. | Gibbs, Shawntae M     | Assistant Coach                                                              | Intercollegiate Athletics          | 04/11/2024            | \$5,416.67 /MO<br>\$65,000.04 /FY                                                |
| 7. | Harrison, Taylor Rose | Researcher I                                                                 | Biochemistry and Molecular Biology | 05/13/2024            | \$2,916.66 /MO<br>\$34,999.92 /FY                                                |

|     |                     |                                                                                                             |                                    |            |                                                                                        |
|-----|---------------------|-------------------------------------------------------------------------------------------------------------|------------------------------------|------------|----------------------------------------------------------------------------------------|
| 8.  | Hawkins, Stephen G  | Assistant Coach                                                                                             | Intercollegiate Athletics          | 04/15/2024 | \$12,500.00 /MO<br>\$150,000.00 /FY                                                    |
| 9.  | Henson, Harvey Jr   | Director, STEM Education Research Center<br>(Previously Associate Professor)                                | Vice Chancellor for Research       | 05/16/2024 | \$14,167.00 /MO<br>\$170,004.00 /FY<br>(Previously \$9,426.00 /MO<br>\$84,834.00 /AY)  |
| 10. | Kemp, Shane M       | Researcher I                                                                                                | Fisheries & IL Aquaculture Center  | 03/18/2024 | \$3,317.00 /MO<br>\$39,804.00 /FY                                                      |
| 11. | Morris, Marc        | Dean (Previously Interim Dean)                                                                              | College of Business Administration | 07/01/2024 | \$26,546.00 /MO<br>\$318,552.00 /FY<br>(Previously \$26,546.00 /MO<br>\$318,552.00/FY) |
| 12. | Veasley, Willie F   | Assistant Coach                                                                                             | Intercollegiate Athletics          | 04/11/2024 | \$10,000.00 /MO<br>\$120,000.00 /AY                                                    |
| 13. | Wortman, Nicholas K | Associate Vice Chancellor for Human Resources<br>(Previously Assistant Vice Chancellor for Human Resources) | Human Resources                    | 06/01/2024 | \$14,306.00 /MO<br>\$171,672.00/FY<br>(Previously \$11,901.00 /MO<br>\$142,812.00/FY)  |

B. Grant of Leave With Pay:

None to report.

C. Grant of Academic Tenure:

None to report.

D. Promotions of Tenured and Tenure Track Faculty:

None to report

## CHANGES IN FACULTY-ADMINISTRATIVE PAYROLL – SIU SCHOOL OF MEDICINE

The following changes in faculty-administrative payroll at the School of Medicine/Springfield campus are submitted to the Board of Trustees for ratification in accordance with the Board Policy on Personnel Approval (2 Policies of the Board B). Additional detailed information is on file in the Office of the Dean and Provost. Where appropriate, salary is reported on a monthly basis and on either an academic year (AY) or fiscal year (FY) basis.

### A. Initial Appointments of Faculty to Tenured and Tenure Track and Initial Appointments and Promotions of Professional Staff (If the person previously had a University appointment, it is so noted. Otherwise, the person is a new University employee.)

|     | <u>Name</u>         | <u>Rank/Title</u>                   | <u>Department</u>               | <u>Effective Date</u> | <u>Salary</u>                     |
|-----|---------------------|-------------------------------------|---------------------------------|-----------------------|-----------------------------------|
| 1.  | Boehler, Margaret   | Nurse Educator                      | Surgery                         | 04/15/2024            | \$8,055.03/MO<br>\$96,660.36/FY   |
| 2.  | Buettner, Ryan      | Assistant Professor                 | Surgery                         | 07/01/2024            | \$20,833.33/MO<br>\$249,999.96/FY |
| 3.  | Carmona, Venezia    | Post-Doctoral Fellow                | Pharmacology                    | 05/20/2024            | \$4,707.00/MO<br>\$56,484.00/FY   |
| 4.  | Carriker, Elizabeth | LCSW                                | FCM/Decatur                     | 5/20/2024             | \$5,416.67/MO<br>\$65,000.04/FY   |
| 5.  | Gossett, Katie      | Certified Nurse Practitioner        | Pediatrics                      | 05/06/2024            | \$58/hour worked                  |
| 6.  | Knuf, Laura         | Pharmacy Operations Professional    | Office of Correctional Medicine | 4/15/2024             | \$10,416.67/MO<br>\$125,000.04/FY |
| 7.  | Kunz, Elizabeth     | Pharmacy Operations Professional    | Office of Correctional Medicine | 5/6/2024              | \$10,416.67/MO<br>\$125,000.04/FY |
| 8.  | Peck, Mackenzie     | Senior Research Project Coordinator | Neuroscience Institute          | 04/01/2024            | \$4,333.33/MO<br>\$52,000.00/FY   |
| 9.  | Plummer, Taryn      | Certified Nurse Practitioner        | Surgery                         | 07/15/2024            | \$8,333.34/MO<br>\$100,000.08/FY  |
| 10. | Rhodes, Kristopher  | Certified Nurse Practitioner        | SIU Express Care                | 06/17/2024            | \$10,834.25/MO<br>\$130,011.00/FY |
| 11. | Saunders, Elizabeth | Curriculum Development Specialist   | Education and Curriculum-SMC    | 06/03/2024            | \$6,250.00/MO<br>\$75,000.00/FY   |
| 12. | Strader, Brian      | Pharmacy Operations Professional    | Office of Correctional Medicine | 5/6/2024              | \$10,416.67/MO<br>\$125,000.04/FY |

|     |                   |                                                                               |                                 |            |                                                                                  |
|-----|-------------------|-------------------------------------------------------------------------------|---------------------------------|------------|----------------------------------------------------------------------------------|
| 13. | Thompson, Trevor  | Senior Research Project Coordinator (previously Research Project Coordinator) | Population Science and Policy   | 07/01/2024 | \$5,166.66/MO<br>\$62,000.00/FY<br>(previously \$4,530.50/MO and \$54,366.00/FY) |
| 14. | Townsend, Nicole  | Researcher II                                                                 | MMICB                           | 4/1/2024   | \$3,750.00/MO<br>\$45,000.00/FY                                                  |
| 15. | Willeford, Travis | Pharmacy Operations Professional                                              | Office of Correctional Medicine | 5/6/2024   | \$10,416.67/MO<br>\$125,000.04/FY                                                |

B. Leave of Absence with Pay:

None to report

C. Grant of Academic Tenure and Promotion:

None to report

D. Promotions of Tenured and Tenure Track Faculty:

None to report

E. Promotions of Non-Tenure Track Faculty:

None to report

Southern Illinois University  
Board of Trustees  
July 11, 2024

### CHANGES IN FACULTY-ADMINISTRATIVE PAYROLL – SIUE

The following changes in faculty-administrative payroll are submitted to the Board of Trustees for ratification in accordance with the Board Policy on Personnel Approval (2 Policies of the Board B). Additional detailed information is on file in the Office of the Chancellor. Where appropriate, salary is reported on a monthly basis and on either an academic year (AY) or fiscal year (FY) basis.

**A. Initial Appointments of Faculty to Tenure and Tenure Track and Initial Appointments and Promotions of Professional Staff** (If the person previously had a University appointment, it is so noted. Otherwise, the person is a new University employee.)

|    | <u>Name</u>          | <u>Rank/Title</u>                                         | <u>Department</u>                      | <u>Effective Date</u> | <u>Salary</u>                                                                   |
|----|----------------------|-----------------------------------------------------------|----------------------------------------|-----------------------|---------------------------------------------------------------------------------|
| 1. | Carr, Katherine      | Academic Advisor I<br>(previously Admissions/Records Rep) | School of Engineering                  | 04/01/2024            | \$3,541.66/mo<br>\$42,499.92/FY<br>(previously \$3,305.84/mo<br>\$39,670.08/FY) |
| 2. | Carroll, Michelle    | Coordinator                                               | Online Services & Educational Outreach | 04/15/2024            | \$3,416.00/mo<br>\$40,992.00/FY                                                 |
| 3. | Czachor, Clarence    | Academic Advisor I                                        | College of Arts & Sciences             | 03/04/2024            | \$3,541.66/mo<br>\$42,499.92/FY                                                 |
| 4. | Hayak, Mario         | Dean / Professor                                          | School of Business                     | 07/01/2024            | \$21,000.00/mo<br>\$252,000.00/FY                                               |
| 5. | Lewis, Lavonia       | Coordinator                                               | Online Services & Educational Outreach | 04/29/2024            | \$3,416.00/mo<br>\$40,992.00/FY                                                 |
| 6. | Lichtenberger, Eric  | Director                                                  | Institutional Research                 | 04/09/2024            | \$11,041.68/mo<br>\$132,500.16/FY                                               |
| 7. | O'Bryan, Corinne E.  | Assistant Director                                        | VC Student Affairs                     | 03/25/2024            | \$5,250.00/mo<br>\$63,000.00/FY                                                 |
| 8. | Spudich, Jr., Thomas | Director                                                  | Provost & VC Academic Affairs          | 07/01/2024            | \$11,333.34/mo<br>\$136,000.08/FY                                               |

B. Leaves of Absence With Pay

None to Report

C. Awards of Tenure

None to Report

D. Awards of Promotion

None to Report

Southern Illinois University  
Board of Trustees  
July 11, 2024

PROPOSED REVISIONS TO BOARD OF TRUSTEES POLICIES:  
PROHIBITING PARTICIPATION IN MALIGN FOREIGN TALENT RECRUITMENT  
PROGRAMS  
ADDITION OF BOARD POLICY 7-O

Summary

This matter seeks approval by the SIU Board of Trustees to add 7 Policies of the Board, O – Prohibiting Participation in Malign Foreign Talent Recruitment Programs. The principal reason for this amendment is to comply with “The Chips Act,” Research and Development, Competition, and Innovation Act, Pub. L. No. 117-167, div. B, 136 Stat.1366 (2022).

Rationale for Adoption

The Chips and Science Act of 2022, Subtitle D Research Security, requires federal research funding agencies to establish policies that require “covered individuals” to disclose participation in foreign talent recruitment programs (FTRPs) and to certify at proposal, and annually for the duration of the award, that they are not a party to a Malign Foreign Talent Recruitment Program (MFTRP), and that require Southern Illinois University – System (SIU-S) to certify that such individuals have been made aware of the certification requirements and have complied.

This matter seeks to align the University's research security with current United States law, practice, and guidance.

Considerations Against Adoption

None are known to exist.

Constituency Involvement

The Carbondale, Springfield, and Edwardsville campuses, all faculty, staff, and students will be involved in this compliance to U.S. Law.

Resolution

BE IT RESOLVED, By the Board of Trustees of Southern Illinois University in regular meeting assembled, That: 7 Policies of the Board O is hereby added to the Policies of the Board, as per the attached.

## **O - PROHIBITING PARTICIPATION IN MALIGN FOREIGN TALENT RECRUITMENT PROGRAMS POLICY**

### **Purpose**

The Chips and Science Act of 2022, Subtitle D Research Security, requires federal research funding agencies to establish policies that require “covered individuals” to disclose participation in foreign talent recruitment programs (FTRPs) and to certify at proposal, and annually for the duration of the award, that they are not a party to a Malign Foreign Talent Recruitment Program (MFTRP), and that require Southern Illinois University – System (SIU-S) to certify that such individuals have been made aware of the certification requirements and have complied.

### **Policy**

SIU-S prohibits all Covered Individuals (see definition below), from participating in Malign Foreign Talent Programs (see definition below).

SIU-S requires that Covered Individuals comply with federal research agency policies to:

- a. Certify at proposal, and annually for the duration of the award, that they are not a party to a MFTRP, and
- b. Disclose all participation in FTRP contracts, agreements, or other arrangements.

SIU-S further requires that Covered Individuals comply with all sponsor policies and certifications regarding MFTRP as they are developed and implemented, and that disclosures are true, complete, and accurate to the best of the covered individual's knowledge.

SIU-S also requires that Covered Individuals comply with all sponsor policies and certifications regarding foreign talent recruitment programs (see definition below) as they are developed and implemented, and that disclosures are true, complete, and accurate to the best of the faculty member's knowledge. False, fictitious, or fraudulent statements or claims (including intentional omissions) in violation of this policy may result in criminal, civil, administrative or University penalties.

### **Definitions**

#### **Covered Individual:**

Consistent with Section 10638 of the CHIPS and Science Act and for purposes of this policy a “Covered Individual” is:

- (i) An individual who contributes in a substantive, meaningful way to the scientific development or execution of a research and development project proposed to be carried out with a research and development award from a Federal research agency, and
- (ii) is designated as a Senior and/or Key Person or a Covered Individual by the federal research agency concerned.

**Malign Foreign Talent Recruitment Program (MFTRP):**

**(A)** any program, position, or activity that includes compensation in the form of cash, in-kind compensation, including research funding, promised future compensation, complimentary foreign travel, things of non de minimis value, honorific titles, career advancement opportunities, or other types of remuneration or consideration directly provided by a foreign country at any level (national, provincial, or local) or their designee, or an entity based in, funded by, or affiliated with a foreign country, whether or not directly sponsored by the foreign country, to the targeted individual, whether directly or indirectly stated in the arrangement, contract, or other documentation at issue, in exchange for the individual—

- (i) engaging in the unauthorized transfer of intellectual property, materials, data products, or other nonpublic information owned by a United States entity or developed with a Federal research and development award to the government of a foreign country, or an entity based in, funded by, or affiliated with a foreign country regardless of whether that government or entity provided support for the development of the intellectual property, materials, or data products;
- (ii) being required to recruit trainees or researchers to enroll in such program, position, or activity;
- (iii) establishing a laboratory or company, accepting a faculty position, or undertaking any other employment or appointment in a foreign country or with an entity based in, funded by, or affiliated with a foreign country if such activities are in violation of the standard terms and conditions of a Federal research and development award;
- (iv) being unable to terminate the foreign talent recruitment program contract or agreement except in extraordinary circumstances;
- (v) through funding or effort related to the foreign talent recruitment program, being limited in the capacity to carry out a research and development award or required to engage in work that would result in substantial overlap or duplication with a Federal research and development award;
- (vi) being required to apply for and successfully receive funding from the sponsoring foreign government's funding agencies with the sponsoring foreign organization as the recipient;
- (vii) being required to omit acknowledgment of the recipient institution with which the individual is affiliated, or the Federal research agency sponsoring the research and development award, contrary to the institutional policies or standard terms and conditions of the Federal research and development award;
- (viii) being required to not disclose to the Federal research agency or employing institution the participation of such individual in such program, position, or activity; or
- (ix) having a conflict of interest or conflict of commitment contrary to the standard terms and conditions of the Federal research and development award; and

**(B)** a program that is sponsored by—

- (i) a foreign country of concern or an entity based in a foreign country of concern, whether or not directly sponsored by the foreign country of concern; [Per the Act, foreign country of concern "means the People's Republic of China, the Democratic

People's Republic of Korea, the Russian Federation, the Islamic Republic of Iran, or any other country determined to be a country of concern by the Department of State.]

- (ii) an academic institution on the list developed under section 1286(c)(8) of the John S. McCain National Defense Authorization Act for Fiscal Year 2019 (10 U.S.C. 2358 note; Public Law 115-232); or
- (iii) a foreign talent recruitment program on the list developed under section 1286(c)(9) of the John S. McCain National Defense Authorization Act for Fiscal Year 2019 (10 U.S.C. 2358 note; Public Law 115-232)." [Lists referenced in items B. (ii) and (iii) are available in Part 3 of the Department of Defense (DoD) document Countering Unwanted Foreign Influence in Department-funded Research at Institutions of Higher Education]

The following are not considered malign foreign talent recruitment programs unless such activities are funded, organized, or managed by an academic institution or a foreign talent recruitment program on the lists developed under paragraphs (8) and (9) of section 1286(c) of the John S. McCain National Defense Authorization Act for Fiscal Year 2019 (10 U.S.C. 4001 note; Public Law 115-232):

- (i) making scholarly presentations and publishing written materials regarding scientific information not otherwise controlled under current law;
- (ii) participation in international conferences or other inter- national exchanges, research projects or programs that involve open and reciprocal exchange of scientific information, and which are aimed at advancing international scientific understanding and not otherwise controlled under current law; and
- (iii) advising a foreign student enrolled at an institution of higher education or writing a recommendation for such a student, at such student's request.

#### **Foreign Talent Recruitment Programs (FTRP):**

A foreign talent recruitment program is any program, position, or activity that includes compensation in the form of cash, in-kind compensation, including research funding, promised future compensation, complimentary foreign travel, things of non de minimis value, honorific titles, career advancement opportunities, or other types of remuneration or consideration directly provided by a foreign country at any level (national, provincial, or local) or their designee, or an entity based in, funded by, or affiliated with a foreign country, whether or not directly sponsored by the foreign country, to an individual, whether directly or indirectly stated in the arrangement, contract, or other documentation at issue.

Southern Illinois University  
Board of Trustees  
July 11, 2024

## APPROVAL OF PURCHASE: CAPITAL LEASING SERVICES

### Summary

This matter seeks approval to award contracts to a pool of vendors that provide capital leasing services. The pool of vendors will provide competitive financing and leasing opportunities for equipment, software, and other infrastructure projects. Financing and services offered through these contracts would be available to all the Southern Illinois University campuses.

### Rationale for Adoption

Consistent with the State Procurement Code, a Request for Proposals (RFP) was issued to solicit bids from firms to create a qualified diverse pool of vendors to provide capital lease financing and other leasing services. Two vendors responded and met procurement specifications required for the proposals to be considered. A selection committee consisting of members from the System Office, SIUC, SIUE and SOM evaluated the firms based on the criteria set forth in the RFP including capital lease financing experience, higher education experience, qualifications of the individuals assigned to SIU, ability to provide additional services, commitment to diversity and pricing. The Selection Committee determined that both First American Equipment Finance and KS StateBank meet the needs of the University.

This matter seeks to award a contract to First American Equipment Finance and KS StateBank with a total available spend not to exceed \$20 million over a ten-year term. The cost of the service is contingent upon the financing and other lease program needs of the University. These contracts will provide a flexible and cost-effective financing tool for equipment, software and other projects that are traditionally too small to finance through the issuance of bonds or COPs. Funds to cover the cost of the financing and other services will be paid from individual departments based on their usage.

The Board Treasurer recommends this matter to the President.

### Resolution

BE IT RESOLVED, By the Board of Trustees of Southern Illinois University in regular meeting assembled, That:

(1) The contract for capital leasing services be and is hereby awarded to First American Equipment Finance for a period of ten years pending contract approval.

(2) The contract for capital leasing services be and is hereby awarded to KS StateBank for a period of ten years pending contract approval.

(3) The total award for these services be and is hereby awarded in an amount not to exceed \$20,000,000 and will be funded by individual departments based on their usage.

(4) The President of Southern Illinois University be and is hereby authorized to take any and all action required in the execution of this resolution in accordance with established policies and procedures.

Southern Illinois University  
Board of Trustees  
July 11, 2024

CHANGES IN FACULTY-ADMINISTRATIVE PAYROLL –  
OFFICE OF THE PRESIDENT AND UNIVERSITY-WIDE SERVICES

The following changes in faculty-administrative payroll are submitted to the Board of Trustees for ratification in accordance with the Board Policy on Personnel Approval (2 Policies of the Board B). Additional detailed information is available from the Office of the President. Where appropriate, salary is reported on a monthly basis and on either an academic year (AY) or fiscal year (FY) basis.

- A. Initial Appointments of Faculty to Tenured and Tenure Track and Initial Appointments and Promotions of Professional Staff (If the person previously had a University appointment, it is so noted. Otherwise, the person is a new University employee.)

|    | <u>Name</u>   | <u>Rank/Title</u>            | <u>Department</u>  | <u>Effective Date</u> | <u>Salary</u>                      |
|----|---------------|------------------------------|--------------------|-----------------------|------------------------------------|
| 1. | Hall, Katelyn | Associate<br>General Counsel | General<br>Counsel | 06/03/2024            | \$9,166.66/ mo<br>\$110,000.00/ FY |

- B. Leaves of Absence With Pay - None to Report

- C. Awards of Tenure - None to Report

- D. Awards of Promotion - None to Report

- E. Title Change- None to Report

Southern Illinois University  
Board of Trustees  
July 11, 2024

APPROVAL OF PURCHASE:  
SOLID WASTE REMOVAL AND CARDBOARD RECYCLING,  
CARBONDALE CAMPUS, SIUC

Summary

This matter seeks approval to enter into a contract to provide labor, material, equipment and other incidental items for the removal of solid waste and cardboard recycling from the Carbondale Campus for a contract period of five years with an option to renew for one additional five-year period.

Rationale for Adoption

The SIU Carbondale campus has contracted with an outside vendor for solid waste removal for many years. Based on the bid results, savings will be realized by using the same company for the transportation of cardboard to a recycling center. The award amount includes funds for the option to renew for one additional five-year period and any potential annual cost increases as permitted in the bid documents. The annual continuation and/or renewal of the contract shall be based on the post-performance review conducted in January of each year. The University reserves the right to cancel this contract within 60 days of written notice.

In accordance with the Illinois Procurement Code and the Southern Illinois University Board of Trustees Policies, a request for quotation (RFQ) was issued. The award recommendation is based on the lowest bidder meeting specifications. Funding for this service will come from the Physical Plant Service, University Housing Facilities, and Student Center Operations & Maintenance accounts.

This matter is recommended for adoption by the Chancellor and the Vice Chancellor for Administration and Finance, SIUC.

Considerations Against Adoption

University officials are aware of none.

Resolution

BE IT RESOLVED, By the Board of Trustees of Southern Illinois University in regular meeting assembled, That:

(1) The contract for the removal of solid waste and cardboard recycling for the Carbondale Campus, SIUC, be and is hereby awarded to Republic Services, Marion, IL for \$3,325,920.

(2) The contract period of five years with an option to renew for one additional five-year period is hereby approved.

(3) The Board of Trustees hereby authorizes the purchase of goods and services associated with this award.

(4) Funding for this service will come from the Physical Plant Service, University Housing Facilities, and Student Center Operations & Maintenance accounts.

(5) The President of Southern Illinois University be and is hereby authorized to take whatever action may be required in the execution of this resolution in accordance with established policies and procedures.

Southern Illinois University  
Board of Trustees  
July 11, 2024

APPROVAL OF PURCHASE: SOFTWARE LICENSE SUBSCRIPTION AND  
PROFESSIONAL SERVICES, CARBONDALE AND EDWARDSVILLE CAMPUSES

Summary

This matter seeks approval for the purchase of a software license subscription and professional services agreement with Ellucian Company LP (Ellucian) for the Southern Illinois University Carbondale and Edwardsville campuses. The purchase order for the maintenance, licensing, and professional service agreement totals approximately \$1,200,000 over a 5-year period.

Rationale for Adoption

Ellucian is the current vendor of the SIU Carbondale and SIU Edwardsville Student Information Systems. Its Banner product includes student, financial aid, human resources, payroll, procurement, and accounting modules. This software license subscription, and professional services agreement with Ellucian adds cross registration functionality so that the campuses have the most recent functional software available to share course registration and provides near round-the-clock support for problem resolution.

Cross-registration and the creation of degree and certificate pathways through online course sharing at Southern Illinois University System are the natural next steps following course sharing pilot effort begun in Fall 2023 as a key objective in the SIU System Strategic Plan. This infrastructure will streamline the course sharing and registration process for students, faculty, and staff. It is a fundamental next step in creating a competitive advantage for SIU System Online through a cohesive course registration process.

As the campuses work together to seek efficiencies, Information Technology officials at both campuses collaborated on this contract to take advantage of significant cost savings. The result was a negotiated rate structure to ensure the University is receiving the best price available by leveraging the purchasing power of both campuses. The combined purchase will save the University 20% of subscription costs, approximately \$100,000 over separate annual contracts.

Costs for this purchase will be split between the Carbondale and Edwardsville campuses. Carbondale will fund approximately 49% of the total purchase and Edwardsville will fund approximately 51% of the purchase. In considering the potential of using a different vendor for a cross registration solution, University officials recognized the substantial effort and cost associated with implementing a third-party solution and determined it would not be practical or cost effective to do so.

In accordance with the Illinois Procurement Code and Board of Trustees policies, a sole source justification has been submitted to the Chief Procurement Officer for review.

Resolution

BE IT RESOLVED, By the Board of Trustees of Southern Illinois University in regular meeting assembled, That:

(1) The purchase of Ellucian Banner software licensing subscription, and professional services agreement for SIU Carbondale and SIU Edwardsville be and is hereby awarded to Ellucian Company LP, of Malvern, PA, in the amount of \$1,200,000 for a 5-year contract for the period August 1, 2024, through June 30, 2029.

(2) The Board of Trustees hereby authorizes the purchase of goods and services associated with this award.

(3) The purchase will be funded by the SIU Carbondale and Edwardsville campuses.

(4) The President of Southern Illinois University be and is hereby authorized to take whatever action may be required in the execution of this resolution in accordance with established policies and procedures.

Southern Illinois University  
Board of Trustees  
July 11, 2024

APPROVAL OF SALARY INCREASE AND TITLE CHANGE:  
VICE CHANCELLOR FOR ENROLLMENT MANAGEMENT, SIUC

Summary

This matter presents for approval a salary increase and title change of Wendell Williams from Associate Vice Chancellor for Enrollment Management to the Vice Chancellor for Enrollment Management, SIUC.

Rationale for Adoption

Policies of the Board of Trustees require the Board of Trustees approval of the appointment of the vice chancellors at SIUC. In his current role as Associate Vice Chancellor, Mr. Williams is responsible for the development, direction, and management of the enrollment efforts at SIUC. More specifically, he leads the enrollment efforts, strategizes, establishes current trends, utilizes all recruitment/enrollment staff and works with all campus staff for outreach to students and stakeholders to maximize scholarship opportunities to increase enrollment at SIUC. The scope of his area has expanded since his appointment in 2020 and the title of Vice Chancellor more appropriately characterizes his level of work and is in line with other universities in the state with Vice Chancellors over strategic enrollment management areas.

Additionally, his salary will also more appropriately reflect the duties and title of Vice Chancellor by increasing it from \$165,000 to \$185,203.

The Chancellor, SIUC, has recommended this matter to the President.

Resolution

BE IT RESOLVED, By the Board of Trustees of Southern Illinois University in regular meeting assembled, That: Wendell Williams have his title changed to the position of Vice Chancellor for Enrollment, SIUC, with an annual salary of \$185,208 effective July 1, 2024.

Southern Illinois University  
Board of Trustees  
July 11, 2024

APPROVAL: ADD COUGAR VILLAGE TRACT #44, TRACT #44A, POLE SHED #1  
AND POLE SHED #2 (BUILDING #7144) TO THE  
HOUSING AND AUXILIARY FACILITIES SYSTEM (HAFS), SIUE

Summary

This matter seeks to add four additional facilities occupied and used by SIUE University Housing Facilities Management to the Housing and Auxiliary Facilities System (HAFS). These buildings and structures are located at the Cougar Village housing complex.

Rationale for Adoption

In 1969 and 1974, financing through the HAFS was established for the construction of the two phases of Cougar Village (formerly Tower Lake Apartments). Tract #44 and Tract #44A were farmhouses that existed on the property at the time SIUE acquired the land where Cougar Village was constructed. Since that time, Pole Shed #1 and Pole Shed #2 were constructed in the Cougar Village housing complex. However, Tract #44, Tract #44A, Pole Shed #1 and Pole Shed #2 (collectively, Building #7144) are currently not part of the HAFS revenue bond system.

SIUE is seeking approval to add Building #7144 to the HAFS so that proper maintenance support may continue to be provided. These facilities are utilized by University Housing Facilities Management, SIUE, to provide offices and storage for grounds and crafts equipment and supplies.

If approved, revenue generated from housing rental rates, application fees, conference housing, and vending revenue will provide Housing Operations with funding for any necessary maintenance of all housing facilities. The Chancellor, Interim Vice Chancellor for Administration, and Interim Vice Chancellor for Student Affairs, SIUE, have recommended this matter to the President.

Considerations Against Adoption

University officials are aware of none.

Resolution

BE IT RESOLVED, By the Board of Trustees of Southern Illinois University in a regular meeting assembled, That:

- (1) Tract #44, Tract #44A, Pole Shed #1, and Pole Shed #2 (Building

#7144) be added to the Housing and Auxiliary Facilities System, and

(2) The President of Southern Illinois University be and is hereby authorized to take whatever action may be required in the execution of this resolution in accordance with established policies and procedures.

Southern Illinois University  
Board of Trustees  
July 11, 2024

APPROVAL OF PURCHASE: CHARTER BUS SERVICES FOR ATHLETICS,  
SIUE

Summary

This matter seeks Board approval to award a contract for the purchase of charter bus services for SIUE's Department of Intercollegiate Athletics to Chancer, LLC, d/b/a Timi's Tours Transportation. The contract will be primarily funded by the Athletics Department's revenue and state appropriated funds.

Rationale for Adoption

Charter bus transportation is an economical and safe way to transport SIUE's student athletes to athletic competitions.

This contract will provide for the purchase of charter bus services for SIUE's Intercollegiate Athletics Department. The initial term of the contract will be three (3) years, beginning August 1, 2024, at an estimated cost of \$960,000. SIUE has the option to renew the contract for up to two (2) additional years at an estimated cost of \$320,000 per year. The estimated total cost for the full five-year contract term is \$1,600,000 and will be funded from the Athletics Department's revenue and state appropriated. The actual cost will depend on the University's usage. The Chancellor, SIUE, and Interim Vice Chancellor of Administration, SIUE, have recommended this matter to the President.

Considerations Against Adoption

University officials are aware of none.

Resolution

BE IT RESOLVED, By the Board of Trustees of Southern Illinois University in regular meeting assembled, That:

(1) The request to award a contract for up to five years for the purchase of charter bus service for SIUE's Department of Intercollegiate Athletics, be and is hereby awarded to Chancer, LLC, at an approximate cost of \$320,000.00 per year.

(2) The Board of Trustees hereby authorizes the purchase of goods and services associated with this project.

(3) The contract will be funded from the Athletics Department's revenue and state appropriated funds.

(4) The President of Southern Illinois University be and is hereby authorized to take whatever action may be required in the execution of this resolution in accordance with established policies and procedures.

Southern Illinois University  
Board of Trustees  
July 11, 2024

APPROVAL OF PURCHASE:  
TRADITIONAL & DIGITAL MEDIA BUY MANAGEMENT & CONSULTATION, SIUE

Summary

This matter seeks Board approval to award a contract for the purchase of comprehensive advertising services to Burns & Associates Management, LLC. The services requested in the Request for Proposal include development of a strategic marketing plan, management of high-impact advertising campaigns, maximization of SIUE's reach, provision of quantifiable results, negotiation of competitive rates for advertising spend, and provision of creative and production services as needed from concept to completion. The contract will be primarily funded by the SIUE Marketing and Communication Department's revenue and state appropriated funds.

Rationale for Adoption

The SIUE University Marketing and Communications Department purchases traditional and digital marketing to increase awareness of SIUE and raise the profile of the University through comprehensive advertising planning and execution, including high-impact advertising campaigns, paid search, social media, streaming and broadcast TV, streaming and broadcast radio, out-of-home, print, and sponsorships to position SIUE as a top choice for target audiences. A consolidated contract for traditional and digital media buy will improve effectiveness and quality by providing a more efficient and holistic approach to advertising planning and execution; require fewer meetings with multiple vendors; offer better comprehensive advertising reporting; streamline creative development, review, and reporting; and provide easier processing and payment tracking. The contract will have an initial term of one year, beginning July 11, 2024, with options for SIUE to renew for three (3) consecutive one-year periods, for a total potential term of four (4) years. The decision to exercise the options for renewal of the contract will be based on demonstration of satisfactory service and return on investment, continued need for the services, favorable market conditions, and availability of funds.

The cost of the initial one-year contract is approximately \$2,000,000 and will be primarily funded by the SIUE Marketing and Communication Department's revenue and state appropriated funds. The total value of the three (3) 1-year option periods is approximately \$6,000,000. The actual cost is dependent upon SIUE's need for services. Bids for the services were received in accordance with university procurement policies. The Chancellor, SIUE, and the Vice Chancellor for Administration, SIUE, have recommended this matter to the President.

Resolution

BE IT RESOLVED, By the Board of Trustees of Southern Illinois University in regular meeting assembled, That:

(1) The contract for traditional and digital media buy management and consultation for SIUE, be and is hereby awarded to Burns & Associates Management, LLC.

(2) The cost of \$2,000,000 for the initial one-year contract term with options to renew for three (3) consecutive one-year periods, at a cost of \$2,000,000 per subsequent contract period, for a potential total cost of \$8,000,000 be and is hereby approved.

(3) The Board of Trustees hereby authorizes the purchase of goods and services associated with this project.

(4) The contract will be funded primarily by the SIUE Marketing and Communication Department's revenue and state appropriated funds.

(5) The President of Southern Illinois University be and is hereby authorized to take whatever action may be required in the execution of this resolution in accordance with established policies and procedures.

Southern Illinois University  
Board of Trustees  
July 11, 2024

APPROVAL TO ACQUIRE REAL ESTATE AND PROJECT & BUDGET APPROVAL:  
1200 CENTRE WEST DRIVE, RENOVATIONS,  
SPRINGFIELD SCHOOL OF MEDICINE, SIUC

Summary

This matter seeks approval to acquire real estate located at 1200 Centre West Drive, Springfield, Illinois, for the School of Medicine and project and budget approval for associated renovation costs.

Rationale for Adoption

6 Policies of the Board A requires the Board of Trustees approval of the acquisition of real property.

The School of Medicine wishes to acquire this property for the development of an ambulatory teaching clinic. This property consists of a medical office building and an adjacent parking lot. The purchase price of this property is \$750,000 plus approximately \$7,700 for associated closing costs. This price is less than the appraisal obtained by the University.

The cost of renovations of this project is estimated at \$600,000 and would consist of casework and plumbing in existing patient exam rooms, carpet, paint, upgraded lighting, IT infrastructure, signage and reception area upgrades. The University plans the use of Job Order Contracting for this project per IPHEC award contract #1708. Job Order Contracting uses pre-approved and pre-qualified contractors to perform renovation, repair, and minor construction projects when delivery times and the type and quantity of work are well defined enabling the timely delivery and low overhead cost of construction procurement and execution. Costs are based on standard pricing and specifications using a published unit price book.

Funding for this project will come from non-appropriated funds available to the School of Medicine.

This matter is recommended for adoption by the Chancellor, SIUC, and the Dean and Provost of the School of Medicine.

Resolution

BE IT RESOLVED, By the Board of Trustees of Southern Illinois University in regular meeting assembled, That:

(1) The request to purchase the property at 1200 Centre West Drive, Springfield, Illinois, be and is hereby approved at a total cost of \$750,000 plus associated closing costs.

(2) Project and budget approval for renovations at 1200 Centre West Drive, Springfield, Illinois, at an estimated cost of \$600,000 be and is hereby approved.

(3) Funding for this purchase shall be from non-appropriated funds.

(4) The President of Southern Illinois University be and is hereby authorized to take whatever action may be required in the execution of this resolution in accordance with established policies and procedures.

Southern Illinois University  
Board of Trustees  
July 11, 2024

APPROVAL TO ACQUIRE REAL ESTATE:  
3401 CONIFER DRIVE,  
SPRINGFIELD, SCHOOL OF MEDICINE, SIUC

Summary

This matter seeks approval to acquire real estate located at 3401 Conifer Drive, Springfield, Illinois, for the School of Medicine.

Rationale for Adoption

6 Policies of the Board A requires the Board of Trustees approval of the acquisition of real property.

The School of Medicine wishes to acquire this property for the development of a nephrology teaching clinic. This property consists of a medical office building and an adjacent parking lot, and is currently used by Central Illinois Kidney Dialysis Associates as an ambulatory location for a nephrology practice. The School of Medicine has a long-standing relationship with the physicians at this location for teaching medical students and residents. SIU Medicine will continue the use of this facility for the provision of medical care as a nephrology practice, and providing teaching services to students, and residents. The purchase price of this property is \$1,050,000 plus approximately \$8,000 for associated closing costs. This price is consistent with a recent appraisal obtained by the University.

Funding for this project will come from non-appropriated funds available to the School of Medicine.

This matter is recommended for adoption by the Chancellor, SIUC, and the Dean and Provost of the School of Medicine.

Resolution

BE IT RESOLVED, By the Board of Trustees of Southern Illinois University in regular meeting assembled, That:

(1) The request to purchase the property at 3401 Conifer Drive, Springfield, Illinois, be and is hereby approved at a total cost of \$1,050,000 plus associated closing costs.

(2) Funding for this purchase shall be from non-appropriated funds.

(3) The President of Southern Illinois University be and is hereby authorized to take whatever action may be required in the execution of this resolution in accordance with established policies and procedures.

Southern Illinois University  
Board of Trustees  
July 11, 2024

APPROVAL TO ACQUIRE REAL ESTATE:  
1041 RUTLEDGE STREET AND 820 NORTH BOND STREET  
SPRINGFIELD SCHOOL OF MEDICINE, SIUC

Summary

This matter seeks approval to acquire real estate located at 1041 Rutledge Street and 820 N Bond Street, Springfield, Illinois, for the School of Medicine.

Rationale for Adoption

6 Policies of the Board A requires the Board of Trustees approval of the acquisition of real property.

The School of Medicine wishes to acquire these properties for the future expansion of the Springfield campus. These properties consist of two vacant residential structures adjacent to existing University property and are attractive for future development of the campus. The University plans to demolish the existing structures. The purchase price of 1041 Rutledge Street is \$80,000 and the purchase price for 820 N. Bond Street is \$52,000 plus approximately \$44,400 for associated demolition and closing costs. This price is consistent with recent property sales in the area.

Funding for this project will come from non-appropriated funds available to the School of Medicine.

This matter is recommended for adoption by the Chancellor, SIUC, and the Dean and Provost of the School of Medicine.

Resolution

BE IT RESOLVED, By the Board of Trustees of Southern Illinois University in regular meeting assembled, That:

(1) The request to purchase the property at 1041 Rutledge Street and 820 N. Bond Street, Springfield, Illinois, be and is hereby approved at a total cost of \$132,000 plus associated demolition and closing costs.

(2) Funding for these purchases shall be from non-appropriated funds.

(3) The President of Southern Illinois University be and is hereby authorized to take whatever action may be required in the execution of this resolution in accordance with established policies and procedures.

Southern Illinois University  
Board of Trustees  
July 11, 2024

PROPOSED TUITION RATES AND FEES:  
DUAL CREDIT AND DUAL ENROLLMENT/EARLY COLLEGE  
COURSES WITH PREFERRED PARTNERS, SIUE  
[ADDITION TO 4 POLICIES OF THE BOARD APPENDIX B]

Summary

This matter is requesting the establishment of tuition and fees charged by SIUE to high school students enrolled in dual credit or dual enrollment/early college programs.

Rationale for Adoption

**Dual Credit and Dual Enrollment/Early College Partnership Rates**

Southern Illinois University Edwardsville is requesting to establish a rate of zero tuition and fees for high school students enrolled in dual credit and dual enrollment/early college programs. SIUE's approach honors the course offerings already in place by our community college partners but addresses gaps for some schools and creates new opportunities. All dual credit and dual enrollment/early college courses are approved by IBHE.

Dual credit, dual enrollment, and early college programs provide equitable and accessible pathways for high school students to experience college-level coursework at no cost. Offering these programs is a strategic investment that will expand educational partnerships with local school districts, enhance community building, and implement more dynamic enrollment management efforts. These course offerings will provide high school students access to the benefits of higher education, including those students least likely to transition to postsecondary education.

For traditional dual credit, high school students will only pay for the cost of a transcript if they wish to transfer the credit. For dual enrollment and early college partnerships, SIUE will share the cost of instruction with our school district partners for up to 9 credits. Students would then only pay for the cost of the transcript for transfer articulation, if they wish to do so.

SIUE has developed a partnership with Collinsville High School, Bethalto Civic Memorial High School, and Edwardsville High School, and is establishing new relationships with other schools, to allow students to enroll in college-level courses in subjects that may not be offered in the high school curriculum or those focused on particular career pathways. Allowing students to access these programs at no cost will improve SIUE's ability to expand its academic reach to new K-12 partners in the region and state.

Resolution

BE IT RESOLVED, By the Board of Trustees of Southern Illinois University in regular meeting assembled, That: 4 Policies of the Board, Appendix B, Section 1.C. be

added as follows:

Appendix B, Section 1.C. Dual Credit and Dual Enrollment/Early College

Tuition and mandatory fee rates for dual credit and dual enrollment/early college courses approved by IBHE shall be and are hereby established at zero.

BE IT FURTHER RESOLVED, That: the President shall be and is hereby authorized to take whatever action may be required in the execution of this resolution in accordance with established policies and procedures.

Southern Illinois University  
Board of Trustees  
July 11, 2024

PROPOSED REVISIONS TO THE BOARD OF TRUSTEES PURCHASING  
POLICY  
[AMENDMENTS TO 5 POLICIES OF THE BOARD C]

Summary

This matter seeks approval by the SIU Board of Trustees to amend 5 Policies of the Board C - Purchasing. The Purchasing Policy serves as a guide for the SIU System with respect to purchases for the entire university system.

Rationale for Adoption

The Purchasing Policy serves as the Board's directive to anyone making purchases on behalf of the Southern Illinois University system as it provides guidance and a framework for all purchases on behalf of the university. The Purchasing Policy is being updated to provide clear and concise language for employees and procurement officers throughout the SIU System. The language update is reflective of current terms, verbiage and conditions as stipulated in the state procurement code, University Guidelines and campus procedures.

The campus procurement officers were consulted, and each provided input in reviewing the policy. The attached policy update will allow employees to more clearly understand the provisions of purchasing on behalf of the SIU System.

Considerations Against Adoption

University officers are aware of none.

Resolution

BE IT RESOLVED, By the Board of Trustees of Southern Illinois University in regular meeting assembled, That:

(1) 5 Policies of the Board C is hereby amended as per the attached.

(2) The President of Southern Illinois University be and is hereby authorized to take whatever action may be required in the execution of this resolution.

Section 5: Financial and Administrative Affairs

https://d.docs.live.net/05b11bd190a3e50b/Documents/SIU Board Documents/5 Policy Procurement Redline Draft 20240301.docx

C. Purchasing Procurement

~~Purchases-Procurements~~ (excluding those for major design consultants subject to the Architectural, Engineering and Land Surveying Qualifications Based Section Act) are to be made subject to the provisions of the Illinois Procurement Code using the bid amounts prescribed in the State Procurement Code, 30 ILCS 500/, as amended, using the competitive bidding principles, economical procurement practices, and the bid amounts prescribed in the Code and the Procurement Rules of the Chief Procurement Officer for Public Institutions of Higher Education, as approved by the Joint Committee on Administrative Rules, and filed with the Secretary of State.

Biddable transactions will be advertised in the Higher Education Procurement Bulletin and will be awarded on the basis of competitive selection. ~~When deemed to be in the best interest of the University, it will be SIU's practice to buy on a competitive basis for transactions that are less than the State-required bid amount. The Board encourages a competitive selection process for transactions that are less than the State-required bid amount. The Procurement Directors shall determine the appropriate selection process for purchases below the State-required bid amount.~~ (11/11/99, 04/14/11, 7/18/19)

The Board of Trustees and the University Administration are committed to providing procurement opportunities for qualified certified businesses owned by minorities, women, persons with disabilities, and veterans. The Procurement Directors are encouraged to obtain quotes for goods and services from businesses that are certified under the State of Illinois Commission on Equity and Inclusion's Business Enterprise Program and the Commission's Veteran Business Program.

1. ~~Contracts—General~~

~~The University Purchasing Directors of Southern Illinois University are authorized to rent from others, as necessity warrants, properties that in their opinion will help to satisfy the requirements of the administrative, educational, and auxiliary operations of the University. The University Purchasing Directors may negotiate lease contracts in which the University is the lessee subject to approval by the President prior to final execution of the document. The University Purchasing Directors may negotiate leases of University properties to others and give notice to vacate subject to approval by the President.~~ (3/13/03, 04/14/11)

2. ~~Approval—Fixed Improvement Projects~~

~~See 6 Policies of the Board B.1 (7/18/19)~~

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### 3.1 Requisitions-Purchasing-Procurement of Goods and Services, Approval and Reporting Requirements

- a. Policy Statement -- General: The Board of Trustees of Southern Illinois University has delegated to each University Purchasing-Procurement Director and their appropriate staff, through appropriate administrative channels, the authority to purchase goods and services. All purchases are made in accordance with the Procurement Rules of the Chief Procurement Officer of Public Institutions of Higher Education, as approved by the Joint Committee on Administrative Rules, and filed with the Secretary of State. (04/14/11)
- a-b. The Illinois Public Higher Education Consortium (IPHEC) is authorized, as agent and on behalf of the Board, to prepare specifications, advertise, receive, open, tabulate and evaluate competitive bids for such commodities, equipment, and services as may from time to time be designated by the University Procurement Directors.
- c. Approval Required: Board of Trustee Approval approval is required by the Board for all purchasing contracts involving the commitment of \$1,000,000 or more. This requirement also includes purchases requesting multiple deliveries over a period of time. Additional approval of a supplemental requisition will be required if the amount of the supplement is in excess of 10% of the amount originally approved. (3/13/03, 12/08/11, 7/18/19)
- b-d. The Board authorizes the President or his/her designee to issue a letter of intent to a vendor when in their judgment a letter of intent is necessary to ensure receipt of an advantageous price or delivery date for goods or services and approval of the purchase by the Board cannot be timely obtained. Such letters of intent shall provide that the purchase may be terminated without any cost, liability, or obligation if approval of the Board is not obtained by a specified date and shall contain such other conditions as may be considered appropriate by the person signing the letter of intent.
- e-e. Authorization by the Board of Trustees approval is not required:

A: 1. \_\_\_\_\_ for requisitions involving a commitment of less than \$1,000,000, provided that the President's approval is obtained for commitments of \$500,000 or more; (12/08/11, 7/18/19)

B: 2. \_\_\_\_\_ Under the Illinois Procurement Code, 30 ILCS 500/1-10 and 30 ILCS 500/1-13, the Code does not apply to certain procurements for requisitions involving expenditures of a routine nature necessary for normal and usual operation of the University, where there is only one source of supply or in actual practice no price selection is possible; such instances include, but are not limited to:

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- a. ~~postal charges purchased from the Postmaster and locked in the postage meter machine;~~ services and products from the U.S. Postal Service;
- b. ~~postage stamps, post cards, and bulk mailing;~~
- e.b. ~~utilities (electrical energy, electricity, electricity delivery, city water, and sewage charges sewer, natural gas, and telephone charges telecommunications); (3/13/03)~~
- d. ~~freight, express, and interstate moving expenses;~~
- e.c. ~~annual renewals for rental of various physical facilities in years subsequent to the initial lease year;~~
- d. ~~annual renewal insurance premiums in years subsequent to the year in which the original insurance was contracted initial policy year;~~
- f.e. ~~commodities and related items for resale or distribution by food services, pharmacies, and bookstores;~~
- g.f. ~~subscriptions to journals and periodicals; periodicals, books, subscriptions, database licenses, and other publications procured for use by the University libraries or academic departments;~~
- h. ~~books and bound periodicals;~~
- g. ~~professional and technical services;~~
- h. ~~programming and broadcast license rights for University radio and television stations;~~
- i. ~~supplies or services necessary to provide athletic, artistic, or musical services, performances, events, or productions held at a venue operated by the University;~~
- j. ~~credit card encumbrances for usual and customary automotive service station charges. Repair work other than the minor or emergency type must have previous approval of Transportation Service.~~
- k.j. ~~annual rental-renewal of equipment leases in years subsequent to the year in which the original requisition was approved, for installation, such as data processing equipment, photo-static copiers, accounting machines, and similar items;~~
- k. ~~annual maintenance contracts provided by a manufacturer or its agent for the equipment made by them; (3/13/03)~~
- l. ~~annual software licenses or maintenance agreements available only through the software creator or authorized reseller;~~
- l.m. ~~expenditures necessary to perform sponsored research and other sponsored activities funded by the sponsor or by sources other than State appropriations and specified in the underlying grant or contract agreement;~~
- m.n. ~~payments for items from specific single-item appropriations, such as CDB lease rental payment,~~

retirement contributions, and fire protection, but excluding capital items;

- ~~n.o.~~ in emergencies involving public health, public safety, or where immediate expenditure is necessary for repairs to University property in order to protect against further loss of or damage to University property, to prevent or minimize serious disruption in University services, or to ~~insure~~ ensure the integrity of University records;
- ~~o.p.~~ where the goods or services are procured from another governmental agency;
- ~~p.~~ purchases of and contracts for office equipment and associated supplies when such contracts provide for prices that are equal to or lower than Federal General Services Administration contracts and when such contracts or pricing result in economical advantage to the University;
- q. purchases of major design consultants subject to the Architectural, Engineering and Land Surveying Qualifications Based Selection Act, 30 ILCS 535/, as amended. (7/18/19)

~~C.~~ for requisitions involving commodities and stock equipment for internal distribution through normal procedures of established storeroom and service units and resale necessary for normal and usual operation of the University, where there are various sources of supply. This category will include, but is not limited to, commodities and stock equipment for the following operations:

- ~~a.~~ Food Services
- ~~b.~~ Pharmacy
- ~~c.~~ Student Center Bookstore

~~In the case of purchases which fall within the above mentioned exceptions, the approval of the Board of Trustees is not required, but the appropriate internal approvals are required. (2/12/09, 12/08/14)~~

The various offices and departments of the University shall communicate their requirements for commitments to the appropriate office by means of a requisition. When properly approved, the document constitutes authority for making commitments according to the procedures described in these regulations:

## 2. Lessee of Real Estate

The Board of Trustees has delegated to each University Procurement Director authority to negotiate leases in which the University is the lessee of real estate. Presidential approval is required prior to final execution of the respective

documents, if the total amount payable under the lease term is \$500,000 or more. Board approval is required prior to final execution of the respective documents, if the total amount payable under the lease term is \$1,000,000 or more.

3. Fixed Improvement Projects

See 6 Policies of the Board B, 1

4. Procurement of Search Firm Services

A search firm may be retained to assist the Board of Trustees in the recruitment, selection, and hiring of a President or Chancellor. The President shall have the authority to prescribe Guidelines for retaining a search firm for all other positions.

Add link to Guideline.

5. Vending of a Privilege or Lease of University Owned Property

Occasionally it is convenient or necessary to vend or lease a privilege or property to the larger community. Vending or leasing of a privilege or property do not involve the expenditure of University funds. Nevertheless, such transactions do represent the bartering of a University asset in return for cash, services, or goods, and most of the same procurement principles should be applied. (12/08/11)

- a. Board of Trustees approval is required for all contracts and leases of \$1,000,000 or more over the term of the agreement. Board approval is required of a revision in excess of 10% of the original contract or lease.
- b. Board of Trustees approval is not required for contracts and leases of less than \$1,000,000, provided that the President's approval is obtained for commitments of \$500,000 or more.
- c. For requisitions when there is only one source of supply or in actual practice no price selection is possible, Board approval is not required, but the appropriate internal approvals are required.
- d. The President shall prescribe Guidelines to ensure that such privileges are awarded competitively and impartially.

Add link to Guideline.

6. Vendor Suspension or Debarment

The Board authorizes the University Procurement Directors to petition the State Purchasing Officer to suspend or the Chief Procurement Officer to debar a vendor from submitting future bids for violation of the Procurement Code and/or the Rules of the Chief Procurement Officer of Public Institutions of Higher Education.

4.7. Monthly Reporting Procedure

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A- ~~a. The Purchasing Procurement Offices of SIUC and SIUE shall prepare an information report monthly, summarizing all purchase orders and contracts against University funds issued by the University for the period and shall submit such reports to the President and the Board of Trustees.~~

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~~B. The monthly reports to the President and the Board of Trustees shall also include those contracts and subcontracts with grantors deemed exempt from the Illinois Procurement Code, 30 ILCS 500/1-10(b)(2). (04/14/11)~~

C- ~~b. The report of Southern Illinois University Carbondale shall consist of two parts: one for SIUC excluding the School of Medicine and one for the School of Medicine. The Office of the President, the Office of the Board of Trustees and University-wide Services transactions will be included in the campus section where the transaction occurred. (3/13/03)~~

D- ~~c. Each report shall be divided into three sections:~~

~~a- 1. \_\_\_\_\_ a section on all purchase orders and contracts less than the bid limit which shows the total number of orders with an aggregate dollar total; (7/18/19)~~

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~~b- 2. \_\_\_\_\_ a section on all "purchase orders and contracts" from the bid limit to \$999,999 containing information on order number, type of funds, vendor, brief description, and amount. (3/13/03, 7/18/19)~~

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~~e- 3. \_\_\_\_\_ a section on all orders purchase orders and contracts of \$1,000,000 or more containing information on order number, type of funds, brief description, and amount, a list of bidders with amount of their bids, the number of vendors invited to bid and declining, information on Executive Committee or President's approval, and the basis of award if other than low bid meeting specifications. (3/13/03, 7/18/19)~~

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b. Authorization of purchases by Illinois Public Higher Education Consortium (IPHEC) on behalf of the Board of Trustees of SIU is approved as follows:

A- IPHEC is authorized, as agent and on behalf of the Board, to prepare specifications, advertise, receive, open, tabulate and evaluate competitive bids for such commodities, equipment, and services as may from time to time be designated by the University Purchasing Directors of Southern Illinois University. In all such activities, IPHEC shall identify the Board of Trustees as its principal. (04/14/11)

- B. IPHEC shall report to the Board all of IPHEC's activities as such agent, its evaluation of the bids received, and its recommendations for award of contracts. Bids shall be accepted or rejected and contracts shall be awarded by and in the name of the Board of Trustees in accordance with procedures heretofore or hereafter established by the Board.
- C. All advertising, receiving, opening, recording, and tabulating of bids by IPHEC and the award of any contract shall be in accordance with the Procurement Rules of the Chief Procurement Officer of Public Institutions of Higher Education and in accordance with the provisions of the laws of the State of Illinois.
- c. Guidelines for Procurements Exempt from the Procurement Rules of the Chief Procurement Officer of Public Institutions of Higher Education.

Occasionally it is convenient or necessary to vend or lease a privilege or property to the larger community. Examples include the food service franchise within a student union, concessions or broadcasting rights for sports or entertainment events, automatic vending services, and leases of property for uses compatible with the mission of the Board. Sales of a privilege or property do not involve the expenditure of University funds. Nevertheless, such sales do represent the bartering of a University asset in return for cash, services or goods, and most of the same procurement principles and standards should be applied. (12/08/11)

#### A. Principles

- a. The opportunity to submit a bid should be offered to any qualified supplier. Minor transactions may be offered on the basis of telephone bids or communicated in electronically transmitted form. When in the best interest of the University, transactions over the legal bid limit should be subject to formal competitive selection procedures. (3/12/03)
- b. The structure of the competitive selection process must be such as to assure bidders that the award was based on objective judgment of known criteria applied to a defined set of facts. It is not sufficient that the award is subjectively impartial; it must also be perceived as impartial. The President will promulgate Guidelines to ensure that such privileges are awarded competitively and impartially. (3/12/03)

#### B. Standards

Use of the following standards will aid in producing the perception that privileges are awarded competitively and impartially.

- a. ~~Bid specifications should set forth clearly the extent of services or quality of goods to be provided and the form and time of payment of any cash.~~
- b. ~~Bid specifications should state clearly the criterion or criteria for award, and no award shall be made which is materially influenced by any other factor.~~
- c. ~~When technical competence as opposed to unique artistic or professional talent is all that is necessary to performance, a minimum standard of competence shall be clearly described and required as a condition or qualification for consideration of a bidder's proposal. To the extent fiscal stability of the supplier bears upon the performance expected, a minimum prerequisite should also be used. The capacity to furnish a performance bond will usually satisfy the latter concern. The important concern is to avoid subjective comparisons of technical or fiscal ability as a criterion for award whenever such comparisons can be avoided.~~
- d. ~~Consultants should be used as necessary to achieve the clarity and quantifiability required by the preceding principles, to the end that awards may be on demonstrably objective bases so far as is possible. Where subjective judgments cannot be avoided they should be made on the basis of recommendations of disinterested experts on the subject.~~
- e. ~~All submittals by bidders shall be received at a specified location via electronic transmission or in sealed packages or envelopes clearly labeled as a bid on a particular proposed transaction, and publicly opened (except proposals), read or described or otherwise made public. Only materials so received shall be considered in making an award. No material omission, pertinent to a criterion for award, may be waived, unless determined by the University Purchasing Director to be in the best interest of the University. No other communication by a bidder on the subject of the bid shall be received or considered if known, except requests for clarification of specifications prior to the bid opening; response to such requests may only be made by an amendment to specifications distributed to all potential bidders or in mandatory pre-bid meeting where all bidders must be present. Further clarification or documentation or other proof of representations in bid documents in hand are the only communications which may be received from a bidder after the bid opening.~~

(3/13/03, 04/14/11)

#### C. Procedures

- a. ~~The office desiring to lease or lease-purchase tangible personal property or vend a privilege or property of the University in return for cash, services, or goods shall utilize the same procedure as is mandated for procurement from University funds. A Requisition describing the functions required or stating the privilege or asset to be vended and the desired return shall be approved in the usual manner and submitted to the University Purchasing Director.~~
- b. ~~The dollar limit above which Board of Trustees approval of a lease or lease purchase of tangible personal property is required is determined by the cost over the whole prospective period of a lease or renewals provided for therein, and approval shall be obtained before making any promise of payment or commitment of funds whatsoever.~~
- c. ~~The University Purchasing Director will handle a tangible personal property lease or lease purchase or the procurement of the services or goods in the same manner as other procurements so far as possible.~~
- d. ~~The Procurement Rules of the Chief Procurement Officer of Public Institutions of Higher Education will govern either directly, by inversion, or by analogy, to the extent feasible.~~

(9/14/00, 04/14/11)

d. ~~Vendor Suspension or Debarment~~

~~The Board authorizes the University Purchasing Directors to petition the State Purchasing Officer to suspend or the Chief Procurement Officer to debar a vendor from submitting future bids for violation of the Procurement Code and/or the Rules of the Chief Procurement Officer of Public Institutions of Higher Education. (12/08/11)~~

e. ~~Procurement of Search Firm Services~~

~~The services of an external hiring search firm shall be retained by the University only as specified in this policy. A search firm may be retained to assist the Board of Trustees in the recruitment, selection, and hiring of a President or Chancellor. For all other positions, the Board of Trustees authorizes the President to retain an external hiring search firm to assist in the recruitment, selection, and hiring when a justifiable need is established and approved by the President based on any of the following qualifying criteria:~~

1. ~~The position to be filled is of such a specialized nature or scope that use of an external search firm provides a more cost effective use of University resources.~~ \_\_\_\_\_

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2. The position to be filled requires a level of professional search expertise exceeding that available internally to the University. \_\_\_\_\_
3. The position to be filled is of such a critical nature or scope that it must be filled immediately, time being of the essence. \_\_\_\_\_
4. The diversity of the applicant pool will be significantly enhanced by services provided by an external hiring search firm. (11/08/12) \_\_\_\_\_

## Section 5: Financial and Administrative Affairs

### *C. Procurement*

Procurements (excluding those for major design consultants subject to the Architectural, Engineering and Land Surveying Qualifications Based Section Act) are to be made subject to the provisions of the Illinois Procurement Code using the bid amounts prescribed in the State Procurement Code, 30 ILCS 500/, as amended, using the competitive bidding principles, economical procurement practices, and the bid amounts prescribed in the Code and the Procurement Rules of the Chief Procurement Officer for Public Institutions of Higher Education, as approved by the Joint Committee on Administrative Rules, and filed with the Secretary of State.

Biddable transactions will be advertised in the Higher Education Procurement Bulletin and will be awarded on the basis of competitive selection. The Board encourages a competitive selection process for transactions that are less than the State-required bid amount. The Procurement Directors shall determine the appropriate selection process for purchases below the State-required bid amount. (11/11/99, 04/14/11, 7/18/19)

The Board of Trustees and the University Administration are committed to providing procurement opportunities for qualified certified businesses owned by minorities, women, persons with disabilities, and veterans. The Procurement Directors are encouraged to obtain quotes for goods and services from businesses that are certified under the State of Illinois Commission on Equity and Inclusion's Business Enterprise Program and the Commission's Veteran Business Program.

#### 1. Procurement of Goods and Services

- a. The Board of Trustees of Southern Illinois University has delegated to each University Procurement Director and their appropriate staff, the authority to purchase goods and services.
- b. The Illinois Public Higher Education Consortium (IPHEC) is authorized, as agent and on behalf of the Board, to prepare specifications, advertise, receive, open, tabulate and evaluate competitive bids for such commodities, equipment, and services as may from time to time be designated by the University Procurement Directors.
- c. Board of Trustee approval is required for all purchasing contracts involving the commitment of \$1,000,000 or more. This requirement also includes purchases requesting multiple deliveries over a period of time. Additional approval of a supplemental requisition will be required if the amount of the supplement is in excess of 10% of the amount originally approved. (3/13/03, 12/08/11, 7/18/19)
- d. The Board authorizes the President or his/her designee to issue a letter of intent to a vendor when in their judgment a letter of intent is necessary to

ensure receipt of an advantageous price or delivery date for goods or services and approval of the purchase by the Board cannot be timely obtained. Such letters of intent shall provide that the purchase may be terminated without any cost, liability, or obligation if approval of the Board is not obtained by a specified date and shall contain such other conditions as may be considered appropriate by the person signing the letter of intent.

- e. Board of Trustees approval is not required:
  1. for requisitions involving a commitment of less than \$1,000,000, provided that the President's approval is obtained for commitments of \$500,000 or more; (12/08/11, 7/18/19)
  2. Under the Illinois Procurement Code, 30 ILCS 500/1-10 and 30 ILCS 500/1-13, the Code does not apply to certain procurements for requisitions involving expenditures of a routine nature necessary for normal and usual operation of the University, where there is only one source of supply or in actual practice no price selection is possible; such instances include, but are not limited to:
    - a. services and products from the U.S. Postal Service;
    - b. utilities (electricity, electricity delivery, water, sewer, natural gas, and telecommunications); (3/13/03)
    - c. annual renewals for rental of physical facilities in years subsequent to the initial lease year;
    - d. annual renewal insurance premiums in years subsequent to the initial policy year;
    - e. commodities and related items for resale or distribution by food services, pharmacies, and bookstores;
    - f. periodicals, books, subscriptions, database licenses, and other publications procured for use by the University libraries or academic departments;
    - g. professional and technical services;
    - h. programming and broadcast license rights for University radio and television stations;
    - i. supplies or services necessary to provide athletic, artistic, or musical services, performances, events, or productions held at a venue operated by the University;
    - j. annual renewal of equipment leases in years subsequent to the year in which the original requisition was approved;
    - k. annual maintenance contracts provided by a manufacturer or its agent for the equipment made by them; (3/13/03)
    - l. annual software licenses or maintenance agreements available only through the software creator or authorized reseller;

- m. expenditures necessary to perform sponsored research and other sponsored activities funded by the sponsor or by sources other than State appropriations and specified in the underlying grant or contract agreement;
- n. payments for items from specific single-item appropriations, such as CDB lease rental payment, retirement contributions, and fire protection, but excluding capital items;
- o. in emergencies involving public health, public safety, or where immediate expenditure is necessary for repairs to University property in order to protect against further loss of or damage to University property, to prevent or minimize serious disruption in University services, or to ensure the integrity of University records;
- p. where the goods or services are procured from another governmental agency;
- q. purchases of major design consultants subject to the Architectural, Engineering and Land Surveying Qualifications Based Selection Act, 30 ILCS 535/, as amended. (7/18/19)

## 2. Lessee of Real Estate

The Board of Trustees has delegated to each University Procurement Director authority to negotiate leases in which the University is the lessee of real estate. Presidential approval is required prior to final execution of the respective documents if the total amount payable under the lease term is \$500,000 or more. Board approval is required prior to final execution of the respective documents if the total amount payable under the lease term is \$1,000,000 or more.

## 3. Fixed Improvement Projects

See 6 Policies of the Board B. 1

## 4. Procurement of Search Firm Services

A search firm may be retained to assist the Board of Trustees in the recruitment, selection, and hiring of a President or Chancellor. The President shall have the authority to prescribe Guidelines for retaining a search firm for all other positions.

[Link to Guideline.](#)

## 5. Vending of a Privilege or Lease of University Owned Property

Occasionally it is convenient or necessary to vend or lease a privilege or property to the larger community. Vending or leasing of a privilege or property does not involve the expenditure of University funds. Nevertheless, such transactions do

represent the bartering of a University asset in return for cash, services, or goods, and most of the same procurement principles should be applied. (12/08/11)

- a. Board of Trustees approval is required for all contracts and leases of \$1,000,000 or more over the term of the agreement. Board approval is required of a revision in excess of 10% of the original contract or lease.
- b. Board of Trustees approval is not required for contracts and leases of less than \$1,000,000, provided that the President's approval is obtained for commitments of \$500,000 or more.
- c. For requisitions when there is only one source of supply or in actual practice no price selection is possible, Board approval is not required, but the appropriate internal approvals are required.
- d. The President shall prescribe Guidelines to ensure that such privileges are awarded competitively and impartially.

Link to Guideline.

#### 6. Vendor Suspension or Debarment

The Board authorizes the University Procurement Directors to petition the State Purchasing Officer to suspend or the Chief Procurement Officer to debar a vendor from submitting future bids for violation of the Procurement Code and/or the Rules of the Chief Procurement Officer of Public Institutions of Higher Education.

#### 7. Monthly Reporting Procedure

a. The Procurement Offices shall prepare an information report monthly, summarizing all purchase orders and contracts issued by the University for the period and shall submit such reports to the President and the Board of Trustees.

b. The report of Southern Illinois University Carbondale shall consist of two parts: one for SIUC excluding the School of Medicine and one for the School of Medicine. The Office of the President, the Office of the Board of Trustees and University-wide Services transactions will be included in the campus section where the transaction occurred. (3/13/03)

c. Each report shall be divided into three sections:

1. a section on all purchase orders and contracts less than the bid limit which shows the total number of orders with an aggregate dollar total; (7/18/19)
2. a section on all purchase orders and contracts from the bid limit to \$999,999 containing information on order number, type of funds, vendor, brief description, and amount. (3/13/03,

7/18/19)

3. a section on all orders purchase orders and contracts of \$1,000,000 or more containing information on order number, type of funds, brief description, and amount. (3/13/03, 7/18/19)

Southern Illinois University  
Board of Trustees  
July 11, 2024

## APPROVAL OF INCENTIVE COMPENSATION FOR CHANCELLOR, SIUC

### Summary

This matter presents for approval by the SIU Board of Trustees incentive compensation to SIUC Chancellor Austin Lane.

### Rationale for Adoption

The University entered into a Chancellor Employment Agreement with Dr. Austin Lane on or about May 29, 2020. Dr. Lane commenced his duties as Chancellor of Southern Illinois University Carbondale on July 6, 2021. At its meeting on July 21, 2022, the Board of Trustees extended the Chancellor Employment Agreement through July 31, 2026. In addition, the Chancellor Employment Agreement was amended to include a provision allowing for, but not requiring, annual incentive compensation to the Chancellor of up to \$65,000, based upon the President's and Board's assessment of the Chancellor's achievement of annual goals and objectives. Any incentive compensation granted is to be funded by the Southern Illinois University Foundation. The Chancellor Employment Agreement, as amended, allows for such incentive compensation for the period July 1, 2023, through June 30, 2024.

The President views Chancellor Lane's performance during the period July 1, 2023, through June 30, 2024, as very successful, as shown in the attached review, which exhibits the Chancellor's many accomplishments and positive leadership for Southern Illinois University Carbondale throughout the year. The Board also views very positively the Chancellor's achievements and leadership.

Accordingly, the President recommends incentive compensation be awarded to Chancellor Lane for the period of July 1, 2023, through June 30, 2024, in the amount of \$65,000.

### Resolution

BE IT RESOLVED, By the Board of Trustees of Southern Illinois University in regular meeting assembled, That incentive compensation be awarded to Chancellor Austin Lane for the period of July 1, 2023, through June 30, 2024, in the amount as determined and approved in open session during this meeting of July 11, 2024.

BE IT FURTHER RESOLVED, That the President of Southern Illinois University be and is hereby authorized to take whatever actions may be required in the execution of this resolution in accordance with established policies and procedures.



**Southern Illinois University System**

ONE SYSTEM | MANY LOCATIONS | STATEWIDE IMPACT

**ANNUAL EVALUATION LETTER**

July 1, 2024

Dr. Austin Lane  
Chancellor  
Southern Illinois University Carbondale

Dear Chancellor Lane,

I have reviewed the accomplishments on your annual evaluation. Based on that review, along with frequent interactions including our bi-monthly 1:1 updates, I am providing this formal annual review of your performance.

One of the most important goals when we arrived was to improve enrollment, which is critical to the future of the university. This fall, SIUC had the largest increase in enrollment in over 20 years and the largest percentage increase in enrollment (2.3%) in over 30 years. This was accomplished in part based on the continued increases in new freshman enrollment over the last four years. During this period of time, new freshman enrollment has grown 57%, with a 6.8% increase in freshman this fall. In addition, there was a 10.8% increase in transfers. New graduate students also increased by 11.8%. The results in the spring were even better with an increase of 4% and over 400 students. Diversity also increased with growth in several categories including Black/African-American, Hispanic, Asian, and International students.

You have continued to be very active in the recruitment process by personally connecting with school leaders and visiting students at the schools. You have also been involved in developing successful initiatives. At this moment, enrollment for Fall 2024 is trending toward an increase, despite the problems resulting from the delays in the FASFA; suggesting the efforts to improve relationships with other institutions and to create and grow programs like the Saluki Step Ahead, Bryson Summer Scholars, SIU Extend Campus are continuing to help support enrollment growth.

In addition to the enrollment challenge, the other significant set of challenges you inherited were a number of budget issues. Efforts to improve that budget outlook have been supported both by budget reductions that you have instituted and growth in enrollment and net tuition revenue. As you outlined, this will continue to be an area of focus going forward as there are areas that still need to be addressed.

Although fundraising was trending more positively when you arrived, the growth in fundraising success has been particularly impressive over the last four years. In fact, the four largest fundraising years in SIUC's history are all in the last four years. Even more impressive is the success during the past year. The final total for the year will be over \$45.7 million, which is 40% higher than any previous year. This year also included the largest donation in the history of the Carbondale

**Office of the President**

Stone Center    Mail Code 6801    1400 Douglas Drive    Carbondale, Illinois 62901  
Phone: 618/536-3331    Fax: 618/536-3404

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Carbondale    Edwardsville    Springfield    Alton    East St. Louis    Grayslake

campus. The impact of this success has helped with several priorities including a large increase in scholarships provided to students (more than double the amount in FY21) and the new welcome center and foundation building, both of which will support our goals to increase affordability and grow enrollment. As is the case with enrollment, the initiatives in this area and momentum of the last few years suggest continued success going forward.

Last year, I noted the successful hiring in several key positions. When we arrived, there were a large number of open leadership positions that had to be filled. The highlight this year is that there is general stability in leadership roles, with only minimal turnover. The strong leadership and stability have been critical in achieving many of the successes you outlined in your report and I believe will continue to support future efforts.

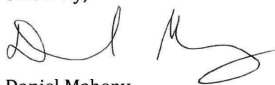
I also noted last year that you have been successful in building strong relationships with alumni, friends of the university, elected officials, community leaders, etc. These efforts have also helped support the successes of the past year. In addition, you have developed positive internal relationships that have been helpful in gathering input, managing challenging situations, and providing professional development opportunities (e.g., the LEAD program). This has also been beneficial in enhancing support for the strategic plan and its goals.

Finally, you have continued to consistently keep me informed about any significant issues, which has been very helpful to me and has allowed me to keep the Board of Trustees sufficiently informed.

I have reviewed your goals for next year and they are consistent with my expectations.

Again, congratulations on the accomplishments in the past year. I look forward to working with you and your team in what I hope will be another successful year for SIUC and its many stakeholders.

Sincerely,



Daniel Mahony  
President  
Southern Illinois University System

*The signature below indicates the employee has had an opportunity to review this annual evaluation letter. The employee should feel free to attach to this letter any written response which is necessary for further explanation or detail.*

Austin A. Lane  
Austin A. Lane (Jul 1, 2024 10:16 CDT)  
Employee

Jul 1, 2024  
Date

Southern Illinois University  
Board of Trustees  
July 20, 2023

## APPROVAL OF INCENTIVE COMPENSATION FOR SIU PRESIDENT

### Summary

This matter presents for approval by the SIU Board of Trustees incentive compensation to SIU President Daniel Mahony.

### Rationale for Adoption

The University entered into a Presidential Employment Agreement with Dr. Daniel Mahony on or about December 5, 2019. Dr. Mahony commenced his duties as President of SIU on March 1, 2020. At its meeting on July 21, 2022, the Board of Trustees extended the Presidential Employment Agreement through July 31, 2026. In addition, the Presidential Employment Agreement was amended to include a provision allowing for, but not requiring, annual incentive compensation to the President of up to \$115,000, based upon the Board's assessment of the President's achievement of annual goals and objectives. Any incentive compensation granted is to be funded by the Southern Illinois University Foundation. The Presidential Employment Agreement, as amended, allows for such incentive compensation for the period July 1, 2023, through June 30, 2024.

The Board views very positively the President's achievements for the period of July 1, 2023, through June 30, 2024, pursuant to the attached list of accomplishments, which exhibits his outstanding performance and leadership for the SIU System throughout the year. Accordingly the Board of Trustees approves incentive compensation be awarded to President Mahony for the period of July 1, 2023, through June 30, 2024.

### Resolution

BE IT RESOLVED, By the Board of Trustees of Southern Illinois University in regular meeting assembled, That incentive compensation be awarded to President Daniel Mahony for the period of July 1, 2023, through June 30, 2024, in the amount as determined and approved in open session during this meeting of July 11, 2024.

BE IT FURTHER RESOLVED, That officers and officials of Southern Illinois University be and are hereby authorized to take whatever actions may be required in the execution of this resolution in accordance with established policies and procedures.

**Southern Illinois University – Board of Trustees**

Stone Center – Mail Code 6801  
1400 Douglas Drive  
Carbondale, Illinois 62901  
618.536.3344

**ANNUAL EVALUATION LETTER**

July 1, 2024

Dr. Dan Mahony  
President  
Southern Illinois University System

Dear Dr. Mahony,

This letter serves as your evaluation for 2023-2024. We discussed your key accomplishments for the year; you have performed your job extremely well and have ascertained accomplishments which include:

1. You have continued the implementation of the SIU System strategic plan that is aligned with your annual goals and the Board looks forward to your annual report at our upcoming meeting.
2. You have established an Academic Master Planning (AMP) template with the campus provosts. A couple of key highlights of the AMP will explore adding and expanding enrollment in “destination” programs and exploring potential program collaborations which would benefit both campuses.
3. You have continued impressive advancement in SIU Antiracism, Diversity Equity and Inclusion Efforts. You received the Lumina Grant which will improve on retention for all groups; a matching grant from ACUE for professional development for faculty and you and VP Caldwell presented at the Governor’s Higher Education Futures Table meeting. You continue to make SIU a leader in the region, state and nationally in ADEI.
4. You have continued to build strong relationships with state and elected officials. Your office organized a tour of the campuses for legislative staffers which helped educate these staffers about activities on the campuses; these relationships are beneficial as issues arise during the legislative session. You also served as the only university president on the technical working group of the Illinois Commission on Public University

Funding. Additionally, SIU received a 2% increase in general appropriations. You are to be commended for your work this past legislation season.

5. You have worked with system leaders to continue to improve the fiscal health of the SIU System.
6. You have continued to enhance support for employees across the system. The System recognizes outstanding work by faculty and staff with the outstanding inventor award, the Dr. Wesley Robinson-McNeese ADEI Lifetime Achievement Award and the newly added system-wide award for collaborative faculty work across campuses. Additionally, both leadership training and seminars have been provided for staff.
7. There is continued growth of campus fundraising efforts with a record of over \$58 million raised across the SIU System. SIUE achieved a new record with over \$12.5 million raised; this year's total included \$2.3 million on the day of giving, which was another record for the campus. SIUC also achieved a new record with over \$45.7 million raised and was able to provide a record \$5.4 million in scholarships. Additionally, both campuses received their largest single gifts ever received.
8. You have continued to support campus efforts to grow enrollment. Highlights include the largest increase in enrollment at SIUC in two decades; first time freshman increased at SIUC by 56% since fall 2019. SIUE had a growth in retention rates which looks to be even better this coming fall. You worked with the Chancellors to outline a plan for growing enrollment and presented that plan on the campuses.
9. You have supported leadership searches across the system. You conducted a successful search for the newly created SIU System Executive Director for Marketing and Communications, which has already resulted in a positive impact. This new position has allowed for significant improvements with social media posts and promoting positive stories in local media outlets to promote the SIU System. It is also important to note you have created strong leadership teams since your arrival, which has resulted in more stability throughout the SIU System.
10. The SIU System has increased efforts to impact the Southern Illinois region through the works of the Office of Community Engagement (OCE) and the Institute for Rural Health (IRH). Both are now supported by special appropriations from the state. You are also working to expand the work of rural health with the School of Medicine which will include the efforts of OCE and IRH. You have completed two listening sessions on the campuses to introduce the offices of IRH and OCE to the campuses and obtain a list of collaborative ideas. Additionally, you are engaging in activities that will impact the region in the future with the expansion of programs like aviation and law.
11. You have maintained a regular presence and attended activities on each campus. Not only do you stay connected with each campus on a regular basis, you teach two classes to students on both campuses. Your dedication to the SIU System is invaluable.

Dr. Dan Mahony  
July 1, 2024  
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12. You continue to keep the Board of Trustees informed and apprised of issues pertaining to the SIU System.

President Mahony, these highlights are evidence of your outstanding leadership of the SIU System. You promote the success and reputation of the SIU System by participating in fundraising; interacting with students, faculty and staff; building relationships with elected officials and community leaders; and participating in national higher education organizations. I must also mention the receptions you and the First Lady host in your home with various groups representing the SIU System.

You have been hugely successful in promoting the SIU System across the region, state and nation. This Board truly appreciates your unmatched dedication and commitment to the University system and looks forward to your continued leadership.

Sincerely,



J. Phil Gilbert  
Chairman of the Board of Trustees  
Southern Illinois University

*The signature below indicates the employee has had an opportunity to review this annual evaluation letter. The employee should feel free to attach to this letter any written response which is necessary for further explanation or detail.*



Employee

7/3/2024

Date

Southern Illinois University  
Board of Trustees  
July 11, 2024

PLANNING APPROVAL: IMPAC PARTNERSHIP,  
EDWARDSVILLE CAMPUS, SIUE

Summary

This matter seeks approval to explore an opportunity for the development of an approximately 100-acre parcel located on the SIUE campus Southwest of the intersection of New Poag Road and Stadium Drive (the "Parcel") for the construction of a research and development facility in partnership with the company IMPAC, Inc. A map showing the location of the Parcel is attached as Exhibit A.

Rationale for Adoption

SIUE is committed to establishing industry partnerships that support its educational mission and advances the region toward a more sustainable future. IMPAC is an energy, technology, and food company focused on green renewable energy, sustainable healthy food production, and accessible education. IMPAC is interested in constructing a research and development facility on SIUE's campus to serve as a dynamic hub for education, where faculty, students, and industry experts will engage in applied research projects focused on micro wind turbines, solar panel technology, microgrid interconnection, indoor farming, food science, and nutritional programs. The company has selected SIUE as a preferred site due to its high-quality research and degree programs in engineering and nutrition, its geographical location, and its proximity to IMPAC's proposed offsite manufacturing center.

The development would be a Fortified Energy Center that combines renewable solar energy generation, energy storage, and grid utilization capabilities. The building's design features net-zero, carbon-neutral architecture capable of self-producing all its required energy through renewable sources. In addition, the facility would house a Fortified Food Center that uses vertical farming techniques to produce a wide range of crops using fewer natural resources. The Fortified Food Center has designated areas for green data centers that facilitate cutting-edge research and development in sustainable agriculture, renewable energy, and resource management. This project and continued operation of the facility would support sustainability, renewable energy production, jobs, and workforce development. Through research partnerships, internships, and apprenticeships, IMPAC will advance regional workforce development needs.

The Chancellor and Interim Vice Chancellor for Administration, SIUE, recommended this matter to the President.

### Considerations Against Adoption

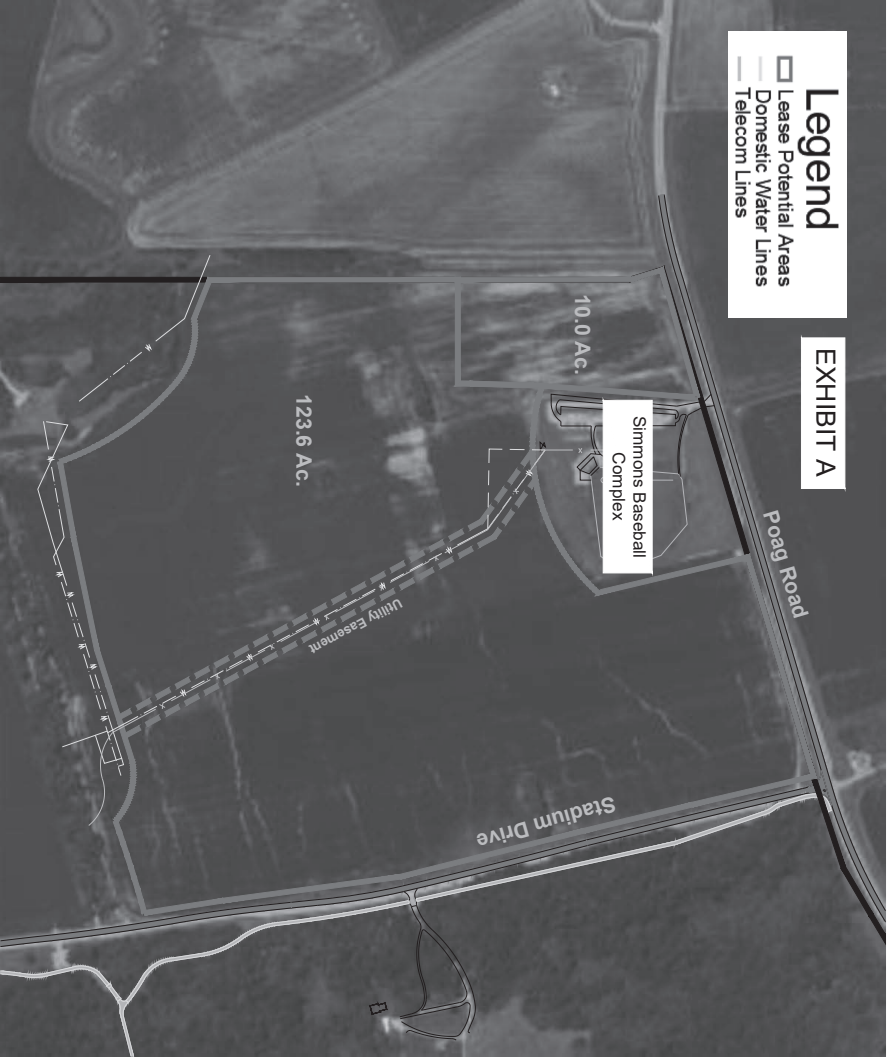
This project will impact leased farm ground, though the anticipated educational and financial benefits will be much greater than the loss of revenue generated by the current lease, that will expire in March 2025.

### Resolution

BE IT RESOLVED, By the Board of Trustees of Southern Illinois University, That:

(1) Approval is granted for SIUE to explore an opportunity for the development of the Parcel for a research and development facility to be owned and operated by IMPAC, Inc. Such exploration will include due diligence to mitigate any risk for the Board of Trustees through the evaluation of IMPAC's business proposal and financial projections, and the structure of the relationship between IMPAC, Inc. and SIUE, which may include inclusion of the Parcel into SIUE's University Park facility.

(2) The President of Southern Illinois University be and is hereby authorized to take whatever action may be required in the execution of this resolution in accordance with established policies and procedures.



SOUTHERN ILLINOIS UNIVERSITY  
EDWARDSVILLE

Available Development Sites



Trustee Sharma moved approval of the receipt of the Approval of New Programs, Reasonable and Moderate Extensions, Approval of Off-Campus Program Locations, and Academic Program Eliminations and Suspensions, July 1, 2023, through June 30, 2024; ratification of Changes in Faculty-Administrative Payroll – SIUC and SIUE; Temporary Financial Arrangements for Fiscal Year 2025; Approval of Purchase: Capital Leasing Services; Changes in Faculty-Administrative Payroll – Office of the President and University-Wide Services; Approval of Purchase: Solid Waste Removal and Cardboard Recycling, Carbondale Campus, SIUC; Approval of Purchase: Software License Subscription and Professional Services, Carbondale and Edwardsville Campuses; Approval of Salary Increase and Title Change: Vice Chancellor for Enrollment Management, SIUC; Approval: Add Cougar Village Tract #44, Tract #44A, Pole Shed #1 and Pole Shed #2 (Building #7144) to the Housing and Auxiliary Facilities System (HAFS), SIUE; Approval of Purchase: Charter Bus Services for Athletics, SIUE; Approval of Purchase: Traditional & Digital Media Buy Management & Consultation, SIUE; Approval to Acquire Real Estate and Project & Budget Approval, 1200 Centre West Drive, Renovations, Springfield, School of Medicine, SIUC; Approval to Acquire Real Estate: 3401 Conifer Drive, Springfield, School of Medicine, SIUC; Approval to Acquire Real Estate: 1041 Rutledge Street and 820 North Bond Street, Springfield, School of Medicine, SIUC; Proposed Tuition Rates and Fees: Dual Credit and Dual Enrollment (Early College Courses With Preferred Partners, SIUE [Addition to 4 Policies of the Board Appendix B]; Proposed Revisions to the Board of Trustees Purchasing Policy [Amendments to 5 Policies of the Board C]; Approval of Incentive Compensation for Chancellor, SIUC; Approval of Incentive Compensation for SIU President; and Planning Approval: IMPAC Partnership, Edwardsville

Campus, SIUE. The motion was duly seconded by Trustee Tedrick. The motion carried by the following recorded vote: aye, Ms. Hannah Connolly, Mr. Ed Curtis, Ms. Kaia Ford, Hon. J. Phil Gilbert, Dr. Ed Hightower, Ms. Sara Salger, Dr. Subhash Sharma, and Mr. Roger Tedrick; nay, none.

The following items were presented:

REPORTS OF PURCHASE ORDERS AND CONTRACTS,  
MARCH, APRIL AND MAY, 2024, SIUC and SIUE

In accordance with 3 Bylaws 1 and 5 Policies of the Board C, summary reports of purchase orders and contracts awarded during the months of March, April and May 2024, were mailed to the members of the Board in advance of this meeting, copies were placed on file in the Office of the Board of Trustees, and these reports are hereby submitted for information and entry upon the minutes of the Board with respect to the actions of the Executive Committee.

Trustee Salger moved approval of the receipt of these items. The motion was duly seconded by Trustee Curtis. The motion carried by the following recorded vote: aye, Ms. Hannah Curtis, Mr. Ed Curtis, Ms. Kaia Ford, Hon. J. Phil Gilbert, Dr. Ed Hightower, Ms. Sara Salger, and Dr. Subhash Sharma; nay, none. Mr. Roger Tedrick abstained from voting.

The following item was presented:

Southern Illinois University  
Board of Trustees  
July 11, 2024

APPROVAL TO ACQUIRE REAL ESTATE:  
WEST HERNDON, WEST MILLER AND NORTH BOND STREET  
SPRINGFIELD SCHOOL OF MEDICINE, SIUC

Summary

This matter seeks approval to acquire real estate located at 401, 403, 407, 409, 415, 417, 419 West Herndon Street; 401, 501, 505, 509, 513 West Miller Street, and 706, 713 North Bond Street, Springfield, Illinois, for the School of Medicine.

Rationale for Adoption

6 Policies of the Board A requires the Board of Trustees approval of the acquisition of real property.

The School of Medicine wishes to acquire these properties for the future expansion of the Springfield campus. These properties total approximately 3.15 acres and consist of a vacant commercial structure, ancillary buildings, parking lots, and vacant land with close adjacency to existing University property and are attractive for future development of the campus. A site map is attached showing adjacencies to existing University property. Memorial Health, the current owner of these properties, wishes to enter into a demolition agreement as part of this transaction to remove the existing commercial and ancillary buildings to prepare the land for future development. The current owner will remove existing construction trailers and other equipment stored on this property prior to closing. The purchase price of these properties is \$1,762,542 including the demolition costs plus approximately \$70,000 for associated closing costs and landscaping. This price is consistent with the appraisal obtained by the University.

Funding for this project will come from non-appropriated funds available to the School of Medicine.

This matter is recommended for adoption by the Chancellor, SIUC, and the Dean and Provost of the School of Medicine.

Resolution

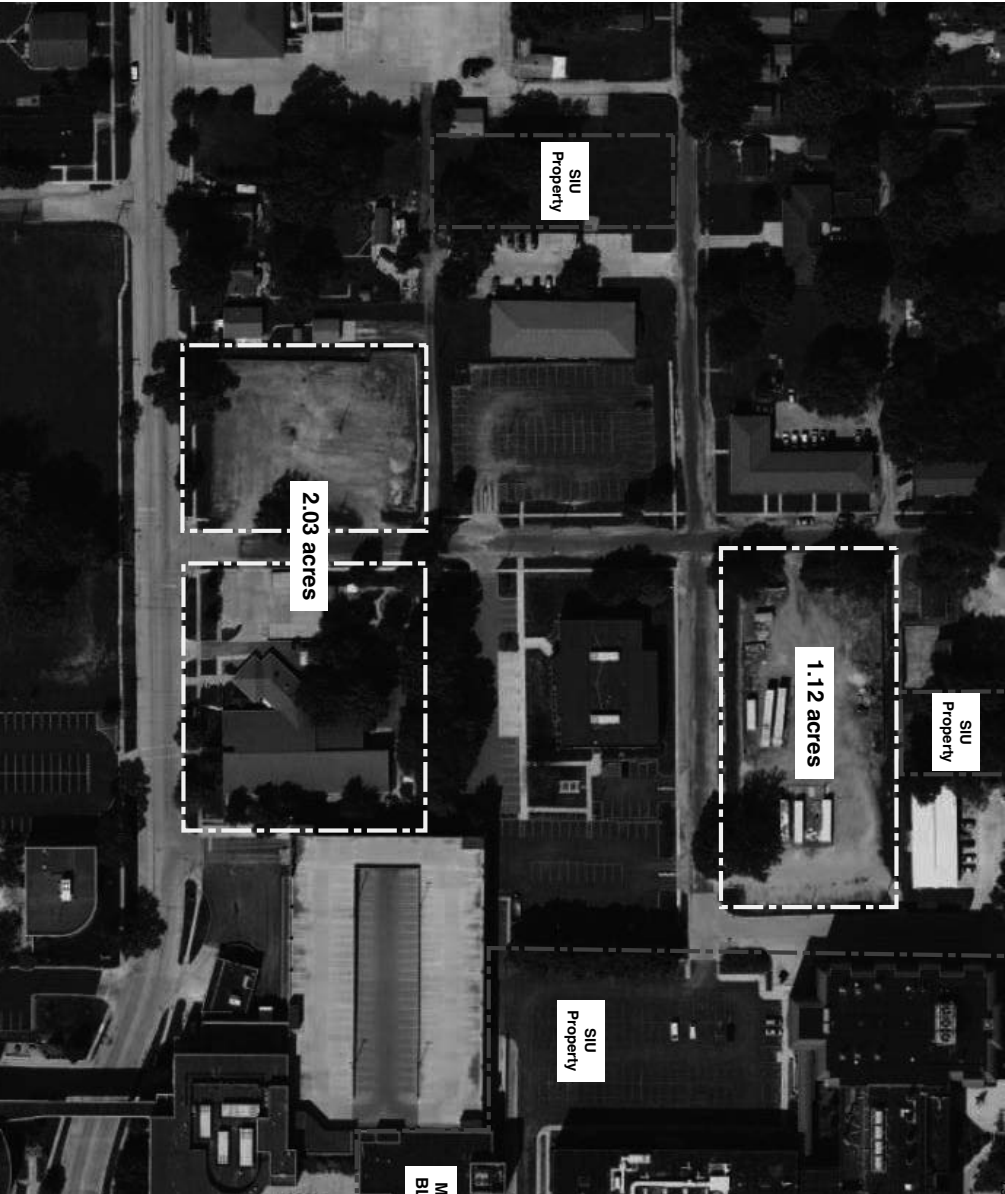
BE IT RESOLVED, By the Board of Trustees of Southern Illinois University in regular meeting assembled, That:

(1) The request to purchase the property at 401, 403, 407, 409, 415, 417, 419 West Herndon Street; 401, 501, 505, 509, 513 West Miller Street, and 706, 713 North Bond Street, Springfield, Illinois, be and is hereby approved at a total cost of

\$1,762,542 plus associated closing and landscaping costs.

(2) Funding for these purchases shall be from non-appropriated funds.

(3) The President of Southern Illinois University be and is hereby authorized to take whatever action may be required in the execution of this resolution in accordance with established policies and procedures.



SU  
Property

SU  
Property

SU  
Property

2.03 acres

1.12 acres

MOY  
BLDG

Trustee Sharma made a motion to approve Board Agenda Item W. The motion was duly seconded by Trustee Salger. The motion carried by the following recorded vote: aye, Ms. Hannah Connolly, Ms. Kaia Ford, Hon. J. Phil Gilbert, Dr. Ed Hightower, Ms. Sara Salger, Dr. Subhash Sharma, and Mr. Roger Tedrick; nay, none. Mr. Ed Curtis abstained from voting.

Chair Gilbert announced that the next Board of Trustees meeting was planned for September 12, 2024, at the SIU School of Dental Medicine in Alton. Further, he reported that a news conference would be held immediately following the meeting.

Trustee Curtis made a motion to adjourn the meeting. Trustee Sharma seconded the motion. The motion carried by the following recorded vote: aye, Ms. Hannah Curtis, Mr. Ed Curtis, Ms. Kaia Ford, Hon. J. Phil Gilbert, Dr. Ed Hightower, Ms. Sara Salger, Dr. Subhash Sharma and Mr. Roger Tedrick; nay, none.

The meeting adjourned at 11:25 a.m.

A handwritten signature in black ink, appearing to read "Paula Keith", written over a horizontal line.

Paula S. Keith, Executive Secretary

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MINUTES OF THE SPECIAL MEETING OF THE BOARD OF TRUSTEES  
SOUTHERN ILLINOIS UNIVERSITY  
SEPTEMBER 11, 2024

Pursuant to notice, a special meeting of the Board of Trustees of Southern Illinois University convened at 3:00 p.m., Wednesday, September 11, 2024, in Room #1511, Roller Hall, 2800 College Avenue, Alton, Illinois. The meeting was called to order by Chair J. Phil Gilbert. The following members of the Board were physically present:

Hon. J. Phil Gilbert, Chair  
Dr. Ed Hightower, Vice Chair  
Dr. Subhash Sharma, Secretary  
Ms. Hannah Connolly  
Ms. Kaia Ford  
Mr. John Simmons  
Mr. Roger Tedrick

The following members of the Board were absent:

Mr. Ed Curtis  
Ms. Sara Salger

Also present for the meeting were Dr. Dan Mahony, President; Mr. Luke Crater, General Counsel; and Ms. Paula Keith, Executive Secretary of the Board. Dr. Austin Lane, Chancellor, SIU Carbondale; Dr. James Minor, Chancellor, SIU Edwardsville; Dr. Jerry Kruse, Dean and Provost SIU School of Medicine; Dr. Duane Stucky, Senior Vice President for Financial and Administrative Affairs and Board Treasurer; and Dr. Gireesh Gupchup, Vice President for Academic Innovation, Planning and Partnerships attended the open portion of the meeting.

The Executive Secretary reported and Chair Gilbert determined that a quorum was physically present.

Chair Gilbert began the meeting by asking for a moment of reflection to remember the events of the September 11, 2001, attack.

Chair Gilbert explained the procedures for the public comment and question portion of the Board's agenda. There were no speakers signed up to speak.

Chair Gilbert discussed with Board members the proposed Board of Trustees meeting schedule for 2025 that was sent to the Board members for review ahead of the meeting. There were no questions from Board members.

Chair Gilbert discussed with Board members the Ohio Valley Conference Certification form for SIU Edwardsville which is presented to the Board annually and signed by the Board Chair. A copy was sent to the Board members for review ahead of the meeting. There were no questions from Board members, and the Chair stated that he would sign the form and it would be sent to the Ohio Valley Conference.

Chair Gilbert turned the floor over to Vice President Gupchup to introduce the SIUE presentation on Securing Our Future: Advances in Cybersecurity at SIUE. The presentation was delivered by Professor Clay Williams, Assistant Professor Markus Nauroth and SIUE Student Nicholas Witaschek.

Chair Gilbert asked President to introduce the next presentation by the SIU System Risk Management Committee. President Mahony introduced Kate Cohen, Chief Compliance Officer for the SIU School of Medicine, and said she has taken the lead on the system-wide risk management committee. She said the committee is working to build on the existing framework for better identifying risk and compliance reporting throughout the SIU system. Ms. Cohen explained the committee would like to seek the Board's preference on how the Board would like to receive information, how often that information should be

shared, and what metrics would be preferred as the committee continue to develop a framework. It was determined that President Mahony will consider options with the Board to review and the Trustees can communicate with the President individually.

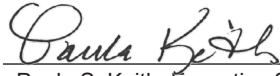
Chair Gilbert called on President Mahony to discuss the FY2025 Operating Budget for the Southern Illinois University System. President Mahony provided a brief overview of the system budget and then asked Chancellor Minor, Chancellor Lane and Dean Kruse to provide individual campus updates. Each provided a handout that outlined an overview of their FY25 operating budget line items and major fund groups; their FY24 and FY25 revenue and expenditures by fund group; and their FY25 general operating budget plan.

At approximately 4:00 p.m., Chair Gilbert moved that the Board go into closed session to consider imminent and/or pending court proceedings against or on behalf of the Board; appointment, employment, compensation, discipline, performance, or dismissal of specific employees; collective negotiating matters between the public body and its employees or their representatives, or deliberations concerning salary schedules for one or more classes of employees and review of minutes of meetings lawfully closed under the Open Meetings Act. The relevant sections of the Open Meetings Act Statute that allow for the closed session are 5 ILCS 120/2(c) (1), (2) (11), (21). The motion was duly seconded by Trustee Simmons. The motion carried by the following recorded vote: aye, Ms. Hannah Connolly, Ms. Kaia Ford, Hon. J. Phil Gilbert, Dr. Ed Hightower, Dr. Subhash Sharma, Mr. John Simmons, and Mr. Roger Tedrick; nay, none.

The Board came out of closed session at approximately 4:40 p.m.

Trustee Tedrick made a motion to adjourn the meeting. The motion was duly seconded by Trustee Simmons. The motion carried by the following recorded vote: aye, Ms. Hannah Connolly, Ms. Kaia Ford, Hon. J. Phil Gilbert, Dr. Ed Hightower, Dr. Subhash Sharma, Mr. John Simmons, and Mr. Roger Tedrick; nay, none.

The meeting adjourned at approximately 4:42 p.m.

A handwritten signature in cursive script, reading "Paula Keith", written in black ink.

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Paula S. Keith, Executive Secretary

MINUTES OF THE REGULAR MEETING OF THE BOARD OF TRUSTEES  
SOUTHERN ILLINOIS UNIVERSITY  
September 12, 2024

The regular meeting of the Board of Trustees of Southern Illinois University convened on Thursday, September 12, 2024, at approximately 10:40 a.m. in Room #1511, Roller Hall, 2800 College Avenue, Alton, Illinois. The meeting was called to order by Chair Gilbert. The following members of the Board were present:

Hon. J. Phil Gilbert, Chair  
Dr. Ed Hightower, Vice Chair  
Dr. Subhash Sharma, Secretary  
Ms. Hannah Connolly  
Mr. Ed Curtis  
Ms. Kaia Ford  
Ms. Sara M. Salger – via Zoom videoconference  
Mr. John Simmons  
Mr. Roger Tedrick

Executive Officers present were:

Dr. Dan Mahony, President, SIU  
Dr. Austin A. Lane, Chancellor, SIU Carbondale  
Dr. James T. Minor, Chancellor, SIU Edwardsville  
Dr. Jerry Kruse, Provost and Dean, SIU School of Medicine  
Dr. Sheila Caldwell, Vice President for Antiracism, Diversity, Equity and Inclusion and Chief Diversity Officer  
Mr. Luke Crater, General Counsel  
Dr. Gireesh Gupchup, Vice President for Academic Innovation, Planning, and Partnerships  
Dr. Duane Stucky, Senior Vice President for Financial and Administrative Affairs and Board Treasurer  
Ms. Paula Keith, Executive Secretary of the Board and Assistant to the President.

NOTE: Copies of all background documents furnished to the Board in connection with the following matters have been placed on file in the Office of the Board of Trustees.

Paula Keith reported and Chair Gilbert determined that a quorum was physically present.

Trustee Salger was unable to attend the meeting in person due to a work commitment. The Board members voted unanimously to allow Trustee Salger to attend via videoconference for the meeting held on September 12, 2024.

Trustee Simmons moved that the Minutes of the Meetings held July 10 and 11, 2024, be approved. Trustee Connolly seconded the motion, and the minutes were approved by the following recorded vote: aye, Ms. Hannah Connolly, Mr. Ed Curtis, Ms. Kaia Ford, Hon. J. Phil Gilbert, Dr. Ed Hightower, Ms. Sara M. Salger, Dr. Subhash Sharma, Mr. John Simmons, and Mr. Roger Tedrick; nay, none.

Under Committee Reports, Chair Gilbert reported that the Executive Committee had not met between Board meetings.

Chair Gilbert explained the procedures for the public comment and question portion of the Board's agenda. There were no speakers.

Dr. Austin Lane, Chancellor, SIU Carbondale, provided his report for the Carbondale campus. He began his presentation with a video of students and events at the beginning of the Fall 2024 semester. Chancellor Lane highlighted data showcasing the fall enrollment success. He said the campus experienced the highest enrollment jump in 33 years with an overall 3.79% increase in enrollment and shared the breakdown of increases throughout the various enrollment groups. Additionally in his report, Dr. Lane discussed the following: employee salary adjustments and the collective bargaining agreements with the faculty and graduate assistants; the naming ceremony of the Simmons Law School; he provided an update on the Tedrick Welcome Center; the Saluki Takeover Tour of Chicago; and closed with an update on Homecoming activities.

Dr. Jerry Kruse, Dean and Provost, SIU School of Medicine, provided his report to the Board. Dr. Kruse's report focused on the work of the School of Medicine's Firearm and Workplace Violence Workgroup and he introduced Dr. Vidhya Prakash who presented to the Board. Dr. Prakash shared how the SIU School of Medicine is committed to providing a safe and supportive environment of healing and discussed their preparation for active threats.

Dr. James Minor, Chancellor, SIU Edwardsville, provided his report for the Edwardsville campus. Dr. Minor began his presentation by showing a video of the Fall 2024 welcome week activities. Next, he updated the Board on fall enrollment; shared data on first-to-second year retention; and discussed the SIUE Commitment and SIUE GO expansions. Additionally, he highlighted SIUE's impact on the region, particularly in Belleville, Alton, East St. Louis and Edwardsville. He concluded with two university accomplishments: he discussed the \$1 million grant from the Mellon Foundation to support the expansion of CODES (Community-Oriented Digital Engagement Scholars) and SIUE men's soccer bronze boot victory against St. Louis University at CityPark in St. Louis.

Dr. Dan Mahony, President, Southern Illinois University, provided his report for the SIU System. President Mahony provided an update on the system-wide economic and public impact study. He introduced Dr. Jeb Asirvatham and Dr. Scott Gilbert who provided an overview of the study, the methodology used, the economic impact and the team involved. Specific to the study, they discussed the operations impact, visitor impact, student impact via spending, and alumni impact via return on investment. Catie Sheehan, SIU System Executive Director of Marketing and Communication, worked with the team to create a booklet and provided each Trustee with a copy.

Chair Gilbert explained the procedure for the Board's omnibus motion. The listing of items proposed for the omnibus motion were as follows:

Southern Illinois University  
Board of Trustees  
September 12, 2024

CHANGES IN FACULTY-ADMINISTRATIVE PAYROLL – SIUC

The following changes in faculty-administrative payroll are submitted to the Board of Trustees for ratification in accordance with the Board Policy on Personnel Approval (2 Policies of the Board B). Additional detailed information is available from the Office of the Chancellor. Where appropriate, salary is reported on a monthly basis and on either an academic year (AY) or fiscal year (FY) basis.

- A. Initial Appointments of Faculty to Tenured and Tenure Track and Initial Appointments and Promotions of Professional Staff (If the person previously had a University appointment, it is so noted. Otherwise, the person is a new University employee.)

|    | <u>Name</u>                | <u>Rank/Title</u>                                                    | <u>Department</u>                 | <u>Effective Date</u> | <u>Salary</u>                                                                           |
|----|----------------------------|----------------------------------------------------------------------|-----------------------------------|-----------------------|-----------------------------------------------------------------------------------------|
| 1. | Adjei, Mavis               | Interim Associate Dean<br>(Previously Professor)                     | College of Business and Analytics | 07/01/2024            | \$20,490.00 /MO<br>\$245,880.00 /FY<br>(Previously \$18,627.00 /MO<br>\$167,643.00 /AY) |
| 2. | Alexopoulos, Alexandra K   | Professional Psychology Intern                                       | Student Health Services           | 08/01/2024            | \$2,917.00 /MO<br>\$35,004.00 /FY                                                       |
| 3. | Alvarado-Chamorro, Laura M | Professional Psychology Intern                                       | Student Health Services           | 08/01/2024            | \$2,917.00 /MO<br>\$35,004.00 /FY                                                       |
| 4. | Armonda, Alex J            | Assistant Professor                                                  | School of Education               | 08/16/2024            | \$7,500.00 /MO<br>\$67,500.00 /AY                                                       |
| 5. | Badiu, Jennifer L          | Assistant Director of Development<br>(Previously Academic Advisor I) | SIU Foundation Carbondale         | 07/01/2024            | \$6,250.00 /MO<br>\$75,000.00 /FY<br>(Previously \$3,084.00 /MO<br>\$37,008.00 /FY)     |
| 6. | Baker, Lindsey Ann         | Professional Psychology Intern                                       | Student Health Services           | 08/01/2024            | \$2,917.00 /MO<br>\$35,004.00 /FY                                                       |

|     |                     |                                                                          |                                                         |            |                                                                                       |
|-----|---------------------|--------------------------------------------------------------------------|---------------------------------------------------------|------------|---------------------------------------------------------------------------------------|
| 7.  | Bhati, Sakshi       | Assistant Professor<br>(Previously Lecturer)                             | School of Communication Studies)                        | 8/13/2024  | \$8,000.00 /MO<br>\$72,000.00 /AY<br>(Previously \$6,112.00 /MO<br>\$55,008.00 /AY)   |
| 8.  | Bishop, Terrance T  | Interim Director<br>(Previously Coordinator of Student Success (Science) | Success in Engineering through Excellence and Diversity | 08/15/2024 | \$5,334.00 /MO<br>\$64,008.00 /FY<br>(Previously \$3,666.00 /MO<br>\$43,992.00 /FY)   |
| 9.  | Borrenpohl, Jared   | Director, Motorcycle Rider Program<br>(Previously Senior Lecturer)       | School of Human Sciences                                | 06/01/2024 | \$12,628.00 /MO<br>\$151,536.00 /FY<br>(Previously \$8,221.00 /MO<br>\$98,652.00 /FY) |
| 10. | Brevik, Corinne     | Associate Professor<br>(Previously Assistant Professor of Practice)      | School of Physics & Applied Physics                     | 8/16/2024  | \$8,938.00 /MO<br>\$80,442.00 /AY<br>(Previously \$7,725.00 /MO<br>\$69,525.00 /AY)   |
| 11. | Butler, Christopher | Assistant Professor<br>(Previously Associate Professor of Practice)      | School of Music                                         | 08/13/2024 | \$7,223.00 /MO<br>\$65,007.00 /AY<br>(Previously \$5,410.00 /MO<br>\$48,690.00 /AY)   |
| 12. | Butler, Jessica     | Assistant Professor<br>(Previously Associate Professor of Practice)      | School of Music                                         | 08/13/2024 | \$7,223.00 /MO<br>\$65,007.00 /AY<br>(Previously \$5,135.00 /MO<br>\$46,215.00 /AY)   |
| 13. | Cameron, Angela K   | Assistant Professor<br>(Previously Lecturer)                             | School of Education                                     | 8/16/2024  | \$7,350.00 /MO<br>\$66,150.00 /AY<br>(Previously \$6,850.00 /MO<br>\$61,650.00 /AY)   |
| 14. | Chen, Zhijing       | Assistant Professor                                                      | School of Human Sciences                                | 08/16/2024 | \$7,800.00 /MO<br>\$70,200.00 /AY                                                     |

|     |                           |                                                                                |                                                                                  |            |                                                                                         |
|-----|---------------------------|--------------------------------------------------------------------------------|----------------------------------------------------------------------------------|------------|-----------------------------------------------------------------------------------------|
| 15. | Cheref, Abdelkader        | Assistant Professor                                                            | School of Africana & Multicultural Studies                                       | 08/13/2024 | \$8,223.00 /MO<br>\$74,007.00 /AY                                                       |
| 16. | Collins, Kevin Scott      | Interim Director (Previously Professor)                                        | School of Languages & Linguistics                                                | 07/01/2024 | \$13,182 /MO<br>\$158,184 /FY<br>(Previously \$10,800 /MO<br>\$97,200 /AY)              |
| 17. | Delanka Pedige, Himali MK | Assistant Professor                                                            | School of Civil, Environmental & Infrastructure Engr-SIUC                        | 08/13/2024 | \$10,000.00 /MO<br>\$90,000.00 /AY                                                      |
| 18. | Dunston, Julie            | Associate Provost for Academic Programs (Previously Interim Associate Provost) | Office of the Provost & VC for Academic Affairs                                  | 07/01/2024 | \$14,876.00 /MO<br>\$178,512.00 /FY<br>(Previously \$14,876.00 /MO<br>\$178,512.00 /FY) |
| 19. | Felton, Jacqueline Teal   | Assistant Director (Previously Researcher I)                                   | Institutional Effectiveness, Planning & Research                                 | 05/06/2024 | \$5,833.33 /MO<br>\$69,999.96 /FY<br>(Previously \$3,576.00 /MO<br>\$42,912.00 /FY)     |
| 20. | Flath, Brian Christopher  | Director of Development (Previously Associate Director (Corporate Support))    | SIU Foundation Carbondale                                                        | 07/01/2024 | \$8,333.33 /MO<br>\$99,999.96 /FY<br>(Previously \$5,660.00 /MO<br>\$67,920.00 /FY)     |
| 21. | Freeman, Michelle C       | Assistant Professor                                                            | School of Languages & Linguistics (75%) / School of History and Philosophy (25%) | 08/13/2024 | \$8,334.00 /MO<br>\$75,006 /AY                                                          |
| 22. | Gehrke, Rochelle L        | Associate Provost for Student Success                                          | Office of the Provost & VC for Academic Affairs                                  | 09/09/2024 | \$14,375 /MO<br>\$172,500 /FY                                                           |
| 23. | Gibson, Derek K           | Assistant Professor                                                            | School of Earth Systems & Sustainability                                         | 08/13/2024 | \$8,300.00 /MO<br>\$74,700.00 /AY                                                       |

|     |                          |                                                               |                                                       |            |                                                                                       |
|-----|--------------------------|---------------------------------------------------------------|-------------------------------------------------------|------------|---------------------------------------------------------------------------------------|
| 24. | Greenlee, Carol Jo       | Director of Development (Previously Associate Director)       | SIU Foundation Carbondale                             | 07/01/2024 | \$8,333.33 /MO<br>\$99,999.96 /FY<br>(Previously \$6,938.00 /MO<br>\$83,256.00 /FY)   |
| 25. | Greer, Matthew C         | Assistant Professor                                           | School of Anthropology, Political Science & Sociology | 08/16/2024 | \$8,250.00 /MO<br>\$74,250.00 /AY                                                     |
| 26. | Hossain, Md Belayat      | Assistant Professor                                           | School of Computing-SIUC                              | 08/13/2024 | \$10,000.00 /MO<br>\$90,000.00 /AY                                                    |
| 27. | Lang, Amy C              | Assistant Professor                                           | School of Psychological & Behavioral Sciences         | 08/16/2024 | \$8,500.00 /MO<br>\$76,500.00 /AY                                                     |
| 28. | Lopez, Robert Anthony    | Associate Dean (Previously Associate Professor)               | College of Arts and Media-SIUC                        | 07/01/2024 | \$12,084.00 /MO<br>\$145,008.00 /FY<br>(Previously \$9,172.00 /MO<br>\$82,548.00 /AY) |
| 29. | Lu, Chien-Tsung          | Director (100%) / Professor (0%)                              | School of Aviation                                    | 07/01/2024 | \$11,667.00 /MO<br>\$140,004.00 /FY                                                   |
| 30. | Malichi, Jodi M          | Assistant Athletic Trainer                                    | Intercollegiate Athletics                             | 07/08/2024 | \$4,167.00 /MO<br>\$50,004.00 /FY                                                     |
| 31. | McLemore, Seth A         | Assistant Coach                                               | Intercollegiate Athletics                             | 07/16/2024 | \$6,667.00 /MO<br>\$80,004.00 /FY                                                     |
| 32. | McPherson, Craig L       | Assistant Professor (Previously Clinical Assistant Professor) | School of Health Sciences                             | 8/16/2024  | \$8,000.00 /MO<br>\$72,000.00 /AY<br>(Previously \$7,000.00 /MO<br>\$63,000.00 /AY)   |
| 33. | Miller, Morgan Elizabeth | Hall Director                                                 | University Housing                                    | 07/01/2024 | \$3,250.00 /MO<br>\$39,000.00 /FY                                                     |
| 34. | Milowsky, Andrew I       | Professional Psychology Intern                                | Student Health Services                               | 08/01/2024 | \$2,917.00 /MO<br>\$35,004.00 /FY                                                     |

|     |                        |                                                                               |                                          |            |                                                                                        |
|-----|------------------------|-------------------------------------------------------------------------------|------------------------------------------|------------|----------------------------------------------------------------------------------------|
| 35. | Moore, Katherine Marie | Assistant Professor                                                           | School of Languages & Linguistics        | 08/13/2024 | \$8,223.00 /MO<br>\$74,007.00 /AY                                                      |
| 36. | Murphy, Layla A        | Director of Admissions (Previously Coordinator for Recruitment and Retention) | Simmons Law School                       | 08/01/2024 | \$5,826.00 /MO<br>\$69,912.00 /FY<br>(Previously \$4,824.00 /MO<br>\$57,888.00 /FY     |
| 37. | Nausley, Jayci R       | Field Representative                                                          | Undergraduate Admissions                 | 07/16/2024 | \$3,750.00 /MO<br>\$45,000.00 /FY                                                      |
| 38. | Neuberger, Bailey M.   | Assistant Coach                                                               | Intercollegiate Athletics                | 08/01/2024 | \$3,273.00 /MO<br>\$39,276.00 /FY                                                      |
| 39. | Odom, Marcus Dean      | Interim Director (Previously Professor)                                       | Accountancy                              | 07/01/2024 | \$22,384.00 /MO<br>\$268,608.00 /FY<br>(Previously \$20,349.00 /MO<br>\$183,141.00 /AY |
| 40. | Pinsky, John Daniel    | Professional Psychology Intern                                                | Student Health Services                  | 08/01/2024 | \$2,917.00 /MO<br>\$35,004.00 /FY                                                      |
| 41. | Samarah, Carol M       | NAGPRA Program Director                                                       | Center for Archaeological Investigations | 07/15/2024 | \$6,250.00 /MO<br>\$75,000.00 /FY                                                      |
| 42. | Schoeneck, Brandon K   | Assistant Coach                                                               | Intercollegiate Athletics                | 07/01/2024 | \$5,200.00 /MO<br>\$62,400.00 /FY                                                      |
| 43. | Sevin, Brianna S       | Assistant Athletic Trainer                                                    | Intercollegiate Athletics                | 07/01/2024 | \$3,750.00 /MO<br>\$45,000.00 /FY                                                      |
| 44. | Simon, Sheila Jeanne   | Acting Associate Dean for Academic Affairs (Previously Associate Professor)   | Simmons Law School                       | 07/01/2024 | \$12,467.00 /MO<br>\$149,604.00 /FY<br>(Previously \$11,333.00 /MO<br>\$101,997.00 /AY |

|     |                          |                                                                     |                                                       |            |                                                                                         |
|-----|--------------------------|---------------------------------------------------------------------|-------------------------------------------------------|------------|-----------------------------------------------------------------------------------------|
| 45. | Stantis, Christina M     | Assistant Professor                                                 | School of Anthropology, Political Science & Sociology | 08/16/2024 | \$8,250.00 /MO<br>\$74,250.00 /AY                                                       |
| 46. | Sun, Kang                | Assistant Professor                                                 | School of Human Sciences                              | 08/13/2024 | \$7,800.00 /MO<br>\$70,200.00 /AY                                                       |
| 47. | Taylor, Stephanie K      | Senior Director of Development (Previously Director of Development) | SIU Foundation Carbondale                             | 07/01/2024 | \$10,000.00 /MO<br>\$120,000.00 /FY                                                     |
| 48. | Terpstra, Brice          | Assistant Professor                                                 | School of Justice and Public Safety                   | 08/16/2024 | \$8,000.00 /MO<br>\$72,000.00 /AY                                                       |
| 49. | Tiwari, Nitin            | Assistant Professor                                                 | School of Civil, Environmental & Infrastructure Engr  | 08/13/2024 | \$10,000.00 /MO<br>\$90,000.00 /AY                                                      |
| 50. | Toepke, Carly            | Assistant Professor                                                 | Simmons Law School                                    | 08/01/2024 | \$10,000.00 /MO<br>\$90,000.00 /AY                                                      |
| 51. | Velasco, Tomas           | Interim Director (Previously Professor)                             | School of Applied Engineering and Technology          | 08/01/2024 | \$11,365.00 /MO<br>\$136,380.00 /FY<br>(Previously \$10,331.00 /MO<br>\$92,979.00 /AY)  |
| 52. | Upchurch Wilhelm, Angela | Interim Dean (previously Associate Dean)                            | Simmons Law School                                    | 07/01/2024 | \$19,245.00 /MO<br>\$230,940 /FY<br>(Previously \$17,495 /MO<br>\$209,940 /FY)          |
| 53. | Velez-Medina, Karolina G | Professional Psychology Intern                                      | Student Health Services                               | 08/01/2024 | \$2,917.00 /MO<br>\$35,004.00 /FY                                                       |
| 54. | Wallace, Juliane Poock   | Associate Provost (Previously Interim Associate Provost)            | Office of the Provost & VC for Academic Affairs       | 07/01/2024 | \$16,676.00 /MO<br>\$200,112.00 /FY<br>(Previously \$14,876.00 /MO<br>\$178,512.00 /FY) |

|     |                 |                 |                           |            |                                   |
|-----|-----------------|-----------------|---------------------------|------------|-----------------------------------|
| 55. | Watts, Laurin C | Assistant Coach | Intercollegiate Athletics | 07/16/2024 | \$5,584.00 /MO<br>\$67,008.00 /FY |
|-----|-----------------|-----------------|---------------------------|------------|-----------------------------------|

- B. Grant of Leave With Pay:  
None to report.

- C. Grant of Academic Tenure:

|    | <u>Name</u>     | <u>Title on Effective Date of Tenure</u> | <u>Department/School</u> | <u>Effective Date</u> |
|----|-----------------|------------------------------------------|--------------------------|-----------------------|
| 1. | Lu, Chien-Tsung | Professor                                | School of Aviation       | 07/01/2024            |

- D. Promotions of Tenured and Tenure Track Faculty:  
None to report.

## CHANGES IN FACULTY-ADMINISTRATIVE PAYROLL – SIU SCHOOL OF MEDICINE

The following changes in faculty-administrative payroll at the School of Medicine/Springfield campus are submitted to the Board of Trustees for ratification in accordance with the Board Policy on Personnel Approval (2 Policies of the Board B). Additional detailed information is on file in the Office of the Dean and Provost. Where appropriate, salary is reported on a monthly basis and on either an academic year (AY) or fiscal year (FY) basis.

- A. Initial Appointments of Faculty to Tenured and Tenure Track and Initial Appointments and Promotions of Professional Staff (If the person previously had a University appointment, it is so noted. Otherwise, the person is a new University employee.)

|    | <u>Name</u>      | <u>Rank/Title</u>                               | <u>Department</u>                   | <u>Effective Date</u> | <u>Salary</u>                                                                      |
|----|------------------|-------------------------------------------------|-------------------------------------|-----------------------|------------------------------------------------------------------------------------|
| 1  | Ballard, Randi   | Certified Nurse Practitioner                    | Surgery                             | 08/26/2024            | \$8,333.33/MO<br>\$99,999.96/FY                                                    |
| 2  | Boon, Leah       | Certified Neonatal Nurse Practitioner           | Pediatrics                          | 08/26/2024            | \$11,050.00/MO<br>\$132,600.00/FY                                                  |
| 3  | Capati, Mikeal   | Certified Nurse Practitioner                    | SIU Express Care/FQHC               | 07/29/2024            | \$9,979.00/MO<br>\$119,748.00/FY                                                   |
| 4  | Foote, Jayden    | Physician Assistant-Certified                   | SIU Express Care/FQHC               | 07/01/2024            | \$9,541.67/MO<br>\$114,500.04/FY                                                   |
| 5  | Haden, Bredina   | Director of Continuing Professional Development | Continuing Professional Development | 07/15/2024            | \$8,000.00/MO<br>\$96,000.00/FY<br>(previously<br>\$6,545.27/MO<br>\$78,543.24/FY) |
| 6  | Hinton, Andrea   | Certified Nurse Practitioner                    | Surgery                             | 07/15/2024            | \$9,583.33/MO<br>\$114,999.96/FY                                                   |
| 7  | Lafrenz, Angela  | Certified Nurse Practitioner                    | Surgery                             | 06/17/2024            | \$400/SHIFT<br>\$0.00/FY                                                           |
| 8  | Luecke, Jamie    | Certified Nurse Practitioner                    | Surgery                             | 06/03/2024            | \$400/SHIFT<br>\$0.00/FY                                                           |
| 9  | Maqbool, Farhan  | Assistant Professor                             | Surgery                             | 06/03/2024            | \$18,750.00/MO<br>\$225,000.00/FY                                                  |
| 10 | Norris, Courtney | Post-Doctoral Fellow                            | Psychiatry                          | 10/07/2024            | \$5,084.00/MO<br>\$61,008.00/FY                                                    |

|    |                     |                                                                                                          |                                           |            |                                                                              |
|----|---------------------|----------------------------------------------------------------------------------------------------------|-------------------------------------------|------------|------------------------------------------------------------------------------|
| 11 | Novar, LeAnne       | Certified Nurse Practitioner (previously Certified Nurse Midwife)                                        | Family and Community Medicine/Springfield | 07/01/2024 | \$10,770.58/MO<br>\$129,247.00/FY (previously \$9,571.70/MO \$114,860.40/FY) |
| 12 | Owasoyo, Oladele    | Clinical Research Coordinator (previously Clinical Research Specialist)                                  | Center for Clinical Research              | 07/01/2024 | \$3,666.67/MO<br>\$44,000.04/FY (previously \$3,411.82/MO \$40,941.84/FY)    |
| 13 | Phalke, Neelam      | Assistant Professor                                                                                      | Otolaryngology                            | 8/12/2024  | \$18,750.00/MO<br>\$225,000.00/FY                                            |
| 14 | Priyanka, Kaniz     | Clinical Research Specialist                                                                             | Center for Clinical Research              | 07/15/2024 | \$18.19/HR                                                                   |
| 15 | Seed, Kayla         | Certified Nurse Practitioner                                                                             | Surgery                                   | 08/26/2024 | \$7,916.67/MO<br>\$95,000.04/FY                                              |
| 16 | Spenner, Allison    | Assistant to the Chair of Population Science and Policy (previously Senior Research Project Coordinator) | Population Science and Policy             | 08/12/2024 | \$10,416.66/MO<br>\$125,000/FY (previously \$6002.32/MO, \$72027.84/FY)      |
| 17 | Statler, Joshua     | Licensed Clinical Social Worker                                                                          | Family and Community Medicine/Quincy      | 08/12/2024 | \$5,772.50/MO<br>\$69,270.00/FY                                              |
| 18 | Van Le, Joshua      | Clinical Research Specialist                                                                             | Center for Clinical Research              | 07/15/2024 | \$19.16/HR                                                                   |
| 19 | Watts, Kendra       | Audiologist                                                                                              | Otolaryngology                            | 08/12/2024 | \$7,500.00/MO<br>\$90,000.00/FY                                              |
| 20 | Western, Lucas      | Clinical Research Specialist                                                                             | Center for Clinical Research              | 07/29/2024 | \$18.19/HR                                                                   |
| 21 | Whitlock, Stephanie | Certified Nurse Practitioner                                                                             | Family and Community Medicine/Carbondale  | 07/29/2024 | \$9,646.92/MO<br>\$115,763.04/FY                                             |

B. Grant of Leave With Pay:  
None to report.

C. Grant of Academic Tenure:  
None to Report

D. Promotions of Tenured and Tenure Track Faculty:  
None to report.

Southern Illinois University  
Board of Trustees  
September 12, 2024

### CHANGES IN FACULTY-ADMINISTRATIVE PAYROLL – SIUE

The following changes in faculty-administrative payroll are submitted to the Board of Trustees for ratification in accordance with the Board Policy on Personnel Approval (2 Policies of the Board B). Additional detailed information is on file in the Office of the Chancellor. Where appropriate, salary is reported on a monthly basis and on either an academic year (AY) or fiscal year (FY) basis.

- A. Initial Appointments of Faculty to Tenure and Tenure Track and Initial Appointments and Promotions of Professional Staff (If the person previously had a University appointment, it is so noted. Otherwise, the person is a new University employee.)

|    | <u>Name</u>      | <u>Rank/Title</u>                              | <u>Department</u>              | <u>Effective Date</u> | <u>Salary</u>                                                                         |
|----|------------------|------------------------------------------------|--------------------------------|-----------------------|---------------------------------------------------------------------------------------|
| 1. | Carter, Kathryn  | Assistant Professor                            | Dental Medicine                | 07/01/2024            | \$7,166.68/mo<br>\$86,000.16/FY                                                       |
| 2. | Coleman, Carmeca | Coordinator                                    | Admissions                     | 06/03/2024            | \$3,333.34/mo<br>\$40,000.08/FY                                                       |
| 3. | Durbin, Amanda   | Hall Director                                  | Housing                        | 06/10/2024            | \$3,076.94/mo<br>\$36,923.28/FY                                                       |
| 4. | Frazier, Mary    | Assistant Professor<br>(previously Instructor) | Nursing                        | 08/16/2024            | \$7,666.68/mo<br>\$69,000.12/AY<br>(previously<br>\$7,288.30/mo<br>\$65,594.70)       |
| 5. | Frost, Erica     | Assistant Professor<br>(previously Instructor) | Nursing                        | 08/16/2024            | \$7,666.68/mo<br>\$69,000.12/AY<br>(previously<br>\$6,800.00/mo<br>\$61,200.00/AY)    |
| 6. | Graser, Marlee   | Dean<br>(previously Interim Associate Dean)    | Library & Information Services | 07/01/2024            | \$12,500.00/mo<br>\$150,000.00/FY<br>(previously<br>\$9,481.74/mo<br>\$113,780.88/FY) |
| 7. | Jenkins, Diana   | Asst Professor                                 | Psychology                     | 08/16/2024            | \$6,889.00/mo<br>\$62,001.00/AY                                                       |
| 8. | Jones, Adrianna  | Asst Professor                                 | Theater & Dance                | 08/16/2024            | \$6,666.68/mo<br>\$60,000.12/AY                                                       |

|     |                     |                                                            |                                    |            |                                                                                    |
|-----|---------------------|------------------------------------------------------------|------------------------------------|------------|------------------------------------------------------------------------------------|
| 9.  | Marianno, Latrice   | Assistant Professor                                        | Educational Leadership             | 08/16/2024 | \$7,223.00/mo<br>\$65,007.00/AY                                                    |
| 10. | Patton-Jordan, Jodi | Assistant Professor (previously Instructor)                | Teaching & Learning                | 08/16/2024 | \$7,223.00/mo<br>\$65,007.00/AY<br>(previously \$5,100.04/mo<br>\$45,000.36/AY)    |
| 11. | Polk, Margaret      | Assistant Professor (previously Visiting Asst Prof)        | Psychology                         | 08/16/2024 | \$7,000.00/mo<br>\$63,000.00/AY<br>(previously \$6,889.00/mo<br>\$62,001.00/AY)    |
| 12. | Pulliam, Donald     | Director (previously IT Manager/ Adm Coordinator)          | Student Financial Aid              | 07/01/2024 | \$9,128.00/mo<br>\$109,536.00/FY<br>(previously \$6,804.42/mo<br>\$81,653.00/FY)   |
| 13. | Rahman, Md Sanoar   | Assistant Professor                                        | Geography / Environmental Sciences | 08/16/2024 | \$7,500.00/mo<br>\$67,500.00/AY                                                    |
| 14. | Robinder, Wendy     | Director Student Services (previously Academic Advisor II) | Engineering                        | 07/03/2024 | \$6,333.34/mo<br>\$76,000.08/FY<br>(previously \$3,791.66/mo<br>\$45,499.92/FY)    |
| 15. | Savchuk, Kenneth    | Coordinator                                                | Admissions                         | 06/17/2024 | \$3,333.34/mo<br>\$40,000.08/FY                                                    |
| 16. | Taylor, Catherine   | Associate Vice Chancellor                                  | University Advancement             | 07/18/2024 | \$12,500.00/mo<br>\$150,000.00/FY<br>(previously \$9,603.10/mo<br>\$115,237.20/FY) |

B. Leaves of Absence With Pay –  
None to Report

C. Awards of Tenure-  
None to Report

D. Awards of Promotion-  
None to Report

Southern Illinois University  
Board of Trustees  
September 12, 2024

SCHEDULE OF MEETINGS OF THE BOARD OF TRUSTEES FOR 2025

As a traditional practice and for convenience in meeting certain provisions of the Open Meetings Act, Board meetings have been scheduled on an annual basis. Custom has called for scheduling alternate meetings on alternate campuses of the University. Approval is requested for the schedule listed below:

|              |                                                                                    |
|--------------|------------------------------------------------------------------------------------|
| February 6   | Southern Illinois University Edwardsville                                          |
| April 17     | Southern Illinois University Carbondale                                            |
| July 10      | Southern Illinois University Carbondale<br>School of Medicine, Springfield         |
| September 18 | Southern Illinois University Edwardsville<br>East St. Louis Center, East St. Louis |
| December 4   | Southern Illinois University Carbondale                                            |

The following schedule reflects deadlines and mailing dates for the 2025 Board of Trustees meetings:

| <u>Deadline Dates for Receipt<br/>of Proposed Agenda Items</u> | <u>2025 Mailing Dates<br/>Agenda and Matters</u> | <u>2025 Meeting Dates<br/>Board of Trustees</u> |
|----------------------------------------------------------------|--------------------------------------------------|-------------------------------------------------|
| Monday, January 6                                              | Friday, January 24                               | SIUE – February 6                               |
| Monday, March 17                                               | Friday, April 4                                  | SIUC – April 17                                 |
| Monday, June 9                                                 | Friday, June 27                                  | SOM - July 10                                   |
| Monday, August 18                                              | Friday, September 5                              | ESTL - September 18                             |
| Monday, November 3                                             | Friday, November 21                              | SIUC – December 4                               |

Southern Illinois University  
Board of Trustees  
September 12, 2024

PROPOSED REVISIONS TO THE BOARD OF TRUSTEES POLICY  
ON INTERNAL AUDIT  
[AMENDMENTS TO 5 POLICIES OF THE BOARD E]

Summary

This matter seeks approval by the SIU Board of Trustees to revise 5 Policies of the Board E - Internal Audit Policy.

Rationale for Adoption

The SIU Internal Audit Charter is included in 5 Policies of the Board E. A revamping of the Charter is necessary to comply with the International Standards for the Professional Practice of Internal Auditing developed by the Institute of Internal Auditors, as recently amended. Specifically, the Standards require certain language be included in the Internal Audit Charter with respect to its purpose and mandate and responsibilities of the Chief Internal Auditor and the Internal Audit Function. The proposed changes align the language in the Charter with the required language in the standards, which is already representative of the performance of the SIU Internal Audit function. While significant in nature, the changes are a mere formality to align the policy and Charter with current practices and standards.

Consideration Against Adoption

None.

Constituency Involvement

Not applicable.

Resolution

BE IT RESOLVED, By the Board of Trustees of Southern Illinois University, in regular meeting assembled, That 5 Policies of the Board E is hereby amended as follows:

Text below is from:  
Section 5 Financial and Administrative Affairs, Section E. Internal Audit Policy  
Revamped for changes necessary to ensure compliance with 2024 Global Standards

E. Internal Audit Policy

- 1. The President, as the chief executive officer of Southern Illinois University, is responsible for the development and implementation of a program of internal audit.
- 2. The President will promulgate guidelines which give direction to the overall internal audit function of the University; these guidelines, as they are developed and amended, will be transmitted to members of the Board of Trustees.
- 3. Internal Audit Charter: This charter identifies the purpose, authority, and responsibility of the Internal Audit function at Southern Illinois University. The Internal Audit function resides within the Office of Internal Audit, Compliance and Ethics. (9/13/12)

Commented [LK1]: Contained within the new Mandate Section

- a. Purpose: The Internal Audit function was established within Southern Illinois University to conduct assurance reviews of operations and procedures and to report findings and recommendations to the institution's administration and to the Board of Trustees. All Internal Audit endeavors are to be conducted in accordance with applicable law, institutional objectives and policies, as well as professional ethics and standards. Specifically, activities of the Internal Audit function will be carried out in accordance with the mandatory nature of the International Professional Practices Framework (the Core Principles for the Professional Practice of Internal Auditing, the Code of Ethics, the Standards established by the Institute of Internal Auditors and the Definition of Internal Auditing. The Internal Audit function may report that its operations are conducted in conformance with the International Standards for the Professional Practice of Internal Auditing, only if the results of the quality assurance and improvement program support the statement. (11/9/06, 4/14/11, 9/13/12, 4/6/17, 07/21/22)

Commented [LK2]: Contained within the new Purpose Section

b. Authority

- 1. The Internal Audit function reports administratively to the President, whose authority as chief executive officer is sufficient to assure a broad range of audit coverage and adequate consideration of effective action on internal audit findings and recommendations. The Internal Audit function has an independent, functional responsibility to the Audit Committee of the Board of Trustees for reporting on the adequacy and effectiveness of internal controls. (5/14/98, 3/13/03, 9/11/08, 9/13/12)
- 2. While the Internal Audit function is an integral part of Southern Illinois University and functions in accordance with the policies established by the

Commented [LK3]: Contained within the new Reporting Relationships Section

President and the Board of Trustees, it is essential for the internal audit activity to be independent of the activities audited. To enhance and ensure this independence, and with strict accountability for safekeeping and confidentiality, internal audit staff are authorized unlimited access to all records, personnel, and physical properties which the Executive Director of Audits has determined to be relevant to the performance of assigned audits. Consulting services may be performed, if conducted in accordance with applicable standards. (11/09/06, 4/14/11, 3/22/12, 9/13/12)

3. In performing its work, the Internal Audit function shall assert no direct responsibility nor authority over activities reviewed. Therefore, its appraisal of activities does not relieve other persons in the organization of any responsibilities assigned to them. Furthermore, when assisting management in establishing or improving risk management processes, internal auditors must refrain from assuming any management responsibility by actually managing risks. (4/14/11, 9/13/12)

c. Responsibility

1. The Internal Audit function is responsible for providing Southern Illinois University's administrators and Board members with information about the adequacy and the effectiveness of its system of internal controls and quality of operating performance. To accomplish this responsibility, all institutional activities are subject to audit, including all governance activities and processes. (9/13/12, 2/2/15)
2. The scope of internal auditing encompasses examining and evaluating the University's governance, operations and information systems against established standards in carrying out assigned responsibilities. Areas of review include (04/14/11, 2/2/15):

3.

- a. reliability and integrity of financial and operating information;
- b. compliance with policies, plans, procedures, laws, and regulations;
- c. safeguarding assets;
- d. effectiveness and efficiency of operations and programs;
- e. accomplishment of institutional goals and strategic objectives;
- f. evaluation of the potential for the occurrence of fraud and how the organization manages fraud risk;
- g. assessment of whether the Information Technology governance supports the University's strategies and objectives; and
- h. evaluate the effectiveness and contribute to the improvement of the governance and risk management processes. (4/6/17)

4. The Executive Director of Audits is generally responsible for the administration of this policy and for functionally directing and effectively managing the internal audit activities throughout Southern Illinois University. Specifically,

**Commented [LK4]:** Contained within the new Authority Section

**Commented [LK5]:** Contained within the new Scope and Type of Internal Audit Services Section – consulting services replaced with advisory services.

**Commented [LK6]:** Contained within the new Objectivity Section

**Commented [LK7]:** Contained within the new Scope and Type of Internal Audit Services Section

the Executive Director of Audits (04/14/11);

**Commented [LK8]:** Contained within the new Chief Audit Executive Roles and Responsibilities Section.

a. is responsible for communicating directly and interacting with the Audit Committee regarding the results of activity of the Internal Audit function. The Chief Audit Executive must report periodically to senior management and the Audit Committee on the internal audit activity's purpose, authority, responsibility, and performance relative to its plan. Reporting must also include significant risk exposures and control issues, including fraud risk, governance issues, and other matters needed or required by the Audit Committee or senior management. (9/13/12)

**Commented [LK9]:** Contained within the new Communication with the Board and Senior Management Section

b. must develop and maintain a quality assurance and improvement program that covers all aspects of the internal audit activity. The results of external assessments must be reported to senior management and the Audit Committee.

**Commented [LK10]:** Contained within the new Quality Assurance and Improvement Program Section

c. must have direct and unrestricted access to senior management and the Audit Committee, and must identify and consider the expectations of senior management, the board and other stakeholders for internal audit opinions and other conclusions. When an overall opinion is issued, it must take into account the expectations of senior management, the board, and other stakeholders and must be supported by sufficient, reliable, relevant, and useful information.

**Commented [LK11]:** Contained with the new Organizational Position and Reporting Relationships section

5. Southern Illinois University administrators are responsible for providing internal auditors with timely access to records, personnel, and physical properties which the Executive Director of Audits has determined to be relevant and for making sure that prompt, pertinent, and comprehensive responses are made to audit recommendations.

**Commented [LK12]:** Contained within the new Authority Section

## E. Internal Audit Charter

### Purpose

The purpose of the internal audit function is to strengthen Southern Illinois University's ability to create, protect, and sustain value by providing the Board of Trustees Audit Committee and management with independent, risk-based, and objective assurance, advice, insight, and foresight.

The internal audit function enhances Southern Illinois University's:

- Successful achievement of its objectives.
- Governance, risk management, and control processes.
- Decision-making and oversight.
- Reputation and credibility with its stakeholders.

- Ability to serve the public interest.

Southern Illinois University's internal audit function is most effective when:

- Internal auditing is performed by competent professionals in conformance with The IIA's Global Internal Audit Standards™, which are set in the public interest.
- The internal audit function is independently positioned with direct accountability to the Board of Trustees.
- Internal auditors are free from undue influence and committed to making objective assessments.

#### ***Commitment to Adhering to the Global Internal Audit Standards***

The Southern Illinois University's internal audit function will adhere to the mandatory elements of The Institute of Internal Auditors' International Professional Practices Framework, which are the Global Internal Audit Standards and Topical Requirements. The chief audit executive will report annually to the Board of Trustees Audit Committee and senior management regarding the internal audit function's conformance with the Standards, which will be assessed through a quality assurance and improvement program. The Internal Audit function may report that its operations are conducted in conformance with the International Standards for the Professional Practice of Internal Auditing, only if the results of the quality assurance and improvement program support the statement.

#### **Mandate**

The Fiscal Control and Internal Auditing Act (30 ILCS 10/Articles 1, 2 and 3) is the state legislation which provides guidance for internal audit activities of state agencies. It is the policy of the State of Illinois that the chief executive officer of every State agency is responsible for effectively and efficiently managing the agency and establishing and maintaining an effective system of internal control. Further, Southern Illinois University, as a designated agency within the Act, is required to maintain a full-time program of internal auditing. The President, as the chief executive officer of Southern Illinois University, is responsible for the development and implementation of the program of internal auditing. The President has delegated the chief audit executive (positioned within the Office of Internal Audit, Compliance and Ethics), in consultation with the Board of Trustees Audit Committee to establish guidelines which give direction to the overall internal audit function of the University; this Charter constitutes these guidelines, and as developed and amended, will be transmitted to members of the Board of Trustees for approval.

#### **Authority**

The internal audit function is implemented by the chief audit executive's authority which is created by its direct reporting relationship to the Board of Trustees. Such authority allows for unrestricted access to the Board of Trustees and/or the members of the Audit Committee.

The Board of Trustees authorizes the internal audit function to:

- Have full and unrestricted access to all functions, data, records, information, physical property, and personnel pertinent to carrying out internal audit responsibilities. Internal auditors are accountable for confidentiality and safeguarding records and information.
- Allocate resources, set frequencies, select subjects, determine scopes of work, apply techniques, and issue communications to accomplish the function's objectives.
- Obtain assistance and/or other specialized services from within or outside the University to complete internal audit services, as deemed necessary.

### ***Independence, Organizational Position, and Reporting Relationships***

The chief audit executive is positioned at a level in the organization that enables internal audit services and responsibilities to be performed without interference from management, thereby establishing the independence of the internal audit function. The chief audit executive reports functionally to the Board of Trustees and administratively (for example, day-to-day operations) to the President. This positioning provides the organizational authority and status to bring matters directly to senior management and escalate matters to the Board of Trustees, when necessary, without interference and supports the internal auditors' ability to maintain objectivity.

Further, the Internal Audit function remains independent from the Compliance and Ethics functions performed within the same office, as the Executive Director of Audits and the Chief Compliance and Ethics Officer are dual heads of the Office. Both have functional reporting lines to the Board, while the Executive Director of Audit reports administratively to the President and the Chief Compliance and Ethics Office reports administratively to the Executive Director of Audits.

The chief audit executive will confirm to the Board of Trustees Audit Committee, at least annually, the organizational independence of the internal audit function. If the governance structure does not support organizational independence, the chief audit executive will document the characteristics of the governance structure limiting independence and any safeguards employed to achieve the principle of independence. The chief audit executive will disclose to the Board of Trustees Audit Committee any interference internal auditors encounter related to the scope, performance, or communication of internal audit work and results. The disclosure will include communicating the implications of such interference on the internal audit function's effectiveness and ability to fulfill its mandate.

### ***Changes to the Mandate and Charter***

Circumstances may justify a follow-up discussion between the chief audit executive, the Board of Trustees Audit Committee, and senior management on the internal audit mandate or other aspects of the internal audit charter. Such circumstances may include but are not limited to:

- A significant change in the Global Internal Audit Standards.
- A significant reorganization within the organization.

- Significant changes in the chief audit executive, composition of the Board of Trustees, and/or senior management.
- Significant changes to the University's strategies, objectives, risk profile, or the environment in which the University operates.
- New laws or regulations that may affect the nature and/or scope of internal audit services.

### **Board of Trustees Audit Committee Oversight**

The responsibilities of the Board of Trustees Audit Committee are outlined in the Audit Committee Charter which is on file with the Executive Secretary to the Board.

### **Chief Audit Executive Roles and Responsibilities**

#### ***Ethics and Professionalism***

The chief audit executive will ensure that internal auditors:

- Conform with the Global Internal Audit Standards, including the principles of Ethics and Professionalism: integrity, objectivity, competency, due professional care, and confidentiality.
- Understand, respect, meet, and contribute to the legitimate and ethical expectations of the University and be able to recognize conduct that is contrary to those expectations.
- Encourage and promote an ethics-based culture in the organization.
- Report organizational behavior that is inconsistent with the University's ethical expectations, as described in applicable policies and procedures.

#### **Objectivity**

The chief audit executive will ensure that the internal audit function remains free from all conditions that threaten the ability of internal auditors to carry out their responsibilities in an unbiased manner, including matters of engagement selection, scope, procedures, frequency, timing, and communication. If the chief audit executive determines that objectivity may be impaired in fact or appearance, the details of the impairment will be disclosed to appropriate parties.

Internal auditors will maintain an unbiased mental attitude that allows them to perform engagements objectively such that they believe in their work product, do not compromise quality, and do not subordinate their judgment on audit matters to others, either in fact or appearance.

Internal auditors will have no direct operational responsibility or authority over any of the activities they review. Accordingly, internal auditors will not implement internal controls, develop procedures, install systems, or engage in other activities that may impair their judgment, including:

- Assessing specific operations for which they had responsibility within the previous year.
- Performing operational duties for the University or its University Related Organizations.
- Initiating or approving transactions external to the internal audit function.
- Directing the activities of any University employee that is not employed by the internal audit function, except to the extent that such employees have been appropriately assigned to internal audit teams or to assist internal auditors.

Internal auditors will:

- Disclose impairments of independence or objectivity, in fact or appearance, to the chief audit executive at least annually. The chief audit executive will consider whether impairments should be reported to others and will do so as deemed necessary, including the Board of Trustees or management.
- Exhibit professional objectivity in gathering, evaluating, and communicating information.
- Make balanced assessments of all available and relevant facts and circumstances.
- Take necessary precautions to avoid conflicts of interest, bias, and undue influence.

### ***Managing the Internal Audit Function***

The chief audit executive has the responsibility to:

- At least annually, develop a risk-based internal audit plan that considers the input of the Board of Trustees and senior management. Submit the plan to the Board of Trustees for review, feedback and concurrence.
- Communicate the impact of resource limitations on the internal audit plan to the Audit Committee and senior management.
- Review and adjust the internal audit plan, as necessary, in response to changes in the University's risks, operations, programs, systems, and controls.
- Communicate with the Audit Committee and senior management if there are significant interim changes to the internal audit plan.
- Ensure internal audit engagements are performed, documented, and communicated in accordance with the Global Internal Audit Standards and laws and/or regulations.
- Follow up on engagement findings and confirm the implementation of recommendations or action plans and communicate the results of internal audit services to the Audit Committee and senior management periodically and for each engagement as appropriate.

- Ensure the internal audit function collectively possesses or obtains the knowledge, skills, and other competencies and qualifications needed to meet the requirements of the Global Internal Audit Standards and fulfill the internal audit mandate.
- Identify and consider trends and emerging issues that could impact the University and communicate to the Audit Committee and senior management as appropriate.
- Consider emerging trends and successful practices in internal auditing.
- Establish and ensure adherence to methodologies designed to guide the internal audit function.
- Ensure adherence to the University's relevant policies and procedures unless such policies and procedures conflict with the internal audit charter or the Global Internal Audit Standards. Any such conflicts will be resolved or documented and communicated to the Audit Committee and senior management.
- Coordinate activities and consider relying upon the work of other internal and external providers of assurance and advisory services. If the chief audit executive cannot achieve an appropriate level of coordination, the issue must be communicated to senior management and if necessary escalated to the Audit Committee.

#### ***Communication with the Audit Committee and Senior Management***

The chief audit executive will report periodically to the Audit Committee and senior management regarding:

- The internal audit function's mandate.
- The internal audit plan and performance relative to its plan.
- Internal audit budget.
- Significant revisions to the internal audit plan and budget.
- Potential impairments to independence, including relevant disclosures as applicable.
- Results from the quality assurance and improvement program, which include the internal audit function's conformance with The IIA's Global Internal Audit Standards and action plans to address the internal audit function's deficiencies and opportunities for improvement.
- Significant risk exposures and control issues, including fraud risks, governance issues, and other areas of focus for the Audit Committee that could interfere with the achievement of the University's strategic objectives.
- Results of assurance and advisory services.
- Resource requirements.
- Management's responses to risk that the internal audit function determines may be unacceptable or acceptance of a risk that is beyond the University's risk appetite.

### **Quality Assurance and Improvement Program**

The chief audit executive will develop, implement, and maintain a quality assurance and improvement program that covers all aspects of the internal audit function. The program will include external and internal assessments of the internal audit function's conformance with the Global Internal Audit Standards, as well as performance measurement to assess the internal audit function's progress toward the achievement of its objectives and promotion of continuous improvement. The program also will assess, if applicable, compliance with laws and/or regulations relevant to internal auditing. Also, if applicable, the assessment will include plans to address the internal audit function's deficiencies and opportunities for improvement.

Annually, the chief audit executive will communicate with the Board of Trustees Audit Committee and senior management about the internal audit function's quality assurance and improvement program, including the results of internal assessments (ongoing monitoring and periodic self-assessments) and external assessments. External assessments will be conducted under the guidelines provided by the State Internal Audit Advisory Board at least once every five years by a qualified, independent assessor or assessment team from outside the University; qualifications must include at least one assessor holding an active Certified Internal Auditor® credential. Public sector competencies and knowledge as well as knowledge of the Global Internal Audit Standards should be considered when selecting external assessors.

### **Scope and Types of Internal Audit Services**

The scope of internal audit services covers the entire breadth of the organization, including all of the activities, assets, and personnel of the University and its Related Organizations. The scope of internal audit activities also encompasses but is not limited to objective examinations of evidence to provide independent assurance and advisory services to the Board of Trustees and management on the adequacy and effectiveness of governance, risk management, and control processes for the University.

The nature and scope of advisory services may be agreed with the party requesting the service, provided the internal audit function does not assume management responsibility. Opportunities for improving the efficiency of governance, risk management, and control processes may be identified during advisory engagements. These opportunities will be communicated to the appropriate level of management.

Internal audit engagements may include evaluating whether:

- Risks relating to the achievement of the University's strategic objectives are appropriately identified and managed.
- The actions of the University's officers, directors, management, employees, and contractors or other relevant parties comply with the University's policies, procedures, and applicable laws, regulations, and governance standards.
- The results of operations and programs are consistent with established goals and objectives.

- Operations and programs are being carried out effectively, efficiently, ethically, and equitably.
- Established processes and systems enable compliance with the policies, procedures, laws, and regulations that could significantly impact the University.
- The integrity of information and the means used to identify, measure, analyze, classify, and report such information is reliable.
- Resources and assets are acquired economically, used efficiently and sustainably, and protected adequately.

DRAFT

*Section 5 Financial and Administrative Affairs, Section E. Internal Audit Policy*  
 Revamped for changes necessary to ensure compliance with 2024 Global Standards

## **E. Internal Audit Charter**

### **Purpose**

The purpose of the internal audit function is to strengthen Southern Illinois University's ability to create, protect, and sustain value by providing the Board of Trustees Audit Committee and management with independent, risk-based, and objective assurance, advice, insight, and foresight.

The internal audit function enhances Southern Illinois University's:

- Successful achievement of its objectives.
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- Reputation and credibility with its stakeholders.
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Southern Illinois University's internal audit function is most effective when:

- Internal auditing is performed by competent professionals in conformance with The IIA's Global Internal Audit Standards™, which are set in the public interest.
- The internal audit function is independently positioned with direct accountability to the Board of Trustees.
- Internal auditors are free from undue influence and committed to making objective assessments.

### ***Commitment to Adhering to the Global Internal Audit Standards***

The Southern Illinois University's internal audit function will adhere to the mandatory elements of The Institute of Internal Auditors' International Professional Practices Framework, which are the Global Internal Audit Standards and Topical Requirements. The chief audit executive will report annually to the Board of Trustees Audit Committee and senior management regarding the internal audit function's conformance with the Standards, which will be assessed through a quality assurance and improvement program. The Internal Audit function may report that its operations are conducted in conformance with the International Standards for the Professional Practice of Internal Auditing, only if the results of the quality assurance and improvement program support the statement.

## **Mandate**

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## **Authority**

The internal audit function is implemented by the chief audit executive's authority which is created by its direct reporting relationship to the Board of Trustees. Such authority allows for unrestricted access to the Board of Trustees and/or the members of the Audit Committee.

The Board of Trustees authorizes the internal audit function to:

- Have full and unrestricted access to all functions, data, records, information, physical property, and personnel pertinent to carrying out internal audit responsibilities. Internal auditors are accountable for confidentiality and safeguarding records and information.
- Allocate resources, set frequencies, select subjects, determine scopes of work, apply techniques, and issue communications to accomplish the function's objectives.
- Obtain assistance and/or other specialized services from within or outside the University to complete internal audit services, as deemed necessary.

## ***Independence, Organizational Position, and Reporting Relationships***

The chief audit executive is positioned at a level in the organization that enables internal audit services and responsibilities to be performed without interference from management, thereby establishing the independence of the internal audit function. The chief audit executive reports functionally to the Board of Trustees and administratively (for example, day-to-day operations) to the President. This positioning provides the organizational authority and status to bring matters directly to senior management and escalate matters to the Board of Trustees, when necessary, without interference and supports the internal auditors' ability to maintain objectivity.

Further, the Internal Audit function remains independent from the Compliance and Ethics functions performed within the same office, as the Executive Director of Audits and the Chief Compliance and Ethics Officer are dual heads of the Office. Both have functional reporting lines to the Board, while the Executive Director of Audit reports administratively to the President and

the Chief Compliance and Ethics Office reports administratively to the Executive Director of Audits.

The chief audit executive will confirm to the Board of Trustees Audit Committee, at least annually, the organizational independence of the internal audit function. If the governance structure does not support organizational independence, the chief audit executive will document the characteristics of the governance structure limiting independence and any safeguards employed to achieve the principle of independence. The chief audit executive will disclose to the Board of Trustees Audit Committee any interference internal auditors encounter related to the scope, performance, or communication of internal audit work and results. The disclosure will include communicating the implications of such interference on the internal audit function's effectiveness and ability to fulfill its mandate.

### ***Changes to the Mandate and Charter***

Circumstances may justify a follow-up discussion between the chief audit executive, the Board of Trustees Audit Committee, and senior management on the internal audit mandate or other aspects of the internal audit charter. Such circumstances may include but are not limited to:

- A significant change in the Global Internal Audit Standards.
- A significant reorganization within the organization.
- Significant changes in the chief audit executive, composition of the Board of Trustees, and/or senior management.
- Significant changes to the University's strategies, objectives, risk profile, or the environment in which the University operates.
- New laws or regulations that may affect the nature and/or scope of internal audit services.

## **Board of Trustees Audit Committee Oversight**

The responsibilities of the Board of Trustees Audit Committee are outlined in the Audit Committee Charter which is on file with the Executive Secretary to the Board.

## **Chief Audit Executive Roles and Responsibilities**

### ***Ethics and Professionalism***

The chief audit executive will ensure that internal auditors:

- Conform with the Global Internal Audit Standards, including the principles of Ethics and Professionalism: integrity, objectivity, competency, due professional care, and confidentiality.

- Understand, respect, meet, and contribute to the legitimate and ethical expectations of the University and be able to recognize conduct that is contrary to those expectations.
- Encourage and promote an ethics-based culture in the organization.
- Report organizational behavior that is inconsistent with the University's ethical expectations, as described in applicable policies and procedures.

## **Objectivity**

The chief audit executive will ensure that the internal audit function remains free from all conditions that threaten the ability of internal auditors to carry out their responsibilities in an unbiased manner, including matters of engagement selection, scope, procedures, frequency, timing, and communication. If the chief audit executive determines that objectivity may be impaired in fact or appearance, the details of the impairment will be disclosed to appropriate parties.

Internal auditors will maintain an unbiased mental attitude that allows them to perform engagements objectively such that they believe in their work product, do not compromise quality, and do not subordinate their judgment on audit matters to others, either in fact or appearance.

Internal auditors will have no direct operational responsibility or authority over any of the activities they review. Accordingly, internal auditors will not implement internal controls, develop procedures, install systems, or engage in other activities that may impair their judgment, including:

- Assessing specific operations for which they had responsibility within the previous year.
- Performing operational duties for the University or its University Related Organizations.
- Initiating or approving transactions external to the internal audit function.
- Directing the activities of any University employee that is not employed by the internal audit function, except to the extent that such employees have been appropriately assigned to internal audit teams or to assist internal auditors.

Internal auditors will:

- Disclose impairments of independence or objectivity, in fact or appearance, to the chief audit executive at least annually. The chief audit executive will consider whether impairments should be reported to others and will do so as deemed necessary, including the Board of Trustees or management.
- Exhibit professional objectivity in gathering, evaluating, and communicating information.
- Make balanced assessments of all available and relevant facts and circumstances.
- Take necessary precautions to avoid conflicts of interest, bias, and undue influence.

### ***Managing the Internal Audit Function***

The chief audit executive has the responsibility to:

- At least annually, develop a risk-based internal audit plan that considers the input of the Board of Trustees and senior management. Submit the plan to the Board of Trustees for review, feedback and concurrence.
- Communicate the impact of resource limitations on the internal audit plan to the Audit Committee and senior management.
- Review and adjust the internal audit plan, as necessary, in response to changes in the University's risks, operations, programs, systems, and controls.
- Communicate with the Audit Committee and senior management if there are significant interim changes to the internal audit plan.
- Ensure internal audit engagements are performed, documented, and communicated in accordance with the Global Internal Audit Standards and laws and/or regulations.
- Follow up on engagement findings and confirm the implementation of recommendations or action plans and communicate the results of internal audit services to the Audit Committee and senior management periodically and for each engagement as appropriate.
- Ensure the internal audit function collectively possesses or obtains the knowledge, skills, and other competencies and qualifications needed to meet the requirements of the Global Internal Audit Standards and fulfill the internal audit mandate.
- Identify and consider trends and emerging issues that could impact the University and communicate to the Audit Committee and senior management as appropriate.
- Consider emerging trends and successful practices in internal auditing.
- Establish and ensure adherence to methodologies designed to guide the internal audit function.
- Ensure adherence to the University's relevant policies and procedures unless such policies and procedures conflict with the internal audit charter or the Global Internal Audit Standards. Any such conflicts will be resolved or documented and communicated to the Audit Committee and senior management.
- Coordinate activities and consider relying upon the work of other internal and external providers of assurance and advisory services. If the chief audit executive cannot achieve an appropriate level of coordination, the issue must be communicated to senior management and if necessary escalated to the Audit Committee.

### ***Communication with the Audit Committee and Senior Management***

The chief audit executive will report periodically to the Audit Committee and senior management regarding:

- The internal audit function's mandate.
- The internal audit plan and performance relative to its plan.
- Internal audit budget.
- Significant revisions to the internal audit plan and budget.
- Potential impairments to independence, including relevant disclosures as applicable.
- Results from the quality assurance and improvement program, which include the internal audit function's conformance with The IIA's Global Internal Audit Standards and action plans to address the internal audit function's deficiencies and opportunities for improvement.
- Significant risk exposures and control issues, including fraud risks, governance issues, and other areas of focus for the Audit Committee that could interfere with the achievement of the University's strategic objectives.
- Results of assurance and advisory services.
- Resource requirements.
- Management's responses to risk that the internal audit function determines may be unacceptable or acceptance of a risk that is beyond the University's risk appetite.

### ***Quality Assurance and Improvement Program***

The chief audit executive will develop, implement, and maintain a quality assurance and improvement program that covers all aspects of the internal audit function. The program will include external and internal assessments of the internal audit function's conformance with the Global Internal Audit Standards, as well as performance measurement to assess the internal audit function's progress toward the achievement of its objectives and promotion of continuous improvement. The program also will assess, if applicable, compliance with laws and/or regulations relevant to internal auditing. Also, if applicable, the assessment will include plans to address the internal audit function's deficiencies and opportunities for improvement.

Annually, the chief audit executive will communicate with the Board of Trustees Audit Committee and senior management about the internal audit function's quality assurance and improvement program, including the results of internal assessments (ongoing monitoring and periodic self-assessments) and external assessments. External assessments will be conducted under the guidelines provided by the State Internal Audit Advisory Board at least once every five years by a qualified, independent assessor or assessment team from outside the University; qualifications must include at least one assessor holding an active Certified Internal Auditor® credential. Public sector competencies and knowledge as well as knowledge of the Global Internal Audit Standards should be considered when selecting external assessors.

## **Scope and Types of Internal Audit Services**

The scope of internal audit services covers the entire breadth of the organization, including all of the activities, assets, and personnel of the University and its Related Organizations. The scope of internal audit activities also encompasses but is not limited to objective examinations of evidence to provide independent assurance and advisory services to the Board of Trustees and management on the adequacy and effectiveness of governance, risk management, and control processes for the University.

The nature and scope of advisory services may be agreed with the party requesting the service, provided the internal audit function does not assume management responsibility. Opportunities for improving the efficiency of governance, risk management, and control processes may be identified during advisory engagements. These opportunities will be communicated to the appropriate level of management.

Internal audit engagements may include evaluating whether:

- Risks relating to the achievement of the University's strategic objectives are appropriately identified and managed.
- The actions of the University's officers, directors, management, employees, and contractors or other relevant parties comply with the University's policies, procedures, and applicable laws, regulations, and governance standards.
- The results of operations and programs are consistent with established goals and objectives.
- Operations and programs are being carried out effectively, efficiently, ethically, and equitably.
- Established processes and systems enable compliance with the policies, procedures, laws, and regulations that could significantly impact the University.
- The integrity of information and the means used to identify, measure, analyze, classify, and report such information is reliable.
- Resources and assets are acquired economically, used efficiently and sustainably, and protected adequately

(9/12/2024)

Southern Illinois University  
Board of Trustees  
September 12, 2024

## PROPOSED REVISIONS TO THE AUDIT COMMITTEE CHARTER

### Summary

This matter seeks approval by the SIU Board of Trustees to revise the Audit Committee Charter.

### Rationale for Adoption

The current Charter was approved by the Board and enacted in 2008. Revision to the Charter is necessary to comply with the recently revised International Standards for the Professional Practice of Internal Auditing developed by the Institute of Internal Auditors. Specifically, the Standards require certain language be included in the Audit Committee Charter to more clearly define the responsibilities of the committee with respect to the establishment and maintenance of the University's Internal Audit function. This addition to the Charter is representative of actions already being performed by the Audit Committee. As such the changes are a formality to align the Charter with current practices and standards. The Audit Committee Charter for Southern Illinois University is maintained on file with the Executive Secretary of the Board.

### Consideration Against Adoption

None.

### Constituency Involvement

Not applicable.

### Resolution

BE IT RESOLVED, By the Board of Trustees of Southern Illinois University in regular meeting assembled, That the Audit Committee Charter is hereby amended as follows:

## **Audit Committee Charter**

### **1. SIU Board of Trustees Vision and Commitment**

The SIU Board of Trustees is committed to the highest standards of ethics and financial integrity at all levels of the University community starting with senior level University officials and extending to all ranks under the jurisdiction of the Board of Trustees.

### **2. Authority and Purpose**

The Board of Trustees created the Audit Committee to assist it in discharging its oversight responsibilities. The Audit Committee will review the financial reporting process to ensure the reasonableness, transparency, and integrity of published financial information. The Audit Committee will also review: 1) the effectiveness of the institution's internal financial control and risk management system; 2) the effectiveness of the internal audit function; 3) the independent audit process; and 4) the institution's process for monitoring compliance with laws and regulations.

The Committee is responsible for maintaining free and open communication, as well as, effective working relationships among the Committee members, auditors, and management of the University. To perform her or his role effectively, each Committee member will need to develop and maintain her or his skills and knowledge, including an understanding of the Committee's responsibilities and of the organization's activities, operations, and risks.

### **3. Organization/Membership**

- 3.1 **Appointment.** The Chair of the Board will appoint the chair and members of the Audit Committee. Members shall be appointed annually, with vacancies to be filled by appointment as they occur.
- 3.2 **Membership.** The Audit Committee shall consist of not less than three (3) members of the Board, and all members shall be and shall remain independent.
- 3.3 **Meeting with Auditors.** The Committee shall provide sufficient opportunity for the auditors to meet privately with the Committee, to the extent permitted by law.
- 3.4 **Meetings.** Meetings shall be held in accordance with the Illinois Open Meetings Act. The Chair of the Committee shall call meetings as appropriate, with the Executive Secretary handling the scheduling and appropriate notices.
- 3.5 **Staffing.** The Committee shall be staffed through the Office of the President.

#### 4. Roles and Responsibilities

With regards to each topic listed below, the Audit Committee shall:

- 4.1 **Financial reporting and disclosures.** Assess the financial reporting process implemented by management and provide direction to management as appropriate. This includes receiving management's briefings on significant accounting and financial reporting issues, recent professional and regulatory pronouncements, and the ramifications of the use of alternative financial information treatments. This also includes the review of financial statements and related footnotes, key accounting policies, the reasonableness of significant judgments, and the results of audit reports and findings.
- 4.2 **Internal controls.** Monitor and evaluate management's communication and review of internal controls, including those established for financial information systems.
- 4.3 **Compliance with laws and regulations.** Oversee and review the effectiveness of the system for monitoring compliance with legal and regulatory requirements, quarterly compliance reports, and the findings of regulatory agencies examinations.
- 4.4 **Compliance and ethics.** Establish, monitor, and review conflict and ethics laws, policies and procedures, and the Board and Management's adherence to the laws and policies. This includes procedures for the receipt, retention, and treatment of complaints about accounting, internal accounting controls, or auditing matters.
- 4.5 **Risk Management.** Monitor and evaluate management's communication and review of significant risks or exposures to the institution and the overall effectiveness of the risk management.
- 4.6 **Independent External Audit.** Oversee that significant findings and recommendations made by the external auditors result in appropriate management responses and actions.
- 4.7 **Internal audit.** Review the effectiveness of the internal audit function. This includes reviewing audit plans and reports, overseeing that significant findings and audit recommendations result in appropriate management responses and actions, and concurring with the appointment, reassignment, promotion or dismissal of the Executive Director of Internal Audit. Additionally, the Audit Committee shall ensure that SIU's internal audit function has sufficient authority to fulfill its duties.

Specifically, the Audit Committee will:

- Discuss with the chief audit executive and senior management the appropriate authority, role, responsibilities, scope, and services (assurance and/or advisory) of the internal audit function.
- Ensure the chief audit executive has unrestricted access to and communicates and interacts directly with the Audit Committee, including in private meetings without senior management present, when deemed necessary and held in accordance with the Open Meetings Act.
- Discuss with the chief audit executive and senior management other topics that should be included in the internal audit charter.
- Participate in discussions with the chief audit executive and senior management about the “essential conditions,” described in the Global Internal Audit Standards, which establish the foundation that enables an effective internal audit function.
- Approve the internal audit function’s charter, which includes the internal audit mandate and the scope and types of internal audit services.
- Review the internal audit charter annually with the chief audit executive to consider changes affecting the organization, such as the employment of a new chief audit executive or changes in the type, severity, and interdependencies of risks to the organization; and approve the internal audit charter annually.
- Review and provide feedback and concurrence on the risk-based internal audit plan.
- Review annually and provide input to the internal audit function regarding its use of resources, including human resources and budgetary.
- Provide input to senior management on the appointment and removal of the chief audit executive, ensuring adequate competencies and qualifications and conformance with the Global Internal Audit Standards.
- Review and provide input to senior management on the chief audit executive’s performance.
- Receive communications from the chief audit executive about the internal audit function including its performance relative to its plan.
- Ensure a quality assurance and improvement program has been established and review the results annually.
- Make appropriate inquiries of senior management and the chief audit executive to determine whether scope or resource limitations are inappropriate.

- 4.8 **Special Audits.** Arrange, in exigent circumstances and with the written concurrence of at least two other board members, through the committee chair special audits directly with the Executive Director of Internal Audit or any other person qualified to conduct such an audit.
- 4.9 **Audit Charter Evaluation.** Review and assess the audit committee charter. This includes ensuring approval or re-approval by the Board as needed.
- 4.10 **Board Reporting.** Report to the Board immediately any significant matters, and periodically Committee activities, recommendations, and assessments.

#### **Adoption of Charter**

| The Board of Trustees adopted this charter on ~~July 10, 2008~~ September 12, 2024.

## **Audit Committee Charter**

### **1. SIU Board of Trustees Vision and Commitment**

The SIU Board of Trustees is committed to the highest standards of ethics and financial integrity at all levels of the University community starting with senior level University officials and extending to all ranks under the jurisdiction of the Board of Trustees.

### **2. Authority and Purpose**

The Board of Trustees created the Audit Committee to assist it in discharging its oversight responsibilities. The Audit Committee will review the financial reporting process to ensure the reasonableness, transparency, and integrity of published financial information. The Audit Committee will also review: 1) the effectiveness of the institution's internal financial control and risk management system; 2) the effectiveness of the internal audit function; 3) the independent audit process; and 4) the institution's process for monitoring compliance with laws and regulations.

The Committee is responsible for maintaining free and open communication, as well as, effective working relationships among the Committee members, auditors, and management of the University. To perform her or his role effectively, each Committee member will need to develop and maintain her or his skills and knowledge, including an understanding of the Committee's responsibilities and of the organization's activities, operations, and risks.

### **3. Organization/Membership**

- 3.1 **Appointment.** The Chair of the Board will appoint the chair and members of the Audit Committee. Members shall be appointed annually, with vacancies to be filled by appointment as they occur.
- 3.2 **Membership.** The Audit Committee shall consist of not less than three (3) members of the Board, and all members shall be and shall remain independent.
- 3.3 **Meeting with Auditors.** The Committee shall provide sufficient opportunity for the auditors to meet privately with the Committee, to the extent permitted by law.
- 3.4 **Meetings.** Meetings shall be held in accordance with the Illinois Open Meetings Act. The Chair of the Committee shall call meetings as appropriate, with the Executive Secretary handling the scheduling and appropriate notices.
- 3.5 **Staffing.** The Committee shall be staffed through the Office of the President.

#### 4. Roles and Responsibilities

With regards to each topic listed below, the Audit Committee shall:

- 4.1 **Financial reporting and disclosures.** Assess the financial reporting process implemented by management and provide direction to management as appropriate. This includes receiving management's briefings on significant accounting and financial reporting issues, recent professional and regulatory pronouncements, and the ramifications of the use of alternative financial information treatments. This also includes the review of financial statements and related footnotes, key accounting policies, the reasonableness of significant judgments, and the results of audit reports and findings.
- 4.2 **Internal controls.** Monitor and evaluate management's communication and review of internal controls, including those established for financial information systems.
- 4.3 **Compliance with laws and regulations.** Oversee and review the effectiveness of the system for monitoring compliance with legal and regulatory requirements, quarterly compliance reports, and the findings of regulatory agencies examinations.
- 4.4 **Compliance and ethics.** Establish, monitor, and review conflict and ethics laws, policies and procedures, and the Board and Management's adherence to the laws and policies. This includes procedures for the receipt, retention, and treatment of complaints about accounting, internal accounting controls, or auditing matters.
- 4.5 **Risk Management.** Monitor and evaluate management's communication and review of significant risks or exposures to the institution and the overall effectiveness of the risk management.
- 4.6 **Independent External Audit.** Oversee that significant findings and recommendations made by the external auditors result in appropriate management responses and actions.
- 4.7 **Internal audit.** Review the effectiveness of the internal audit function. This includes reviewing audit plans and reports, overseeing that significant findings and audit recommendations result in appropriate management responses and actions, and concurring with the appointment, reassignment, promotion or dismissal of the Executive Director of Internal Audit. Additionally, the Audit Committee shall ensure that SIU's internal audit function has sufficient authority to fulfill its duties.

Specifically, the Audit Committee will:

- Discuss with the chief audit executive and senior management the appropriate authority, role, responsibilities, scope, and services (assurance and/or advisory) of the internal audit function.
- Ensure the chief audit executive has unrestricted access to and communicates and interacts directly with the Audit Committee, including in private meetings without senior management present, when deemed necessary and held in accordance with the Open Meetings Act.
- Discuss with the chief audit executive and senior management other topics that should be included in the internal audit charter.
- Participate in discussions with the chief audit executive and senior management about the “essential conditions,” described in the Global Internal Audit Standards, which establish the foundation that enables an effective internal audit function.
- Approve the internal audit function’s charter, which includes the internal audit mandate and the scope and types of internal audit services.
- Review the internal audit charter annually with the chief audit executive to consider changes affecting the organization, such as the employment of a new chief audit executive or changes in the type, severity, and interdependencies of risks to the organization; and approve the internal audit charter annually.
- Review and provide feedback and concurrence on the risk-based internal audit plan.
- Review annually and provide input to the internal audit function regarding its use of resources, including human resources and budgetary.
- Provide input to senior management on the appointment and removal of the chief audit executive, ensuring adequate competencies and qualifications and conformance with the Global Internal Audit Standards.
- Review and provide input to senior management on the chief audit executive’s performance.
- Receive communications from the chief audit executive about the internal audit function including its performance relative to its plan.
- Ensure a quality assurance and improvement program has been established and review the results annually.
- Make appropriate inquiries of senior management and the chief audit executive to determine whether scope or resource limitations are inappropriate.

- 4.8 **Special Audits.** Arrange, in exigent circumstances and with the written concurrence of at least two other board members, through the committee chair special audits directly with the Executive Director of Internal Audit or any other person qualified to conduct such an audit.
- 4.9 **Audit Charter Evaluation.** Review and assess the audit committee charter. This includes ensuring approval or re-approval by the Board as needed.
- 4.10 **Board Reporting.** Report to the Board immediately any significant matters, and periodically Committee activities, recommendations, and assessments.

#### **Adoption of Charter**

The Board of Trustees adopted this charter on September 12, 2024.

Southern Illinois University  
Board of Trustees  
September 12, 2024

## APPROVAL OF FISCAL YEAR 2025 OPERATING BUDGET

### Summary

This matter submits for approval the annual operating budget for Southern Illinois University for Fiscal Year 2025. The attached budget document includes all operating funds, both appropriated and non-appropriated.

The Fiscal Year 2025 operating budget reflects the final actions of the Governor and the Illinois General Assembly on the fiscal Year 2025 State general funds budget.

Resources have been directed to support the University's highest priorities and to maintain ongoing operations.

Budget tables provide totals for all current funds by line items and major fund groups (Table A). Supporting schedules provide detail budgets of projected revenues for each major fund group (Table B) and details of general operating income and expenditures for major organizational units (Table C).

### Rationale for Adoption

The annual budget is a management tool for planning, funding priorities, communicating direction, and monitoring revenue and expenditures.

### Constituency Involvement

Development and implementation of the University budget involves discussions with constituencies and many individuals at all levels within the University.

### Resolution

BE IT RESOLVED, By the Board of Trustees of Southern Illinois University in regular meeting assembled That: the Southern Illinois University FY 2025 Operating Budget as presented in the budget document is hereby approved.

# Fiscal Year 2025 Operating Budget

SIU Carbondale & School of Medicine  
SIU Edwardsville | SIU System Offices



**July 1, 2024 - June 30, 2025**

# FY 2025 Operating Budget

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## Fiscal Year 2025 Annual Operating Budget Executive Summary

### Operating Budget Schedules

The operating budget includes a series of tables presented for Southern Illinois University, Carbondale, School of Medicine, Edwardsville, and Administration and University Wide System Offices that provides budgets by line item and major fund groups, revenues by source, general operationing budgets by responsibility centers, the operating budget by NACUBO functions and major fund groups, and tuition and fee waivers budgets. A copy of the FY25 appropriations bill is also included.

For expenditure purposes, revenues from state appropriated funds and the income fund (tuition revenue) are combined in the "general operating budgets" allocated to campus units.

The operating budget of the university does not include budgets associated with the university's eight related organizations, including the foundations, alumni associations, research parks, SIU Physicians & Surgeons, Inc., and the SIUE East St. Louis Charter School.

The budget also does not include an amount for state payments on behalf of SIU.

In table D, expenditures are listed by function within major revenue categories. The National Association of College and University Business Officers (NACUBO) created functional classifications for university expenditures in order to standardize the reporting across colleges and universities. The standard classifications are listed below:

**Instruction** – Expenditures for all activities that are part of the university's instruction program, including credit and noncredit courses.

**Research** – Expenditures for activities specifically organized to produce research whether funded by an external agency or separately budgeted by an organizational unit with SIU. This function also includes research centers.

**Public service** – Expenditures for activities established primarily to provide non-instructional services beneficial to individuals and groups external to the university. It includes community services and public broadcasting services.

**Academic support** – Expenditures to provide support services for the university's primary missions of instruction, research, and public service. It includes libraries, museums, academic administration, (I will add to this)

**Student services** – Expenditures for activities which have the primary purpose of contributing to the student's well-being and intellectual, cultural and social development outside the context of the formal instruction program. It includes student services such as admissions and records, financial aid administration, registrar, counseling, career services, and student health services.

**Institutional support** – Expenditures for central activities concerned with the management and long-range planning of the SIU system; fiscal operations including business and audit functions; human resources administration; safety and security functions; and development and alumni relations including fund raising.

**Operation and maintenance of plant** – Expenditures for the administration, supervision, operation, maintenance and protection of the university's physical plant, including building maintenance, utilities, landscape and grounds maintenance, and major repairs and renovations.

**Scholarships and fellowships** – Expenditures in the form of grants to students selected by the university or from other programs, including stipends and awards.

**Auxiliary enterprises** – Expenditures for operations which are not directly related to instruction, research, or public service units but which exist to furnish goods or services to students, faculty and staff. Examples include residence halls, food service, bookstores, student unions, student health centers, and student recreation facilities.

Table A

Southern Illinois University  
FY 2025 Operating Budget  
by Line Items and Major Fund Groups

|                                      | Appropriated Funds | Income Funds  | Grants and Contracts (1)         | Indirect Cost Recovery | Revenue Bond Operations | Self-Supporting Activities | All Funds 2025 Totals |
|--------------------------------------|--------------------|---------------|----------------------------------|------------------------|-------------------------|----------------------------|-----------------------|
| Revenue                              |                    |               |                                  |                        |                         |                            |                       |
| General Revenue (Tax Dollars)        | \$226,970,200      | \$0           | \$0                              | \$0                    | \$0                     | \$0                        | \$226,970,200         |
| Tuition                              | 0                  | 185,231,429   | 0                                | 0                      | 0                       | 0                          | 185,231,429           |
| Student Fees                         | 0                  | 83,400        | 0                                | 0                      | 21,920,285              | 59,892,852                 | 81,896,537            |
| Interest Income                      | 0                  | 494,500       | 0                                | 879,200                | 703,889                 | 2,184,306                  | 4,261,895             |
| Sales & Services / Other Income      | 0                  | 7,449,200     | 184,556,800                      | 24,457,597             | 137,282,363             | 211,123,239                | 564,869,199           |
| Total Revenue                        | \$226,970,200      | \$193,258,529 | \$184,556,800                    | \$25,336,797           | \$159,906,537           | \$273,200,397              | \$1,063,229,260       |
| Expenditures                         |                    |               |                                  |                        |                         |                            |                       |
| Personal Services                    | \$213,658,529      | \$87,619,706  | \$38,653,443                     | \$3,428,425            | \$77,143,544            | \$170,411,015              | \$590,914,662         |
| Travel                               | 38,323             | 1,147,605     | 1,031,700                        | 549,442                | 256,630                 | 4,621,760                  | 7,645,480             |
| Equipment                            | 20,025             | 4,547,305     | 3,006,000                        | 1,055,108              | 2,232,546               | 4,567,739                  | 15,428,723            |
| Commodities                          | 20,100             | 3,076,608     | 5,116,300                        | 912,532                | 5,428,842               | 14,944,716                 | 29,489,098            |
| Contractual Services                 | 814,133            | 63,993,935    | 26,336,157                       | 4,197,137              | 41,676,263              | 64,517,112                 | 201,534,737           |
| Group Insurance                      | 4,066,022          | 927,000       | 0                                | 48,800                 | 1,047,900               | 1,420,500                  | 7,510,222             |
| Operation of Automotive Equip        | 18,900             | 508,599       | 657,200                          | 7,000                  | 142,468                 | 351,407                    | 1,685,574             |
| Telecommunication                    | 31,511             | 1,710,560     | 683,500                          | 62,562                 | 1,553,241               | 1,406,761                  | 5,448,135             |
| Social Security/Medicare             | 1,073,457          | 1,523,200     | 0                                | 59,700                 | 899,527                 | 3,801,631                  | 7,317,515             |
| Permanent Improvements               | 0                  | 0             | 0                                | 0                      | 0                       | 1,446,500                  | 1,446,500             |
| Other Expenses                       | 7,215,200          | 1,343,900     | 24,743,700                       | 3,945,086              | 8,188,170               | 14,705,101                 | 60,141,157            |
| Awards & Grants                      | 14,000             | 37,399,611    | 84,328,800                       | 135,300                | 239,800                 | 6,010,650                  | 128,128,161           |
| Transfers to Debt Service & Reserves | 0                  | 0             | 0                                | 0                      | 23,781,035              | 3,607,900                  | 27,388,935            |
| Total Expenditures                   | \$226,970,200      | \$203,798,029 | \$184,556,800                    | \$14,401,092           | \$162,549,966           | \$291,812,812              | \$1,094,098,889       |
| Planned Operating Results (+/-)      | 0                  | (10,539,500)  | 0                                | 10,935,705             | (2,643,429)             | (18,612,415)               | (20,859,639)          |
|                                      |                    |               | Projected Fund Balance Available |                        | \$32,445,331            | \$31,594,151               |                       |

Notes:  
(1) Grants and Contracts - Revenues received from external sources match expenditures over the life of the grant, therefore the cash balance is reflected as zero.

Southern Illinois University Carbondale  
FY 2024 Operating Budget  
by Line Items and Major Fund Groups

|                                      | Appropriated Funds | Income Funds | Grants and Contracts (1) | Indirect Cost Recovery | Revenue Bond Operations | Self-Supporting Activities | All Funds 2025 Totals |
|--------------------------------------|--------------------|--------------|--------------------------|------------------------|-------------------------|----------------------------|-----------------------|
| Revenue                              |                    |              |                          |                        |                         |                            |                       |
| General Revenue (Tax Dollars)        | \$108,341,000      | \$0          | \$0                      | \$0                    | \$0                     | \$0                        | \$108,341,000         |
| Tuition                              | 0                  | 77,539,000   | 0                        | 0                      | 0                       | 0                          | 77,539,000            |
| Student Fees                         | 0                  | 0            | 0                        | 0                      | 15,050,600              | 35,966,600                 | 51,017,200            |
| Interest Income                      | 0                  | 225,000      | 0                        | 135,200                | 68,500                  | 638,500                    | 1,067,200             |
| Sales & Services / Other Income      | 0                  | 4,677,400    | 98,771,000               | 6,500,000              | 30,602,400              | 30,183,500                 | 170,734,300           |
| Total Revenue                        | \$108,341,000      | \$82,441,400 | \$98,771,000             | \$6,635,200            | \$45,721,500            | \$66,786,600               | \$408,698,700         |
| Expenditures                         |                    |              |                          |                        |                         |                            |                       |
| Personal Services                    | \$105,309,648      | \$30,226,652 | \$20,269,600             | \$461,300              | \$14,833,200            | \$28,990,700               | \$200,081,100         |
| Travel                               | 0                  | 583,200      | 708,400                  | 125,400                | 51,500                  | 3,245,200                  | 4,713,700             |
| Equipment                            | 0                  | 1,510,100    | 941,400                  | 406,300                | 794,100                 | 1,563,500                  | 5,215,400             |
| Commodities                          | 0                  | 1,096,500    | 2,978,400                | 192,800                | 3,759,200               | 4,994,400                  | 13,021,300            |
| Contractual Services                 | 109,152            | 28,322,848   | 14,230,800               | 1,857,200              | 17,701,000              | 24,300,600                 | 86,521,600            |
| Group Insurance                      | 1,909,200          | 0            | 0                        | 0                      | 0                       | 0                          | 1,908,200             |
| Operation of Automotive Equip        | 0                  | 102,000      | 583,400                  | 7,000                  | 30,300                  | 309,300                    | 1,032,000             |
| Telecommunication                    | 0                  | 517,000      | 280,800                  | 12,200                 | 278,800                 | 617,500                    | 1,706,300             |
| Social Security/Medicare             | 1,000,000          | 873,200      | 0                        | 0                      | 98,200                  | 152,100                    | 2,123,500             |
| Permanent Improvements               | 0                  | 0            | 0                        | 0                      | 0                       | 126,000                    | 126,000               |
| Other Expenses                       | 0                  | 1,343,900    | 14,162,400               | 3,553,700              | 806,100                 | 3,142,600                  | 23,008,700            |
| Awards & Grants                      | 14,000             | 17,866,000   | 44,615,800               | 19,300                 | 3,800                   | 4,481,100                  | 67,000,000            |
| Transfers to Debt Service & Reserves | 0                  | 0            | 0                        | 0                      | 8,664,400               | 3,064,400                  | 11,728,800            |
| Total Expenditures & Transfers       | \$108,341,000      | \$82,441,400 | \$98,771,000             | \$6,635,200            | \$47,020,800            | \$74,977,400               | \$418,186,600         |
| Planned Operating Results (+/-)      | 0                  | 0            | 0                        | 0                      | (1,299,100)             | (8,188,800)                | (9,487,900)           |
|                                      |                    |              |                          | Fund Balance Available | \$7,445,500             | (\$57,334,000)             |                       |

Notes:  
(1) Grants and Contracts - Revenues received from external sources match expenditures over the life of the grant, therefore the cash balance is reflected as zero.

Table A 31UC

Southern Illinois University School of Medicine  
FY 2025 Operating Budget  
by Line Items and Major Fund Groups

Table A SOM

|                                      | Appropriated Funds | Income Funds | Grants and Contracts (1) | Indirect Cost Recovery | Faculty Practice Plan | Self-Supporting Activities | All Funds 2025 Totals |
|--------------------------------------|--------------------|--------------|--------------------------|------------------------|-----------------------|----------------------------|-----------------------|
| Revenue                              |                    |              |                          |                        |                       |                            |                       |
| General Revenue (Tax Dollars)        | \$41,098,300       | \$0          | \$0                      | \$0                    | \$0                   | \$0                        | \$41,098,300          |
| Tuition                              | 0                  | 16,330,500   | 0                        | 0                      | 0                     | 0                          | 16,330,500            |
| Student Fees                         | 0                  | 83,400       | 0                        | 0                      | 0                     | 87,200                     | 170,600               |
| Interest Income                      | 0                  | 19,500       | 0                        | 744,000                | 61,400                | 500,200                    | 1,325,100             |
| Sales & Services / Other Income      | 0                  | 0            | 22,000,000               | 15,579,200             | 69,999,900            | 154,172,900                | 261,752,000           |
| Total Revenue                        | \$41,098,300       | \$16,433,400 | \$22,000,000             | \$16,323,200           | \$70,061,300          | \$154,760,300              | \$320,676,500         |
| Expenditures                         |                    |              |                          |                        |                       |                            |                       |
| Personal Services                    | \$39,967,700       | \$7,528,200  | \$7,900,000              | \$2,240,500            | \$50,816,800          | \$125,377,800              | \$233,891,000         |
| Travel                               | 0                  | \$227,000    | 100,000                  | \$147,400              | 169,700               | 914,500                    | 1,556,600             |
| Equipment                            | 0                  | \$804,200    | 470,000                  | \$417,900              | 942,800               | 775,500                    | 3,410,400             |
| Commodities                          | 0                  | \$435,800    | 1,500,000                | \$498,300              | 788,000               | 6,811,800                  | 10,039,900            |
| Contractual Services                 | 0                  | \$10,060,500 | 7,000,000                | \$1,408,200            | 14,932,700            | 24,323,100                 | 57,724,500            |
| Group Insurance                      | 0                  | \$927,000    | 0                        | \$48,800               | 1,047,900             | 1,418,300                  | 3,445,000             |
| Operation of Automotive Equip        | 0                  | \$45,600     | 10,000                   | \$0                    | 0                     | 3,200                      | 56,800                |
| Telecommunication                    | 0                  | \$370,600    | 20,000                   | \$45,000               | 522,800               | 360,400                    | 1,318,800             |
| Social Security/Medicare             | 0                  | \$650,000    | 0                        | \$59,700               | 759,200               | 1,733,400                  | 3,202,300             |
| Permanent Improvements               | 0                  | \$0          | 0                        | \$0                    | 0                     | 0                          | 0                     |
| Other Expenses                       | 1,130,600          | \$0          | 5,000,000                | \$0                    | 0                     | 108,300                    | 6,238,900             |
| Awards & Grants                      | 0                  | \$718,300    | 0                        | \$106,000              | 0                     | 97,500                     | 921,800               |
| Transfers to Debt Service & Reserves | 0                  | \$0          | 0                        | \$0                    | 0                     | 0                          | 0                     |
| Total Expenditures & Transfers       | \$41,098,300       | \$21,767,200 | \$22,000,000             | \$4,971,800            | \$69,979,900          | \$161,923,800              | \$321,741,000         |
| Planned Operating Results (+/-)      | 0                  | (5,333,800)  | 0                        | 11,351,400             | 81,400                | (7,163,500)                | (1,064,500)           |
|                                      |                    |              | Fund Balance Available   |                        | \$2,697,800           |                            | \$31,399,100          |

Notes

(1) Grants and Contracts - Revenues received from external sources match expenditures over the life of the grant, therefore the cash balance is reflected as zero.

Table A.sUE

Southern Illinois University Edwardsville  
FY 2025 Operating Budget  
by Line Items and Major Fund Groups

|                                      | Appropriated Funds | Income Funds           | Grants and Contracts (1) | Indirect Cost Recovery | Revenue Bond Operations | Self-Supporting Activities | All Funds 2025 Totals |
|--------------------------------------|--------------------|------------------------|--------------------------|------------------------|-------------------------|----------------------------|-----------------------|
| Revenue                              |                    |                        |                          |                        |                         |                            |                       |
| General Revenue (Tax Dollars)        | \$72,430,700       | \$0                    | \$0                      | \$0                    | \$0                     | \$0                        | \$72,430,700          |
| Tuition                              | 0                  | 91,361,929             | 0                        | 0                      | 0                       | 0                          | 91,361,929            |
| Student Fees                         | 0                  | 0                      | 0                        | 0                      | 6,869,685               | 23,839,052                 | 30,708,737            |
| Interest Income                      | 0                  | 250,000                | 0                        | 0                      | 573,989                 | 758,886                    | 1,582,875             |
| Sales & Services / Other Income      | 0                  | 2,771,800              | 63,785,800               | 2,378,397              | 36,680,063              | 26,116,839                 | 131,732,899           |
| Total Revenue                        | \$72,430,700       | \$94,383,729           | \$63,785,800             | \$2,378,397            | \$44,123,737            | \$50,714,777               | \$327,817,140         |
| Expenditures                         |                    |                        |                          |                        |                         |                            |                       |
| Personal Services                    | \$64,395,400       | \$49,864,854           | \$10,483,843             | \$726,625              | \$11,493,544            | \$15,784,995               | \$153,349,261         |
| Travel                               | 0                  | 337,405                | 223,300                  | 276,642                | 35,430                  | 462,080                    | 1,394,857             |
| Equipment                            | 0                  | 2,233,005              | 1,594,600                | 230,908                | 495,646                 | 2,227,939                  | 6,782,098             |
| Commodities                          | 0                  | 1,544,308              | 637,900                  | 221,432                | 881,642                 | 3,138,316                  | 6,423,598             |
| Contractual Services                 | 311,000            | 25,610,587             | 5,105,357                | 931,737                | 9,042,563               | 15,677,412                 | 56,678,656            |
| Group Insurance                      | 2,106,300          | 0                      | 0                        | 0                      | 0                       | 0                          | 2,106,300             |
| Operation of Automotive Equip        | 0                  | 360,999                | 63,800                   | 0                      | 112,168                 | 38,907                     | 575,874               |
| Telecommunication                    | 0                  | 822,960                | 382,700                  | 5,362                  | 751,641                 | 428,861                    | 2,391,524             |
| Social Security/Medicare             | 0                  | 0                      | 0                        | 0                      | 2,127                   | 1,916,131                  | 1,918,258             |
| Permanent Improvements               | 0                  | 0                      | 0                        | 0                      | 0                       | 1,320,500                  | 1,320,500             |
| Other Expenses                       | 5,018,000          | 0                      | 5,581,300                | 391,386                | 7,382,070               | 11,004,201                 | 29,376,957            |
| Awards & Grants                      | 0                  | 18,815,311             | 39,713,000               | 10,000                 | 236,000                 | 1,432,050                  | 60,206,361            |
| Transfers to Debt Service & Reserves | 0                  | 0                      | 0                        | 0                      | 15,116,635              | 543,500                    | 15,660,135            |
| Total Expenditures & Transfers       | \$72,430,700       | \$99,559,429           | \$63,785,800             | \$2,794,092            | \$45,549,466            | \$53,974,892               | \$338,124,379         |
| Planned Operating Results (+/-)      | 0                  | (5,205,700)            | 0                        | (415,695)              | (1,425,729)             | (3,260,115)                | (10,307,239)          |
|                                      |                    | Fund Balance Available |                          | \$987,625              | \$22,302,031            | \$54,998,508               |                       |

Notes:

(1) Grants and Contracts - Revenues received from external sources match expenditures over the life of the grant, therefore the cash balance is reflected as zero.

Table A Admin & UWS

Southern Illinois University Administration & University Wide  
FY 2025 Operating Budget  
by Line Items and Major Fund Groups

|                                      | Appropriated Funds | Income Funds | Grants and Contracts (1) | Indirect Cost Recovery | Revenue Bond Operations | Self-Supporting Activities | All Funds 2025 Totals | Service Department |
|--------------------------------------|--------------------|--------------|--------------------------|------------------------|-------------------------|----------------------------|-----------------------|--------------------|
| Revenue                              |                    |              |                          |                        |                         |                            |                       |                    |
| General Revenue (Tax Dollars)        | \$5,100,200        | \$0          | \$0                      | \$0                    | \$0                     | \$0                        | \$5,100,200           | \$0                |
| Tuition                              | 0                  | 0            | 0                        | 0                      | 0                       | 0                          | 0                     | 0                  |
| Student Fees                         | 0                  | 0            | 0                        | 0                      | 0                       | 0                          | 0                     | 0                  |
| Interest Income                      | 0                  | 0            | 0                        | 0                      | 0                       | 286,720                    | 286,720               | 0                  |
| Sales & Services / Other Income      | 0                  | 0            | 0                        | 0                      | 0                       | 650,000                    | 650,000               | 3,183,803          |
| Total Revenue                        | \$5,100,200        | \$0          | \$0                      | \$0                    | \$0                     | \$936,720                  | \$6,036,920           | \$3,183,803        |
| Expenditures                         |                    |              |                          |                        |                         |                            |                       |                    |
| Personal Services                    | \$3,385,781        | \$0          | \$0                      | \$0                    | \$0                     | \$267,520                  | \$3,653,301           | \$2,538,756        |
| Travel                               | 38,323             | 0            | 0                        | 0                      | 0                       | 0                          | 38,323                | 40,167             |
| Equipment                            | 20,025             | 0            | 0                        | 0                      | 0                       | 800                        | 20,825                | 11,146             |
| Commodities                          | 20,100             | 0            | 0                        | 0                      | 0                       | 200                        | 20,300                | 10,700             |
| Contractual Services                 | 393,981            | 0            | 0                        | 0                      | 0                       | 216,000                    | 609,981               | 533,234            |
| Group Insurance                      | 51,522             | 0            | 0                        | 0                      | 0                       | 2,200                      | 53,722                | 3,700              |
| Operation of Automotive Equip        | 18,900             | 0            | 0                        | 0                      | 0                       | 0                          | 18,900                | 39,700             |
| Telecommunication                    | 31,511             | 0            | 0                        | 0                      | 0                       | 0                          | 31,511                | 6,400              |
| Social Security/Medicare             | 73,457             | 0            | 0                        | 0                      | 0                       | 0                          | 73,457                | 0                  |
| Permanent Improvements               | 0                  | 0            | 0                        | 0                      | 0                       | 0                          | 0                     | 0                  |
| Other Expenses                       | 1,066,600          | 0            | 0                        | 0                      | 0                       | 450,000                    | 1,516,600             | 0                  |
| Awards & Grants                      | 0                  | 0            | 0                        | 0                      | 0                       | 0                          | 0                     | 0                  |
| Transfers to Debt Service & Reserves | 0                  | 0            | 0                        | 0                      | 0                       | 0                          | 0                     | 0                  |
| Total Expenditures & Transfers       | \$5,100,200        | \$0          | \$0                      | \$0                    | \$0                     | \$936,720                  | \$6,036,920           | \$3,183,803        |
| Planned Operating Results (+/-)      | 0                  | 0            | 0                        | 0                      | 0                       | 0                          | 0                     | 0                  |
|                                      |                    |              |                          | Fund Balance Available |                         | \$0                        | 2,530,543.36          | \$0                |

Notes:  
(1) Grants and Contracts - Revenues received from external sources match expenditures over the life of the grant, therefore the cash balance is reflected as zero.

**Southern Illinois University**  
**FY 2025 Income by Source**

(in \$ Thousands)

|                                   | 2024                | 2025                  | % Change    |
|-----------------------------------|---------------------|-----------------------|-------------|
| <b>General Operating Budget</b>   |                     |                       |             |
| State Appropriations              | \$222,667.1         | \$226,970.2           | 1.9%        |
| Income Fund                       |                     |                       |             |
| Tuition - On-Campus               | 146,523.1           | 143,006.4             | -2.4%       |
| Tuition - Off-Campus              | 40,137.6            | 42,225.0              | 5.2%        |
| Interest Income                   | 769.5               | 494.5                 | -35.7%      |
| Miscellaneous/Student Fees        | <u>4,672.6</u>      | <u>7,532.6</u>        | 61.2%       |
| <b>Total General Operating</b>    | \$414,769.9         | \$420,228.7           | 1.3%        |
| <b>Self-Supporting Activities</b> | \$252,559.2         | \$261,950.4           | 3.7%        |
| <b>Revenue Bond Operations</b>    | \$144,786.9         | \$159,906.5           | 10.4%       |
| <b>Grants &amp; Contracts</b>     | \$157,030.1         | \$184,556.8           |             |
| <b>Indirect Cost Recovery</b>     | \$20,413            | \$24,737              |             |
| <b>CAMPUS TOTAL INCOME</b>        | <b>\$ 989,559.1</b> | <b>\$ 1,051,379.2</b> | <b>6.2%</b> |

Southern Illinois University Carbondale  
FY 2025 Income by Source

(in \$ Thousands)

|                                                        | 2024                | 2025                | % Change     |
|--------------------------------------------------------|---------------------|---------------------|--------------|
| <b>General Operating Budget</b>                        |                     |                     |              |
| State Appropriations                                   | \$106,659.9         | \$108,341.0         | 1.6%         |
| Income Fund                                            |                     |                     |              |
| Tuition - On-Campus                                    | 48,725.2            | 52,186.4            | 7.1%         |
| Tuition - Off-Campus                                   | 22,500.0            | 25,352.6            | 12.7%        |
| Interest Income                                        | 500.0               | 225.0               | -55.0%       |
| Miscellaneous/Student Fees                             | 1,825.6             | 4,677.4             | 156.2%       |
| <b>Total General Operating</b>                         | <b>\$180,210.7</b>  | <b>\$190,782.4</b>  | <b>5.9%</b>  |
| <b>Self-Supporting Activities*</b>                     |                     |                     |              |
| Academic Services                                      | \$20,815.6          | \$20,662.3          | -0.7%        |
| Administrative Services                                | 11,727.0            | 13,885.7            | 18.4%        |
| Student Services                                       | 28,823.3            | 32,240.6            | 11.9%        |
| <b>Total Self-Supporting Activities</b>                | <b>\$61,365.9</b>   | <b>\$66,788.6</b>   | <b>8.8%</b>  |
| <b>Revenue Bond Operations</b>                         |                     |                     |              |
| University Housing                                     | \$24,026.2          | \$27,472.9          | 14.3%        |
| Student Center                                         | 5,803.0             | 6,022.6             | 3.8%         |
| Student Recreation Center                              | 3,226.6             | 3,312.9             | 2.7%         |
| Athletic Facilities                                    | 2,053.0             | 2,056.3             | 0.2%         |
| Student Health Facility                                | 4,542.8             | 4,376.8             | -3.7%        |
| Child Care Center                                      | 0.0                 | 0.0                 |              |
| Student Services Building                              | 2,375.5             | 2,480.0             | 4.4%         |
| <b>Total Revenue Bond Operations</b>                   | <b>\$42,027.1</b>   | <b>\$45,721.5</b>   | <b>8.8%</b>  |
| <b>Grants &amp; Contracts/Indirect Cost Recovery</b>   |                     |                     |              |
| Grants                                                 |                     |                     |              |
| Federal                                                | \$28,237.0          | \$32,185.0          | 14.0%        |
| State                                                  | 37,195.0            | 43,902.0            | 18.0%        |
| Private                                                | 14,955.0            | 15,883.0            | 6.2%         |
| Local & Other                                          | 7,113.0             | 6,801.0             | -4.4%        |
| Indirect Cost Recovery                                 | 4,840.0             | 6,635.2             | 37.1%        |
| <b>Total Grants &amp; Contracts/Indirect Cost Rec.</b> | <b>\$92,340.0</b>   | <b>\$105,406.2</b>  | <b>14.2%</b> |
| <b>CAMPUS TOTAL INCOME</b>                             | <b>\$ 375,943.7</b> | <b>\$ 408,698.7</b> | <b>8.7%</b>  |

\*Description of Activities: Academic Services: Activity accounts used for extra-curricular, scholarly, and service activities generally supportive of Research and Instruction. Includes University Press, McLeod Theater, Experimental Farms, WSIU, IWUSI-TV, Information Technology Fee, Distance Learning; Administrative Services: Includes Facilities Maintenance Fee, Green Fee; Student Services: Includes Student Medical Benefit, Sports Clubs, Student Activity Fees, Mass Transit Fees.

# Southern Illinois University

## School of Medicine

### FY 2025 Income by Source

Table B SOM

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(in \$ Thousands)

|                                                        | 2024                | 2025                | % Change     |
|--------------------------------------------------------|---------------------|---------------------|--------------|
| <b>General Operating Budget</b>                        |                     |                     |              |
| State Appropriations                                   | \$40,314.6          | \$41,098.3          | 1.9%         |
| Income Fund                                            |                     |                     |              |
| Tuition - On-Campus                                    | 15,235.0            | 15,720.5            | 3.2%         |
| Tuition - Off-Campus                                   | 727.1               | 610.0               | -16.1%       |
| Interest Income                                        | 19.5                | 19.5                | 0.0%         |
| Miscellaneous/Student Fees                             | 75.2                | 83.4                | 10.9%        |
| <b>Total General Operating</b>                         | <b>\$56,371.4</b>   | <b>\$57,531.7</b>   | <b>2.1%</b>  |
| <b>Self-Supporting Activities*</b>                     |                     |                     |              |
| Hospital Support                                       | \$69,798.3          | \$76,573.4          | 9.7%         |
| FQHC                                                   | 39,308.9            | 46,910.1            | 19.3%        |
| Other Professional Services                            | 23,863.2            | 21,674.7            | -9.2%        |
| Correctional Medicine                                  | 8,547.9             | 9,483.7             | 10.9%        |
| Student Services                                       | 114.0               | 118.4               | 3.9%         |
| <b>Total Self-Supporting Activities</b>                | <b>\$141,632.3</b>  | <b>\$154,760.3</b>  | <b>9.3%</b>  |
| <b>Faculty Practice Plan</b>                           |                     |                     |              |
| Clinical Operation                                     | \$60,192.1          | \$70,061.3          | 16.4%        |
| <b>Total Faculty Practice Plan</b>                     | <b>\$60,192.1</b>   | <b>\$70,061.3</b>   | <b>16.4%</b> |
| <b>Grants &amp; Contracts/Indirect Cost Recovery</b>   |                     |                     |              |
| Grants                                                 |                     |                     |              |
| Federal                                                | \$13,000.0          | \$11,500.0          | -11.5%       |
| State                                                  | 6,000.0             | 7,000.0             | 16.7%        |
| Private                                                | 2,500.0             | 3,000.0             | 20.0%        |
| Local & Other                                          | 500.0               | 500.0               | 0.0%         |
| Indirect Cost Recovery & Clinical Practice Overhead    | 13,325.3            | 16,323.2            | 22.5%        |
| <b>Total Grants &amp; Contracts/Indirect Cost Rec.</b> | <b>\$35,325.3</b>   | <b>\$38,323.2</b>   | <b>8.5%</b>  |
| <b>CAMPUS TOTAL INCOME</b>                             | <b>\$ 293,521.1</b> | <b>\$ 320,676.5</b> | <b>9.3%</b>  |

\*Description of Activities:   Auxiliary & Student Services: Includes Student Medical Benefit and all other Student Activity Fees

Southern Illinois University Edwardsville  
FY 2025 Income by Source

(in \$ Thousands)

|                                                                                  | 2024                | 2025                | % Change     |
|----------------------------------------------------------------------------------|---------------------|---------------------|--------------|
| <b>General Operating Budget</b>                                                  |                     |                     |              |
| State Appropriations                                                             | \$71,171.6          | \$72,430.7          | 1.8%         |
| Income Fund                                                                      |                     |                     |              |
| Tuition - On-Campus                                                              | 82,562.9            | 75,099.5            | -9.0%        |
| Tuition - Off-Campus                                                             | 16,910.5            | 16,262.4            | -3.8%        |
| Interest Income                                                                  | 250.0               | 250.0               | 0.0%         |
| Miscellaneous/Student Fees                                                       | 2,771.8             | 2,771.8             | 0.0%         |
| <b>Total General Operating</b>                                                   | <b>\$173,666.8</b>  | <b>\$166,814.4</b>  | <b>-3.9%</b> |
| <b>Self-Supporting Activities*</b>                                               |                     |                     |              |
| Academic Services (Clinical & Program Specific Fees, Online/Off-Campus Programs) | \$12,791.6          | \$13,636.6          | 6.6%         |
| Administrative Services (Facilities Fee, Information Technology Fee)             | 14,766.0            | 15,503.3            | 5.0%         |
| Student Services (Student Activity Fees, Textbook Services)                      | 16,175.8            | 16,474.9            | 1.8%         |
| Clinical Services (School of Dental Medicine Clinic Operations)                  | 5,200.0             | 5,100.0             | -1.9%        |
| <b>Total Self-Supporting Activities</b>                                          | <b>\$48,933.4</b>   | <b>\$50,714.8</b>   | <b>3.6%</b>  |
| <b>Revenue Bond Operations</b>                                                   |                     |                     |              |
| University Housing                                                               | \$19,915.0          | \$21,407.7          | 7.5%         |
| Student Center                                                                   | 17,793.5            | 18,144.8            | 2.0%         |
| Student Fitness/Rec.Ctr.                                                         | 1,989.0             | 1,894.7             | -4.7%        |
| Traffic and Parking                                                              | 2,870.2             | 2,676.5             | -6.7%        |
| <b>Total Revenue Bond Operations</b>                                             | <b>\$42,567.7</b>   | <b>\$44,123.7</b>   | <b>3.7%</b>  |
| <b>Grants &amp; Contracts/Indirect Cost Recovery</b>                             |                     |                     |              |
| Grants                                                                           |                     |                     |              |
| Federal                                                                          | \$29,035.8          | \$35,763.5          | 23.2%        |
| State                                                                            | 15,665.8            | 25,633.1            | 63.6%        |
| Private                                                                          | 2,068.2             | 1,623.3             | -21.5%       |
| Local & Other                                                                    | 760.3               | 765.9               | 0.7%         |
| Indirect Cost Recovery                                                           | 2,247.7             | 2,378.4             | 5.8%         |
| <b>Total Grants &amp; Contracts/Indirect Cost Rec.</b>                           | <b>\$49,777.8</b>   | <b>\$66,164.2</b>   | <b>32.9%</b> |
| <b>CAMPUS TOTAL INCOME</b>                                                       | <b>\$ 314,945.7</b> | <b>\$ 327,817.1</b> | <b>4.1%</b>  |

\*Description of Activities: Academic Services: Activity accounts used for extra-curricular, scholarly, and service activities generally supportive of Research and Instruction. Includes New Student Programming, Clinical and Program Specific Fees, Corporate Partnerships and Off-Campus Programs, East St. Louis Charter School, ERTC; Administrative: Includes Facilities Fee, Information Technology Fee, Early Childhood Center, Bursar Operations, ID Card Activities, P-Card Program, Sponsorships; Student Services: Includes Textbook Services, Intercollegiate Athletics, Campus Housing Activity Fee, Student Medical Benefit Fee, Career Development Center, Sports Clubs, and All Other Student Activity Fees; Clinical Services: Includes School of Dental Medicine Clinic Operations.

**Southern Illinois University Administration  
& University Wide Services  
FY 2025 Income by Source**

(in \$ Thousands)

|                                                        | 2024              | 2025              | % Change     |
|--------------------------------------------------------|-------------------|-------------------|--------------|
| <b>General Operating Budget</b>                        |                   |                   |              |
| State Appropriations                                   | \$4,521.0         | \$5,100.2         | 12.8%        |
| Income Fund                                            |                   |                   |              |
| Tuition - On-Campus                                    | 0.0               | 0.0               | 0.0%         |
| Tuition - Off-Campus                                   | 0.0               | 0.0               | 0.0%         |
| Interest Income                                        | 0.0               | 0.0               | 0.0%         |
| Miscellaneous/Student Fees                             | 0.0               | 0.0               | 0.0%         |
| <b>Total General Operating</b>                         | <b>\$4,521.0</b>  | <b>\$5,100.2</b>  | <b>12.8%</b> |
| <b>Self-Supporting Activities*</b>                     |                   |                   |              |
| University Initiatives                                 | \$350.0           | \$650.0           | 85.7%        |
| Treasury                                               | \$277.6           | \$286.7           | 3.3%         |
| Other Activities                                       | 0.0               | 0.0               | 0.0%         |
| <b>Total Self-Supporting Activities</b>                | <b>\$627.6</b>    | <b>\$936.7</b>    | <b>49.3%</b> |
| <b>Revenue Bond Operations</b>                         | <b>\$0.0</b>      | <b>\$0.0</b>      | <b>0.0%</b>  |
| <b>Grants &amp; Contracts/Indirect Cost Recovery</b>   |                   |                   |              |
| Grants                                                 | \$0.0             | \$0.0             | 0.0%         |
| Indirect Cost Recovery                                 | 0.0               | 0.0               | 0.0%         |
| <b>Total Grants &amp; Contracts/Indirect Cost Rec.</b> | <b>\$0.0</b>      | <b>\$0.0</b>      | <b>0.0%</b>  |
| <b>CAMPUS TOTAL INCOME</b>                             | <b>\$ 5,148.6</b> | <b>\$ 6,036.9</b> | <b>17.3%</b> |

Other Activities: Includes Risk Management Activities, Legal Counsel Activities, Official Functions, University Development and Audit Costs

Table C SIUC

**Southern Illinois University Carbondale**  
**General Operating Income & Expenditures Budgets**

| (in \$ Thousands)                                              | Budget FY24        | Budget FY25        | % Change      |
|----------------------------------------------------------------|--------------------|--------------------|---------------|
| <b>Income</b>                                                  |                    |                    |               |
| State Appropriations                                           | \$106,659.9        | \$108,341.0        | 1.6%          |
| Income Fund                                                    |                    |                    |               |
| Tuition - On-Campus                                            | 48,725.2           | 52,186.4           | 7.1%          |
| Tuition - Off-Campus                                           | 22,500.0           | 25,352.6           | 12.7%         |
| Interest Income                                                | 500.0              | 225.0              | -55.0%        |
| Miscellaneous/Student Fees                                     | 1,825.6            | 4,677.4            | 156.2%        |
| <b>Total General Operating Income</b>                          | <b>\$180,210.7</b> | <b>\$190,782.4</b> | <b>5.9%</b>   |
| <b>Expenditures</b>                                            |                    |                    |               |
| <b>Chancellor</b>                                              |                    |                    |               |
| Office of the Chancellor                                       | \$1,528.0          | \$1,375.5          | -10.0%        |
| Department of Public Safety                                    | 2,153.0            | 2,045.6            | -5.0%         |
| Human Resources                                                | 1,143.2            | 1,726.6            | 51.0%         |
| Information Technology                                         | 3,973.6            | 2,971.2            | -25.2%        |
| Institutional Effectiveness, Planning and Research             | 496.9              | 398.2              | -19.9%        |
| Paul Simon Public Policy Institute                             | 388.0              | 396.6              | 2.2%          |
| University Communications and Marketing                        | 3,350.7            | 2,427.3            | -27.6%        |
| <b>Total Chancellor</b>                                        | <b>\$13,033.4</b>  | <b>\$11,341.0</b>  | <b>-13.0%</b> |
| % of Campus total                                              | 7.4%               | 5.9%               |               |
| <b>Academic Affairs</b>                                        |                    |                    |               |
| Office of the Provost and Vice Chancellor                      | \$5,655.0          | \$5,617.5          |               |
| Associate Provost for Academic Administration                  | 352.5              | 0.0                |               |
| Associate Provost for Academic Programs                        | 55.0               | 4.7                |               |
| College of Agricultural, Life, and Physical Sciences           | 13,708.2           | 14,041.4           |               |
| College of Arts and Media                                      | 10,437.4           | 10,524.6           |               |
| College of Business and Analytics                              | 10,656.2           | 10,744.6           |               |
| College of Engineering, Computing, Technology, and Mathematics | 12,696.5           | 13,638.4           |               |
| College of Health and Human Sciences                           | 16,589.2           | 19,341.8           |               |
| College of Liberal Arts                                        | 11,053.7           | 12,076.5           |               |
| School of Education                                            | 6,281.0            | 5,160.7            |               |
| School of Law                                                  | 6,804.4            | 5,920.0            |               |
| Center for International Education                             | 775.2              | 742.4              |               |
| Center for Teaching Excellence                                 | 972.7              | 985.2              |               |
| Library Affairs                                                | 6,913.0            | 6,889.4            |               |
| University Honors Program                                      | 442.0              | 453.0              |               |
| <b>Total Academic Affairs</b>                                  | <b>\$103,392.0</b> | <b>\$106,140.2</b> | <b>2.7%</b>   |
| % of Campus total                                              | 58.5%              | 55.6%              |               |
| <b>Administration and Finance</b>                              |                    |                    |               |
| Facilities and Energy Management                               | \$21,029.6         | 29,103.9           |               |
| Other Administration and Finance                               | 2,843.5            | 1,874.9            |               |
| <b>Total Administration and Finance</b>                        | <b>\$23,873.1</b>  | <b>\$30,983.8</b>  | <b>30.9%</b>  |
| % of Campus total                                              | 13.4%              | 16.2%              |               |
| <b>Other Vice Chancellor/Major Areas</b>                       |                    |                    |               |
| Anti-Racism, Diversity, Equity, and Inclusion                  | \$1,025.3          | 811.9              |               |
| Development and Alumni Relations                               | 2,262.0            | 2,323.1            |               |
| Enrollment Management                                          | 12,412.0           | 20,475.9           |               |
| Research                                                       | 6,852.2            | 5,385.7            |               |
| Student Affairs                                                | 3,603.3            | 3,336.4            |               |
| Intercollegiate Athletics                                      | 1,198.2            | 1,030.1            |               |
| <b>Total Other VC/Major Areas</b>                              | <b>\$27,353.0</b>  | <b>\$33,363.1</b>  | <b>22.0%</b>  |
| % of Campus total                                              | 15.5%              | 17.5%              |               |
| <b>Campus Wide Services</b>                                    |                    |                    |               |
| Insurance and Legal Payments                                   | 895.9              | 377.9              | -57.8%        |
| Carbondale Reserves                                            | 2,934.7            | 4,653.3            | 58.6%         |
| AIS Annual Maintenance                                         | 828.3              | 1,025.0            | 23.7%         |
| Other                                                          | 4,549.5            | 2,898.1            | -36.3%        |
| <b>Total Campus Wide Services</b>                              | <b>\$9,208.4</b>   | <b>\$8,954.3</b>   |               |
| % of Campus total                                              | 5.2%               | 4.7%               |               |
| <b>REDUCTION OF DEFICIT</b>                                    | <b>\$0.0</b>       | <b>\$0.0</b>       |               |
| % of Campus total                                              | 0.0%               | 0.0%               |               |
| <b>CAMPUS TOTAL</b>                                            | <b>\$176,659.9</b> | <b>\$190,782.4</b> | <b>8.0%</b>   |

Table C SOM

Southern Illinois University

School of Medicine

General Operating Income & Expenditures Budgets

| (in \$ Thousands)                                        | Budget FY24 | Budget FY25 | % Change |
|----------------------------------------------------------|-------------|-------------|----------|
| Income                                                   |             |             |          |
| State Appropriations                                     | \$40,314.6  | \$41,098.3  | 1.9%     |
| Income Fund                                              |             |             |          |
| Tuition - On-Campus                                      | 15,235.0    | 15,720.5    | 3.2%     |
| Tuition - Off-Campus                                     | 727.1       | 610.0       | -16.1%   |
| Interest Income                                          | 19.5        | 19.5        | 0.0%     |
| Miscellaneous/Student Fees                               | 75.2        | 83.4        | 10.9%    |
| Total General Operating Income                           | \$56,371.4  | \$57,531.7  | 2.1%     |
| Expenditures                                             |             |             |          |
| General Administration (Dean & Provost, Finance & Admin) | \$7,972.0   | \$8,498.7   | 6.6%     |
| % of Campus total                                        | 12.9%       | 13.5%       |          |
| Academic                                                 |             |             |          |
| Clinic and Basic Sciences                                | \$26,865.2  | \$27,704.4  |          |
| Research                                                 | 2,034.3     | 2,253.7     |          |
| Education and Curriculum                                 | 3,633.9     | 3,687.3     |          |
| Library                                                  | 2,524.6     | 2,251.3     |          |
| Pipeline Programs                                        | 804.0       | 824.9       |          |
| Total Academic                                           | \$35,862.0  | \$36,721.6  | 2.4%     |
| % of Campus total                                        | 58.0%       | 58.4%       |          |
| Support Services                                         |             |             |          |
| Academic Support                                         | \$3,674.0   | \$2,415.1   |          |
| Development Initiatives                                  | 0.0         | 0.0         |          |
| Facilities and Services                                  | 6,008.8     | 5,965.1     |          |
| Information Resources                                    | 3,515.6     | 4,798.7     |          |
| External Affairs/Telehealth                              | 3,170.4     | 2,833.2     |          |
| Student and Residency Affairs                            | 1,592.9     | 1,633.1     |          |
| Total Support Services                                   | \$17,961.7  | \$17,645.2  | -1.8%    |
| % of Campus total                                        | 29.1%       | 28.1%       |          |
| REDUCTION OF DEFICIT                                     | \$0.0       | \$0.0       |          |
| % of Campus total                                        | 0.0%        | 0.0%        |          |
| CAMPUS TOTAL                                             | \$61,795.7  | \$62,865.5  | 1.7%     |

Table C SIUE

**Southern Illinois University Edwardsville**  
**General Operating Income & Expenditures Budgets**

| (in \$ Thousands)                                                        | Budget FY24        | Budget FY25        | % Change     |
|--------------------------------------------------------------------------|--------------------|--------------------|--------------|
| <b>Income</b>                                                            |                    |                    |              |
| State Appropriations                                                     | \$71,171.6         | \$72,430.7         | 1.8%         |
| Income Fund                                                              |                    |                    |              |
| Tuition - On-Campus                                                      | 82,562.9           | 75,099.5           | -9.0%        |
| Tuition - Off-Campus                                                     | 16,910.5           | 16,262.4           | -3.8%        |
| Interest Income                                                          | 250.0              | 250.0              | 0.0%         |
| Miscellaneous/Student Fees                                               | 2,771.8            | 2,771.8            | 0.0%         |
| <b>Total General Operating Income</b>                                    | <b>\$173,666.8</b> | <b>\$166,814.4</b> | <b>-3.9%</b> |
| <b>Expenditures</b>                                                      |                    |                    |              |
| Chancellor's Office (Incl. Marketing and Communications & Budget Office) | \$2,950.3          | \$3,344.8          | 13.4%        |
| % of Campus total                                                        | 1.7%               | 1.9%               |              |
| Academic Affairs                                                         |                    |                    |              |
| Office of the Provost/VC Acad. Affairs & Acad. Support Services          | \$6,626.0          | \$6,163.0          |              |
| College of Arts & Sciences                                               | 24,769.0           | 24,731.0           |              |
| School of Business                                                       | 7,216.0            | 7,184.0            |              |
| School of Dental Medicine                                                | 9,951.0            | 9,744.0            |              |
| School of Education, Health, & Human Behavior                            | 7,256.0            | 7,351.0            |              |
| School of Engineering                                                    | 6,494.0            | 6,461.0            |              |
| School of Nursing                                                        | 6,054.0            | 5,946.0            |              |
| School of Pharmacy                                                       | 6,717.0            | 6,629.0            |              |
| Graduate School                                                          | 2,546.0            | 2,524.7            |              |
| Library & Information Services                                           | 3,794.0            | 3,811.0            |              |
| Enrollment Management                                                    | 26,173.0           | 23,203.0           |              |
| University Services to E. St. Louis                                      | 468.0              | 468.0              |              |
| Information Technology                                                   | 4,813.0            | 4,715.1            |              |
| <b>Total Academic Affairs</b>                                            | <b>\$112,877.0</b> | <b>\$108,930.8</b> | <b>-3.5%</b> |
| % of Campus total                                                        | 65.0%              | 63.3%              |              |
| Administration                                                           |                    |                    |              |
| Administration Services                                                  | \$4,888.8          | \$5,034.2          |              |
| Facilities Mgmt/Physical Plant                                           | 13,472.2           | 12,825.7           |              |
| Police Services                                                          | 4,624.2            | 4,519.0            |              |
| <b>Total Administration</b>                                              | <b>\$22,985.2</b>  | <b>\$22,378.9</b>  | <b>-2.6%</b> |
| % of Campus total                                                        | 13.2%              | 13.0%              |              |
| Other VC/Major Areas                                                     |                    |                    |              |
| VC for Antiracism, Diversity, Equity & Inclusion                         | \$1,424.6          | \$1,756.9          |              |
| VC for University Advancement                                            | 2,362.6            | 2,816.6            |              |
| Student Support Services                                                 | 680.0              | 697.5              |              |
| Intercollegiate Athletics                                                | 662.1              | 816.1              |              |
| Development Initiatives                                                  | 29,725.0           | 31,278.5           |              |
| <b>Total Other VC/Major Areas</b>                                        | <b>\$34,854.3</b>  | <b>\$37,365.6</b>  | <b>7.2%</b>  |
| % of Campus total                                                        | 20.1%              | 21.7%              |              |
| REDUCTION OF DEFICIT                                                     | \$0.0              | \$0.0              |              |
| % of Campus total                                                        | 0.0%               | 0.0%               |              |
| <b>CAMPUS TOTAL</b>                                                      | <b>\$173,666.8</b> | <b>\$172,020.1</b> | <b>-0.9%</b> |

Table C Admin & UWS

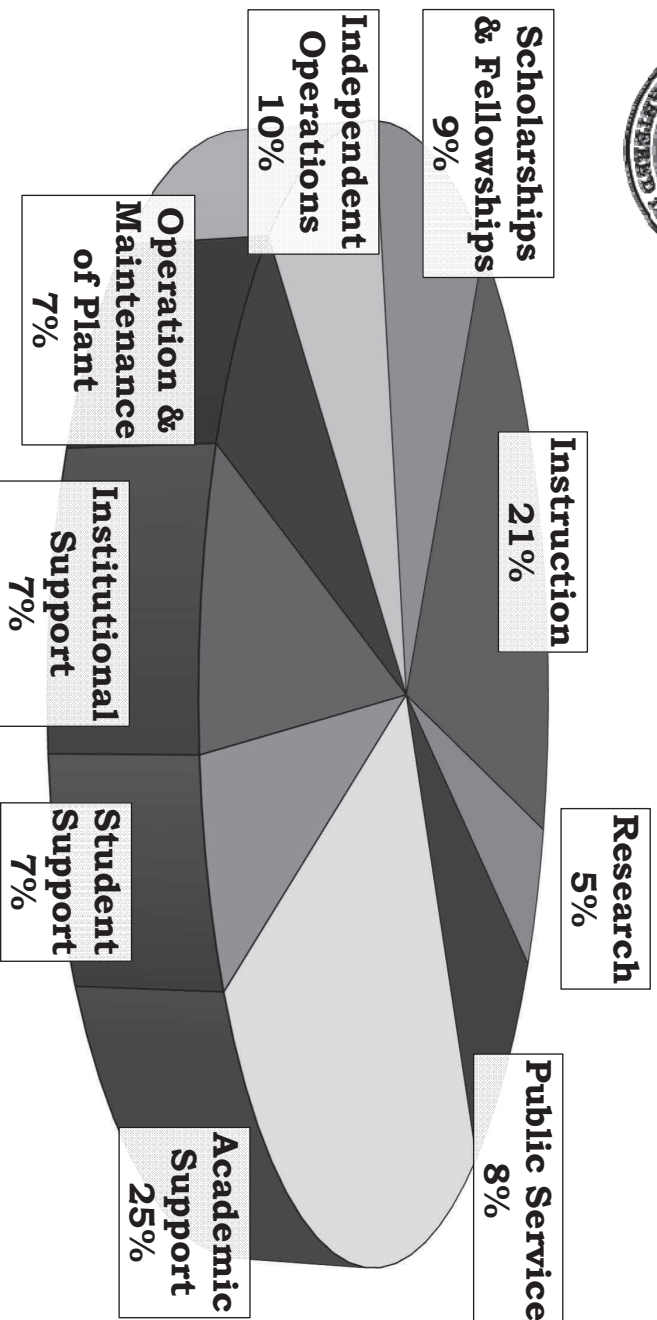
**Southern Illinois University**  
**Administration & Univ Wide Svc**  
**General Operating Income & Expenditures Budgets**

| (in \$ Thousands)               |                   | Budget FY24 | Budget FY25 | % Change |
|---------------------------------|-------------------|-------------|-------------|----------|
| <b>Income</b>                   |                   |             |             |          |
| State Appropriations            |                   | \$4,521.0   | \$5,100.2   | 12.8%    |
| Income Fund                     |                   |             |             |          |
| Tuition - On-Campus             |                   | 0.0         | 0.0         | 0.0%     |
| Tuition - Off-Campus            |                   | 0.0         | 0.0         | 0.0%     |
| Interest Income                 |                   | 0.0         | 0.0         | 0.0%     |
| Miscellaneous/Student Fees      |                   | 0.0         | 0.0         | 0.0%     |
| Total General Operating Income  |                   | \$4,521.0   | \$5,100.2   | 12.8%    |
| <b>Expenditures</b>             |                   |             |             |          |
| Office of the President         |                   | \$2,821.9   | \$3,339.0   | 18.3%    |
|                                 | % of Campus total | 62.4%       | 65.5%       |          |
| General Administration          |                   |             |             |          |
| Internal Audit                  |                   | \$758.7     | \$773.8     |          |
| Legal Counsel                   |                   | 663.0       | 704.4       |          |
| Total General Administration    |                   | \$1,421.7   | \$1,478.2   | 4.0%     |
|                                 | % of Campus total | 31.4%       | 29.0%       |          |
| Support Services                |                   |             |             |          |
| Risk Management & Compliance    |                   | \$86.4      | \$88.2      |          |
| Development Initiatives & Other |                   | 191.0       | 194.8       |          |
| Total Support Services          |                   | \$277.4     | \$283.0     | 2.0%     |
|                                 | % of Campus total | 6.1%        | 5.5%        |          |
| REDUCTION OF DEFICIT            |                   | \$0.0       | \$0.0       |          |
|                                 | % of Campus total | 0.0%        | 0.0%        |          |
| CAMPUS TOTAL                    |                   | \$4,521.0   | \$5,100.2   | 12.8%    |



# Southern Illinois University<sup>151</sup>

## FY 2025 Expenditure Budget by Function



**Total = \$1,084,088,899**

Southern Illinois University  
FY 2025 Operating Budget  
by NACUBO Functions and Major Fund Groups

Table D

|                                  | Appropriated & Income Fund | Grants and Contracts | Indirect Cost Recovery | Revenue Bond Operations | Self-Supporting Activities | All Funds 2025 Totals | All Funds 2024 Totals |
|----------------------------------|----------------------------|----------------------|------------------------|-------------------------|----------------------------|-----------------------|-----------------------|
| Instruction                      | \$ 195,932,208             | \$ 5,059,600         | \$ 460,330             | \$ -                    | \$ 28,544,870              | \$229,997,008         | \$222,933,118         |
| Research                         | 9,788,901                  | 31,499,800           | 6,335,812              | 0                       | 3,700,375                  | 51,324,888            | 46,885,513            |
| Public Service                   | 5,031,792                  | 62,232,700           | 480,411                | 0                       | 21,855,879                 | 89,600,782            | 79,925,940            |
| Academic Support                 | 49,937,945                 | 829,900              | 6,142,699              | 62,172,700              | 154,519,027                | 273,602,271           | 257,885,485           |
| Student Support                  | 18,840,061                 | 1,136,100            | 81,000                 | 0                       | 43,168,164                 | 63,225,325            | 66,723,928            |
| Institutional Support            | 61,930,430                 | 233,900              | 900,840                | 0                       | 16,963,858                 | 80,029,028            | 79,002,642            |
| Operation & Maintenance of Plant | 52,403,545                 | 0                    | 0                      | 7,807,200               | 9,809,363                  | 70,026,108            | 63,512,302            |
| Independent Operations           | 0                          | 330,000              | 0                      | 92,570,066              | 11,799,276                 | 104,679,342           | 102,740,536           |
| Scholarships and Fellowships     | 36,897,347                 | 83,234,800           | 0                      | 0                       | 1,452,000                  | 121,584,147           | 97,079,859            |
| Total Expenditures & Transfers   | \$ 430,768,229             | \$ 194,556,800       | \$ 14,401,092          | \$ 162,549,966          | \$ 291,812,812             | \$1,084,088,899       | \$1,016,709,323       |

Table D SJUC

**Southern Illinois University Carbondale**  
**FY 2025 Operating Budget**  
**by NACUBO Functions and Major Fund Groups**

|                                           | Appropriated & Income Fund | Grants and Contracts | Indirect Cost Recovery | Revenue Bond Operations | Self-Supporting Activities | All Funds 2025 Totals | All Funds 2024 Totals |
|-------------------------------------------|----------------------------|----------------------|------------------------|-------------------------|----------------------------|-----------------------|-----------------------|
| Instruction                               | \$85,924,500               | \$4,007,000          | \$149,700              | \$0                     | \$12,188,600               | \$102,269,800         | \$98,280,212          |
| Research                                  | 3,509,700                  | 17,714,000           | 5,564,400              | 0                       | 1,832,400                  | 28,620,500            | 24,119,807            |
| Public Service                            | 1,619,000                  | 29,284,000           | 256,200                | 0                       | 6,754,200                  | 37,913,400            | 37,395,721            |
| Academic Support                          | 21,890,000                 | 296,000              | 150,900                | 0                       | 4,903,600                  | 27,240,500            | 26,933,531            |
| Student Support                           | 9,680,700                  | 473,000              | 9,000                  | 0                       | 29,901,900                 | 40,064,600            | 42,917,536            |
| Institutional Support                     | 21,248,800                 | 232,000              | 505,000                | 0                       | 6,479,900                  | 28,465,700            | 30,291,786            |
| Operation & Maintenance of Plant          | 28,959,000                 | 0                    | 0                      | 0                       | 5,742,400                  | 34,701,400            | 28,555,495            |
| Independent Operations                    | 0                          | 330,000              | 0                      | 47,020,600              | 7,146,900                  | 54,497,500            | 52,676,000            |
| Scholarships and Fellowships              | 17,950,700                 | 46,435,000           | 0                      | 0                       | 27,500                     | 64,413,200            | 49,012,712            |
| <b>Total Expenditures &amp; Transfers</b> | <b>\$190,782,400</b>       | <b>\$98,771,000</b>  | <b>\$6,635,200</b>     | <b>\$47,020,600</b>     | <b>\$74,977,400</b>        | <b>\$418,186,600</b>  | <b>\$390,182,800</b>  |

Table D.50M

Southern Illinois University School of Medicine  
FY 2025 Operating Budget  
by NACUBO Functions and Major Fund Groups

|                                  | Appropriated & Income Fund | Grants and Contracts | Indirect Cost Recovery | Faculty Practice Plan | Self-Supporting Activities | All Funds 2025 Totals | All Funds 2024 Totals |
|----------------------------------|----------------------------|----------------------|------------------------|-----------------------|----------------------------|-----------------------|-----------------------|
| Instruction                      | \$25,952,600               | \$700,000            | \$0                    | \$0                   | \$86,300                   | \$26,738,900          | \$26,547,100          |
| Research                         | 4,444,400                  | 5,000,000            | 387,400                | 0                     | 1,755,800                  | 11,587,600            | 13,163,900            |
| Public Service                   | 2,159,700                  | 16,300,000           | 211,500                | 0                     | 12,194,000                 | 30,865,200            | 25,642,500            |
| Academic Support                 | 9,578,500                  | 0                    | 4,322,900              | 62,172,700            | 147,243,200                | 223,317,300           | 210,324,800           |
| Student Support                  | 1,756,600                  | 0                    | 0                      | 0                     | 97,500                     | 1,854,100             | 1,843,800             |
| Institutional Support            | 13,211,300                 | 0                    | 50,000                 | 0                     | 547,000                    | 13,808,300            | 11,807,900            |
| Operation & Maintenance of Plant | 5,215,800                  | 0                    | 0                      | 7,807,200             | 0                          | 13,023,000            | 12,464,600            |
| Independent Operations           | 0                          | 0                    | 0                      | 0                     | 0                          | 0                     | 0                     |
| Scholarships and Fellowships     | 546,600                    | 0                    | 0                      | 0                     | 0                          | 546,600               | 546,600               |
| Total Expenditures & Transfers   | \$62,865,500               | \$22,000,000         | \$4,971,800            | \$69,979,900          | \$161,923,800              | \$321,741,000         | \$302,341,200         |

Table D.SIUE

Southern Illinois University Edwardsville  
FY 2025 Operating Budget  
by NACUBO Functions and Major Fund Groups

|                                  | Appropriated & Income Fund | Grants and Contracts | Indirect Cost Recovery | Revenue Bond Operations | Self-Supporting Activities | All Funds 2025 Totals | All Funds 2024 Totals |
|----------------------------------|----------------------------|----------------------|------------------------|-------------------------|----------------------------|-----------------------|-----------------------|
| Instruction                      | \$840,551.08               | \$352,600            | \$310,630              | \$0                     | \$16,269,970               | \$100,988,308         | \$98,105,806          |
| Research                         | 1,834,801                  | 8,785,800            | 384,012                | 0                       | 112,175                    | 11,111,678            | 9,601,806             |
| Public Service                   | 1,253,092                  | 16,648,700           | 12,711                 | 0                       | 2,907,679                  | 20,822,182            | 16,887,719            |
| Academic Support                 | 18,469,445                 | 533,900              | 1,668,899              | 0                       | 2,372,227                  | 23,044,471            | 20,627,154            |
| Student Support                  | 7,402,761                  | 663,100              | 72,000                 | 0                       | 13,168,764                 | 21,306,625            | 21,962,592            |
| Institutional Support            | 22,370,130                 | 1,900                | 345,840                | 0                       | 9,000,238                  | 31,718,108            | 31,754,403            |
| Operation & Maintenance of Plant | 18,234,745                 | 0                    | 0                      | 0                       | 4,066,963                  | 22,301,708            | 22,492,207            |
| Independent Operations           | 0                          | 0                    | 0                      | 45,549,466              | 4,652,376                  | 50,201,842            | 50,064,536            |
| Scholarships and Fellowships     | 18,400,047                 | 36,799,800           | 0                      | 0                       | 1,424,500                  | 56,624,347            | 47,540,547            |
| Total Expenditures & Transfers   | \$172,020,129              | \$63,785,800         | \$2,794,092            | \$45,549,466            | \$53,974,892               | \$338,124,379         | \$319,036,770         |

Table D Admn & UWS

**Southern Illinois University Administration & University Wide**  
**FY 2025 Operating Budget**  
**by NACUBO Functions and Major Fund Groups**

|                                           | Appropriated & Income Fund | Grants and Contracts | Indirect Cost Recovery | Revenue Bond Operations | Self-Supporting Activities | All Funds 2025 Totals | All Funds 2024 Totals |
|-------------------------------------------|----------------------------|----------------------|------------------------|-------------------------|----------------------------|-----------------------|-----------------------|
| Instruction                               | \$0                        | \$0                  | \$0                    | \$0                     | \$0                        | \$0                   | \$0                   |
| Research                                  | 0                          | 0                    | 0                      | 0                       | 0                          | 0                     | 0                     |
| Public Service                            | 0                          | 0                    | 0                      | 0                       | 0                          | 0                     | 0                     |
| Academic Support                          | 0                          | 0                    | 0                      | 0                       | 0                          | 0                     | 0                     |
| Student Support                           | 0                          | 0                    | 0                      | 0                       | 0                          | 0                     | 0                     |
| Institutional Support                     | 5,100,200                  | 0                    | 0                      | 0                       | 936,720                    | 6,036,920             | 5,148,553             |
| Operation & Maintenance of Plant          | 0                          | 0                    | 0                      | 0                       | 0                          | 0                     | 0                     |
| Independent Operations                    | 0                          | 0                    | 0                      | 0                       | 0                          | 0                     | 0                     |
| Scholarships and Fellowships              | 0                          | 0                    | 0                      | 0                       | 0                          | 0                     | 0                     |
| <b>Total Expenditures &amp; Transfers</b> | <b>\$5,100,200</b>         | <b>\$0</b>           | <b>\$0</b>             | <b>\$0</b>              | <b>\$936,720</b>           | <b>\$6,036,920</b>    | <b>\$5,148,553</b>    |

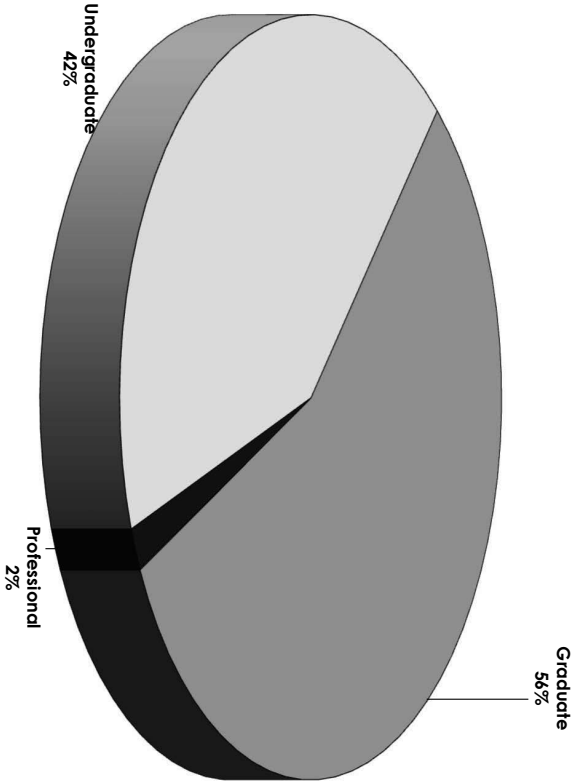
Table E

# Southern Illinois University

## FY 2025 Tuition & Fee Waivers Budget

The University recognizes that waivers represent an institutional resource that should be included in the University's budget plan, which outlines the allocation of all institutional resources. A waiver represents an agreement between the University and the student to reduce or eliminate the tuition and/or fees that normally would be charged to the student. Waivers granted by State statute are also included. Waivers budget is not reflected in University budget totals.

|                      |  |                             |
|----------------------|--|-----------------------------|
| <b>Undergraduate</b> |  | <b><u>\$ 20,174,000</u></b> |
| SUC                  |  | 10,600,000                  |
| SUE                  |  | 9,574,000                   |
| <b>Graduate</b>      |  | <b><u>\$ 26,884,200</u></b> |
| SUC                  |  | 20,750,000                  |
| SUE                  |  | 6,134,200                   |
| <b>Professional</b>  |  | <b><u>\$ 892,700</u></b>    |
| Dentistry            |  | 31,700                      |
| Law                  |  | 50,000                      |
| Medicine             |  | 635,900                     |
| Pharmacy             |  | 175,100                     |
| <b>TOTAL</b>         |  | <b><u>\$ 47,950,900</u></b> |
| SUC                  |  | 31,400,000                  |
| SUC-SOM              |  | 635,900                     |
| SUE                  |  | 15,915,000                  |



APPENDIX

DESCRIPTION OF MAJOR FUND GROUPS

**Appropriated Fund**

State appropriated funds include General Revenue Funds and Other State Funds, both of which come from Illinois tax dollars.

**Income Fund**

Income Fund revenue includes tuition revenue, off-campus program revenue, interest earnings on income fund deposits, and certain miscellaneous fee revenue. Tuition revenue is a direct result of student enrollment, student residency, credit hours, and tuition rates. Off-campus program revenue is based on charges sufficient to cover all instructional and administrative costs of the programs. LAC guidelines require that certain fee revenue such as application fees, course-specific fees and graduation fees be deposited into the income fund.

**Grants and Contracts**

Grants and contracts include funds received from governmental entities and private foundations and corporations for the support of various research projects, instructional and training programs, public service activities, student financial aid, and other programs. The specific use of these funds is restricted by contractual agreement with the sponsoring agency. Generally, revenues will equal expenditures over the life of the grant or contract.

**Indirect Cost Fund**

Indirect cost funds are recovered as overhead allowances on grants and contracts. They are used to help cover a share of expenses for such items as operation and maintenance, library services, sponsored project administration and general administration.

**Revenue Bond**

Operations of revenue bond financed facilities are reported in this fund group. Revenue Bond enterprises are funded primarily from student fees, operating charges, and sales and services of various activities and include such facilities as residence halls, student centers, and student recreation centers.

**Self-Supporting Activities**

Self-Supporting Activities include a wide range of operations, which are directly related to Instructional, Research, or Public Service units or support the overall objectives of the University. They may be Self-Supporting in whole or in part. Revenue is generally derived through student fees or sales of services. Examples include Shryock Auditorium, textbook services and athletic fees.

1 Illinois University for scholarship grant awards.

2 ARTICLE 124

3 Section 5. The amount of \$219,443,100, or so much thereof  
4 as may be necessary, is appropriated from the Education  
5 Assistance Fund to the Board of Trustees of Southern Illinois  
6 University to meet its operational expenses for the fiscal year  
7 ending June 30, 2025.

8 Section 10. The sum of \$62,800, or so much thereof as may  
9 be necessary, is appropriated from the General Revenue Fund to  
10 the Southern Illinois University for any costs associated with  
11 the Daily Egyptian Newspaper.

12 Section 15. The sum of \$1,000,000, or so much thereof as  
13 may be necessary, is appropriated from the General Revenue Fund  
14 to the Board of Trustees of Southern Illinois University for  
15 costs associated with the National Corn-to-Ethanol Research  
16 Center and ethanol research grants.

17 Section 20. The sum of \$1,130,600, or so much thereof as  
18 may be necessary, is appropriated from the Education Assistance  
19 Fund to the Board of Trustees of Southern Illinois University  
20 for all costs associated with the Simmons Cooper Cancer Center.

1           Section 25. The sum of \$17,000, or so much thereof as may  
2 be necessary, is appropriated from the State College and  
3 University Trust Fund to the Board of Trustees of Southern  
4 Illinois University for scholarship grant awards.

5           Section 30. The sum of \$1,250,000, or so much thereof as  
6 may be necessary, is appropriated from the General Professions  
7 Dedicated Fund to the Board of Trustees of Southern Illinois  
8 University for all costs associated with the development,  
9 support or administration of pharmacy practice education or  
10 training programs at the Edwardsville campus.

11          Section 35. The sum of \$3,000,000, or so much thereof as  
12 may be necessary, is appropriated from the General Revenue Fund  
13 to the Board of Trustees of Southern Illinois University for  
14 all costs associated with programming at the formerly  
15 Lindenwood Campus in Belleville.

16          Section 40. The sum of \$266,600, or so much thereof as may  
17 be necessary, is appropriated from the General Revenue Fund to  
18 the Board of Trustees of Southern Illinois University for costs  
19 associated with the SIU Office of Community Engagement.

20          Section 45. The sum of \$300,000, or so much thereof as may

1 be necessary, is appropriated from the General Revenue Fund to  
2 the Board of Trustees of Southern Illinois University for the  
3 SIU Institute of Rural Health.

4 Section 50. The sum of \$500,000, or so much thereof as may  
5 be necessary, is appropriated from the General Revenue Fund to  
6 the Board of Trustees of Southern Illinois University for costs  
7 associated with a six-month study measuring the impact of  
8 automatically distributing emergency incident information from  
9 911 dispatch to public safety manual aid and school personnel  
10 during emergency incidents occurring in Illinois and grants to  
11 local school districts to implement the systems.

12 ARTICLE 125

13 Section 5. The amount of \$644,640,400, or so much thereof  
14 as may be necessary, is appropriated from the Education  
15 Assistance Fund to the Board of Trustees of the University of  
16 Illinois to meet its operational expenses for the fiscal year  
17 ending June 30, 2025.

18 Section 10. The following named amounts, or so much thereof  
19 as may be necessary, are appropriated from the Education  
20 Assistance Fund to the Board of Trustees of the University of  
21 Illinois for Labor and Employment Relations:

Southern Illinois University  
Board of Trustees  
September 12, 2024

## SALARY INCREASE PLAN FOR FISCAL YEAR 2025, SIU

### Summary

This matter presents for Board approval a salary increase plan for Southern Illinois University for Fiscal Year 2025. The plan sets forth general policies and parameters within which employee salary increases may be granted.

### Rationale for Adoption

Board policy requires the approval of a salary increase plan. This plan does not set forth specific salary recommendations for each employee, but rather establishes the general parameters for the distribution of the salary increase funds. In addition, this plan does not address changes in salaries established through collective bargaining.

Adequate salaries for our faculty and staff are a high priority for the University. For FY25, an amount may be distributed to provide employees an average salary increase of 1 percent for Southern Illinois University Carbondale, an average salary increase of 1 percent for Southern Illinois University System Offices and a 3.5 percent average increase for civil service employees at the Southern Illinois University School of Medicine. All increases will be implemented under the guidelines and eligibility requirements issued by the President.

The recent history of Board approved salary increase plans is attached.

### Constituent Involvement

The plan is reflective of conversations the Chancellors and Dean/Provost have had with leaders of the campus constituency groups and in numerous other conversations with employees across campus.

### Resolution

BE IT RESOLVED, By the Board of Trustees of Southern Illinois University in a regular meeting assembled, That:

(1) The President of Southern Illinois University is hereby authorized to grant an amount providing a salary increase pool of 1 percent to Southern Illinois University Carbondale with an effective date of July 1, 2024, 1 percent to Southern Illinois University System Offices with an effective date of July 1, 2024, and a 3.5 percent salary increase for civil service employees at the Southern Illinois University School of Medicine with an effective date of October 1, 2024 for Fiscal Year 2025.

(2) The President of Southern Illinois University be and is hereby authorized to issue guidelines and eligibility requirements for Fiscal Year 2025 salary increases for staff who are not represented by a recognized bargaining agent and for non-physician faculty at the School of Medicine.

(3) The President of Southern Illinois University be and is hereby authorized to take whatever action may be required in the execution of this resolution in accordance with established policies and procedures.

# **BOARD APPROVED SALARY INCREASE POOLS BY CAMPUS**

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| FY   | BOT MTG DATE | EFFECTIVE DATE | OFFICE OF THE PRESIDENT | CARBONDALE | SCHOOL OF MEDICINE         | EDWARDSVILLE |
|------|--------------|----------------|-------------------------|------------|----------------------------|--------------|
| 2004 | 7/10/2003    | 7/1/2003       | 2.00%                   | 2.00%      | *                          | 2.00%        |
| 2005 | 9/9/2004     | 7/1/2004       | 3.00%                   | 3.00%      | *                          | 3.00%        |
| 2006 | 7/14/2005    | 7/1/2005       | 3.00%                   | 3.00%      | *                          | 3.00%        |
| 2007 | 6/8/2006     | 7/1/2006       | 3.00%                   | 3.00%      | *                          | 3.00%        |
| 2008 | 9/20/2007    | 7/1/2007       | 3.00%                   | 3.00%      | *                          | 3.00%        |
| 2009 | 9/11/2008    | 7/1/2008       | 3.00%                   | 3.00%      | *                          | 3.00%        |
| 2010 | 9/10/2009    | 7/1/2009       | 3.50%                   | 3.50%      | *                          | 3.50%        |
| 2011 | 7/14/2011    | 7/1/2011       | 0.00%                   | 0.00%      | *                          | 2.50%        |
| 2012 | 9/8/2011     | 7/1/2011       | 1.00%                   | 1.00%      | *                          | 3.00%        |
|      | **12/8/2011  | 01/01/2012     |                         |            |                            |              |
| 2013 | 9/13/2012    | 7/1/2012       | 1.00%                   | 1.00%      | *                          | 2.50%        |
| 2014 | 9/12/2013    | 7/1/2013       | 2.00%                   | 2.00%      | *                          | 2.00%        |
| 2015 | 10/29/2014   | 7/1/2014       | 0.00%                   | 0.00%      | 2.00%                      | 0.00%        |
| 2016 |              |                | 0.00%                   | 0.00%      | *                          | 0.00%        |
| 2017 | ***9/14/2017 | 7/1/2016       | 0.00%                   | 0.00%      | *                          | 2.00%        |
| 2018 | ***9/14/2017 | 7/1/2017       | 0.00%                   | 0.00%      | 2.00%                      | 2.00%        |
|      | 2/8/2018     | 3/1/2018       |                         |            |                            |              |
| 2019 | 9/13/2018    | 7/1/2018       | 1.00%                   | 1.00%      | 2.00%                      | 1.00%        |
|      |              | 10/1/2018      |                         |            |                            |              |
| 2020 | 9/12/2019    | 7/1/2019       | 0.00%                   | 0.00%      | 2.00%                      | 2.75%        |
| 2021 |              |                | 0.00%                   | 0.00%      | *                          | 0.00%        |
| 2022 | 9/16/2021    | 7/1/2021       | 2.00%                   | 2.00%      | 2.50%                      | 2.00%        |
|      |              | 10/1/2021      |                         |            |                            |              |
| 2023 | 9/15/2022    | 7/1/2022       | 2.00%                   | 2.00%      | 2.00%                      | 0.00%        |
|      |              | 10/1/2022      |                         |            |                            |              |
| 2024 | 9/21/2023    | 7/1/2023       | 2.00%                   | 2.00%      | 2.50%                      | 0.00%        |
|      |              | 10/1/2023      |                         |            |                            |              |
| 2025 | 9/12/2024    | 7/1/2024       | 1.00%                   | 1.00%      | Civil Service Only<br>3.5% | 0.00%        |

\* Included with Carbondale.

\*\*The Board matter of 12/8/2011 stated that salary increases of 1% and 2% are expected in FY 13 and FY 14 respectively for SIUC.

\*\*\* The Board matter of 9/14/2017 proposing salary increases for both FY 17 and FY 18 of 2% was approved, giving a salary increase for the previous fiscal year.

Southern Illinois University  
Board of Trustees  
September 12, 2024

RESOURCE ALLOCATION AND MANAGEMENT  
PROGRAM (RAMP) OPERATIONS AND CAPITAL REQUESTS, FISCAL YEAR 2026

Background

This matter seeks approval for Operations and Capital RAMP requests to be submitted to IBHE. The items included in the Operating Requests are listed in Table 1. The Capital Requests are listed in Table 2.

Rationale for Adoption

The RAMP 2026 documents are required by the IBHE for Operations and Capital requests.

Resolution

BE IT RESOLVED, By the Board of Trustees of Southern Illinois University in regular meeting assembled That: the RAMP Operations and Capital Documents for Fiscal Year 2026 for Southern Illinois University, as attached, be and are hereby approved as presented to the Board this date.

BE IT FURTHER RESOLVED, That: the President shall take appropriate steps to accomplish filing of the materials approved therein with the Illinois Board of Higher Education in accordance with the policies of Southern Illinois University.

Table 1

Southern Illinois University  
Fiscal Year 2026 Operating Requests

RECOMMENDED ADJUSTMENTS

Inflationary Adjustments

|                             |     |
|-----------------------------|-----|
| General Salary Increases    | 3%  |
| Social Security/Medicare    | 3%  |
| General Price Increases     | 5%  |
| Utility Price Increases     | 21% |
| Library Materials Increases | 9%  |
| O & M of Building Increases | 5%  |

Historical Add-Ons

|                                   |           |
|-----------------------------------|-----------|
| Daily Egyptian                    | 62,800    |
| Cancer Institute                  | 1,130,600 |
| Pharmacy                          | 1,250,000 |
| National Corn to Ethanol Research | 1,000,000 |
| License Plate Scholarship         | 17,000    |
| Belleville Project                | 3,000,000 |
| Rural Health Program              | 300,000   |
| Community Engagement Program      | 266,600   |

New Program

|           |         |
|-----------|---------|
| 911 Study | 500,000 |
|-----------|---------|

Note: The Operations Request assumes no tuition increases, so the costs of adjustments are totally funded by state appropriations.

**Table 2**  
**Southern Illinois University**  
**Summary Fiscal Year 2026 Operating Requests**

| <u>Rank</u>                                                 | <u>Priority List of Regular Capital Projects</u>                              | <u>Type of Request</u>  | <u>Request Estimated Cost</u> | <u>Total Est. Cost</u> |
|-------------------------------------------------------------|-------------------------------------------------------------------------------|-------------------------|-------------------------------|------------------------|
| 1                                                           | Agricultural Teaching Greenhouse - SIUC                                       | Construction            | 7,463,868                     | 7,463,868              |
| 2                                                           | Simmons Cancer Institute Expansion/Renovations SIUC-SOM                       | Construction/Renovation | 13,259,900                    | 13,259,900             |
| 3                                                           | National Corn-to-Ethanol Research Center (NCERC) - SIUE                       | Planning/Construction   | 13,520,000                    | 13,520,000             |
| 4                                                           | Agricultural Sciences Renovation/Addition - SIUC                              | Planning                | 9,652,200                     | 140,292,400            |
| 5                                                           | Medical Education Building - SIUC-SOM                                         | Construction            | 72,569,100                    | 72,569,100             |
| 6                                                           | Vadalabene Center Entrance Renovation w/Structural Safety Improvements - SIUE | Planning/Construction   | 9,360,000                     | 9,360,000              |
| <b>Total Priorities</b>                                     |                                                                               |                         | <b>\$125,825,068</b>          | <b>\$256,465,268</b>   |
| <b>Unprioritized List of Other Regular Capital Projects</b> |                                                                               |                         |                               |                        |
|                                                             | Interdisciplinary Research Laboratory - SIUC                                  | Planning                | 3,505,900                     | 47,819,300             |
|                                                             | Life Science II Renovation - SIUC                                             | Planning                | 11,425,200                    | 165,946,300            |
|                                                             | Neuroscience Institute Ambulatory Facility & Offices SIUC-SOM                 | Construction            | 52,292,300                    | 52,292,300             |
|                                                             | Neckers Renovation & Addition - SIUC                                          | Planning                | 11,075,400                    | 160,600,600            |
|                                                             | Medical Instructional Education Facility Phase 1 - SIUC-SOM                   | Renovation              | 21,731,800                    | 21,731,800             |
|                                                             | Medical Instructional Education Facility Phase 2 - SIUC-SOM                   | Renovation              | 14,173,400                    | 14,173,400             |
|                                                             | Campus Shipping, Receiving, and Surplus Facility - SIUE                       | Planning/Construction   | 6,200,000                     | 6,200,000              |
|                                                             | Solar Renewable Energy - SIUE                                                 | Planning/Construction   | 6,760,000                     | 6,760,000              |
|                                                             | Visual Performing Arts Center - SIUE                                          | Planning                | 9,984,000                     | 77,584,000             |
|                                                             | Alton Dental Consolidation - SIUE                                             | Planning                | 16,640,000                    | 145,734,000            |
| <b>Total Other Regular Capital Projects</b>                 |                                                                               |                         | <b>\$153,788,000</b>          | <b>\$698,841,700</b>   |

**Table 2**  
**Southern Illinois University**  
**Summary Fiscal Year 2026 Operating Requests**

**Capital Renewal Projects**
**Carbondale**

|                                                                                          |                  |
|------------------------------------------------------------------------------------------|------------------|
| Plant Biology Greenhouse & Conservatory                                                  | 5,690,000        |
| Chilled Water System Renovations- Phase 1 & 2                                            | 11,035,000       |
| Life Safety Improvements - General Campus -- Phase 1 & 2                                 | 9,277,000        |
| Steam Tunnel Structural Repairs - Phase 2 & 3                                            | 6,012,000        |
| Electrical Feeder Replace/Upgrade to 12kV - Phase 2 & 3                                  | 9,419,000        |
| Roof Renovations - Phase 2                                                               | 4,287,000        |
| Demolition - General Campus - Phase 1                                                    | 4,287,000        |
| Campus Elevator Renovations - Phase 1                                                    | 1,759,000        |
| Window Repair/Replacement - General Campus - Phase 1                                     | 3,724,000        |
| Engineering Complex HVAC - Phase 1                                                       | 3,582,000        |
| Exterior Façade Repair - General Campus - Phase 1                                        | 2,599,000        |
| Fire Alarm System Replacements - Phase 2 & 3                                             | 7,027,000        |
| Campus Sewer Line Replacement - Phase 2 & 3                                              | 5,706,000        |
| Campus Water Line Replacement - Phase 2                                                  | 3,232,000        |
| Classroom/Lab Renovations - Phase I                                                      | 3,724,000        |
| Pulliam Industrial Education Electrical Upgrades                                         | 1,829,000        |
| Woody Hall Upgrades - Mechanical Electrical Plumbing                                     | 2,883,000        |
| Lawson Hall Renovations                                                                  | 7,170,000        |
| Neckers Sprinkler System                                                                 | 3,937,000        |
| Roads, Parking Lots, Overpass Repairs - Phase 1                                          | 3,582,000        |
| Upgrade obsolete fire alarm panels -SOM                                                  | 626,000          |
| Med Instruction Facility Add Fire protection to entire building - SOM                    | 2,042,500        |
| Animal Facility upgrades to humidification and HVAC controls - SOM                       | 1,844,000        |
| SCLF Replace Motor Control center IDPH, IEPA, and DLAM lab HVAC Equip - SOM              | 3,027,000        |
| Med. Instruction Facility Replace two failing chillers and cooling towers - SOM          | 5,106,300        |
| SCLF Replace two failing chillers, cooling towers, and associated piping - SOM           | 4,822,800        |
| SCLF Addition - Replace failed cooling towers - SOM                                      | 1,985,900        |
| Calhoun Complex roof replacement and Roof Top HVAC units - SOM                           | 3,274,000        |
| SCLF Replace ten failing air handling units and upgrade pneumatic controls - SOM         | 3,503,600        |
| Upgrade Campus Building Automation Systems (BAS) - SOM                                   | 913,900          |
| SCLF Addition - Replace failed and leaking DA boiler feed tank - SOM                     | 531,400          |
| SCLF Life Safety/ADA upgrades to Restrooms, lighting, labs and flooring replace - SOM    | 17,878,400       |
| Replacement of 3 emergency generators that are 20+ years old - SOM                       | 902,000          |
| Med. Instruction Facility Replace two Motor control centers that are obsolete - SOM      | 686,600          |
| Richard Moy Clinic replacement of two 300 ton Centrifugal chillers - SOM                 | 2,751,700        |
| Elevator Modernization and Life safety upgrades for 15 sites - SOM                       | 5,380,100        |
| 911 Research facility Replacement of failing Air cooled chiller - SOM                    | 411,300          |
| Med. Instruction facility Replace three low pressure steam boilers - SOM                 | 5,957,600        |
| Simmons Cancer Institute Emergency Generator and Pharmacy HVAC Upgrades - SOM            | 1,078,000        |
| Med. Instruction Facility Life Safety upgrades to restrooms and entrances - SOM          | 4,422,600        |
| SCLF Upgrades Phoenix exhaust system and Fume hoods for IDPH & IEPA labs - SOM           | 1,844,000        |
| Med. Instruction facility Upgrades to research labs that are 50 years old - SOM          | 10,330,600       |
| Life Safety upgrades to parking lots and sidewalks across campus - SOM                   | 794,400          |
| Med Instr. Facility lighting upgrades Auditoriums, Museum, Corridors, and Offices - SOM  | 629,100          |
| Med. Instruction Facility replace 50 year old windows, blinds, waterproof exterior - SOM | 4,211,200        |
| Richard Moy Clinic Tuck-pointing and waterproofing of failed building envelope - SOM     | 1,674,800        |
| SCLF Tuck-pointing, water proofing, and replacement of curtain wall - SOM                | 1,408,100        |
| 911 Research Facility replacement of failed exterior brick and EIFS - SOM                | 1,418,400        |
| 401 Walnut office building roof and HVAC units replacement - SOM                         | <u>1,407,500</u> |

**Total Carbondale**
**\$191,624,800**

**Table 2**  
**Southern Illinois University**  
**Summary Fiscal Year 2026 Operating Requests**

**Edwardsville**

|                                                                                                               |                      |
|---------------------------------------------------------------------------------------------------------------|----------------------|
| Alumni Hall-Seismic/HVAC/Energy/Space and ADA Upgrades                                                        | \$45,541,000         |
| Morris University Center-Seismic/HVAC/Energy/ADA Upgrades                                                     | 99,300,000           |
| Rendleman Hall-Seismic/HVAC/Energy/ADA Upgrades                                                               | 36,541,000           |
| NCERC Roof & HVAC Replacement                                                                                 | 2,080,000            |
| Repair/Resurface Roadways                                                                                     | 9,568,000            |
| Boiler Replacement Failing/Older than 20 Years Phase 1 & 2                                                    | 9,147,000            |
| Elevator Repairs Campus Wide: Compliance/Maintenance/Replacement                                              | 15,080,000           |
| Chilled Water Distribution System Repairs                                                                     | 4,368,000            |
| Fire Sprinkler System Upgrade/Compliance Dunham Hall                                                          | 3,234,000            |
| Emergency Operation Center                                                                                    | 2,500,000            |
| Chiller Capacity Increase: Plant & Multiple Buildings                                                         | 17,529,000           |
| Air Handler/HVAC Dunham Hall                                                                                  | 736,000              |
| Replace Roof Metcalf Theater                                                                                  | 181,000              |
| Water Line Corrosion Replacement/Upgrade Phase 1 & 2                                                          | 11,002,000           |
| Replace Sidewalks; Edwardsville Campus                                                                        | 3,618,000            |
| Lovejoy Library Tuck-pointing/Soffit                                                                          | 883,000              |
| Install Dry Sprinkler System Museum Storage Building                                                          | 1,809,000            |
| Lovejoy Library North Entrance Plaza Water Infiltration and Guardrails                                        | 281,000              |
| Rendleman Tunnel Water Infiltration                                                                           | 1,054,000            |
| Replace Exterior Light Poles/Lighting-Core Campus                                                             | 3,588,000            |
| 195 UP-Mitigate Mold, Replace Exterior Façade, Dental Implant Clinic                                          | 1,232,000            |
| Replace Sidewalks; Alton Campus                                                                               | 1,206,000            |
| Supporting Services Shop HVAC/Energy/ADA/ Code Upgrades, Storage and Overhead Door Replacements               | 2,750,000            |
| Grounds Mgmt. - Invasive Species/Plant Management/Erosion Control/Prairie Restoration/Campus Core Restoration | 3,000,000            |
| Repaint/Recarpet Older than 20 Years: Edwardsville Campus Phase 1 & 2                                         | 8,767,000            |
| Repaint/Recarpet Older than 20 Years: Alton Campus Phase 1 & 2                                                | 3,223,000            |
| Repaint/Recarpet Older than 20 Years: East St. Louis Campus Phase 1 & 2                                       | 1,027,000            |
| <b>Total Edwardsville</b>                                                                                     | <b>\$289,245,000</b> |

**Total Capital Renewal Projects** **\$480,869,800**

**Grand Total Capital Requests for FY 2026** **\$760,482,868**

Southern Illinois University  
Board of Trustees  
September 12, 2024

CHANGES IN FACULTY-ADMINISTRATIVE PAYROLL –  
OFFICE OF THE PRESIDENT AND UNIVERSITY-WIDE SERVICES

The following changes in faculty-administrative payroll are submitted to the Board of Trustees for ratification in accordance with the Board Policy on Personnel Approval (2 Policies of the Board B). Additional detailed information is available from the Office of the President. Where appropriate, salary is reported on a monthly basis and on either an academic year (AY) or fiscal year (FY) basis.

- A. Initial Appointments of Faculty to Tenured and Tenure Track and Initial Appointments and Promotions of Professional Staff (If the person previously had a University appointment, it is so noted. Otherwise, the person is a new University employee.)

|    | <u>Name</u>   | <u>Rank/Title</u>                                                                        | <u>Department</u> | <u>Effective Date</u> | <u>Salary</u>                                                                            |
|----|---------------|------------------------------------------------------------------------------------------|-------------------|-----------------------|------------------------------------------------------------------------------------------|
| 1. | Iltner, Peggy | Director of Risk Management<br>(Previously:<br>Assistant<br>Director of Risk Management) | Risk Management   | 08/01/2024            | \$9,583.33/ mo<br>\$114,999.96/ FY<br>(Previously:<br>\$6,890.00/ mo<br>\$82,680.00/ FY) |

- B. Leaves of Absence With Pay - None to Report

- C. Awards of Tenure - None to Report

- D. Awards of Promotion - None to Report

- E. Title Change- None to Report

Southern Illinois University  
Board of Trustees  
September 12, 2024

APPROVAL OF PURCHASE:  
LIMESTONE,  
CARBONDALE CAMPUS, SIUC

Summary

This matter seeks to enter into a purchase order for the acquisition of limestone for the SIUC Power Plant facility on the Carbondale campus. The contract for this service is based on the maximum value of \$2,500,000 or for the contract term ending June 30, 2029, whichever expires first.

Rationale for Adoption

To meet the future needs of the SIUC Power Plant, the University wishes to establish a professional relationship with the selected vendor to provide quality limestone. A five-year contract will provide the University with the opportunity to establish a consistent price for a daily-use commodity.

In accordance with the Illinois Procurement Code and the SIU Board of Trustees Policies, an Information for Bid (IFB) was issued for purchase of limestone to be used at the SIUC Power Plant facility. The award recommendation is based on the lowest bidder meeting specifications. Funds for this purchase are available from the Utilities Purchased Services account.

This matter is recommended for adoption by the Chancellor and the Vice Chancellor for Administration and Finance, SIUC.

Considerations Against Adoption

University officers are aware of none.

Resolution

BE IT RESOLVED, By the Board of Trustees of Southern Illinois University in regular meeting assembled, That:

(1) The purchase order for the acquisition of limestone for the SIUC Power Plant facility on the Carbondale campus is hereby awarded to Mississippi Lime, St. Genevieve, MO in the amount of \$2,500,000 or for the contract term ending June 30, 2029, whichever expires first.

(2) The Board of Trustees hereby authorizes the purchase of goods and services associated with this award.

(3) Funding for this purchase will come from the Utilities Purchased Services Account.

(4) The President of Southern Illinois University be and is hereby authorized to take whatever action may be required in the execution of this resolution in accordance with established policies and procedures.

Southern Illinois University  
Board of Trustees  
September 12, 2024

APPROVAL OF PURCHASE:  
LIMESTONE HAULING SERVICES,  
CARBONDALE CAMPUS, SIUC

Summary

This matter seeks to enter into a contract for the acquisition of limestone hauling services for the SIUC Power Plant facility on the Carbondale campus. The contract for this service is based on the maximum value of \$1,500,000 or for the contract term ending June 30, 2029, whichever expires first.

Rationale for Adoption

To meet the future limestone needs of the SIUC Power Plant, the University wishes to establish a professional relationship with the selected vendor to provide quality limestone hauling services. A five-year contract will provide the University with the opportunity to establish a consistent price for a daily-use commodity.

In accordance with the Illinois Procurement Code and the SIU Board of Trustees Policies, an Information for Bid (IFB) was issued for limestone hauling services for the SIUC Power Plant facility. The award recommendation is based on the lowest bidder meeting specifications. Funds for this contract are available from the Utilities Purchased Services Account.

This matter is recommended for adoption by the Chancellor and the Vice Chancellor for Administration and Finance, SIUC.

Considerations Against Adoption

University officers are aware of none.

Resolution

BE IT RESOLVED, By the Board of Trustees of Southern Illinois University in regular meeting assembled, That:

(1) The contract for the acquisition of limestone hauling services for the SIUC Power Plant facility on the Carbondale campus is hereby awarded to Rollet Brothers Logistics, Inc. located in Perryville, MO in the amount of \$1,500,000 or for the contract term ending June 30, 2029, whichever expires first.

(2) The Board of Trustees hereby authorizes the purchase of goods and services associated with this award.

(3) Funding for this service will come from the Utilities Purchased Services account.

(4) The President of Southern Illinois University be and is hereby authorized to take whatever action may be required in the execution of this resolution in accordance with established policies and procedures.

Southern Illinois University  
Board of Trustees  
September 12, 2024

APPROVAL OF PURCHASE:  
TARGETED RECRUITMENT, OUTREACH, AND RETENTION OF  
ACCELERATED ONLINE PROGRAMS AND STUDENTS (COLLEGE  
OF BUSINESS ANALYTICS AND HEALTH AND HUMAN SCIENCES)  
SOUTHERN ILLINOIS UNIVERSITY, CARBONDALE

Summary

This matter seeks approval to purchase professional services to expand online recruitment of programs in the College of Business and the College of Health and Human Sciences.

The contract will be effective for a seven-year period from August 19, 2024, and ending May 30, 2031. The cost of the contract will be determined by the number of students enrolled in the program as part of this revenue-share contract. The contract will be funded from 50% of the tuition and fees derived from the enrollment of the newly recruited students.

Rationale for Adoption

This matter would approve a contract with Academic Partners, LLC now Rise Point, LLC to grow online master's programs in the College of Business and Analytics (MBA, MS Business Analytics, MS Public Administration, MS Accounting) and the College of Health and Human Sciences (MS Public Health). The partnership will also assist by optimizing course scheduling to enhance student retention and provide student support from inquiry to graduation.

The goal of the seven-year services contract is to grow all the programs, which currently have enrollments of fewer than 100 students, by at least 1,000 students over the life of the contract.

The estimated cost for the service contract over the seven-year period is \$5,000,000 and will be funded from 50% of the tuition and fees derived from the enrollment of new students. Since this is a revenue-share contract, the University would also receive the same percentage of revenue as new money. As all payment to Rise Point will be generated from revenues generated by the contract, the contract is exempt from the procurement code.

The actual amount paid to the vendor will be based on the number of students enrolled in the program. In no case will any existing University resources be used to fund this contract. All payments to Rise Point, LLC will be derived from a portion

of the new revenues generated by students enrolling in the program. Rise Point, LLC would get no payment for current students nor any future on-ground students in the programs.

Rise Point, LLC has worked with SIU personnel, faculty, and staff to develop, refine, and implement the managed programs over the past year so that they might be seamlessly integrated into SIU's offerings, at no cost to SIU. This contract is intended to improve SIU's online enrollment and maintain a competitive edge in future years.

#### Constituency Involvement

Numerous meetings were held prior to making the decision to partner with Rise Point, LLC. Also, all faculty, staff, and leadership were invited to participate in one or more in-person discussions about the partnership possibility on March 8, 2024. Notes, questions, and insights from constituency groups were considered.

#### Considerations Against Adoption

This OPM partnership approach generates less money for SIU if it is assumed that the students would come to SIU anyway. Rise Point, LLC is fronting all the money for advertising and recruitment, which will mitigate the effects of the forgone revenue. In sum, they only get paid when they deliver students. SIU could invest a significant sum into marketing and online recruiting in national markets and not share in any of the revenues. However, that would require a high level of expertise, funding, and a great deal of risk.

#### Resolution

BE IT RESOLVED, By the Board of Trustees of Southern Illinois University in regular meeting assembled, That:

(1) The professional services contract for targeted recruitment and outreach for online MBA students is hereby awarded to Rise Point, LLC.

(2) The contract will be funded by revenue derived from the enrollment of recruited students.

(3) The President of Southern Illinois University be and is hereby authorized to take all action required in the execution of this resolution in accordance with established policies and procedures.

Southern Illinois University  
Board of Trustees  
September 12, 2024

APPROVAL OF PURCHASE: OBSTETRICS AND GYNECOLOGY TEACHING CLINIC  
BUILDING LEASE, SCHOOL OF MEDICINE, SIUC

Summary

This matter seeks approval for the purchasing contract for approximately 8,076 square feet of leased space.

Rationale for Adoption

5 Policies of the Board C.3b requires approval of all purchasing contracts involving the commitment of \$1,000,000 or more.

The School of Medicine is seeking to enter into a lease agreement with HSHS St. John's Hospital for space located at 421 North 9th St., Q Building 2<sup>nd</sup> Floor, Springfield, Illinois, for the Department of Obstetrics and Gynecology. The landlord will provide 8,076 square feet of space to accommodate the School of Medicine's program.

The lease has a ten (10) year term beginning October 1, 2024, with a total cost of \$2,165,099, which includes the base lease payment, estimated O&M costs and a 3% annual escalator.

This matter is recommended for adoption by the Chancellor, SIUC, and the Dean and Provost of the School of Medicine.

Resolution

BE IT RESOLVED, By the Board of Trustees of Southern Illinois University in regular meeting assembled, That:

(1) The purchase of leased space be and is hereby awarded to HSHS St. John's Hospital, Springfield, Illinois, for a ten-year term to begin October 1, 2024.

(2) The Board of Trustees hereby authorizes the purchase of the goods and services associated with this award.

(3) The purchase will be funded by School of Medicine non-appropriated funds.

(4) The President of Southern Illinois University be and is hereby authorized to take whatever action may be required in the execution of this resolution in accordance with established policies and procedures.

Southern Illinois University  
Board of Trustees  
September 12, 2024

APPROVAL TO ACQUIRE REAL ESTATE:  
301 WEST MASON AND 619 WEST HAY STREET  
SPRINGFIELD SCHOOL OF MEDICINE, SIUC

Summary

This matter seeks approval to acquire real estate located at 301 West Mason, and 619 West Hay Street, Springfield, Illinois, for the School of Medicine.

Rationale for Adoption

6 Policies of the Board A requires the Board of Trustees approval of the acquisition of real property.

The School of Medicine wishes to acquire these properties for the future expansion of the Springfield campus. These properties consist of vacant residential structures with close adjacencies to existing University property and are attractive for future development of the campus. The University plans to demolish the existing structures. The purchase price of 301 West Mason Street is \$80,000 and the purchase price for 619 West Hay Street is \$10,000 plus approximately \$57,670 for associated demolition and closing costs. This price is consistent with recent property sales in the area.

Funding for this project will come from non-appropriated funds available to the School of Medicine.

This matter is recommended for adoption by the Chancellor, SIUC, and the Dean and Provost of the School of Medicine.

Resolution

BE IT RESOLVED, By the Board of Trustees of Southern Illinois University in regular meeting assembled, That:

(1) The request to purchase the property at 301 West Mason and 619 West Hay Street, Springfield, Illinois, be and is hereby approved at a total cost of \$90,000 plus associated demolition and closing costs.

(2) Funding for these purchases shall be from non-appropriated funds.

(3) The President of Southern Illinois University be and is hereby authorized to take whatever action may be required in the execution of this resolution in accordance with established policies and procedures.

Southern Illinois University  
Board of Trustees  
September 12, 2024

APPROVAL TO ACQUIRE REAL ESTATE:  
WEST MILLER, NORTH WALNUT AND HERNDON STREET  
SPRINGFIELD SCHOOL OF MEDICINE, SIUC

Summary

This matter seeks approval to acquire real estate located at 533, 537, 543, 547, 549 West Miller Street, 700, 708, 712 North Walnut Street, and 624, 626 Herndon Street, Springfield, Illinois, for the School of Medicine.

Rationale for Adoption

6 Policies of the Board A requires the Board of Trustees approval of the acquisition of real property.

The School of Medicine wishes to acquire this property for the future expansion of the Springfield campus. These properties total approximately 2.7 acres and consist of a vacant commercial structure, ancillary buildings, residential structures, parking lots, and vacant land with close adjacency to existing University property and are attractive for future development of the campus. University plans to demolish the existing structures to prepare the land for future development. The purchase price of these properties is \$1,650,000 plus \$580,000 for demolition, and associated closing costs. This price is consistent with the appraisal obtained by the University.

Funding for this project will come from non-appropriated funds available to the School of Medicine.

This matter is recommended for adoption by the Chancellor, SIUC, and the Dean and Provost of the School of Medicine.

Resolution

BE IT RESOLVED, By the Board of Trustees of Southern Illinois University in regular meeting assembled, That:

(1) The request to purchase the property at 533, 537, 543, 547, 549 West Miller Street, 700, 708, 712 North Walnut Street, and 624, 626 Herndon Street, Springfield, Illinois, be and is hereby approved at a total cost of \$1,650,000 plus associated closing and demolition costs.

(2) Funding for these purchases shall be from non-appropriated funds.

(3) The President of Southern Illinois University be and is hereby authorized to take whatever action may be required in the execution of this resolution in accordance with established policies and procedures.

Southern Illinois University  
Board of Trustees  
September 12, 2024

PROJECT APPROVAL AND NOTICE OF AWARD OF CONTRACTS BY CAPITAL  
DEVELOPMENT BOARD:  
MEDICAL INSTRUCTIONAL FACILITY HVAC SYSTEMS,  
SCHOOL OF MEDICINE, SIUC

Summary

This matter seeks project approval and award of contracts by Capital Development Board for the Medical Instructional Facility HVAC systems.

Rationale for Adoption

6 Policies of the Board B.ii.c requires the Board of Trustees approval for all projects in the jurisdiction of the Board accomplished by another governmental agency and notice of subsequent bidding process and award of contracts.

The Medical Instructional Facility is the University's primary facility for medical education, biomedical research, and administrative offices in Springfield. The building was constructed in 1971. The mechanical systems are original to the construction with limited repair and replacement since the building opened. Replacement of major components are necessary for the comfort and safety of educational activities, laboratories, and occupants.

The total cost of this project is estimated at \$7,506,420 and is funded by the Capital Development Board.

The Capital Development Board has completed the bidding process. The successful prime contractor for this project is Henson Robinson Company, Springfield Illinois.

The Chancellor, SIUC and the Dean and Provost of the School of Medicine recommended this matter to the President.

Resolution

BE IT RESOLVED, By the Board of Trustees of Southern Illinois University in regular meeting assembled, That:

(1) Project approval of the Medical Instructional Facility HVAC Systems Upgrade, School of Medicine, SIUC, be and is hereby approved, and;

(2) Funding for this project will come from Capital Development Board funds, and;

(3) The President of Southern Illinois University be and is hereby authorized to take whatever action may be required in the execution of this resolution in accordance with established policies and procedures.

Southern Illinois University  
Board of Trustees  
September 12, 2024

PROJECT AND BUDGET APPROVAL AND AWARD OF CONTRACT:  
ILLINOIS DEPARTMENT OF PUBLIC HEALTH, LABORATORY AND OFFICE  
RENOVATIONS,  
SCHOOL OF MEDICINE, SIUC

Summary

This matter seeks project and budget approval and award of contract for the Illinois Department of Public Health, Laboratory and Office renovations.

Rationale for Adoption

6 Policies of the Board requires the Board of Trustees approval for all projects for fixed improvements of \$1,000,000 or more.

The Illinois Department of Public Health occupies 14,142 gross square feet in the Springfield Combined Laboratory Facility. This facility was built by the State of Illinois in 1988 as a laboratory space for the University, Illinois Department of Public Health, Illinois State Police, and Illinois Environmental Protection Agency. The University owns and operates the facility and is reimbursed for operating and maintenance costs through intergovernmental agreements with those State agencies.

The project consists of renovation of laboratory, administrative office, and support services spaces. The project includes demolition and reconfiguration of walls, finishes, doors, furnishing, casework, equipment, plumbing, fire protection, mechanical, and electrical work.

The cost of this project is estimated at \$14,000,000 and will be funded by Illinois Department of Public Health through an Intergovernmental Transfer agreement with the University.

The award for construction, architectural and engineering fees associated with this project is made pursuant to the existing IPHEC award #1708 Job Order Contracting. Job Order Contracting uses pre-approved and pre-qualified contractors to perform renovation, repair, and minor construction projects when delivery times and the type and quantity of work are well defined enabling the timely delivery and low overhead costs of construction procurement and execution. Costs are based on standard pricing and specifications using a published unit price book.

The Chancellor, SIUC and the Dean and Provost of the School of Medicine recommended this matter to the President.

Resolution

BE IT RESOLVED, By the Board of Trustees of Southern Illinois University in regular meeting assembled, That:

(1) Project and budget approval of the Illinois Department of Public Health laboratory and office renovations, School of Medicine, SIUC, at an estimated cost of \$14,000,000 be and is hereby approved,

(2) The contract for construction work including general construction, electrical, HVAC, plumbing, and design be and is hereby awarded to CORE Construction, Peoria, Illinois, in the amount of \$12,663,300,

(3) The Board of Trustees hereby authorizes the purchase of goods and services required to complete this project,

(4) The President of Southern Illinois University be and is hereby authorized to take whatever action may be required in the execution of this resolution in accordance with established policies and procedures.

Southern Illinois University  
Board of Trustees  
September 12, 2024

PROJECT AND BUDGET APPROVAL: NATIONAL CORN-TO-ETHANOL RESEARCH  
CENTER – AIR HANDLING UNIT REPLACEMENT, SIUE

Summary

This matter seeks project and budget approval to replace the rooftop air handling unit with one new Rooftop Unit (RTU) and one Make-Up Air Unit (MAU) at the National Corn-to-Ethanol Research Center (NCERC) at Southern Illinois University Edwardsville campus.

Rationale for Adoption

Campus RTUs require updates and modifications regularly to maintain the value of the property and uninterrupted utilization of the labs and offices. The existing NCERC RTU is beyond its service life requiring frequent maintenance to maintain partial effectiveness. The laboratory spaces at NCERC are served by independent exhaust fans and are designed to remain at a negative pressure balance. The labs currently do not maintain a negative pressure balance. The pressure would be restored by the new MAU system. The project also includes adjusting the natural gas and electrical services to accommodate the new configuration and roof patching as necessary to maintain roofing warranty. Additional work includes structural modifications to the roof structure for smaller RTU and new MAU units.

Other items that will address the buildings deficiencies include:

1. Replacing the existing variable air volume (VAV) and constant air volume (CAV) terminal units with new units based on the two mechanical unit system. The existing air terminal units need replacement as they are at the end of their service life and the new air terminal units will be configured to match the new RTU and MAU system.

2. A building automation system (BAS) will be provided to monitor the RTU, MAU, and air terminal units. This system will allow for control of the equipment and independent equipment operations for the administrative and laboratory spaces.

Due to the long lead times associated with purchasing HVAC equipment, the University proactively developed construction documents for the work. The project will be bid as a single bid package to be constructed in the summer of 2025.

SIUE used on-call engineering firms to help determine the scope of work by completing a mechanical study of the existing HVAC system and the development of construction documents for mechanical upgrades. The firms were selected using the Qualifications Based Selection (QBS) process. The estimated construction cost includes

design and construction. The work will be awarded through the competitive bid process in accordance with the Illinois Procurement Code and the Board of Trustees policies. The Chancellor and the Interim Vice Chancellor for Administration, SIUE, have recommended this matter to the President.

#### Considerations Against Adoption

Work included in this project will cause a temporary inconvenience to the building ventilation. Work will be scheduled during the summer months to lessen the inconvenience to campus constituents.

#### Resolution

BE IT RESOLVED, By the Board of Trustees of Southern Illinois University in regular meeting assembled, That:

1) The capital project to replace the rooftop air handling unit with a new Rooftop Unit (RTU), one Make-Up Air Unit (MAU), replace existing variable air volume (VAV) and constant air volume (CAV) terminal units, and new building automation system (BAS) to monitor the RTU, MAU, and terminal units at the National Corn-to-Ethanol Research Center (NCERC) at Southern Illinois University Edwardsville campus, at an estimated cost of \$1,002,206 be and is hereby approved.

2) The Board of Trustees hereby authorizes the purchase of goods and services associated with this award.

3) The project will be jointly funded by NCERC grant funds and the SIUE Facilities Management Facility Fee.

4) The President of Southern Illinois University be and is hereby authorized to take whatever action may be required in the execution of this resolution in accordance with established policies and procedures.

Trustee Simmons moved approval of the ratification of Changes in Faculty-Administrative Payroll – SIUC and SIUE, Schedule of Meetings of the Board of Trustees for 2025; Proposed Revisions to the Board of Trustees Policy on Internal Audit [Amendments to 5 Policies of the Board E]; Proposed Revisions to the Audit Committee Charter; Approval of Fiscal Year 2025 Operating Budget; Salary Increase Plan for Fiscal Year 2025, SIU; Resource Allocation and Management Program (RAMP) Operations and Capital Requests, Fiscal Year 2026; Changes in Faculty-Administrative Payroll – Office of the President and University-Wide Services; Approval of Purchase: Limestone, Carbondale Campus, SIUC; Approval of Purchase: Limestone Hauling Services, Carbondale Campus, SIUC; Approval of Purchase: Targeted Recruitment, Outreach, and Retention of Accelerated Online Programs and Students (College of Business Analytics and Health and Human Sciences) Southern Illinois University, Carbondale; Approval of Purchase: Obstetrics and Gynecology Teaching Clinic Building Lease, School of Medicine, SIUC; Approval to Acquire Real Estate: 301 West Mason and 619 West Hay Street, Springfield School of Medicine, SIUC; Approval to Acquire Real Estate: West Miller, North Walnut and Herndon Street Springfield School of Medicine, SIUC; Project Approval and Notice of Award of Contracts by Capital Development Board: Medical Instructional Facility HVAC Systems, School of Medicine, SIUC; Project and Budget Approval and Award of Contract: Illinois Department of Public Health, Laboratory and Office Renovations, School of Medicine, SIUC; and Project and Budget Approval: National Corn-to-Ethanol Research Center – Air Handling Unit Replacement, SIUE. The motion was duly seconded by Trustee Tedrick. The motion carried by the following recorded vote: aye, Ms. Hannah Connolly, Mr. Ed Curtis,

Ms. Kaia Ford, Hon. J. Phil Gilbert, Dr. Ed Hightower, Ms. Sara M. Salger, Dr. Subhash Sharma, Mr. John Simmons and Mr. Roger Tedrick; nay, none.

The following item was presented:

REPORT OF PURCHASE ORDERS AND CONTRACTS.  
JUNE AND JULY, 2024, SIUC

In accordance with 3 Bylaws 1 and 5 Policies of the Board C, a summary report of purchase orders and contracts awarded during the months of June and July 2024, SIUC, was mailed to the members of the Board in advance of this meeting, a copy was placed on file in the Office of the Board of Trustees, and the report is hereby submitted for information and entry upon the minutes of the Board with respect to the actions of the Executive Committee.

Trustee Simmons moved approval of the item. The motion was duly seconded by Trustee Sharma. The motion carried by the following recorded vote: aye, Ms. Hannah Connolly, Ms. Kaia Ford, Hon. J. Phil Gilbert, Dr. Ed Hightower, Ms. Sara M. Salger, Dr. Subhash Sharma, Mr. John Simmons; nay, none. Mr. Ed Curtis and Mr. Roger Tedrick abstained from voting.

The following item was presented:

REPORT OF PURCHASE ORDERS AND CONTRACTS.  
JUNE AND JULY, 2024, SIUE

In accordance with 3 Bylaws 1 and 5 Policies of the Board C, a summary report of purchase orders and contracts awarded during the months of June and July 2024, SIUE, was mailed to the members of the Board in advance of this meeting, a copy was placed on file in the Office of the Board of Trustees, and the report is hereby submitted for information and entry upon the minutes of the Board with respect to the actions of the Executive Committee.

Trustee Simmons moved approval of the item. The motion was duly seconded by Trustee Sharma. The motion carried by the following recorded vote: aye, Ms. Hannah Connolly, Mr. Ed Curtis, Ms. Kaia Ford, Hon. J. Phil Gilbert, Dr. Ed Hightower, Ms.

Sara M. Salger, Dr. Subhash Sharma, Mr. John Simmons; nay, none. Mr. Roger Tedrick abstained from voting.

The following item were presented:

Southern Illinois University  
Board of Trustees  
September 12, 2024

APPROVAL TO ACQUIRE REAL ESTATE:  
720 AND 725 NORTH BOND STREET  
SPRINGFIELD SCHOOL OF MEDICINE, SIUC

Summary

This matter seeks approval to acquire real estate located at 720 and 725 North Bond Street, Springfield, Illinois, for the School of Medicine.

Rationale for Adoption

6 Policies of the Board A requires the Board of Trustees approval of the acquisition of real property.

The School of Medicine wishes to acquire this property for teaching clinics and academic offices for the Department of Otolaryngology Head and Neck Surgery. The property consists of approximately 2.3 acres including a 20,667 square foot office building, adjacent parking lots, and a staff parking lot across the street. A site plan showing adjacencies to existing University properties is attached for reference. University currently leases this property from Memorial Health with an average annual lease payment of \$552,506 plus operating costs. The purchase of this property will result in cost savings to the University after fifteen years. The purchase price of these properties is \$8,112,995 plus approximately \$30,000 for associated closing costs. This price is consistent with the appraisal obtained by the University.

Funding for this project will come from non-appropriated funds available to the School of Medicine.

This matter is recommended for adoption by the Chancellor, SIUC, and the Dean and Provost of the School of Medicine.

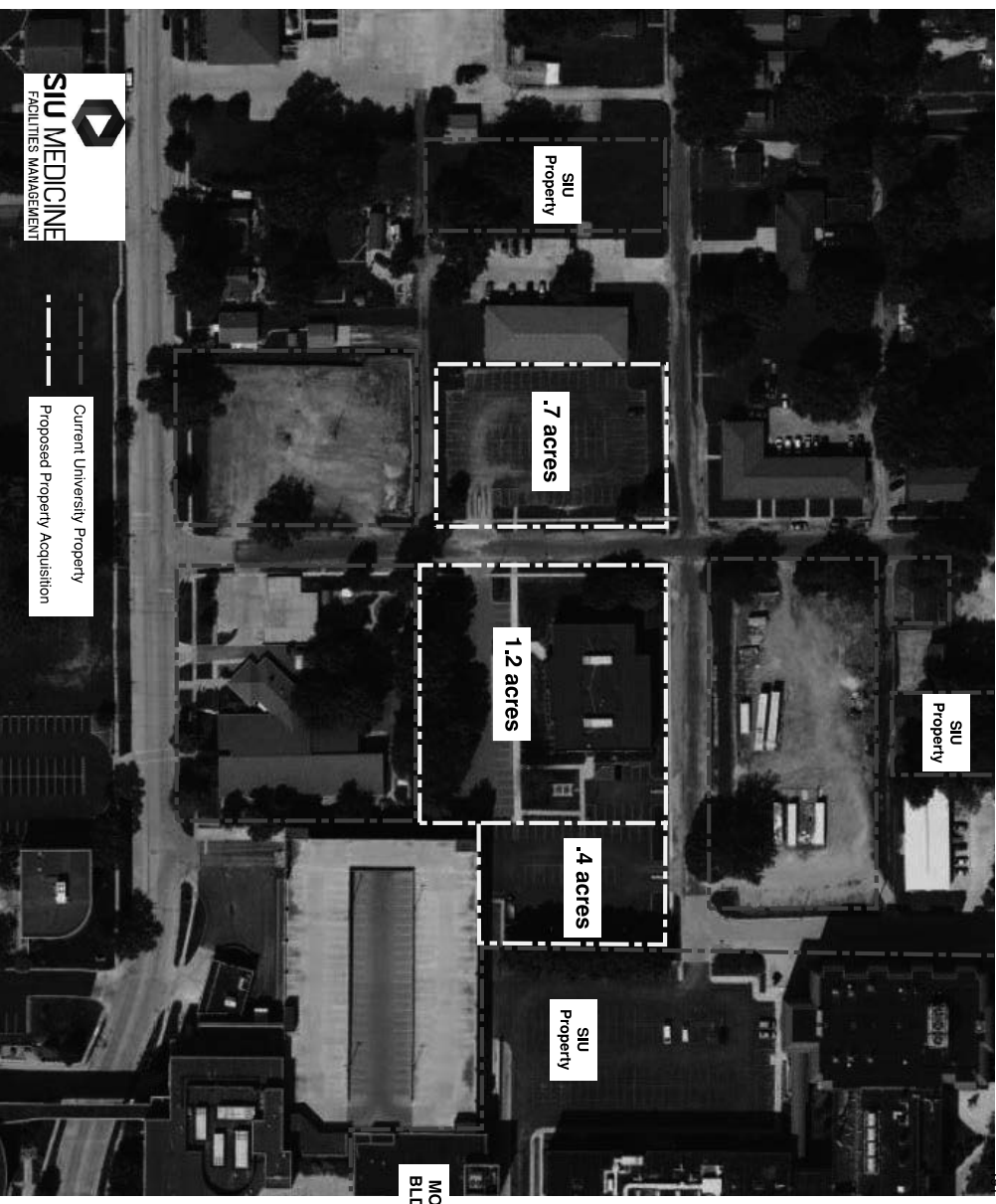
Resolution

BE IT RESOLVED, By the Board of Trustees of Southern Illinois University in regular meeting assembled, That:

(1) The request to purchase the property at 720 and 725 North Bond Street, Springfield, Illinois, be and is hereby approved at a total cost of \$8,112,995 plus associated closing costs.

(2) Funding for these purchases shall be from non-appropriated funds.

(3) The President of Southern Illinois University be and is hereby authorized to take whatever action may be required in the execution of this resolution in accordance with established policies and procedures.



Current University Property  
Proposed Property Acquisition

MOY  
BLDG

Trustee Sharma moved approval of the Approval to Acquire Real Estate: 720 and 725 North Bond Street Springfield School of Medicine, SIUC. The motion was duly seconded by Trustee Simmons. The motion carried by the following recorded vote: aye, Ms. Hannah Connolly, Ms. Kaia Ford, Hon. J. Phil Gilbert, Dr. Ed Hightower, Ms. Sara M. Salger, Dr. Subhash Sharma, Mr. John Simmons and Mr. Roger Tedrick; nay, none. Mr. Ed Curtis abstained from voting.

Chair Gilbert announced that the next Board of Trustees meeting is planned for December 5, 2024, at the Southern Illinois University Carbondale.

Trustee Simmons made a motion to adjourn the meeting. Trustee Tedrick seconded the motion. The motion carried by the following recorded vote: aye, Ms. Hannah Connolly, Mr. Ed Curtis, Ms. Kaia Ford, Hon. J. Phil Gilbert, Dr. Ed Hightower, Ms. Sara M. Salger, Dr. Subhash Sharma, Mr. John Simmons, and Mr. Roger Tedrick; nay, none.

The meeting adjourned at 12:00 p.m.

A handwritten signature in cursive script, reading "Paula Keith", written in black ink.

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Paula S. Keith, Executive Secretary

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MINUTES OF THE SPECIAL MEETING OF THE BOARD OF TRUSTEES  
SOUTHERN ILLINOIS UNIVERSITY  
DECEMBER 4, 2024

Pursuant to notice, a special meeting of the Board of Trustees of Southern Illinois University convened at 3:00 p.m., Wednesday, December 4, 2024, in the Large Dining Room, Stone Center, SIU Carbondale, Carbondale, Illinois. The meeting was called to order by Chair J. Phil Gilbert. The following members of the Board were physically present:

Hon. J. Phil Gilbert, Chair  
Dr. Subhash Sharma, Secretary  
Ms. Hanah Connolly  
Mr. Ed Curtis  
Ms. Sara M. Salger – via videoconference

The following members of the Board were absent:

Dr. Ed Hightower, Vice Chair  
Mr. John Simmons  
Mr. Roger Tedrick

Also present for the meeting were Dr. Dan Mahony, President; Mr. Luke Crater, General Counsel; and Ms. Paula Keith, Executive Secretary of the Board. Dr. Austin Lane, Chancellor, SIU Carbondale; Dr. James Minor, Chancellor, SIU Edwardsville; Dr. Jerry Kruse, Dean and Provost SIU School of Medicine; Dr. Duane Stucky, Senior Vice President for Financial and Administrative Affairs and Board Treasurer; and Dr. Gireesh Gupchup, Vice President for Academic Innovation, Planning and Partnerships also attended the meeting.

The Executive Secretary reported, and Chair Gilbert determined that a quorum was not physically present.

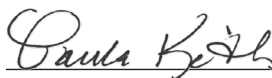
Chair Gilbert said the Board was unable to take any action; however, the Board would still hear from the presenters as set forth on the agenda. They were informational reports only and no action was taken.

Chair Gilbert explained the procedures for the public comment and question portion of the Board's agenda. There were no speakers signed up to speak.

Chair Gilbert turned the floor over to SIU School of Medicine Dean Jerry Kruse to introduce the presentation by the SIUC MEDPREP Program. The presentation was delivered by Dr. Randy Burnside, Director of MEDPREP; and students Nicholas Weems, Christian Stanford, and Tayla Gaines.

Chair Gilbert called on Dr. Stucky to provide an update on the review process of Board legislation. Dr. Stucky explained that Paula Keith, Luke Crater, Kevin Bame and himself had continued the review of Board legislation. He said the group is currently focused on the personnel sections in policy, and he shared draft copies of the review. The group hopes to bring updated language change to the Board for its consideration at the February 2025 meeting.

At approximately 4:05 p.m., Chair Gilbert declared the meeting was adjourned.

A handwritten signature in cursive script, reading "Paula Keith", written in black ink.

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Paula S. Keith, Executive Secretary

MINUTES OF THE REGULAR MEETING OF THE BOARD OF TRUSTEES  
SOUTHERN ILLINOIS UNIVERSITY  
December 5, 2024

The regular meeting of the Board of Trustees of Southern Illinois University convened on Thursday, December 5, 2024, at approximately 10:30 a.m. in Ballroom B, Student Center, SIU Carbondale, Carbondale, Illinois. The meeting was called to order by Chair Gilbert. The following members of the Board were present:

Hon. J. Phil Gilbert, Chair  
Dr. Subhash Sharma, Secretary  
Ms. Hannah Connolly  
Mr. Ed Curtis  
Ms. Sara M. Salger  
Mr. Roger Tedrick

The following members of the Board were absent:

Dr. Ed Hightower, Vice Chair  
Mr. John Simmons

Executive Officers present were:

Dr. Dan Mahony, President, SIU  
Dr. Austin A. Lane, Chancellor, SIU Carbondale  
Dr. James T. Minor, Chancellor, SIU Edwardsville – via videoconference  
Dr. Jerry Kruse, Provost and Dean, SIU School of Medicine  
Mr. Luke Crater, General Counsel  
Dr. Sheila Caldwell, Vice President for Antiracism, Diversity, Equity and Inclusion and Chief Diversity Officer  
Dr. Gireesh Gupchup, Vice President for Academic Innovation, Planning, and Partnerships  
Dr. Duane Stucky, Senior Vice President for Financial and Administrative Affairs and Board Treasurer  
Ms. Paula Keith, Executive Secretary of the Board of Trustees and Assistant to the President.

NOTE: Copies of all background documents furnished to the Board in connection with the following matters have been placed on file in the Office of the Board of Trustees.

Paula Keith reported and Chair Gilbert determined that a quorum was physically present.

Trustee Salger moved that the minutes of the meetings held September 11 and 12, 2024, the minutes of the Executive Session held September 11, 2024, and the release of Executive Session Excerpts of April through July 2024 all be approved. Trustee Tedrick seconded the motion, and the minutes were approved by the following recorded vote: aye, Ms. Hannah Connolly, Mr. Ed Curtis, Hon. J. Phil Gilbert, Ms. Sara M. Salger, Dr. Subhash Sharma, and Mr. Roger Tedrick; nay, none.

There were no Trustee Reports.

Under Committee Reports, the Chair reported that the Executive Committee had not met between Board meetings.

Chair Gilbert explained the procedures for the public comment and question portion of the Board's agenda.

Father Joseph Brown addressed the Board regarding his support of Board Agenda Item M, Recommendation for Honorary Degree, Mr. Reginald E. Petty.

Dr. Jerry Kruse, Dean and Provost, SIU School of Medicine, provided his report for the School of Medicine. Dr. Kruse highlighted the SIU School of Medicine Centers for Family Medicine Federally Qualified Health Center (FQHC). Specifically, he discussed the FQHC 2024 Performance Report as related to sustainability, growth and equity.

Dr. Austin A. Lane, Chancellor, SIU Carbondale, provided his report for the Carbondale campus. Chancellor Lane's report highlighted enrollment efforts for the Carbondale campus. He mentioned the Saluki Step Ahead partnerships, collaboration efforts with John A. Logan College and many other engagements with the community and

high schools. Chancellor Lane also discussed the campus retirement and service recognition ceremony that was held on December 3, 2024, and his regular meetings with the university constituency councils. He shared a video of the John and Nancy Jackson Lobby naming ceremony at the Paul Simon Public Policy Institute. Chancellor Lane said SIU Carbondale received the 2024 Higher Education Excellence in Diversity (HEED) award and that the Military Times gave SIU Carbondale high marks for serving veterans and active-duty personnel. He closed by congratulating the fall 2024 graduates.

Dr. James T. Minor, Chancellor, SIU Edwardsville, provided his report for the Edwardsville campus. Chancellor Minor opened by sharing a video of SIUE's homecoming and family weekend events. Next, he discussed the Congress to Campus event that was hosted by SIUE. He also talked about connecting SIUE to local communities by sharing about the School of Dental Medicine's Give Kids a Smile Day and the opening of a new bike trail connecting campus to the Madison County bike trail network. Additionally, he shared a video of the Health Sciences topping out ceremony and provided an update on the progress. He discussed the Wedge Innovation Center in Alton, Illinois, and its partnership with SIUE. He closed by sharing the NCAA reported that SIUE is number one in Illinois among public universities for graduation success rate.

Dr. Dan Mahony, President, Southern Illinois University, provided his report for the SIU System. President Mahony introduced Dr. Sheila Caldwell to provide an update on system-wide activities related to anti-racism, diversity, equity and inclusion (ADEI). Dr. Caldwell discussed the Illinois Higher Education Equity Symposium and shared a welcome video from Governor JB Pritzker that was played at the Symposium. Dr. Caldwell also

discussed SIU awarded grants to assist with ADEI efforts as well as system-wide collaborative initiatives.

President Mahony updated the Board on the Illinois Commission on Equitable Public University Funding. He provided the Board with an overview of the proposed funding model and the pros and cons of the formula for the SIU System as it is currently presented. On the funding side of the current model he discussed the model's equitable student share method as opposed to a net tuition revenue model. He also talked about the impact of the funding model as currently written on graduate programs. He closed by saying he will continue to work closely with the Commission on the funding formula.

Chair Gilbert explained the procedure for the Board's omnibus motion. The listing of items proposed for the omnibus motion were as follows:

Southern Illinois University  
Board of Trustees  
Dec 5, 2024

CHANGES IN FACULTY-ADMINISTRATIVE PAYROLL – SIUC

The following changes in faculty-administrative payroll are submitted to the Board of Trustees for ratification in accordance with the Board Policy on Personnel Approval (2 Policies of the Board B). Additional detailed information is available from the Office of the Chancellor. Where appropriate, salary is reported on a monthly basis and on either an academic year (AY) or fiscal year (FY) basis.

- A. Initial Appointments of Faculty to Tenured and Tenure Track and Initial Appointments and Promotions of Professional Staff (If the person previously had a University appointment, it is so noted. Otherwise, the person is a new University employee.)

|    | <u>Name</u>              | <u>Rank/Title</u>                                                                                            | <u>Department</u>                         | <u>Effective Date</u> | <u>Salary</u>                                                                       |
|----|--------------------------|--------------------------------------------------------------------------------------------------------------|-------------------------------------------|-----------------------|-------------------------------------------------------------------------------------|
| 1. | Arrowood, Brandon R      | Academic Advisor I                                                                                           | College of Health and Human Sciences-SIUC | 10/10/2024            | \$3,084.00 /MO<br>\$37,008.00 /FY                                                   |
| 2. | Bennett, Taylor Marie    | Associate Director of Recruitment & Retention Communications (Previously Assistant Director, Communications) | University Communication s and Marketing  | 09/01/2024            | \$5,500.00 /MO<br>\$66,000.00 /FY<br>(Previously \$4,725.00 /MO<br>\$56,700.00 /FY) |
| 3. | Bernardes Graceli, Jones | Assistant Professor                                                                                          | School of Agricultural Sciences           | 08/16/2024            | \$8,445.00 /MO<br>\$76,005.00 /AY                                                   |
| 4. | Bhattacharya, Ruhika     | Researcher I                                                                                                 | Fisheries & IL Aquaculture Center         | 09/23/2024            | \$3,305.00 /MO<br>\$39,660.00 /FY                                                   |
| 5. | Brenner Johnson, Hannah  | Dean 100%/<br>Professor 0%                                                                                   | Simmons School of Law                     | 07/01/2024            | \$20,833.00 /MO<br>\$250,000.00 /FY                                                 |
| 6. | Castillo, Ken T          | Assistant Athletic Trainer                                                                                   | Intercollegiate Athletics                 | 08/19/2024            | \$3,750.00 /MO<br>\$45,000.00 /FY                                                   |

|     |                                     |                                                                                                                 |                                                     |            |                                                                                                                                        |
|-----|-------------------------------------|-----------------------------------------------------------------------------------------------------------------|-----------------------------------------------------|------------|----------------------------------------------------------------------------------------------------------------------------------------|
| 7.  | Dierks, Susan D                     | Interim Executive Director                                                                                      | Headstart Agency                                    | 09/25/2024 | \$6,000.00 /MO<br>\$72,000.00 /FY                                                                                                      |
| 8.  | Embaby, Mohamed Galal Eldeen Moawad | Post-Doctoral Fellow                                                                                            | School of Agricultural Sciences                     | 08/31/2024 | \$3,591.00 /MO<br>\$43,092.00 /FY                                                                                                      |
| 9.  | Farr, Eric P                        | Assistant Professor                                                                                             | School of Architecture                              | 08/16/2024 | \$8,000.00 /MO<br>\$72,000.00 /AY                                                                                                      |
| 10. | Gillespie, Jacqueline C             | Director, UCOWR 49% /Assistant Scientist 51% (Previously Interim Director, UCOWR 50% / Assistant Scientist 50%) | College of Agricultural, Life and Physical Sciences | 10/21/2024 | \$6,105 /MO<br>\$35,897.40 /FY & \$5151/ MO<br>\$31,524.12<br>(Previously \$5,873 /MO<br>\$35,238/FY & \$5,151 /MO<br>\$30,906.00 /FY) |
| 11. | Groves-Scott, Victoria              | Dean 100%/ Professor 0%                                                                                         | School of Education                                 | 03/15/2024 | \$17,708.00/MO<br>\$212,500.00/FY                                                                                                      |
| 12. | Hampel, Joseph M                    | Assistant Coach                                                                                                 | Intercollegiate Athletics                           | 08/12/2024 | \$3,334.00 /MO<br>\$40,008.00 /FY                                                                                                      |
| 13. | Huges, Mary K                       | Assistant Professor (Previously Assistant Professor of Practice)                                                | School of Theater & Dance                           | 08/16/2024 | \$6,800.00 /MO<br>\$61,200.00 /AY<br>(Previously \$5,056 /MO<br>\$45,504 /AY)                                                          |
| 14. | Irwin, James K                      | Assistant Professor (Previously Lecturer)                                                                       | School of Architecture                              | 08/16/2024 | \$8,000.00 /MO<br>\$72,000.00 /AY<br>(Previously \$6,967 /MO<br>\$62,703 /AY)                                                          |
| 15. | Jia, Xinle                          | Assistant Professor                                                                                             | School of Journalism and Advertising                | 08/16/2024 | \$6,850.00 /MO<br>\$61,650.00 /AY                                                                                                      |
| 16. | Jiang, Xiaopeng                     | Assistant Professor                                                                                             | School of Computing                                 | 08/16/2024 | \$10,000.00 /MO<br>\$90,000.00 /AY                                                                                                     |
| 17. | Kelly, Kristan                      | Senior Associate AD for Compliance, Student Services, & NIL                                                     | Intercollegiate Athletics                           | 10/16/2024 | \$7,500.00 /MO<br>\$90,000.00 /FY                                                                                                      |

|     |                        |                                            |                                                       |            |                                                                             |
|-----|------------------------|--------------------------------------------|-------------------------------------------------------|------------|-----------------------------------------------------------------------------|
| 18. | Kirk, Maeve E          | Coordinator for Recruitment and Retention  | School of Education                                   | 08/15/2024 | \$3,968.00 /MO<br>\$47,616.00 /FY                                           |
| 19. | Lang, Amy C            | Assistant Professor                        | School of Psychological and Behavioral Sciences       | 08/16/2024 | \$8,500.00 /MO<br>\$76,500.00 /AY                                           |
| 20. | Marshall, DeShawn L Jr | Assistant Coach                            | Intercollegiate Athletics                             | 09/16/2024 | \$4,334.00 /MO<br>\$52,008.00 /FY                                           |
| 21. | Miraly, Hadis          | Post-Doctoral Fellow                       | Fisheries & IL Aquaculture Center                     | 09/09/2024 | \$3,667.00 /MO<br>\$44,004.00 /FY                                           |
| 22. | Nies, Gregory O        | Assistant Professor                        | Simmons Law School                                    | 08/16/2024 | \$10,000.00 /MO<br>\$90,000.00 /AY                                          |
| 23. | Poirier, Kaitlyn A     | Assistant Professor                        | Simmons Law School                                    | 08/16/2024 | \$10,000.00 /MO<br>\$90,000.00 /AY                                          |
| 24. | Popit, Jocelyn A       | Senior Director of Development             | SIU Foundation Carbondale                             | 08/16/2024 | \$10,000.00 /MO<br>\$120,000.00 /FY                                         |
| 25. | Ramos, Angelina        | Assistant Coach                            | Intercollegiate Athletics                             | 09/16/2024 | \$4,167.00 /MO<br>\$50,004.00 /FY                                           |
| 26. | Sherkat, Darren E      | Interim Director (Previously Professor)    | School of Anthropology, Political Science & Sociology | 08/16/2024 | \$14,326 /MO<br>\$171,912 /FY<br>(Previously \$13,023 /MO<br>\$117,207 /AY) |
| 27. | Thomas, Hannah         | Researcher I                               | Fisheries & IL Aquaculture Center                     | 10/17/2024 | \$3,305.00 /MO<br>\$39,660.00 /FY                                           |
| 28. | Thomas, Madesyn K      | Researcher I                               | School of Psychological and Behavioral Sciences       | 09/09/2024 | \$3,334.00 /MO<br>\$40,008.00 /FY                                           |
| 29. | Weinfurther, Rory E    | Coach                                      | Intercollegiate Athletics                             | 08/16/2024 | \$4,500.00 /MO<br>\$54,000.00 /FY                                           |
| 30. | Wester, Candle M.      | Law Library Director / Associate Professor | Simmons Law School                                    | 08/16/2024 | \$10,833.00 /MO<br>\$129,996.00 /FY                                         |

|     |                     |                                               |                                |            |                                                                        |
|-----|---------------------|-----------------------------------------------|--------------------------------|------------|------------------------------------------------------------------------|
| 31. | Yendamuri, Anurag S | Researcher I                                  | STEM Education Research Center | 10/01/2024 | \$4,223.00 /MO<br>\$50,676.00 /FY                                      |
| 32. | Youpa, Andrew       | Interim Associate Dean (Previously Professor) | School of Education            | 8/16/2024  | \$10,100 /MO<br>\$121,200/FY<br>(Previously \$9,344/MO<br>\$84,096/FY) |

B. Grant of Leave With Pay:

C. Grant of Academic Tenure:

|    | <u>Name</u>             | <u>Title on Effective Date of Tenure</u> | <u>Department/School</u> | <u>Effective Date</u> |
|----|-------------------------|------------------------------------------|--------------------------|-----------------------|
| 1. | Brenner Johnson, Hannah | Professor                                | Simmons School of Law    | 07/01/2025            |
| 2. | Groves-Scott, Victoria  | Professor                                | School of Education      | 03/15/2025            |

D. Promotions of Tenured and Tenure Track Faculty:

### CHANGES IN FACULTY-ADMINISTRATIVE PAYROLL – SIU SCHOOL OF MEDICINE

The following changes in faculty-administrative payroll at the School of Medicine/Springfield campus are submitted to the Board of Trustees for ratification in accordance with the Board Policy on Personnel Approval (2 Policies of the Board B). Additional detailed information is on file in the Office of the Dean and Provost. Where appropriate, salary is reported on a monthly basis and on either an academic year (AY) or fiscal year (FY) basis.

- A. Initial Appointments of Faculty to Tenured and Tenure Track and Initial Appointments and Promotions of Professional Staff (If the person previously had a University appointment, it is so noted. Otherwise, the person is a new University employee.)

|   | <u>Name</u>          | <u>Rank/Title</u>                                                             | <u>Department</u>             | <u>Effective Date</u> | <u>Salary</u>                                                                    |
|---|----------------------|-------------------------------------------------------------------------------|-------------------------------|-----------------------|----------------------------------------------------------------------------------|
| 1 | Ballard, Christopher | Associate Director of Public Safety and Emergency Management                  | Facilities Management         | 10/07/2024            | \$ 9,583.33/MO<br>\$114,999.96/FY                                                |
| 2 | Bsat, Shadi          | Assistant Professor                                                           | Surgery-SMS                   | 08/04/2025            | \$35,416.66/MO<br>\$424,999.92/FY                                                |
| 3 | Cantrall, Jessica    | Senior Research Project Coordinator (previously Research Project Coordinator) | Population Science and Policy | 07/01/2024            | \$5,166.66/MO<br>\$61,999.92/FY<br>(previously \$4,520.47/MO and \$54,245.64/FY) |
| 4 | Gentry, Jorden       | Physician Assistant-Certified                                                 | SIU Express Care/FQHC         | 07/29/2024            | \$ 9,541.67/MO<br>\$114,500.04/FY                                                |
| 5 | Ghanbari, Najmeh     | Researcher III                                                                | Pharmacology-SMS              | 08/26/2024            | \$4,032.16 MO<br>\$48,385.92/FY<br>(Previously \$17.60/Hour \$34,452.00/YR)      |
| 6 | Hensley, Lisa        | Senior Research Project Coordinator (previously Research Project Coordinator) | Internal Medicine             | 10/01/2024            | \$4,383.33/MO<br>\$52,599.96/FY<br>(previously \$3,804.32/MO and \$45,651.84/FY) |
| 7 | Knuuti, Kimberly     | Certified Nurse Practitioner                                                  | FQHC/SIU Express Care         | 09/23/2024            | \$10,963.00/MO<br>\$131,556.00/FY                                                |

|    |                           |                                                                                |                                                       |            |                                  |
|----|---------------------------|--------------------------------------------------------------------------------|-------------------------------------------------------|------------|----------------------------------|
| 8  | Kuehl, Daphne             | Instructor of Family & Community Medicine (previously Certified Nurse Midwife) | Family and Community Medicine/Spring field            | 10/01/2024 | \$8,930.31/MO - \$107,163.72/FY  |
| 9  | Mattada, Sathyan Kizhakke | Assistant Professor                                                            | Medical Microbiology, Immunology and Cell Biology-SMS | 12/02/2024 | \$ 8,750.00 MO \$105,000.00/FY   |
| 10 | Schneiderbauer, Michaela  | Associate Professor                                                            | Surgery-SMS                                           | 01/25/2025 | \$54,166.67 MO \$650,000.04/FY   |
| 11 | Taylor, Jessica           | Instructor of Family & Community Medicine (previously Certified Nurse Midwife) | Family and Community Medicine/Spring field            | 10/01/2024 | \$10,250.00/MO - \$123,000.00/FY |

B. Leave of Absence with Pay:

C. Grant of Academic Tenure and Promotion:

D. Promotions of Tenured and Tenure Track Faculty:

E. Promotions of Non-Tenure Track Faculty:

Southern Illinois University  
Board of Trustees  
December 5, 2024

### CHANGES IN FACULTY-ADMINISTRATIVE PAYROLL – SIUE

The following changes in faculty-administrative payroll are submitted to the Board of Trustees for ratification in accordance with the Board Policy on Personnel Approval (2 Policies of the Board B). Additional detailed information is on file in the Office of the Chancellor. Where appropriate, salary is reported on a monthly basis and on either an academic year (AY) or fiscal year (FY) basis.

**A. Initial Appointments of Faculty to Tenure and Tenure Track and Initial Appointments and Promotions of Professional Staff** (If the person previously had a University appointment, it is so noted. Otherwise, the person is a new University employee.)

|    | <u>Name</u>        | <u>Rank/Title</u>   | <u>Department</u>                      | <u>Effective Date</u> | <u>Salary</u>                                 |
|----|--------------------|---------------------|----------------------------------------|-----------------------|-----------------------------------------------|
| 1. | Cherry, Tyann D.   | Assistant Director  | Online Services & Educational Outreach | 08/05/2024            | \$7,000.00/mo<br>\$84,000.00/FY               |
| 2  | Clark, Terry       | Academic Advisor I  | College of Arts & Sciences             | 11/01/2024            | \$3,541.66/mo<br>\$42,499.92/FY               |
| 3. | Fuller, Jimmy D.   | Academic Advisor II | Enrollment Management                  | 10/09/2024            | \$3,791.66/mo<br>\$45,499.92/FY               |
| 4. | Glasper, Tisha     | Academic Advisor I  | John Martinson Honors Program          | 09/01/2024            | \$3,541.66/mo<br>\$42,499.92/FY               |
| 5. | Hossain, Mousam    | Assistant Professor | Electrical & Computer Engineering      | 08/16/2024            | \$9,120.00/mo<br>\$82,080.00/AY               |
| 6. | Jarvis, Abigail E. | Faculty Associate   | Charter High School                    | 08/01/2024            | \$5,210.00/mo<br>\$52,100.00/AY<br>(10 mo AY) |
| 7. | Johnson, Danielle  | Coordinator         | Admissions                             | 10/07/2024            | \$3,333.34/mo<br>\$40,000.08/FY               |

|     |                              |                           |                                        |            |                                                                                        |
|-----|------------------------------|---------------------------|----------------------------------------|------------|----------------------------------------------------------------------------------------|
| 8.  | Kim, Minseok                 | Assistant Professor       | Management & Marketing                 | 08/16/2024 | \$14,222.24/mo<br>\$128,000.16/AY                                                      |
| 9.  | Konitzer, Riley              | Academic Advisor II       | Pharmacy                               | 10/16/2024 | \$3,791.68/mo<br>\$45,500.16/FY                                                        |
| 10. | Lilek, Lisa M.               | Staff Counselor I         | Counseling Services                    | 08/01/2024 | \$4,000.00/mo<br>\$48,000.00/FY                                                        |
| 11. | McMahon, Brooklyn J.         | Coordinator               | Admissions                             | 09/16/2024 | \$4,583.34/mo<br>\$55,000.08/FY                                                        |
| 12. | Myrogiannis Koukos, Nikolaos | Assistant Professor       | Music                                  | 08/16/2024 | \$6,444.46/mo<br>\$58,000.14/AY                                                        |
| 13. | Na, Kijoung                  | Academic Advisor II       | Online Services & Educational Outreach | 09/03/2024 | \$3,791.66/mo<br>\$45,499.92/FY                                                        |
| 14. | Sakib, Ashiq A.              | Assistant Professor       | Electrical & Computer Engineering      | 08/16/2024 | \$9,334.00/mo<br>\$84,006.00/AY                                                        |
| 15. | Wagner, Lindy                | Assistant Vice Chancellor | The HUB                                | 07/29/2024 | \$9,166.68/mo<br>\$110,000.16/FY<br>(previously<br>\$8,504.00/mo<br>\$102,048.00/FY)   |
| 16. | Wheeler, Deborah A.          | Coordinator               | Admissions                             | 10/16/2024 | \$3,333.34/mo<br>\$40,000.00/FY                                                        |
| 17. | Williams, Artez B.           | Coordinator               | Admissions                             | 10/16/2024 | \$3,333.34/mo<br>\$40,000.08/FY                                                        |
| 18. | Williams, Trisha C           | Assistant Director        | Early Childhood Center                 | 08/01/2024 | \$5,000.00/mo<br>\$60,000.00/FY                                                        |
| 19. | Wright, Jenell               | Director                  | VC University Advancement              | 07/24/2024 | \$12,500.00/mo<br>\$150,000.00/FY<br>(previously<br>\$10,102.48/mo<br>\$121,229.76/FY) |
| 20. | Yu, Gwangjae                 | Assistant Professor       | Management & Marketing                 | 08/16/2024 | \$14,222.24/mo<br>\$128,000.16/AY                                                      |
| 21. | Zhang, Siqi                  | Assistant Professor       | Industrial Engineering                 | 08/16/2024 | \$9,000.00/mo<br>\$81,000.00/AY                                                        |
| 22. | Ziebka, John M.              | Assistant Director        | Human Resources                        | 08/05/2024 | \$8,350.00/mo<br>\$100,200.00/FY                                                       |

B. Leaves of Absence With Pay –

None to Report

C. Awards of Tenure-

None to Report

D. Awards of Promotion-

None to Report

Southern Illinois University  
Board of Trustees  
December 5, 2024

## RECOMMENDATION FOR DISTINGUISHED SERVICE AWARD, SIUC

### Summary

The Chancellor requests Board of Trustees approval to bestow the Distinguished Service Award on Ed Benyas at the SIU Carbondale commencement in May 2025, or some commencement thereafter.

### Rationale for Adoption

Edward M. Benyas, Professor Emeritus of Oboe and Conducting at Southern Illinois University Carbondale, has made a lasting impact through his extensive contributions to the music scene locally and internationally. As the founder and Artistic Director of the Southern Illinois Music Festival, he established a unique, two-week summer event that has brought classical music, opera, ballet, and jazz to culturally underserved communities across Southern Illinois. This festival, running for over 20 years, draws celebrated artists and engages students, amateur musicians, and professional performers alike, enhancing the region's cultural vibrancy. Benyas' leadership helped the festival achieve recognition in *Symphony* magazine and the *Chicago Tribune*, further securing grants from the National Endowment for the Arts to support its mission.

Beyond his role at SIU, Benyas has an impressive career as a conductor and oboist. He has directed orchestras worldwide, including performances with the New Chicago Chamber Orchestra, which he led on numerous Midwest tours. His conducted repertoire spans nearly 400 works, including world premieres and full opera productions. His effective conducting style and ability to unify musicians of varying skill levels have made him a well-respected figure in the field. Esteemed colleagues, like David Kim of the Philadelphia Orchestra, laud Benyas for his straightforward, inspiring leadership and commitment to musical excellence. His dedication also extends to outreach, having created performances that serve as recruitment tools for SIU's music program and mentorship opportunities for young musicians.

A passionate advocate for music education and community engagement, Benyas' work has transformed Southern Illinois into a hub for the arts, leaving a profound legacy that continues to enrich the university and beyond.

### Constituency Involvement

Ed Benyas's nomination was reviewed by SIU Carbondale's Committee for Honorary Degrees and Distinguished Service Awards.

Resolution

BE IT RESOLVED, By the Board of Trustees of Southern Illinois University in regular meeting assembled, That: the Distinguished Service Award be presented to Ed Benyas at the May 2025 commencement, or some commencement thereafter, of Southern Illinois University Carbondale.

Southern Illinois University  
Board of Trustees  
December 5, 2024

## RECOMMENDATION FOR DISTINGUISHED SERVICE AWARD, SIUC

### Summary

The Chancellor requests Board of Trustees approval to bestow the Distinguished Service Award on Dr. Michael Crow at the SIU Carbondale commencement in May 2025, or some commencement thereafter.

### Rationale for Adoption

Dr. Michael M. Crow, President of Arizona State University (ASU), is a distinguished leader in higher education with deep ties to Southern Illinois University (SIU). From 1978 to 1982, Dr. Crow served as Assistant Director for Program Planning at SIU's Coal Research Center and earned his Master of Public Administration from SIU in 1980. He also edited "High Sulfur Coal Exports: An International Analysis," published by SIU Press in 1983.

Since assuming the presidency of ASU in 2002, Dr. Crow has transformed the institution into a model of the "New American University," emphasizing inclusivity, research excellence, and societal impact. Under his leadership, ASU has been recognized as the nation's "Most Innovative School" by U.S. News & World Report for nine consecutive years (2016-2024). The university's enrollment has grown to 181,000 students, and it achieved membership in the Association of American Universities (AAU) in 2023.

Dr. Crow's initiatives include the University Innovation Alliance, promoting access and retention; the PLuS Alliance, an international partnership with King's College London and the University of New South Wales; and the Starbucks College Achievement Plan, expanding educational opportunities for working students. ASU's research expenditures have increased from \$123 million in 2002 to \$677 million in 2021, making it the fastest-growing research university in the nation among those with research enterprises exceeding \$100 million.

Beyond his university leadership, Dr. Crow has advised U.S. government agencies, served as Chairman of the Board for In-Q-Tel, and been elected a fellow of the American Association for the Advancement of Science, the National Academy of Public Administration, and the American Academy of Arts and Sciences. His publications, including "Designing the New American University" and "The Fifth Wave: The Evolution of American Higher Education," advocate for innovative models in higher education.

Dr. Crow's visionary leadership and commitment to public value exemplify the ideals of the SIU Distinguished Service Award.

Constituency Involvement

Dr. Michael Crow's nomination was reviewed by SIU Carbondale's Committee for Honorary Degrees and Distinguished Service Awards.

Resolution

BE IT RESOLVED, By the Board of Trustees of Southern Illinois University in regular meeting assembled, That: the Distinguished Service Award be presented to Dr. Michael Crow at the May 2025 commencement, or some commencement thereafter, of Southern Illinois University Carbondale.

Southern Illinois University  
Board of Trustees  
December 5, 2024

## RECOMMENDATION FOR DISTINGUISHED SERVICE AWARD, SIUC

### Summary

The Chancellor requests Board of Trustees approval to bestow the Distinguished Service Award on Dr. Thomas Davis at the SIU Carbondale commencement in May 2025, or some commencement thereafter.

### Rationale for Adoption

Dr. Thomas W. Davis is an esteemed orthopedic surgeon and healthcare visionary, renowned for pioneering accessible orthopedic care across Southern Illinois. A native of Anna, Illinois, Dr. Davis graduated from Anna-Jonesboro High School in 1965 and attended Southern Illinois University Carbondale (SIUC). Accepted to Tulane Medical School after only three years, he earned his medical degree in 1972, initially practicing family medicine and general surgery in his hometown.

Identifying a regional gap in orthopedic care, Dr. Davis returned to Tulane, completing his orthopedic surgery residency in 1980. He became a "traveling" orthopedic surgeon, servicing multiple hospitals in Southern Illinois before establishing Southern Orthopedic Associates in Carbondale in 1984. This clinic introduced advanced services, including total joint and shoulder reconstruction, and foot and ankle surgeries, to local communities. His commitment to advancing care was recognized when he was admitted as a Fellow of the American Academy of Orthopedic Surgeons in 1985.

In 2000, Dr. Davis co-founded the Orthopedic Institute of Southern Illinois, an innovative center providing comprehensive services from diagnostics to same-day surgery, rehabilitation, and urgent care. This institute not only brought high-quality orthopedic care to Southern Illinois but also created clinical training opportunities for SIU students.

As a mentor, Dr. Davis inspired a new generation of medical professionals, many of whom have remained in Southern Illinois to serve the community. Retiring in 2011, his legacy endures in the countless patients he helped and the sustainable medical infrastructure he built. Dr. Davis's work continues to shape healthcare in Southern Illinois, making him a distinguished nominee for a Distinguished Service Award.

### Constituency Involvement

Dr. Thomas Davis's nomination was reviewed by SIU Carbondale's Committee for Honorary Degrees and Distinguished Service Awards.

Resolution

BE IT RESOLVED, By the Board of Trustees of Southern Illinois University in regular meeting assembled, That: the Distinguished Service Award be presented to Dr. Thomas Davis at the May 2025 commencement, or some commencement thereafter, of Southern Illinois University Carbondale.

Southern Illinois University  
Board of Trustees  
December 5, 2024

## RECOMMENDATION FOR HONORARY DEGREE, SIUC

### Summary

The Chancellor requests Board of Trustees approval to bestow the Honorary Degree, Doctor of Humane Letters, on Reginald Petty, at the SIU Carbondale commencement in May 2025, or some commencement thereafter.

### Rationale for Adoption

Reginald E. Petty is a distinguished advocate for social justice and international development, whose career has spanned decades and crossed continents. A proud alumnus of Southern Illinois University Carbondale (SIUC), Mr. Petty earned a Bachelor of Science in Sociology in 1956 and a Master's in Secondary Education in 1963. At SIUC, he forged a lifelong friendship with civil rights icon Dick Gregory and soon joined the ranks of social justice activists, working with the Student Nonviolent Coordinating Committee (SNCC) in the 1960s. His dedication to the Civil Rights Movement led him to participate in pivotal voter registration drives across the southern United States, where he was arrested over 30 times, exemplifying his unyielding commitment to equality.

In 1966, Mr. Petty joined the Peace Corps at the invitation of Sargent Shriver and became one of the first African American Country Directors, serving in regions such as Burkina Faso, Kenya, and the Seychelles. His work fostered sustainable development and cultural exchange across multiple African nations. An avid art enthusiast, he curated an impressive collection of African art, with pieces displayed in exhibitions at the Sharp Museum in 2002 and 2020.

Upon returning to East St. Louis, Illinois, Mr. Petty remained a community pillar, advocating for education and preserving African American heritage. His 2017 publication, *Legendary East St. Louisans: An African American Series*, celebrates notable figures from his hometown, such as Miles Davis and Jackie Joyner-Kersey. Recently, he led a community effort to save thousands of books from an abandoned library, underscoring his lifelong dedication to literacy and culture.

Reginald Petty's remarkable journey, marked by his leadership and unflagging advocacy, embodies the mission and values of Southern Illinois University and has left an indelible mark on both local and global communities.

### Constituency Involvement

Mr. Petty's nomination was reviewed by SIU Carbondale's Committee for Honorary Degrees and Distinguished Service Awards.

Resolution

BE IT RESOLVED, By the Board of Trustees of Southern Illinois University in regular meeting assembled, That: the Honorary Degree, Doctor of Humane Letters, be presented to Reginald Petty at the May 2025 commencement, or some commencement thereafter, of Southern Illinois University Carbondale.

Southern Illinois University  
Board of Trustees  
December 5, 2024

## RECOMMENDATION FOR HONORARY DEGREE, SIUC

### Summary

The Chancellor requests Board of Trustees approval to bestow the Honorary Degree, Doctor of International Health, on Dr. Senait Fisseha, at the SIU Carbondale commencement in May 2025, or some commencement thereafter.

### Rationale for Adoption

Dr. Senait Fisseha, MD, JD, is a pioneering advocate and leader in global women's health, with a remarkable career dedicated to improving healthcare systems and mentoring emerging leaders in underserved regions. Currently serving as Vice President of Global Programs at the Susan Thompson Buffett Foundation, Dr. Fisseha oversees international grant-making initiatives focused on health equity, reproductive rights, and gender equality worldwide.

Dr. Fisseha's career trajectory reflects a lifelong commitment to advancing medical education and healthcare delivery. After earning her medical and law degrees, she trained in obstetrics and gynecology, later specializing in reproductive endocrinology and infertility at the University of Michigan. Her work led to her becoming the Chief of the Division of Reproductive Endocrinology and Infertility and founding the Center for International Reproductive Health Training, which has impacted maternal health services across sub-Saharan Africa and Southeast Asia.

Beyond her professional achievements, Dr. Fisseha has significantly contributed to healthcare systems in Ethiopia, including securing a \$25 million grant to improve medical training at St. Paul's Hospital in Addis Ababa. She played a strategic role in supporting the first African candidate elected as Director-General of the World Health Organization, further amplifying her commitment to global health advocacy.

Dr. Fisseha's legacy extends through her mentorship, where she supports the professional growth of young, under-resourced leaders, ensuring that they too can impact global health positively. Recognized by numerous awards, including honors from the Ethiopian Ministry of Health and other international institutions, Dr. Fisseha is celebrated for her dedication, compassion, and transformative impact on healthcare globally.

### Constituency Involvement

Dr. Senait Fisseha's nomination was reviewed by SIU Carbondale's Committee for Honorary Degrees and Distinguished Service Awards.

Resolution

BE IT RESOLVED, By the Board of Trustees of Southern Illinois University in regular meeting assembled, That: the Honorary Degree, Doctor of International Health, presented to Dr. Senait Fisseha at the May 2025 commencement, or some commencement thereafter, of Southern Illinois University Carbondale.

Southern Illinois University  
Board of Trustees  
December 5, 2024

## RECOMMENDATION FOR DISTINGUISHED SERVICE AWARD, SIUE

### Summary

Upon recommendation from the Chancellor, and with concurrence from the President, this matter requests the Board of Trustees approval to award a Distinguished Service Award to Mr. Bruce Holland at the May 2025 SIUE commencement ceremony.

### Rationale for Adoption

A native of Illinois, Bruce Holland has been a leader in the construction industry for 40 years. In 1986, Holland founded Holland Construction Services (HCS) in Swansea, IL with the vision of applying top-quality, intensive, hands-on management to a full-service construction firm. Under Holland's leadership, HCS became a pioneer in the Midwest for executing the Construction Management delivery method. By focusing on integrity, trust, and long-lasting relationships, Holland has led HCS to become one of the most respected and sought-after contractors and employers in Southern Illinois and St. Louis. Currently, at least one-third of HCS employees are graduates of SIUE, including Holland's two Principal Partners, Mike Marchal '94 and Doug Weber '98.

Holland has been a fierce advocate for the advancement of SIUE and the economic development of the Metro East Region. In 2021, Holland played an integral role in the Southern Illinois Construction Advancement Program Board vote to make a gift of \$500,000 that would endow the first SIUE professorship for the Construction Management Department at SIUE. As the CEO of Holland Construction, Holland ensures that the company remains consistently engaged with the School of Engineering. Holland's philanthropic contributions to SIUE exceed \$130,000.

Holland holds a distinguished record of service to SIUE and the SIU System, including membership as the current Board President of the SIU System Initiatives Board, and past memberships on the SIUE University Park Board of Directors, SIUE School of Business Construction Leadership Institute Advisory Board, and the SIUE Foundation Board of Directors. Holland has received numerous accolades for his service to the Metro East, including the 2023 Presidential Service Award from the Leadership Council of Southwestern Illinois and the 2017 Entrepreneur of the Year Award from Ernst & Young Central Midwest.

### Considerations Against Adoption

University officials are aware of none.

### Constituency Involvement

SIUE's Committee for Honorary Degrees and Distinguished Service Awards and the Chancellor of Southern Illinois University Edwardsville recommend this matter to the President.

### Resolution

BE IT RESOLVED, By the Board of Trustees of Southern Illinois University in regular meeting assembled, that the Distinguished Service Award be presented to Mr. Bruce Holland during the May 2025 commencement exercises of Southern Illinois University Edwardsville, or some commencement thereafter.

Southern Illinois University  
Board of Trustees  
December 5, 2024

## RECOMMENDATION FOR HONORARY DEGREE AWARD, SIUE

### Summary

Upon recommendation from the Chancellor, and with concurrence from the President, this matter requests the Board of Trustees approval to award an Honorary Doctor of Humane Letters degree to Mr. David L. Steward, Sr. at a May 2025 SIUE commencement ceremony.

### Rationale for Adoption

An Illinois native, David L. Steward is an entrepreneur, civic leader, philanthropist, and industry trailblazer renowned globally for his approach to business and inclusive, values-driven leadership. His philanthropic and community development endeavors focus on creating positive change for others – particularly for underserved communities.

After graduating from college, Mr. Steward worked in sales for Missouri Pacific Railroad, Union Pacific, and FedEx before co-founding World Wide Technology (WWT) in 1990. He has built this company from a small government contractor of nine employees into a global technology solutions provider with more than \$20 billion in annual revenue and over 10,000+ employees globally. WWT as a systems integrator provides supply-chain technology to 45 percent of Fortune 500 companies.

As an individual, Mr. Steward is one of SIUE's top 100 donors of all time and is a member of the Chancellor's Circle donor society. As the Chairman of WWT, he is the 15<sup>th</sup> largest employer of SIUE graduates.

### Considerations Against Adoption

University officials are aware of none.

### Constituency Involvement

SIUE's Committee for Honorary Degrees and Distinguished Service Awards and the Chancellor of Southern Illinois University Edwardsville recommended this matter to the President.

### Resolution

BE IT RESOLVED, By the Board of Trustees of Southern Illinois University in regular meeting assembled, that the Honorary Degree, Doctor of Humane Letters, be

presented to Mr. David L. Steward Sr. during the May 2025 commencement exercises of Southern Illinois University Edwardsville, or thereafter.

Southern Illinois University  
Board of Trustees  
December 5, 2024

CHANGES IN FACULTY-ADMINISTRATIVE PAYROLL –  
OFFICE OF THE PRESIDENT AND UNIVERSITY-WIDE SERVICES

The following changes in faculty-administrative payroll are submitted to the Board of Trustees for ratification in accordance with the Board Policy on Personnel Approval (2 Policies of the Board B). Additional detailed information is available from the Office of the President. Where appropriate, salary is reported on a monthly basis and on either an academic year (AY) or fiscal year (FY) basis.

A. Initial Appointments of Faculty to Tenured and Tenure Track and Initial Appointments and Promotions of Professional Staff (If the person previously had a University appointment, it is so noted. Otherwise, the person is a new University employee.)

|    | <u>Name</u>    | <u>Rank/Title</u>                                                                                                                                                            | <u>Department</u>     | <u>Effective Date</u> | <u>Salary</u>                                                                                                                                 |
|----|----------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|-----------------------|-----------------------------------------------------------------------------------------------------------------------------------------------|
| 1. | Patino, Robert | Executive Director of the Office of Technology Management and Industry Relations<br><br>(Previously: Director of the Office of Technology Management and Industry Relations) | Technology Management | 12/01/2024            | \$15,483.30/ mo<br>\$185,799.60/ FY<br><br>(Previously: \$15,483.30/ mo<br>\$185,799.60/ FY)<br><br>(Title Change Only / No Change in Salary) |

B. Leaves of Absence With Pay

C. Awards of Tenure

D. Awards of Promotion

E. Title Change

Southern Illinois University  
Board of Trustees  
December 5, 2024

PROPOSED REVISIONS TO THE BOARD OF TRUSTEES POLICY ON  
UNIVERSITY SELF-INSURANCE PROGRAM  
[AMENDMENTS TO 5 POLICIES OF THE BOARD H]

Summary

This matter seeks approval by the SIU Board of Trustees to amend 5 Policies of the Board H – University Self-Insurance Program. The University Self-Insurance Program is responsible for assisting all campuses with their insurance needs by providing cost-effective coverage and administering insurance services that would otherwise be covered by commercial insurance.

Rationale for Adoption

The Policy requires a change due to the renaming of University Risk Management to Risk Management Insurance Programs on August 1, 2024.

To be consistent, the Guidelines for Risk Management Insurance Programs and the Self-Insurance Program are being updated to reflect the new name and incorporate this policy for reference.

Considerations Against Adoption

Administration is aware of none.

Resolution

BE IT RESOLVED, By the Board of Trustees of Southern Illinois University in regular meeting assembled, That:

- (1) 5 Policies of the Board H is hereby amended as per the attached.
- (2) The President of Southern Illinois University be and is hereby authorized to take whatever action may be required in the execution of this resolution.

## Section 5: Financial and Administrative Affairs

### H. University Self-Insurance Program

1. The President of Southern Illinois University is authorized, pursuant to authority granted to the Board of Trustees by State law, to direct the development of a University Self-Insurance Program. Where appropriate, the self-insurance program will replace the protections and administrative services historically provided to the University by commercial insurance companies. The program will include:

- a. Retention of risks by the University within its financial capabilities through the establishment of self-insurance limits to be determined by normal loss levels.
  - b. Creation by the university of a self-insurance reserve, funded within the University's financial capabilities, in those amounts necessary to insure against potential liabilities. Protection against potential liabilities in excess of funds held in reserve would be provided through other University resources or the purchase of insurance coverage for amounts in excess of self-insurance reserve funds.
  - c. Solicitation by the University, as needed, of claims adjustment and legal services to be paid from available resources on a "fee for service" basis.
  - d. Initiation of internal risk management programs intended to reduce the University's exposure to potential liabilities.
2. Guidelines promulgated by the President direct the functioning of the Office of Risk Management Insurance Programs and the Self Insurance program. (3/13/03)

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Southern Illinois University  
Board of Trustees  
December 5, 2024

SALARY INCREASE PLAN FOR FISCAL YEAR 2025.  
SIU SCHOOL OF MEDICINE

Summary

This matter presents for Board approval a salary increase plan for Southern Illinois University School of Medicine Administrative Professional Staff for Fiscal Year 2025. The plan sets forth general policies and parameters within which employee salary increases may be granted.

Rationale for Adoption

Board policy requires the approval of a salary increase plan. This plan does not set forth specific salary recommendations for each employee, but rather establishes the general parameters for the distribution of the salary increase funds. In addition, this plan does not address changes in salaries established through collective bargaining.

For FY25, an amount may be distributed to provide Administrative Professional employees an average salary increase of 1 percent for Southern Illinois University Carbondale School of Medicine (effective October 1, 2024). All increases will be implemented under the guidelines and eligibility requirements issued by the President.

The recent history of Board approved salary increase plans is attached.

Constituent Involvement

The plan is reflective of conversations the Dean/Provost has had with leaders of the campus constituency groups and in numerous other conversations with employees across campus.

Resolution

BE IT RESOLVED, By the Board of Trustees of Southern Illinois University in a regular meeting assembled, That:

(1) The President of Southern Illinois University is hereby authorized to grant an amount providing a salary increase pool of 1 percent to Southern Illinois University School of Medicine's Administrative Professional Staff with an effective date of October 1, 2024, for Fiscal Year 2025.

(2) The President of Southern Illinois University be and is hereby authorized to issue guidelines and eligibility requirements for Fiscal Year 2025 salary increases for staff who are not represented by a recognized bargaining agent and for non-physician faculty at the School of Medicine.

(3) The President of Southern Illinois University be and is hereby authorized to take whatever action may be required in the execution of this resolution in accordance with established policies and procedures.

# BOARD APPROVED SALARY INCREASE POOLS BY CAMPUS

229

| FY   | BOT MTG DATE | EFFECTIVE DATE | OFFICE OF THE PRESIDENT | CARBONDALE | SCHOOL OF MEDICINE | EDWARDSVILLE |
|------|--------------|----------------|-------------------------|------------|--------------------|--------------|
| 2004 | 7/10/2003    | 7/1/2003       | 2.00%                   | 2.00%      | *                  | 2.00%        |
| 2005 | 9/9/2004     | 7/1/2004       | 3.00%                   | 3.00%      | *                  | 3.00%        |
| 2006 | 7/14/2005    | 7/1/2005       | 3.00%                   | 3.00%      | *                  | 3.00%        |
| 2007 | 6/8/2006     | 7/1/2006       | 3.00%                   | 3.00%      | *                  | 3.00%        |
| 2008 | 9/20/2007    | 7/1/2007       | 3.00%                   | 3.00%      | *                  | 3.00%        |
| 2009 | 9/11/2008    | 7/1/2008       | 3.00%                   | 3.00%      | *                  | 3.00%        |
| 2010 | 9/10/2009    | 7/1/2009       | 3.50%                   | 3.50%      | *                  | 3.50%        |
| 2011 | 7/14/2011    | 7/1/2011       | 0.00%                   | 0.00%      | *                  | 2.50%        |
| 2012 | 9/8/2011     | 7/1/2011       | 1.00%                   | 1.00%      | *                  | 3.00%        |
|      | **12/8/2011  | 01/01/2012     |                         |            |                    |              |
| 2013 | 9/13/2012    | 7/1/2012       | 1.00%                   | 1.00%      | *                  | 2.50%        |
| 2014 | 9/12/2013    | 7/1/2013       | 2.00%                   | 2.00%      | *                  | 2.00%        |
| 2015 | 10/29/2014   | 7/1/2014       | 0.00%                   | 0.00%      | 2.00%              | 0.00%        |
| 2016 |              |                | 0.00%                   | 0.00%      | *                  | 0.00%        |
| 2017 | ***9/14/2017 | 7/1/2016       | 0.00%                   | 0.00%      | *                  | 2.00%        |
| 2018 | ***9/14/2017 | 7/1/2017       | 0.00%                   | 0.00%      | 2.00%              | 2.00%        |
|      | 2/8/2018     | 3/1/2018       |                         |            |                    |              |
| 2019 | 9/13/2018    | 7/1/2018       | 1.00%                   | 1.00%      | 2.00%              | 1.00%        |
|      |              | 10/1/2018      |                         |            |                    |              |
| 2020 | 9/12/2019    | 7/1/2019       | 0.00%                   | 0.00%      | 2.00%              | 2.75%        |
| 2021 |              |                | 0.00%                   | 0.00%      | *                  | 0.00%        |
| 2022 | 9/16/2021    | 7/1/2021       | 2.00%                   | 2.00%      | 2.50%              | 2.00%        |
|      |              | 10/1/2021      |                         |            |                    |              |
| 2023 | 9/15/2022    | 7/1/2022       | 2.00%                   | 2.00%      | 2.00%              | 0.00%        |
|      |              | 10/1/2022      |                         |            |                    |              |
| 2024 | 9/21/2023    | 7/1/2023       | 2.00%                   | 2.00%      | 2.50%              | 0.00%        |
|      |              | 10/1/2023      |                         |            |                    |              |
| 2025 | 9/12/2024    | 7/1/2024       | 1.00%                   | 1.00%      | 3.5% CS (eff 10/1) | 0.00%        |
|      | 12/12/24     | 10/1/2024      |                         |            | 1.00% A/P (10/1)   |              |

\* Included with Carbondale.

\*\*The Board matter of 12/8/2011 stated that salary increases of 1% and 2% are expected in FY 13 and FY 14 respectively for SIUC.

\*\*\* The Board matter of 9/14/2017 proposing salary increases for both FY 17 and FY 18 of 2% was approved, giving a salary increase for the previous fiscal year.

Southern Illinois University  
Board of Trustees  
December 5, 2024

APPROVAL TO ACQUIRE REAL ESTATE:  
636 HERNDON AND 1042 NORTH FRANKLIN STREET,  
SPRINGFIELD, SCHOOL OF MEDICINE, SIUC

Summary

This matter seeks approval to acquire real estate located at 636 Herndon Street, and 1042 North Franklin Street, Springfield, Illinois, for the School of Medicine.

Rationale for Adoption

6 Policies of the Board A requires the Board of Trustees approval of the acquisition of real property.

The School of Medicine wishes to acquire these properties for the future expansion of the Springfield campus. These properties consist of vacant residential structures with close adjacencies to existing University property and are attractive for future development of the campus. The University plans to demolish the existing structures. The purchase price of parcel number 14-28.0-255-005, commonly known as 636 Herndon Street, is \$95,000 and the purchase price for parcel number 14-28.0-228-004, commonly known as 1042 North Franklin Street, is \$65,000 plus approximately \$48,000 for associated demolition and closing costs. This price is consistent with recent property sales in the area.

Funding for this project will come from non-appropriated funds available to the School of Medicine.

This matter is recommended for adoption by the Chancellor, SIUC, and the Dean and Provost of the School of Medicine.

Resolution

BE IT RESOLVED, By the Board of Trustees of Southern Illinois University in regular meeting assembled, That:

(1) The request to purchase the property at 636 Herndon and 1042 North Franklin Street, Springfield, Illinois, be and is hereby approved at a total cost of \$160,000 plus associated demolition and closing costs.

(2) Funding for these purchases shall be from non-appropriated funds.

(3) The President of Southern Illinois University be and is hereby

authorized to take whatever action may be required in the execution of this resolution in accordance with established policies and procedures.

Southern Illinois University  
Board of Trustees  
December 5, 2024

APPROVAL OF PROJECT, PURCHASE AND GROUND LEASE AND NOTICE OF  
AWARD: SOLAR GENERATION FACILITY, SIUE

Summary

This matter seeks approval to enter into a Power Purchase Agreement (PPA) and Ground Lease between SIUE and Ameresco for the installation of an approximately 25-acre solar generation facility (the "Facility") located west of Stadium Drive on the SIUE campus.

Rationale for Adoption

At the September 21, 2023, Board of Trustees meeting, planning approval for the development of a solar farm on the Edwardsville campus was approved. A Request for Proposal (RFP) was issued seeking qualified firms to design, build, operate and maintain a ground mount solar project on the Edwardsville Campus, with a corresponding twenty-five (25) year Power Purchase Agreement. Seven responses were received and Ameresco, Inc., of Framingham, MA, has been selected as the most qualified vendor.

Ameresco will finance the up-front costs of installation and maintenance of the Facility on SIUE's property. Ameresco will provide the transmission infrastructure from the Facility to the SIUE power grid. If approved, the Facility will produce an average of 5 MW behind the utility meter and will be constructed, operated, and maintained by Ameresco at no cost to SIUE. In exchange, SIUE will agree to purchase all energy produced from the facility over the next 25 years at a fixed rate that is lower than market rates. The projected total spend on this contract over the 25 year term is \$13,000,000, which is 30-40% less than future estimated spend on the same amount of electricity purchased. The contracts require Ameresco to remove all equipment and perform ground reclamation at the end of the Ground Lease term at no cost to SIUE. The contracts also include an option for SIUE to purchase the solar power installation at the end of the Ground Lease term if SIUE desires. A site plan of the proposed location is shown in Exhibit A.

This project would be a first step towards SIUE's energy independence. SIUE will be the sole user of power generated from the Facility, insulating SIUE from peak load charges/grid operator fees (over \$1,000,000 in FY23). Energy produced from this project is anticipated to provide as much as 40% of SIUE's electricity demand. Based on a comparison of the PPA fixed energy rate to current market rates, the energy produced and the reduced electricity distribution costs will save more than 50% over the current market price on this same amount of electricity. The project supports sustainability, local solar businesses, jobs and workforce development. It also locks in electricity prices on

the energy purchased for the full length of the contract (25 year) period as permitted under the procurement code (30 ILCS 500/25-47)

The Chancellor and Interim Vice Chancellor for Administration recommend this matter for approval.

#### Considerations Against Adoption

This project locks SIUE into a longer contract than it would usually sign, and if electricity prices were to drop, costs might be higher in the future than SIUE might otherwise be paying. Additionally, this project will impact leased farm ground, though the anticipated savings will be much greater than the loss of revenue currently generated at this location.

#### Resolution

BE IT RESOLVED, By the Board of Trustees of Southern Illinois University in regular meeting assembled, That:

(1) The installation of the Facility to produce an average of 5 MW of electricity behind the utility meter that will be directly tied to the power grid on the SIUE campus be and is hereby approved.

(2) Pending SIU General Counsel review and Board Treasurer's Office approval, SIUE is hereby authorized to enter into a ground lease with Ameresco.

(3) Pending SIU General Counsel review and Board Treasurer's Office approval, SIUE is hereby authorized to enter into a 25-year power purchase agreement with Ameresco for the purchase of all energy produced by the Facility.

(4) The President of Southern Illinois University be and is hereby authorized to take all action required in the execution of this resolution in accordance with established policies and procedures.



Southern Illinois University  
Board of Trustees  
December 5, 2024

## NAMING OF THE GOWER TRANSLATIONAL RESEARCH CENTER, SIUC

### Summary

This matter proposes the naming of the McLafferty Annex as the Gower Translational Research Center.

### Rationale for Adoption

Dr. Bob Gower is the founder and executive chairman of Ensysis Biosciences, a biotech company that develops tamper-proof and abuse-resistant prescription drugs.

A West Frankfort, Illinois, native, Dr. Gower earned bachelor's and master's degrees in chemistry from SIU Carbondale and a Ph.D. in organic chemistry from the University of Minnesota. Dr. Gower and his wife Beth (who also attended SIU) have established numerous funds to benefit SIU's School of Chemical and Biomolecular Sciences.

Most recently, the Gowers provided funds to establish the Beth & Bob Gower Distinguished Professor of Chemistry and Biochemistry.

Dr. Gower is a two-time recipient of the SIUC Alumni Achievement Award from the College of Science (1988, 2008). He is a Distinguished Alumnus of the college and was inducted into the Chemistry & Biochemistry Hall of Fame in 1997. Dr. Gower served as a member of the steering committee for the university's Opportunity Through Excellence campaign and as a member of the Chemistry & Biochemistry Advisory Committee. In honor of his career achievements and service to SIU, he was awarded the Distinguished Service Award from the university in 2018.

### Constituency Involvement

SIU Carbondale's Naming Facilities Committee, which is comprised of representatives from the various campus constituent groups, has recommended this matter to the Chancellor, SIUC. The Chancellor has recommended this to the President.

### Resolution

BE IT RESOLVED, By the Board of Trustees of Southern Illinois University in regular meeting assembled, That: the McLafferty Annex be named the Gower Translational Research Center and that the appropriate signage be displayed to reflect this naming.

BE IT FURTHER RESOLVED, That: the President of Southern Illinois University be and is hereby authorized to take whatever action may be required in the execution of this resolution in accordance with established policies and procedures.

Southern Illinois University  
Board of Trustees  
December 5, 2024

PROJECT AND BUDGET APPROVAL:  
SIMMONS CANCER INSTITUTE INFUSION TREATMENT CENTER,  
SCHOOL OF MEDICINE, SIUC

Summary

This matter seeks project and budget approval for interior renovations for the creation of an additional Infusion Treatment Center at the School of Medicine's Simons Cancer Institute located in Springfield, Illinois.

Rationale for Adoption

6 Policies of the Board requires the Board of Trustees approval for all projects for fixed improvements of \$1,000,000 or more.

Simmons Cancer Institute at SIU is a 63,007 square foot three story facility with partial basement. This facility contains administrative offices, multi-disciplinary cancer clinics, and an infusion treatment center.

This project consists of renovation of existing shelled space on the third floor to create an additional infusion treatment center. The renovations will include new plumbing, tile, flooring, ceiling tile, paint, lighting, and casework to match existing finishes in this building. Estimated costs for design fees, furniture, medical equipment, network and computer equipment are included. The cost of this project is estimated at \$2,000,000 and will be funded with non-appropriated funds available to the School of Medicine. Award of contract will be sought at a future Board meeting.

The Chancellor, SIUC and the Dean and Provost of the School of Medicine have recommended this matter to the President.

Resolution

BE IT RESOLVED, By the Board of Trustees of Southern Illinois University in regular meeting assembled, That:

(1) Project and budget approval for the Simons Cancer Institute Infusion Treatment Center, Springfield, Illinois, School of Medicine, SIUC, at an estimated cost of \$2,000,000 be and is hereby approved.

(2) The Board of Trustees hereby authorizes the purchase of goods and services required to complete this project.

(3) Funding for this project will come from non-appropriated funds available to the School of Medicine.

(4) The President of Southern Illinois University be and is hereby authorized to take whatever action may be required in the execution of this resolution in accordance with established policies and procedures.

Southern Illinois University  
Board of Trustees  
December 5, 2024

APPROVAL TO GRANT PERMANENT RIGHT OF WAY:  
CITY OF SPRINGFIELD FOR THE DEVELOPMENT OF BRADFORDTON ROAD  
SCHOOL OF MEDICINE, SIUC

Summary

This matter seeks approval to grant a permanent right of way to the City of Springfield for the development of Bradfordton Road.

Rationale for Adoption

6 Policies of the Board A requires the Board of Trustees approval of fixed improvements projects to be located on property under jurisdiction of the Board by another government agency.

The Board previously approved the acquisition of approximately nine acres of undeveloped land at this location which contemplated the construction of a new road and signalization at Wabash Avenue. The construction of this road will allow for the future construction on this property of a medical office building for use in clinical teaching programs for the School of Medicine. This road will allow access to the property for faculty, medical residents, students and patients using this proposed development. Martin Engineering Company prepared the attached Plat of Right of Way and legal description of the property. University officials have reviewed this document and found it acceptable.

This matter is recommended for adoption by the Chancellor, SIUC, and the Dean and Provost of the School of Medicine.

Resolution

BE IT RESOLVED, By the Board of Trustees of Southern Illinois University in regular meeting assembled, That:

(1) The request to grant a permanent right of way to the City of Springfield for the development of Bradfordton Road be and is hereby granted as described in the attached Plat of Right of Way.

(2) The President of Southern Illinois University be and is hereby authorized to take whatever action may be required in the execution of this resolution in accordance with established policies and procedures.

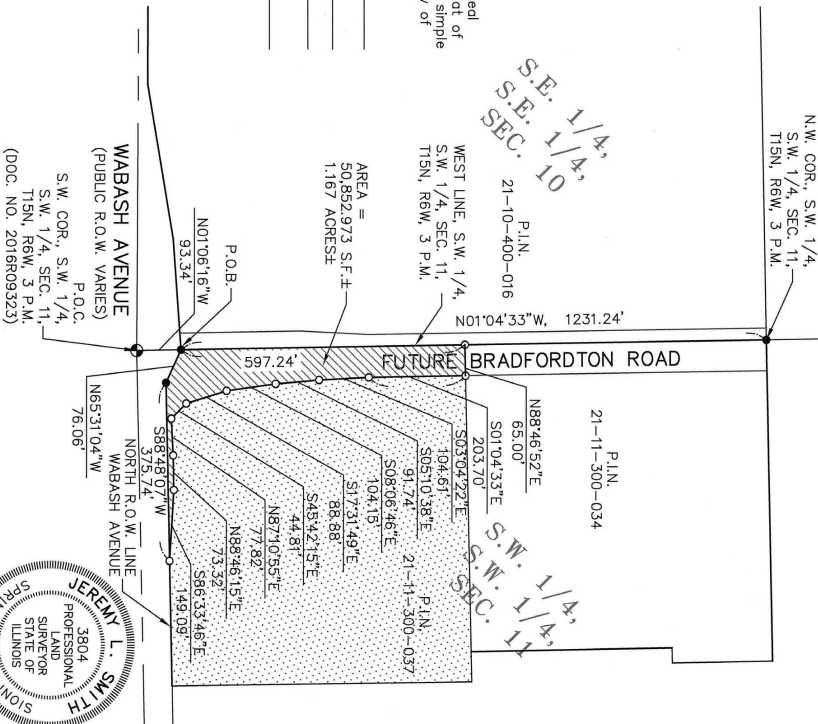
ER: BOARD OF TRUSTEES OF  
SOUTHERN ILLINOIS UNIVERSITY  
c/o SU SCHOOL OF MEDICINE  
801 NORTH RUTLEDGE STREET  
SPRINGFIELD, ILLINOIS 62702

TOTAL TOWNSHIP

T OF P.L.N. 21-11-300-037

PLAT OF RIGHT OF WAY

BRADFORDTON ROAD  
PART OF THE SW 1/4, SW 1/4,  
SEC. 11, T15N, R6W, 3RD P.M.  
(SEE SHEET 2 OF 2 SHEETS FOR LEGAL DESCRIPTION)



SCALE : 1" = 200'

DATE: AUGUST 5, 2024

LEGEND

- o - SET 5/8" IRON PIN
- o - FOUND SURVEY MARKER
- - FOUND IRON PIN
- SUBJECT PROPERTY
- RIGHT OF WAY BEING CONVEYED

FIELD WORK COMPLETED AUGUST, 2024.

BASIS OF BEARING IS THE ILLINOIS STATE PLANE COORDINATE SYSTEM. (NAD 83 - ILLINOIS WEST ZONE, U.S. SURVEY FOOTING).  
NO PART OF THIS PLAT IS LOCATED WITHIN A SPECIAL FLOOD HAZARD AREA AS IDENTIFIED BY THE FEDERAL EMERGENCY MANAGEMENT AGENCY, PER MAP NUMBER 1716700240F, (EFFECTIVE DATE: AUGUST 2, 2007).

"THIS PROFESSIONAL SERVICE CONFORMS TO THE CURRENT ILLINOIS MINIMUM STANDARDS FOR A BOUNDARY SURVEY."  
SURVEYOR HAS MADE NO INVESTIGATION OR INDEPENDENT SEARCH FOR EASEMENTS OF RECORD, ENCUMBRANCES, RESTRICTIVE COVENANTS, OWNERSHIP, TITLE EVIDENCE, OR ANY OTHER FACTS WHICH AN ACCURATE AND CURRENT TITLE SEARCH MAY DISCLOSE.

I HEREBY CERTIFY THAT, IN THE MONTH OF AUGUST, 2024, I MADE A SURVEY OF THE ABOVE DESCRIBED PROPERTY AND THE FOREGOING PLAT REPRESENTS THE RESULTS OF SAID SURVEY.

ILLINOIS PROFESSIONAL LAND SURVEYOR NO. 3804

DATE SIGNED : \_\_\_\_\_

LICENSE EXP. DATE : NOV. 30, 2024

SHEET 1 OF 2 SHEETS

**CAPITAL TOWNSHIP**

PART OF P.I.N. 21-11-300-037



CONSULTING ENGINEERS/LAND SURVEYORS  
 (ILLINOIS PROFESSIONAL DESIGN FIRM NO. 184-004556)  
 3695 SOUTH 6TH STREET FRONTAGE ROAD WEST, SPRINGFIELD, ILLINOIS 62703  
 Phone : (217) 698-8900, Fax : (217) 698-8922, E-Mail : mecmail@martinengineeringco.com

**LEGAL DESCRIPTION**

Part of the Southwest Quarter of the Southwest Quarter of Section 11, Township 15 North, Range 6 West of the Third Principal Meridian, Springfield, Sangamon County, Illinois, more particularly described as follows:

Commencing at a Survey Marker found at the Southwest corner of said Southwest Quarter of the Southwest Quarter of Section 11; thence North 01 degrees 06 minutes 16 seconds West on the West line of said Southwest Quarter, a distance of 93.34 feet to an iron pin found on the North right of way line of Wabash Avenue, being the point of beginning.

From said point of beginning; thence North 01 degrees 04 minutes 33 seconds West on said West line of the Southwest Quarter of the Southwest Quarter, a distance of 597.24 feet to an iron pin set; thence North 88 degrees 46 minutes 52 seconds East, a distance of 65.00 feet to an iron pin set; thence South 01 degrees 04 minutes 33 seconds West, a distance of 203.70 feet to an iron pin set; thence South 03 degrees 04 minutes 22 seconds East, a distance of 104.61 feet to an iron pin set; thence South 05 degrees 10 minutes 38 seconds East, a distance of 91.74 feet to an iron pin set; thence South 08 degrees 06 minutes 46 seconds East; a distance of 104.15 feet at an iron pin set; thence South 17 degrees 31 minutes 49 seconds East; a distance of 88.88 feet at an iron pin set; thence South 45 degrees 42 minutes 15 seconds East; a distance of 44.81 feet at an iron pin set; thence North 87 degrees 10 minutes 55 seconds East; a distance of 77.82 feet at an iron pin set; thence North 88 degrees 46 minutes 15 seconds East; a distance of 73.32 feet at an iron pin set; thence South 86 degrees 33 minutes 46 seconds East; a distance of 149.09 feet at an iron pin set on the North right of way line of Wabash Avenue; thence South 88 degrees 48 minutes 07 seconds West on said North right of way line; a distance of 375.74 feet at an iron pin found; thence North 65 degrees 31 minutes 04 seconds West on said North right of way line; a distance of 76.06 feet to the point of beginning. Containing 50,852.973 square feet (1.167 acres), more or less.

**SHEET 2 OF 2 SHEETS**

Trustee Tedrick moved approval of the ratification of Changes in Faculty-Administrative Payroll – SIUC and SIUE; Recommendation for Distinguished Service Award, SIUC [Edward Benyas]; Recommendation for Distinguished Service Award, SIUC [Michael Crow]; Recommendation for Distinguished Service Award, SIUC [Thomas Davis]; Recommendation for Honorary Degree, SIUC [Reginald Petty]; Recommendation for Honorary Degree, SIUC [Senait Fisseha]; Recommendation for Distinguished Service Award, SIUE [Bruce Holland]; Recommendation for Honorary Degree Award, SIUE [David Steward]; Changes in Faculty-Administrative Payroll-Office of the President and University-Wide Services; Proposed Revisions to the Board of Trustees Policy on University Self-Insurance Program [Amendments to 5 Policies of the Board H]; Salary Increase Plan for Fiscal Year 2025, SIU School of Medicine; Approval to Acquire Real Estate: 636 Herndon and 1042 North Franklin Street, Springfield, School of Medicine, SIUC; Approval of Project, Purchase and Ground Lease and Notice of Award: Solar Generation Facility, SIUE; Naming of the Gower Translational Research Center, SIUC; Project and Budget Approval: Simmons Cancer Institute Infusion Treatment Center, School of Medicine, SIUC; and Approval to Grant Permanent Right of Way: City of Springfield of the Development of Bradfordton Road, School of Medicine, SIUC. The motion was duly seconded by Trustee Sharma. The motion carried by the following recorded vote: aye, Ms. Hannah Connolly, Mr. Ed Curtis, Hon. J. Phil Gilbert, Ms. Sara M. Salger, Dr. Subhash Sharma, and Mr. Roger Tedrick; nay, none.

The following item was presented:

REPORT OF PURCHASE ORDERS AND CONTRACTS,  
AUGUST AND SEPTEMBER 2024, SIUC

In accordance with 3 Bylaws 1 and 5 Policies of the Board C, a summary report of purchase orders and contracts awarded during the months of August and September, 2024, SIUC, was mailed to the members of the Board in advance of this meeting, a copy was placed on file in the Office of the Board of Trustees, and the report is hereby submitted for information and entry upon the minutes of the Board with respect to the actions of the Executive Committee.

Trustee Connolly moved approval of the receipt of the item. The motion was duly seconded by Trustee Salger. The motion carried by the following recorded vote: aye, Ms. Hannah Connolly, Hon. J. Phil Gilbert, Ms. Sara M. Salger, and Dr. Subhash Sharma; nay, none. Mr. Ed Curtis and Mr. Roger Tedrick abstained from voting.

The following item was presented:

REPORTS OF PURCHASE ORDERS AND CONTRACTS,  
AUGUST AND SEPTEMBER, 2024, SIUE

In accordance with 3 Bylaws 1 and 5 Policies of the Board C, summary reports of purchase orders and contracts awarded during the months of August and September, 2024, were mailed to the members of the Board in advance of this meeting, copies were placed on file in the Office of the Board of Trustees, and these reports are hereby submitted for information and entry upon the minutes of the Board with respect to the actions of the Executive Committee.

Trustee Sharma moved approval of the receipt of the item. The motion was duly seconded by Trustee Salger. The motion carried by the following recorded vote: aye, Ms. Hannah Connolly, Mr. Ed Curtis, Hon. J. Phil Gilbert, Ms. Sara M. Salger, and Dr. Subhash Sharma; nay, none. Mr. Roger Tedrick abstained from voting.

Trustee Salger moved approval of the Revision to Approval to Acquire Real Estate: 720 and 725 North Bond Street and 402 and 500 Herndon Street, Springfield,

School of Medicine, SIUC; and Approval of Purchase: Academic Office Building Lease,  
School of Medicine SIUC.

Southern Illinois University  
Board of Trustees  
December 5, 2024

REVISION TO APPROVAL TO ACQUIRE REAL ESTATE:  
720 AND 725 NORTH BOND STREET AND 402 AND 500 HERNDON STREET,  
SPRINGFIELD, SCHOOL OF MEDICINE, SIUC

Summary

This matter seeks to revise a previous approval to acquire real estate located at 720 and 725 North Bond Street, Springfield, Illinois, for the School of Medicine. This revision is to clarify that 402 and 500 Herndon Street were included in the original purchase request.

Rationale for Adoption

6 Policies of the Board A requires the Board of Trustees approval of the acquisition of real property.

At the meeting held September 12, 2024, the Board approved the acquisition of real estate described as 720 and 725 North Bond Street, Springfield, Illinois. This revision is to clarify that the original purchase request included 402 and 500 Herndon Street. The real estate parcel numbers associated with this property include 720 N. Bond (parcels 14-28.0-256-022 and 14-28.4-256-022), 725 N. Bond (parcel 14-28.0-255-052), 402 Herndon Street (a portion of parcel 14-28.0-256-023), and 500 Herndon Street (parcel 14-28.0-255-019 and parcel 14-28.0-255-020). An updated site plan showing associated parcel numbers is attached for reference.

Funding for this project will come from non-appropriated funds available to the School of Medicine.

This matter is recommended for adoption by the Chancellor, SIUC, and the Dean and Provost of the School of Medicine.

Resolution

BE IT RESOLVED, By the Board of Trustees of Southern Illinois University in regular meeting assembled, That:

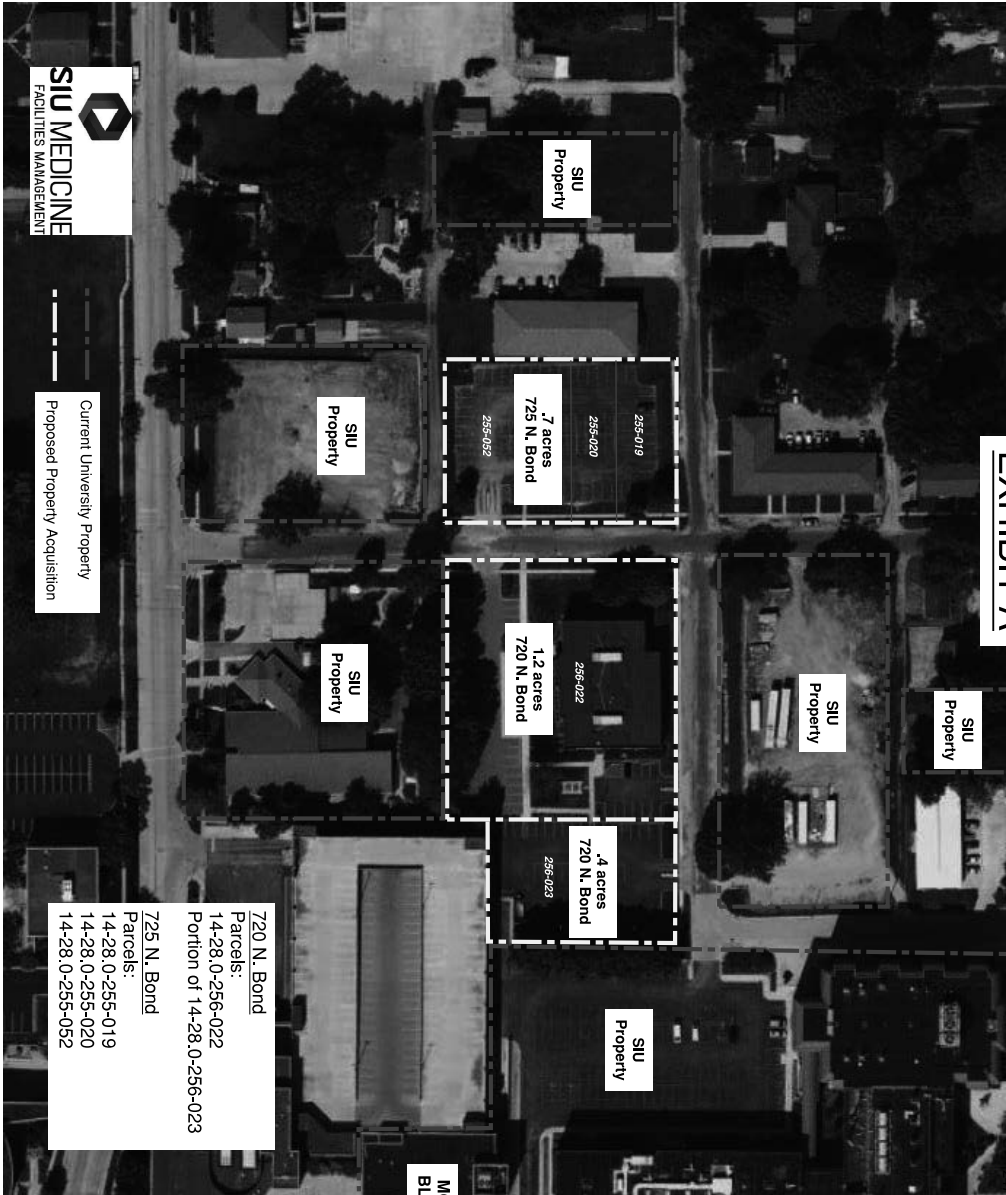
(1) The request to purchase the property commonly known as 720 N. Bond Street, 725 North Bond Street, 402 Herndon Street, and 500 Herndon Street, Springfield, Illinois, be and is hereby approved at a total cost of \$8,112,995 plus associated closing costs.

(2) Funding for these purchases shall be from non-appropriated funds.

(3) The President of Southern Illinois University be and is hereby authorized to take whatever action may be required in the execution of this resolution in accordance with established policies and procedures.

EXHIBIT A

2/17



Southern Illinois University  
Board of Trustees  
December 5, 2024

APPROVAL OF PURCHASE: ACADEMIC OFFICES  
BUILDING LEASE, SCHOOL OF MEDICINE, SIUC

Summary

This matter seeks approval for the purchasing contract for approximately 39,192 square feet of leased space.

Rationale for Adoption

5 Policies of the Board C.2 requires approval of real estate leases involving the commitment of \$1,000,000 or more.

The School of Medicine is seeking to renew a lease agreement with Memorial Medical Center d/b/a Springfield Memorial Hospital for space located at 701 North 1<sup>st</sup> St., Springfield, Illinois, for the Departments of Surgery, Emergency Medicine, and Internal Medicine for educational spaces and administrative offices for faculty, staff, students, and residents.

The space is proximally located to the other School of Medicine facilities and medical services within Springfield Memorial Hospital. Continuing to lease this space for faculty, students, and residents will allow the University to continue physician training programs. Continuation of this lease is more economical than developing new space.

The lease has a three (3) year term ending October 31, 2027 with an option for two (2) additional, two-year renewals ending October 31, 2031 at a total cost of \$6,174,357 inclusive of all operating and maintenance costs.

Funding for this project will come from existing funds available to the School of Medicine.

This matter is recommended for adoption by the Chancellor, SIUC, and the Dean and Provost of the School of Medicine.

Resolution

BE IT RESOLVED, By the Board of Trustees of Southern Illinois University in regular meeting assembled, That:

- (1) The purchase of leased space be and is hereby awarded to Memorial Medical Center d/b/a Springfield Memorial Hospital, Springfield, Illinois, for a seven-year term.

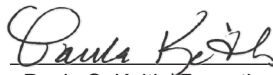
- (2) The Board of Trustees hereby authorizes the purchase of the goods and services associated with this award.
- (3) The purchase will be funded by existing School of Medicine funds.
- (4) The President of Southern Illinois University be and is hereby authorized to take whatever action may be required in the execution of this resolution in accordance with established policies and procedures.

The motion was duly seconded by Trustee Sharma. The motion carried by the following recorded vote: aye, Ms. Hannah Connolly, Hon. J. Phil Gilbert, Ms. Sara M. Salger, Dr. Subhash Sharma, and Mr. Roger Tedrick; nay, none. Mr. Ed Curtis abstained from voting.

Chair Gilbert announced that the next Board of Trustees meeting is planned for February 6, 2025, at Southern Illinois University Edwardsville.

Trustee Salger made a motion to adjourn the meeting. Trustee Tedrick seconded the motion. The motion carried by the following recorded vote: aye, Ms. Hannah Connolly, Mr. Ed Curtis, Hon. J. Phil Gilbert, Ms. Sara M. Salger, Dr. Subhash Sharma, and Mr. Roger Tedrick; nay, none.

The meeting adjourned at 11:35 a.m.

A handwritten signature in cursive script, reading "Paula Keith", written in dark ink.

---

Paula S. Keith, Executive Secretary

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MINUTES OF THE SPECIAL MEETING OF THE BOARD OF TRUSTEES  
SOUTHERN ILLINOIS UNIVERSITY  
FEBRUARY 5, 2025

Pursuant to notice, a special meeting of the Board of Trustees of Southern Illinois University convened at 3:00 p.m., Wednesday, February 5, 2025, in the Special Events Room, Birger Hall, SIU Edwardsville, Edwardsville, Illinois. The meeting was called to order by Chair J. Phil Gilbert. The following members of the Board were physically present:

Hon. J. Phil Gilbert, Chair  
Dr. Ed Hightower, Vice Chair  
Dr. Subhash Sharma, Secretary  
Mr. Moayad Abuzaneh  
Ms. Hannah Connolly  
Mr. Ed Curtis  
Ms. Sara M. Salger  
Mr. Roger Tedrick

The following members of the Board were absent:

Mr. John Simmons

Executive Officers present were:

Dr. Dan Mahony, President, SIU System  
Dr. Austin A. Lane, Chancellor, SIU Carbondale  
Dr. James T. Minor, Chancellor, SIU Edwardsville  
Dr. Jerry Kruse, Provost and Dean, SIU School of Medicine  
Mr. Luke Crater, General Counsel  
Ms. Paula Keith, Executive Secretary of the Board and Assistant to the President.

NOTE: Copies of all background documents furnished to the Board in connection with the following matters have been placed on file in the Office of the Board of Trustees.

The Executive Secretary reported and Chair Gilbert determined that a quorum was physically present.

Chair Gilbert opened the meeting by welcoming Moayad Abuzaneh, the new SIUE Student Trustee.

Chair Gilbert explained the procedures for the public comment and question portion of the Board's agenda. There were no speakers signed up to speak.

Chair Gilbert turned the floor over to Chancellor Minor to introduce the SIUE Student Presentation, *Better Together: Police-University Collaboration Increases Success of All*. The presentation was delivered by Dr. Trish Oberweis, Professor in Criminal Justice Studies; Hollie Richardson, Senior in Criminal Justice Studies; and Ethan Reeter, Junior in Criminal Justice Studies.

Chair Gilbert asked President Mahony to introduce the discussion on tuition and fees. President Mahony explained the presentations are informational to show where the campuses are as compared to other institutions.

Chancellor Minor's presentation discussed changing demographics, competition and new expectations from families. Specifically, he highlighted accessibility and affordability and discussed need-based vs. merit-based scholarships. He also discussed the cost of attending SIUE as compared to other higher education public institutions in the state of Illinois.

Chancellor Lane provided a historical view of SIU Carbondale's tuition and fees from FY19 to FY25 along with the appropriations for the same time range. Additionally, he discussed proposed fee increases; specifically, proposed fees by the Undergraduate Student Government. Chancellor Lane also discussed proposed fee increases for the SIU School of Medicine. He also talked about accessibility and affordability and referenced the Aim High/Saluki Commitment.

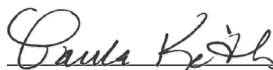
At approximately 3:45 p.m., Chair Gilbert moved that the Board go into closed session to consider imminent and/or pending court proceedings against or on behalf of the Board; appointment, employment, compensation, discipline, performance, or dismissal of specific employees; and review of minutes of meetings lawfully closed under the Open Meetings Act. The relevant sections of the Open Meetings Act Statute that allow for the closed session are 5 ILCS 120/2(c) (1), (11), and (21). The motion was duly seconded by Trustee Curtis. The motion carried by the following recorded vote: aye, Mr. Moayad Abuzaneh, Ms. Hannah Connolly, Mr. Ed Curtis, Hon. J. Phil Gilbert, Dr. Ed Hightower, Ms. Sara M. Salger, Dr. Subhash Sharma and Mr. Roger Tedrick; nay, none.

The Board came out of closed session at approximately 3:55 p.m.

President Mahony provided a brief update on the most current state funding formula discussions.

Trustee Sharma made a motion to adjourn the meeting. The motion was duly seconded by Trustee Abuzaneh. The motion carried by the following recorded vote: aye, Mr. Moayad Abuzaneh, Ms. Hannah Connolly, Mr. Ed Curtis, Hon. J. Phil Gilbert, Dr. Ed Hightower, Ms. Sara M. Salger, Dr. Subhash Sharma, and Mr. Roger Tedrick; nay, none.

The meeting adjourned at approximately 4:00 p.m.

A handwritten signature in cursive script, reading "Paula S. Keith".

---

Paula S. Keith, Executive Secretary

MINUTES OF THE REGULAR MEETING OF THE BOARD OF TRUSTEES  
SOUTHERN ILLINOIS UNIVERSITY  
FEBRUARY 6, 2025

The regular meeting of the Board of Trustees of Southern Illinois University convened on Thursday, February 6, 2025, at 9:00 a.m. in the Legacy Room, SIUE Morris University Center, Edwardsville, Illinois. The meeting was called to order by Chair Gilbert.

The following members of the Board were present:

Hon. J. Phil Gilbert, Chair  
Dr. Ed Hightower, Vice Chair  
Dr. Subhash Sharma, Secretary  
Mr. Moayad Abuzaneh  
Ms. Hannah Connolly  
Mr. Ed Curtis  
Ms. Sara M. Salger  
Mr. Roger Tedrick

The following members of the Board were absent:

Mr. John Simmons

Executive Officers present were:

Dr. Dan Mahony, President, SIU  
Dr. Austin A. Lane, Chancellor, SIU Carbondale  
Dr. James T. Minor, Chancellor, SIU Edwardsville  
Dr. Jerry Kruse, Provost and Dean, SIU School of Medicine  
Dr. Sheila Caldwell, Vice President for Anti-racism, Diversity, Equity and Inclusion and Chief Diversity Officer  
Mr. Luke Crater, General Counsel  
Dr. Duane Stucky, Senior Vice President for Financial and Administrative Affairs and Board Treasurer  
Ms. Paula Keith, Executive Secretary of the Board and Assistant to the President.

**NOTE:** Copies of all background documents furnished to the Board in connection with the following matters have been placed on file in the Office of the Board of Trustees.

Chair Gilbert opened the meeting by welcoming Moayad Abuzaneh, the new SIUE Student Trustee.

The Executive Secretary reported and Chair Gilbert determined that a quorum was physically present.

Chair Gilbert stated the next item of business on the agenda was the election of officers, Executive Committee, and Board representatives, and annual appointments by the Chair. He requested nominations for the Chair of the Board of Trustees.

Trustee Tedrick nominated Hon. J. Phil Gilbert to serve as Chair. Trustee Sharma seconded the nomination. Hearing no other nominations, the nominations were closed. The motion to elect Hon. J. Phil Gilbert as Chair passed by the following recorded vote: aye, Mr. Moayad Abuzaneh, Ms. Hannah Connolly, Mr. Ed Curtis, Hon. J. Phil Gilbert, Dr. Ed Hightower, Ms. Sara Salger, Dr. Subhash Sharma, and Mr. Roger Tedrick; nay, none. Chair Gilbert expressed his gratitude to fellow Board members for having the confidence in him to serve as Chair of the Board for another year.

Chair Gilbert nominated Dr. Ed Hightower for Vice Chair and Dr. Subhash Sharma as Secretary. Trustee Tedrick seconded the nomination. Hearing no other nominations, the nominations were closed. The motion to elect Dr. Ed Hightower as Vice Chair and Dr. Subhash Sharma as Secretary passed by the following recorded vote: aye, Mr. Moayad Abuzaneh, Ms. Hannah Connolly, Mr. Ed Curtis, Hon. J. Phil Gilbert, Dr. Ed Hightower, Ms. Sara Salger, Dr. Subhash Sharma, and Mr. Roger Tedrick; nay, none.

Chair Gilbert nominated Mr. John Simmons and Mr. Roger Tedrick to serve as members of the Executive Committee of the Board of Trustees. Hearing no other nominations, the nominations were closed. The motion to elect Mr. John Simmons and

Mr. Roger Tedrick to serve as members of the Executive Committee carried by the following recorded vote: aye, Mr. Moayad Abuzaneh, Ms. Hannah Connolly, Mr. Ed Curtis, Hon. J. Phil Gilbert, Dr. Ed Hightower, Ms. Sara Salger, Dr. Subhash Sharma, and Mr. Roger Tedrick; nay, none.

Next, Chair Gilbert nominated Mr. John Simmons to serve as the Board's representative on the State Universities Civil Service System Merit Board. Hearing no other nominations, the nominations were closed. The motion to elect Trustee Simmons to serve as the Board's representative on the State Universities Civil Service System Merit Board passed by the following recorded vote: aye, Mr. Moayad Abuzaneh, Ms. Hannah Connolly, Mr. Ed Curtis, Hon. J. Phil Gilbert, Dr. Ed Hightower, Ms. Sara Salger, Dr. Subhash Sharma, and Mr. Roger Tedrick; nay, none.

Chair Gilbert made the following appointments:

ACADEMIC MATTERS COMMITTEE

Ed Hightower, Chair  
Moayad Abuzaneh  
Sara Salger  
Subhash Sharma

ARCHITECTURE AND DESIGN COMMITTEE

John Simmons, Chair  
Hannah Connolly  
Ed Curtis  
Roger Tedrick

AUDIT COMMITTEE

Ed Curtis, Chair  
Moayad Abuzaneh  
Sara Salger

FINANCE COMMITTEE

Roger Tedrick, Chair  
 Ms. Hannah Connolly  
 Ed Curtis  
 Subhash Sharma

BOARD OF DIRECTORS, SOUTHERN ILLINOIS UNIVERSITY FOUNDATION

Roger Tedrick  
 Subhash Sharma, Alternate

BOARD OF DIRECTORS, SOUTHERN ILLINOIS UNIVERSITY AT EDWARDSVILLE FOUNDATION

Ed Hightower  
 Sara Salger, Alternate

JOINT TRUSTEE COMMITTEE FOR SPRINGFIELD MEDICAL EDUCATION PROGRAMS

John Simmons  
 J. Phil Gilbert, Alternate

BOARD OF DIRECTORS, THE ASSOCIATION OF ALUMNI, FORMER STUDENTS AND FRIENDS OF SOUTHERN ILLINOIS UNIVERSITY, INCORPORATED

Subhash Sharma  
 J. Phil Gilbert, Alternate

BOARD OF DIRECTORS, ALUMNI ASSOCIATION OF SOUTHERN ILLINOIS UNIVERSITY EDWARDSVILLE

Sara Salger  
 Ed Hightower, Alternate

SIU HEALTHCARE BOARD OF DIRECTORS

John Simmons

The Chair announced that the appointment segment of the agenda concluded and the Board would reconvene following the Board's Committee meetings.

The Board reconvened at 10:20 AM.

Trustee Salger moved that the Minutes of the Meetings held December 4 and 5, 2024, be approved. Trustee Tedrick seconded the motion, and the minutes were approved by the following recorded vote: aye, Mr. Moayad Abuzaneh, Ms. Hannah Connolly, Mr. Ed Curtis, Hon. J. Phil Gilbert, Dr. Ed Hightower, Ms. Sara M. Salger, Dr. Subhash Sharma, and Mr. Roger Tedrick; nay, none.

Under Committee Reports, the Chair reported that the Executive Committee had not met between Board meetings.

Chair Gilbert explained the procedures for the public comment and question portion of the Board's agenda. There were no speakers.

Dr. James T. Minor, Chancellor, SIU Edwardsville, provided his report for the Edwardsville campus. He began his report by sharing a video of the SIUE December 2024 commencement ceremonies. Next, he discussed spring enrollment highlights and fall to spring retention. He also talked about partnerships SIUE has with the Girl Scouts and highlighted faculty member Geovonday Jones and his work on "TEN YEARS – Michael, Brown, the Ferguson Uprising and The Impact on a Generation." He concluded his report by discussing a new partnership SIUE has with the Illinois State Police.

Dr. Austin A. Lane, Chancellor, SIU Carbondale, provided his report to the Board. Chancellor Lane began with an update on the spring 2025 enrollment and he also discussed fall to spring retention. He discussed the Say "Yes" Campaign and the impact it has had on enrollment. He also discussed the Saluki Takeover Tours and the impact they have on enrollment and fundraising.

Dr. Jerry Kruse, Dean and Provost, SIU School of Medicine, provided his report for the School of Medicine. Dr. Kruse highlighted the late Dr. Howard Barrows who

was given the Pioneer in Simulation in Medicine award posthumously from the Society for Simulation in Healthcare at their international meeting. Dr. Kruse discussed the significance of the award and shared a video about Dr. Barrows and his work that was shown at the awards ceremony in Florida.

Dr. Dan Mahony, President, Southern Illinois University, provided his report for the SIU system. President Mahony provided an update on the funding formula. He said the factors and formula are under constant discussion and have not been settled, and noted that from where it started to where it is today, the SIU System would be about a hundred million dollars better in the formula than it was initially. Next, he asked Dr. Sheila Caldwell to provide an update on diversity, equity and inclusion (DEI) as it relates to the SIU System. Dr. Caldwell discussed the impact DEI initiatives have had on the SIU campuses. Trustee Hightower thanked Dr. Caldwell for her efforts and shared his personal journey stressing the value of the DEI initiatives taking place across the SIU System. Chair Gilbert also thanked Dr. Caldwell and expressed his support.

Chair Gilbert explained the procedure for the Board's omnibus motion. The listing of items proposed for the omnibus motion were as follows:

Southern Illinois University  
Board of Trustees  
February 6, 2025

CHANGES IN FACULTY-ADMINISTRATIVE PAYROLL – SIUC

The following changes in faculty-administrative payroll are submitted to the Board of Trustees for ratification in accordance with the Board Policy on Personnel Approval (2 Policies of the Board B). Additional detailed information is available from the Office of the Chancellor. Where appropriate, salary is reported on a monthly basis and on either an academic year (AY) or fiscal year (FY) basis.

- A. Initial Appointments of Faculty to Tenured and Tenure Track and Initial Appointments and Promotions of Professional Staff (If the person previously had a University appointment, it is so noted. Otherwise, the person is a new University employee.)

|    | <u>Name</u>           | <u>Rank/Title</u>                                                                              | <u>Department</u>                                   | <u>Effective Date</u> | <u>Salary</u>                                                                        |
|----|-----------------------|------------------------------------------------------------------------------------------------|-----------------------------------------------------|-----------------------|--------------------------------------------------------------------------------------|
| 1. | Brown, Sara W         | Curriculum Dev Specialist                                                                      | Education and Curriculum                            | 10/21/2024            | \$7,833.34/MO<br>\$47,000.04/AY                                                      |
| 2. | Boone, Kristina       | Dean 100%<br>/Professor 0%                                                                     | College of Agricultural, Life and Physical Sciences | 07/01/2025            | \$20,834.00 /MO<br>\$250,000.00 /FY                                                  |
| 3. | Ewell, Tracy E        | Associate Director (Corporate Support)<br>(Previously Assistant Director of Corporate Support) | Broadcasting Service                                | 01/01/2025            | \$5,660.00 /MO<br>\$67,920.00 /FY<br>(Previously \$4,736.00 /MO<br>\$56,832.00 /FY)  |
| 4. | Guengerich, Laura M   | Assistant Professor                                                                            | Library Affairs                                     | 01/15/2025            | \$5,417.00 /MO<br>\$65,004.00 /FY                                                    |
| 5. | Guha, Shalini         | Post-Doctoral Fellow                                                                           | Physiology                                          | 10/08/2024            | \$5,084.00 /MO<br>\$61,008.00 /FY                                                    |
| 6. | Jiter, Sarah Kristine | Director (Previously Interim Director of Admissions)                                           | Undergraduate Admissions                            | 11/01/2024            | \$8,334.00 /MO<br>\$100,008.00 /FY<br>(Previously \$7,728.00 /MO<br>\$92,736.00 /FY) |

|     |                              |                                                                                              |                                                     |            |                                                                                    |
|-----|------------------------------|----------------------------------------------------------------------------------------------|-----------------------------------------------------|------------|------------------------------------------------------------------------------------|
| 7.  | Kuruppu, Anoja               | Recruitment and Retention Coordinator                                                        | College of Health and Human Sciences                | 01/01/2025 | \$4,292.00 /MO<br>\$51,504.00 /FY                                                  |
| 8.  | Marshall, Kristopher Anthony | Director, Saluki Student Success Initiative (Previously University College Academic Advisor) | VC for Anti-Racism, Diversity, Equity and Inclusion | 10/01/2024 | \$6,060.00 /MO<br>\$72,720.00 /FY<br>(Previously \$6,060.00 /MO<br>\$72,720.00 /FY |
| 9.  | Moltesen, Maria M            | Researcher IV                                                                                | Anatomy                                             | 10/24/2024 | \$5,000.00 /MO<br>\$60,000.00 /FY                                                  |
| 10. | Powers, Anita L              | Nursing Skills Lab Assistant                                                                 | School of Health Sciences                           | 12/01/2024 | \$4,500.00 /MO<br>\$54,000.00 /FY                                                  |
| 11. | Rheinecker, Lynn             | Curriculum Dev Specialist                                                                    | Education and Curriculum                            | 01/01/2025 | \$7,687.50 /MO<br>\$46,125.00 /AY                                                  |
| 12. | Thekke Veetil, Thanuja       | Researcher III                                                                               | Physiology                                          | 12/01/2024 | \$4,166.66 /MO<br>\$49,999.92 /FY                                                  |

B. Grant of Leave With Pay:

None to report.

C. Grant of Academic Tenure:

|    | <u>Name</u>     | <u>Title on Effective Date of Tenure</u> | <u>Department/School</u> | <u>Effective Date</u> |
|----|-----------------|------------------------------------------|--------------------------|-----------------------|
| 1. | Boone, Kristina | Professor                                | Agricultural Sciences    | 07/01/2025            |

D. Promotions of Tenured and Tenure Track Faculty:

None to report

### CHANGES IN FACULTY-ADMINISTRATIVE PAYROLL – SIU SCHOOL OF MEDICINE

The following changes in faculty-administrative payroll at the School of Medicine/Springfield campus are submitted to the Board of Trustees for ratification in accordance with the Board Policy on Personnel Approval (2 Policies of the Board B). Additional detailed information is on file in the Office of the Dean and Provost. Where appropriate, salary is reported on a monthly basis and on either an academic year (AY) or fiscal year (FY) basis.

- A. Initial Appointments of Faculty to Tenured and Tenure Track and Initial Appointments and Promotions of Professional Staff (If the person previously had a University appointment, it is so noted. Otherwise, the person is a new University employee.)

|   | <u>Name</u>         | <u>Rank/Title</u>                                                     | <u>Department</u>                                     | <u>Effective Date</u> | <u>Salary</u>                                                                |
|---|---------------------|-----------------------------------------------------------------------|-------------------------------------------------------|-----------------------|------------------------------------------------------------------------------|
| 1 | Bonansing a, Joseph | Executive Director of Information Technology                          | Information Resources-SMS                             | 11/18/2024            | 17,916.67/MO<br>215,000.04/FY                                                |
| 2 | Breckon, Tamara     | Certified Nurse Practitioner                                          | Family and Community Medicine/Jacksonville            | 11/18/2024            | 9,646.92/MO<br>115,763.04/FY                                                 |
| 3 | Brown, Sara         | Curriculum Development Specialist                                     | Education and Curriculum-SMS                          | 10/21/2024            | 7,833.34/MO<br>94,000.08/FY                                                  |
| 4 | Chapman, Jenelle    | Post-Doctoral Fellow                                                  | Alzheimer's Disease Center-SMS                        | 12/02/2024            | 5,084.00/MO<br>61,008.00/FY                                                  |
| 5 | Denny, Jeffrey      | Physician Assistant-Certified                                         | Surgery Clinic-SMS                                    | 12/2/2024             | 9,583.34/MO<br>115,000.08/FY                                                 |
| 6 | Ham, Erin           | Research Project Coordinator (previously Research Project Specialist) | Population Science and Policy-SMS                     | 12/01/2024            | \$4,833.33/MO<br>\$57,999.96/FY<br>(previously \$3,843.75/MO \$46,125.00/FY) |
| 7 | Hill, Tierra        | Researcher II (previously Researcher I)                               | Alzheimer's Disease Center-SMS                        | 01/01/2025            | \$3,840.21/MO<br>\$46,082.52/FY<br>(previously \$3,657.34/MO 43,888.08/FY)   |
| 8 | Mably, Kylie        | Researcher I                                                          | Medical Microbiology, Immunology and Cell Biology-SMS | 11/18/2024            | 3,657.34/MO<br>43,888.08/FY                                                  |

|    |                      |                                             |                                   |            |                               |
|----|----------------------|---------------------------------------------|-----------------------------------|------------|-------------------------------|
| 9  | Mitchell, Jacqueline | Director of Dental Standards and Operations | Office of Correctional Medicine   | 12/02/2024 | 18,750.00/MO<br>225,000.00/FY |
| 10 | Rhodes, Shanel       | Physician Assistant-Certified               | Family and Community Medicine-SMS | 12/02/2024 | 10,804.00/MO<br>129,648.00/FY |
| 11 | Stairwalt, Megan     | Surgical Skills Specialist                  | Surgery Clinic – SMS              | 10/07/2024 | 4,583.33/MO<br>54,999.96/FY   |
| 12 | Williams, Emily      | Clinical Research Specialist                | Center for Clinical Research-SMS  | 11/18/2024 | 3,621.13/MO<br>43,453.56/FY   |
| 13 | Melissa Wohrley      | Physician Assistant-Certified               | Surgery-SMS                       | 10/07/2024 | 9,166.67/MO<br>110,000.04/FY  |

B. Leave of Absence with Pay:

None

C. Grant of Academic Tenure and Promotion:

None

D. Promotions of Tenured and Tenure Track Faculty:

None

E. Promotions of Non-Tenure Track Faculty:

None

REVISED

Southern Illinois University  
Board of Trustees  
February 6, 2025

CHANGES IN FACULTY-ADMINISTRATIVE PAYROLL – SIUE

The following changes in faculty-administrative payroll are submitted to the Board of Trustees for ratification in accordance with the Board Policy on Personnel Approval (2 Policies of the Board B). Additional detailed information is on file in the Office of the Chancellor. Where appropriate, salary is reported on a monthly basis and on either an academic year (AY) or fiscal year (FY) basis.

- A. Initial Appointments of Faculty to Tenure and Tenure Track and Initial Appointments and Promotions of Professional Staff (If the person previously had a University appointment, it is so noted. Otherwise, the person is a new University employee.)

|    | <u>Name</u>         | <u>Rank/Title</u>                                                 | <u>Department</u>          | <u>Effective Date</u> | <u>Salary</u>                                                                       |
|----|---------------------|-------------------------------------------------------------------|----------------------------|-----------------------|-------------------------------------------------------------------------------------|
| 1. | Greenwalt, Sydney   | Director                                                          | Counseling Services        | 12/16/2024            | \$7,708.32/mo<br>\$92,499.84/FY                                                     |
| 2. | Pinski, Mili        | Academic Advisor I                                                | College of Arts & Sciences | 11/01/2024            | \$3,541.66/mo<br>\$42,499.92/FY                                                     |
| 3. | Roccia, Miriam      | VC Student Affairs<br>(Previously Interim VC for Student Affairs) | VC Student Affairs         | 11/25/2024            | \$17,083.33/mo<br>\$204,999.96/FY<br>(Previously \$15,083.34/mo<br>\$181,000.08/FY) |
| 4. | Signorino, Shane    | Academic Advisor I                                                | College of Arts & Sciences | 11/01/2024            | \$3,541.66/mo<br>\$42,499.92/FY                                                     |
| 5. | Slaten, Christopher | Associate Provost for Research & Dean of the Graduate School      | Graduate School            | 06/01/2025            | \$17,083.34/mo<br>\$205,000.08/FY                                                   |

B. Leaves of Absence With Pay –

|    | <u>Name</u>                                                                                                                                                                                                                                    | <u>Type of Leave</u> | <u>Department</u>        | <u>% of Leave</u> | <u>Date</u>           |
|----|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------|--------------------------|-------------------|-----------------------|
| 1. | Clinger, Aimee                                                                                                                                                                                                                                 | Sabbatical           | Art & Design             | 100%              | 01/01/2026-05/15/2026 |
|    | <u>Purpose:</u> Professor Clinger will create 2 to 4 quality artwork pieces that explore paradoxical “war on illness” metaphors (i.e., “battling illness”), with artwork to be submitted for future applications to peer-reviewed exhibitions. |                      |                          |                   |                       |
| 2. | Essner, Richard                                                                                                                                                                                                                                | Sabbatical           | Biological Sciences      | 100%              | 08/16/2025-12/31/2025 |
|    | <u>Purpose:</u> Professor Essner will build a research colony of Greenhouse frogs thereby gathering data of frogs' jumping. This research will be used for dissemination of findings through scholarly publications and presentations.         |                      |                          |                   |                       |
| 3. | Fatima, Saba                                                                                                                                                                                                                                   | Sabbatical           | Philosophy               | 100%              | 08/16/2025-05/15/2026 |
|    | <u>Purpose:</u> Professor Fatima will investigate the impact of caretaking, financial limitations, and societal oppression on self-care. This research will result in submissions to a peer-reviewed journal and conference presentation.      |                      |                          |                   |                       |
| 4. | George, Jayashree                                                                                                                                                                                                                              | Sabbatical           | Art & Design             | 100%              | 08/16/2025-12/31/2025 |
|    | <u>Purpose:</u> Professor George's art therapy research will address how mental health is linked to environmental and ecological health. The research outcome will result in a manuscript for journal submission.                              |                      |                          |                   |                       |
| 5. | Hawkins, Carlee                                                                                                                                                                                                                                | Sabbatical           | Psychology               | 100%              | 01/01/2026-05/15/2026 |
|    | <u>Purpose:</u> Professor Hawkins will ask the research question, “Are demographics related to the effectiveness of diversity education?” The quantitative data analysis with the outcome of preparing a manuscript for publication.           |                      |                          |                   |                       |
| 6. | Hepner, Abbey                                                                                                                                                                                                                                  | Sabbatical           | Art & Design             | 100%              | 08/16/2025-12/31/2025 |
|    | <u>Purpose:</u> Professor Hepner will produce an installation of photographic work to submit to five peer-reviewed exhibitions.                                                                                                                |                      |                          |                   |                       |
| 7. | Jiang, Yi                                                                                                                                                                                                                                      | Sabbatical           | Mathematics & Statistics | 100%              | 08/16/2025-12/31/2025 |
|    | <u>Purpose:</u> Professor Jiang will study the chaos of epidemiology models and related applications. This research will produce at least one manuscript for submission to peer-reviewed journals.                                             |                      |                          |                   |                       |

|     |                                                                                                                                                                                                                                                                           |            |                                       |      |                       |
|-----|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|---------------------------------------|------|-----------------------|
| 8.  | Johnson, Heather                                                                                                                                                                                                                                                          | Sabbatical | English Language & Literature         | 100% | 01/01/2026-05/15/2026 |
|     | <u>Purpose:</u> Professor Johnson will research the role of metaphor in producing politically and socially significant emotional responses in literary and popular culture. The outcome is submission of a peer-reviewed journal article.                                 |            |                                       |      |                       |
| 9.  | Kooiman, Susan                                                                                                                                                                                                                                                            | Sabbatical | Anthropology                          | 100% | 08/16/2025-12/31/2025 |
|     | <u>Purpose:</u> Professor Kooiman will process and analyze pottery excavated from the northern Great Lakes, resulting in a field report for the US Forest Service as well as produce framework for a future journal submission.                                           |            |                                       |      |                       |
| 10. | Loreaux, Jireh                                                                                                                                                                                                                                                            | Sabbatical | Mathematics & Statistics              | 100% | 01/01/2026-05/15/2026 |
|     | <u>Purpose:</u> Professor Loreaux will undertake a first-ever formalization of operator algebras in the interactive theorem prover Lean. This undertaking will result in a submission to a mathematical journal.                                                          |            |                                       |      |                       |
| 11. | Lotfi, Nima                                                                                                                                                                                                                                                               | Sabbatical | Mechanical & Mechatronics Engineering | 100% | 08/16/2025-05/15/2026 |
|     | <u>Purpose:</u> Professor Lotfi will conduct research on next generation Battery Management Systems, focused on an improved battery charger. The outcome will result in an experimental research platform, intellectual contributions and grant proposals.                |            |                                       |      |                       |
| 12. | Pelekanos, George                                                                                                                                                                                                                                                         | Sabbatical | Mathematics & Statistics              | 100% | 08/16/2025-12/31/2025 |
|     | <u>Purpose:</u> Distinguished Research Professor Pelekanos will research and produce a manuscript on inverse elastic scattering which is anticipated to advance medical, civil, and mining imaging through peer-reviewed publications.                                    |            |                                       |      |                       |
| 13. | Reiheld, Alison                                                                                                                                                                                                                                                           | Sabbatical | Philosophy                            | 100% | 08/16/2025-12/31/2025 |
|     | <u>Purpose:</u> Professor Reiheld will research and draft an article on the limits of unpaid medical caregivers' obligations to care recipients. The article outcome will be submitted for publication to a peer-reviewed journal                                         |            |                                       |      |                       |
| 14. | Simon Solomon, Stanislaus                                                                                                                                                                                                                                                 | Sabbatical | Management & Marketing                | 100% | 01/01/2026-05/15/2026 |
|     | <u>Purpose:</u> Professor Simon Soloman will explore barriers and enablers of cybersecurity in India's fragmented supply chains. The research outcomes will include producing an academic publication, conference presentations, and insights for industry professionals. |            |                                       |      |                       |

|     |                                                                                                                                                                                                                                                |            |                                           |      |                       |
|-----|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|-------------------------------------------|------|-----------------------|
| 15. | Song, Myung                                                                                                                                                                                                                                    | Sabbatical | Mathematics & Statistics                  | 100% | 01/01/2026-05/15/2026 |
|     | <b>Purpose:</b> Professor Song will research for a better set of wavelet functions for neural network in deep learning. Project will produce at least one article for peer-reviewed journal publication.                                       |            |                                           |      |                       |
| 16. | Stevens, Corey                                                                                                                                                                                                                                 | Sabbatical | Sociology                                 | 100% | 01/01/2026-05/15/2026 |
|     | <b>Purpose:</b> Professor Stevens will collect data on neurodiversity in social media videos, thereby developing a code book as well as preparing a peer-reviewed journal article or book proposal.                                            |            |                                           |      |                       |
| 17. | Temko, Ezra                                                                                                                                                                                                                                    | Sabbatical | Sociology                                 | 100% | 08/16/2025-12/31/2025 |
|     | <b>Purpose:</b> Professor Temko will create a digital timeline explaining and contextualizing Iowa's gender balance legislation and laws. The digital timeline will be submitted to Iowa State University for peer review.                     |            |                                           |      |                       |
| 18. | Thomason, Allison                                                                                                                                                                                                                              | Sabbatical | History                                   | 100% | 01/01/2026-05/15/2026 |
|     | <b>Purpose:</b> Professor Thomason will research and draft an article entitled, "Women, Portable Possessions, and Family Wealth in Ancient Mesopotamia" for future peer-reviewed publications.                                                 |            |                                           |      |                       |
| 19. | Vithayathil, Joseph                                                                                                                                                                                                                            | Sabbatical | Computer Management & Information Systems | 100% | 08/16/2025-12/31/2025 |
|     | <b>Purpose:</b> Professor Vithayathil will describe the major means by which public governance has been captured by narrow private interests to effect wealth transfer from the public.                                                        |            |                                           |      |                       |
| 20. | Wilson, Sophia                                                                                                                                                                                                                                 | Sabbatical | Political Science                         | 100% | 01/01/2026-05/15/2026 |
|     | <b>Purpose:</b> Professor Wilson will conduct archival research analyzing Nazi and Soviet occupations of Ukraine. The research will result in two book chapters.                                                                               |            |                                           |      |                       |
| 21. | Zhou, Jianpeng                                                                                                                                                                                                                                 | Sabbatical | Civil Engineering                         | 100% | 08/16/2025-12/31/2025 |
|     | <b>Purpose:</b> Professor Zhou will investigate the dewaterability of electrochemically treated wastewater sludge for sustainable pollution control and environmental protection.                                                              |            |                                           |      |                       |
| 22. | Zimmermann, Julie                                                                                                                                                                                                                              | Sabbatical | Anthropology                              | 100% | 01/01/2026-05/15/2026 |
|     | <b>Purpose:</b> Professor Zimmerman will report on Mississippian (Cahokian) materials excavated at SIUE while collaborating with Native American communities now living in Oklahoma. The outcome of the reporting will be a scholarly article. |            |                                           |      |                       |

C. Awards of Tenure-

None to Report

D. Awards of Promotion-

None to Report

Southern Illinois University  
Board of Trustees  
February 6, 2025

PROPOSED REVISIONS TO 2 POLICIES OF THE BOARD; 7 POLICIES  
OF THE BOARD; AND ARTICLE III BYLAWS OF THE BOARD

Summary

This matter seeks approval by the SIU Board of Trustees to amend 2 Policies of the Board – Faculty and Staff Services; 7 Policies of the Board – Legal and Ethical Conduct Requirements and Article III Bylaws of the Board. The two areas of Board Policy serve as a guide for the SIU System with respect to personnel and employment for the entire university system and the legal and ethical conduct requirements. Article III Bylaws of the Board dictates authority given to the Finance Committee of the Board of Trustees.

Rationale for Adoption

2 Policies of the Board - Faculty and Staff Services policy serves as the Board's directive to all within the SIU System related to appointment to positions and position approval, conditions of employment, supplemental retirement plan, indemnification policy, pre-employment policy, electronic direct deposit policy, intellectual property policy, and emergency pay policy of the Southern Illinois University System. This policy is being updated to provide clear and concise language for employees throughout the SIU System. The language update is reflective of current terms, verbiage and conditions as stipulated in the University Guidelines and campus procedures.

As part of the update to 2 Policies of the Board, it was determined that the Intellectual Property Policy section is better suited under 7 Policies of the Board – Legal and Ethical Conduct Requirements and is being moved in its entirety to that section.

The Finance Committee Bylaws is being updated to be consistent with the changes and language in 2 Policies of the Board – Faculty and Staff Services.

The campus human resource directors were consulted and provided input in reviewing the updates. The attached updates will allow employees to more clearly understand the personnel provisions on behalf of the SIU System.

Considerations Against Adoption

University officers are aware of none.

Resolution

BE IT RESOLVED, By the Board of Trustees of Southern Illinois University in regular meeting assembled, That:

- (1) 2 Policies of the Board is hereby amended as per the attached.
- (2) 7.P Policies of the Board is hereby amended as per the attached.
- (3) Article III, Section 3.6 Bylaws of the Board is hereby amended as per the attached.
- (4) The President of Southern Illinois University be and is hereby authorized to take whatever action may be required in the execution of this resolution.

## Section 2: Faculty and Staff

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### A. Definitions

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1. Academic Year: The nine-month period referenced in employment contracts for academic year appointees, the specific dates of which are determined by the Chancellors.
2. Board: The Board of Trustees of Southern Illinois University.
3. Civil Service Employee: Any employee not exempt from coverage by the State Universities Civil Service System.
4. Continuing Appointment: A continuing appointment is one which is automatically renewed each year unless the appointee is given notice as specified in the appropriate personnel policies. All continuing appointees are subject to annual adjustments in salary and other conditions of employment.
5. Employee: Any person whose name appears on a University payroll, except student appointees and certain fellowships/traineeships that require past, present, or future services to the University or non-University employer. (9/11/08)
6. Employment Administration: The appointment, employment, workload, reassignment, promotion, demotion, salary adjustment, space assignment, tenure, termination, and all other terms and conditions of employment for employees under an executive officer.
7. Executive Officer: The President and Chancellors acting only as to their employees under his/her respective supervisory authority. (3/13/03)
8. Faculty: All persons holding academic rank.
9. Fiscal Year: July 1 through June 30.
10. Assistantships:
  - a. Undergraduate Assistantship: A position held by a duly registered undergraduate student appointed part-time in a paraprofessional endeavor related to a career/discipline and having contact hours with a faculty member or administrative/professional staff member, and registered in sufficient course work to achieve exemption from the State Universities Civil Service System.
  - b. Graduate Assistantship: A position held by a duly registered graduate student appointed part-time in professional or semi-professional endeavor and duly registered in sufficient course work to achieve exemption from the State Universities Civil Service System. This classification does not include Fellows who are assigned no specific duties. (7/11/02)
11. Administrative/Professional Staff: The principal administrative appointees as determined by the Merit Board governing the State Universities Civil Service System.
12. Student Appointees: Student workers and undergraduate and graduate assistants. (7/11/02)
13. Student Worker: A person appointed part-time and duly registered as a student for sufficient course work to achieve exemption from the State Universities Civil Service System.
14. Tenured Appointment: A tenured appointment signifies the permanent holding of an academic position of employment as governed by Board and University policies. Tenure applies only to a basic academic year appointment. A tenured faculty

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member's employment contract is subject, however, to annual adjustments in salary, rank, or conditions of employment, and to generally applicable amendments to personnel policies of Southern Illinois University or SIUC or SIUE. Tenure shall be awarded only by the positive action of the Board of Trustees. An individual's tenure within Southern Illinois University shall be held in an academic unit or units at either Southern Illinois University Carbondale or Southern Illinois University Edwardsville as specified by each tenure document. (3/13/03, 3/24/16, 3/28/19)

15. Term Appointments: A term appointment is employment for a specified period of time. Term appointments may be renewed; however, reappointment to such a position creates no right to subsequent employment or presumption of a right to subsequent employment.
16. Termination of Employment: The interruption for cause of a tenured or untenured continuing or term appointment or Civil Service appointment.

B. Appointment to Positions and Position Approval

1. Appointments to Positions of Employment;

- a. All appointments to positions of employment shall be made in the name of the Board as the employer.
- b. All appointments are subject to applicable federal and state laws. All supervisors of other employees shall keep themselves informed of the currently applicable laws. Adherence to both the letter and the spirit of all civil rights laws is required.
- c. No person who is related within the third degree of consanguinity or is the spouse, son-in-law, or daughter-in-law of a current member of the Board shall be appointed to a position of employment within three reporting levels of the President. This limitation reaches the Dean and equivalent levels. Relatives within the scope of this policy include parents, siblings, grandparents, aunts, uncles, nieces, nephews, and offspring, including children. (7/97)

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2. Creation of Positions and Approval or Ratification of Appointments, Title Changes, Tenure, and Leaves;

- a. The Board of Trustees shall approve the creation and/or appointment of the President, Board appointed officers, Chancellors, and the Dean and Provost of the SIU School of Medicine. The authority of the Finance Committee is retained to recommend approval by the Board.
- b. On the recommendation of the President and prior to its public announcement, the Board of Trustees shall approve a position of employment created by the President which is within one reporting levels of the President, but is not a part-time, term, Civil Service or student appointment.
1. The appointment to any such position or title change is tentative pending ratification by the Board.
2. The authority of the Finance Committee is retained to recommend approval by the Board of the appointment or title change.
3. The appointment or title change details shall include the individual's total compensation package, including compensation to be paid from any University Related Organization.

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4. If a search waiver request is generated or initiated by the President, such search waiver must be reviewed and approved by the respective equal opportunity office at the campus that will otherwise process the position's appointment. In addition, such search waiver request generated or initiated by the President must be signed, or otherwise approved in writing, by the Chair of the Board of Trustees or Trustee designated by the Chair. (3/13/03, 12/08/11, 3/28/19)
- c. Prior to its public announcement, the President shall approve appointments, title changes or salary changes for an individual, who is within two reporting levels of a Chancellor, but is not a part-time, term, Civil Service or student appointment.
1. The appointment to any such position is tentative pending ratification by the Board.
  2. The appointment, title change or salary change details shall include the individual's total compensation package, including compensation to be paid from any University Related Organization.
  3. If a search waiver is requested for a position within two reporting levels of the Chancellor, the President's approval of the search waiver is required.
- d. Employment Administration:
1. The Board of Trustees shall approve all compensation changes for the President, Board appointed officers, Chancellors, the Provost and Dean of the SIU School of Medicine; except for annual raises from salary pools established during budget development. The authority of the Finance Committee is retained to recommend approval by the Board.
  2. The Finance Committee shall approve all compensation changes for the administrative/professional staff employees who are within one reporting level of the President, except for annual raises from salary pools established during budget development.
  3. The President has the delegated authority to take final action on employment administration for Board appointed officers, Chancellors and the Provost and Dean of the SIU School of Medicine, including any compensation funded from a University Related Organization, except as otherwise provided by Board policy.
  4. The President has delegated authority to take final action on employment administration for employees in the Office of the SIU System, including any compensation funded from a University Related Organization, except as otherwise provided by Board policy.
  5. The Chancellors have delegated authority to take final action of employment administration for SIUC and SIUE employees, including any compensation funded from a University Related Organization, except as otherwise provided by Board policy.
- e. The following personnel actions are also tentative pending ratification by the Board:
1. Initial appointments of faculty to tenured and tenure track positions, including total compensation;
  2. Promotions of tenured and tenure track faculty;

**Deleted:** <#>The authority of the Finance Committee is retained to recommend approval of all Board appointed officers, all professional staff in the Office of the President, the Vice Chancellors at SIUC and SIUE, and the Dean and Provost of the School of Medicine. (12/08/11, (3/24/16, 3/28/19, 9/12/19, 2/10/22, 04/28/22)¶ The authority of the Finance Committee is retained to recommend approval of all increases for all Board appointed officers, all professional staff in the Office of the President, the Vice Chancellors at SIUC and SIUE, and the Dean and Provost of the School of Medicine, except for annual raises from salary pools established during budget development. (12/08/11, (3/24/16, 3/28/19, 9/12/19, 2/10/22, 04/28/22)¶

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The Board of Trustees shall approve prior to its public announcement the title change in a position of employment which is changed by the President within two reporting levels of the President. The President shall approve prior to its public announcement the title change in a position of employment which is changed by a Chancellor within two reporting levels of a Chancellor or which reports directly to a Vice Chancellor. The change in title is tentative pending ratification by the President and the Board. (3/13/03, 3/28/19)¶

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3. The grant of academic tenure;
4. Initial appointments and promotions of administrative/professional staff, including total compensation; and
5. The grant of a leave with pay, (3/13/03)
- f. A tentative appointment is an appointment made by an executive officer pending ratification by the Board. A tentative appointment will expire if it has not been ratified, as required, as of the close of the day of the second Board meeting following the inception of the appointment, unless extraordinary circumstances have been demonstrated to and certified by the President. No reappointment of the same individual may then be made without prior Board approval, unless extraordinary circumstances have been demonstrated to and certified by the President.

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### C. Conditions of Employment

#### 1. Appointment classifications:

- a. Civil Service Employees; The general conditions of employment of Civil Service personnel are as set forth in the following documents:
  1. The State Universities Civil Service System Act (110 ILCS 70/0.01 et seq.), as amended;
  2. The Rules of the State Universities Civil Service System, Illinois Admin. Code tit. 80, Ch. VI, Part 250, as amended;
  3. The respective campus Civil Service Personnel Policies as approved by the Chancellors; and (3/13/03)
  4. Any applicable collective bargaining agreement.
- b. Student Appointees; The general conditions of appointment of student appointees are as set forth in the State Universities Civil Service System Act, Rules of the State Universities Civil Service System and in the respective campus Student Appointee Personnel Policies as approved by the Chancellors.
- c. Faculty and Administrative/Professional Staff; The general conditions of employment of faculty and administrative/professional staff are as set forth in the respective campus Faculty and Administrative/Professional Staff Personnel Policies as approved by the Chancellors. These policies may be promulgated in a single document or as two separate documents. The following distinctions shall be maintained between provisions for faculty and for professional staff: (2/28/07), (3/24/16, 3/28/19)
  1. Only faculty may become eligible for sabbatical leaves.
  2. Only faculty may become eligible for tenured appointments.
  3. The general conditions of employment of faculty are also as set forth in any applicable collective bargaining agreement.
  4. The usual faculty contract shall be for the academic year, and shall carry with it the obligation to perform ancillary duties, such as syllabus development, grading, and student advisement, which may require actions just before or after the calendar dates of academic terms.
  5. Faculty shall have the right and duty to participate in the formulation of academic policy affecting the performance of their duties, both by

direct participation within their academic unit and through their elected representatives to the Faculty Senate and Graduate Council. (3/13/03)

- d. Restricted Term Appointments: The general conditions of restricted term appointments are for non-credit activities, under which the appointee is not otherwise employed as a faculty or staff member within any unit of the University and assumes no obligation to perform services for the University except those related to the specific non-credit activity or event for which the restricted term appointment is made. For the short term, non-credit activities, the restricted term appointment must be used in lieu of a purchase requisition for services, shall provide no expectation of reappointment and shall in no circumstances exceed three months in length.

The fiscal emergency language was moved to a new section, 2 Policies of the Board D.

2. All employees shall fully comply with all:
  - a. Applicable State and Federal laws;
  - b. Policies, regulations, and decisions of the Board of Trustees, and as amended; and (3/13/03)
  - c. Policies, guidelines, regulations, and decisions promulgated by the President, or Chancellor on his or her respective campus, or the supervisor to whom the employee reports, as amended. (3/13/03, 3/24/16, 3/28/19)
3. The President and Chancellor, or their designees, are authorized to negotiate with recognized employee organizations. The President shall execute collective bargaining agreements on behalf of the Board. The Chancellor and his/her designees are authorized to implement the terms and conditions of collective bargaining agreements, including salary adjustments.
4. Personnel policies shall adhere to the following standards:
  - a. Personnel policies will be regularly published and made available to affected employees and their asupervisors.
  - b. Each Chancellor is authorized to develop and approve personnel policies affecting employees under that executive officer's supervisory authority which are not inconsistent with the provisions of this chapter (Chapter 2, Faculty and Staff) or with personnel policies which do not otherwise require Board of Trustees or President approval.
5. Paid absences: Personnel policies will provide for holidays, vacations for civil service and administrative/professional staff fiscal-year appointees, and leaves.
  - a. Holidays: Employees shall receive those legal holidays established by the State Universities Civil Service Act, 110 ILCS 70/45a. In addition, the Chancellors shall designate five (5) additional holidays, one of which shall be the Dr. Martin Luther King, Jr. holiday. The Chancellors shall establish a policy for non-represented employees which allows the employees to receive compensatory time off or other appropriate compensation if employees are required or authorized to work on one of these legal or designated holidays. For represented employees, the applicable collective bargaining agreement shall govern.

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**Deleted:** Personnel policies requiring the President's approval shall be filed with the President at least two weeks prior to their effective date. Each Chancellor is authorized to develop and approve personnel policies affecting employees under that executive officer's supervisory authority which are not inconsistent with the provisions of this chapter (Chapter 2, Faculty and Staff Service) or with personnel policies approved by the President and which do not otherwise require Board of Trustees or President approval. (3/24/16, 3/28/19)¶

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- b. Vacation: Vacation earned shall not exceed 28 working days per year. No accrued vacation beyond two years' credit shall be paid out to an employee, unless otherwise required by State law or regulation.
- c. Sick Leave: Unused sick leave may be accumulated to provide for extended sick leave and disability benefits in an amount not exceeding 15 days per year.
- d. Administrative Closure:
1. Closure of any or all parts of a campus may be declared by the Chancellors in response to a natural emergency, in support of national or State policy, for reasons of health and safety, or in response to a budgetary shortfall, including significant delays in state reimbursements. Announcement of such closure will specify campus guidelines regarding paid leaves during such closure.
  2. Administrative closure may also be declared for a period of up to three working days during the period December 23 through January 2, upon the determination of the respective Chancellor. Days designated for administrative closure during this period will be considered days of paid leave for all affected faculty and staff, except those who are necessary to the effective or efficient operation of the University. The Chancellors shall establish a policy for non-represented employees which allows the employees to receive compensatory time off or other appropriate compensation if employees are required or authorized to work on one of these administrative closure days. For represented employees, the applicable collective bargaining agreement shall govern.
  3. Days designated for administrative closure in response to a budgetary shortfall, including delays in state reimbursements, shall be considered days of unpaid leave for all affected faculty and staff and shall be limited to no more than one day per bi-weekly pay period or two days per month but not to exceed six days in a fiscal year. Unpaid administrative closures shall not be scheduled during time periods when classes are in session. Each campus may establish its own procedures to implement unpaid administrative closures. (09/16/10)
- e. Sabbatical and Professional Development Leaves: Sabbatical leaves for faculty and administrative/professional development leaves shall be granted only on the basis of an approved plan designed to improve the professional performance of the applicant which contains a recognition of an obligation to report in writing the execution of the plan and return to an assignment of duties wherein the leave experience will benefit the institution for a reasonable period of time but not less than the duration of the leave.
1. No such leave shall exceed one calendar year in duration, and the rate of compensation during the leave shall not exceed the regular monthly rate of the applicant at the time the leave commenced plus annual increments computed on the same basis as for the applicant's peers.
  2. Full sabbatical leaves, not to exceed six months at full pay or a calendar year at half pay, may only be granted after the completion

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of a six-year period of consecutive full-time employment measured from the commencement of employment as a faculty member or six years after the termination of a previous sabbatical leave.

3. Policies concerning faculty may also provide for partial sabbatical leaves, not exceeding six months at half-pay, which may only be granted after the completion of a three-year period of consecutive full-time employment or three years after the termination of a previous sabbatical leave.

- f. Other paid absences: Other paid absences, such as those required for jury duty, certain military service, including active duty service during periods of national need, etc. shall also be addressed in the respective campus personnel policies as approved by the Chancellors, and shall be consistent with the provisions of this Chapter 2. (2/14/02)

6. Supplemental Benefits:

- a. The Board of Trustees grants the President and / or Chancellors the authority to provide supplemental benefits to employees. Granting supplemental benefits is at the President's and / or Chancellors' discretion and the amounts are subject to funding availability. The President is authorized to prescribe guidelines on campus supplemental benefit policies.
- b. The Chancellors are responsible for the establishment and administration of policies for supplemental benefits for their respective campuses. Campus supplemental benefit policies and any subsequent revisions are subject to approval by the President.
- c. The policies shall direct the respective campus officials to implement procedures to comply with Federal and State laws, including reporting set forth by the Internal Revenue Service and other regulatory agencies, as applicable.

The requirements for supplemental benefits are detailed in a new University Guideline, which will be presented to the President for approval.

7. Nepotism: Personnel policies will prevent relatives within the third degree of consanguinity or spouses from making final personnel determinations for each other. Such relatives include, but are not limited to, parents, siblings, grandparents, aunts and uncles, nieces, and nephews, and children. (3/13/03)
8. Grievances: Personnel policies will provide for prompt resolution of grievances by means of:
- a. Informal negotiations to be followed by, if necessary,
- b. A formal process through which an officer or panel makes findings or recommendations or both, and for which a record is compiled;
- c. A final determination by a responsible officer; and
- d. Notice concerning the procedure for application for discretionary review by the Board.
9. Conflicts of interest and commitment: Personnel policies will address the problems of conflict of interest and commitment and concurrent employment by other employers. (3/13/03)
10. Tenure: Faculty and Administrative/Professional Staff Personnel Policies will provide for tenured appointments of faculty.

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- a. Eligible academic ranks: Tenure may be granted to persons holding the faculty rank of professor, associate professor, or assistant professor. (3/13/03)
- b. Probationary service: The length of probationary service periods shall be specified in SIUC and SIUE policies on tenure, as approved by the President and in the initial employment contract.
1. The maximum probationary service period is six years.<sup>(1)</sup> except for faculty at the School of Medicine having a clinical and education commitment greater than their research component, in which case the maximum probationary service period is eight years.
  2. At SIUC, an assistant professor who has served previously as an instructor at SIUC may serve a total probationary period in both ranks not to exceed seven years.
  3. At SIUE, this maximum period may be extended by one year by mutual written agreement of the academic unit and the individual.
  4. Shorter probationary periods may be specified in campus policies on tenure or in the initial employment contract but should normally not be less than two years.
  5. The requirement of a minimum period of probationary service may be waived under conditions as specified in each institution's policy.
  6. By the end of the last year of the probationary service period of a faculty member the faculty member shall be notified in writing either that tenure has been awarded pending ratification by the Board of Trustees or that the faculty member's appointment will not be renewed after the following year.
- c. Recommendation for tenure:
1. The primary criteria to be utilized in the tenure decision process are performance in teaching, research, and service.
  2. The primary responsibility for the evaluation of the academic qualifications of an individual candidate for tenure rests with tenured faculty in the appropriate unit. If an individual has tenure at another institution and becomes employed full-time as a tenured member of the SIU faculty or a member of SIU's administration the individual must relinquish tenure at the other institution before commencing employment at SIU. (3/13/03)
  3. It is the responsibility of the head of each appropriate unit to evaluate annually each non-tenured faculty member in a tenurable rank within that unit and to individually inform such faculty members of their professional performance as measured by such evaluation.
  4. Grievances arising out of a recommendation that tenure be denied shall be filed in writing and resolved through the approved faculty grievance procedures of SIUC including the School of Medicine or SIUE. In such cases, the burden of proof rests on the individual faculty member. (3/13/03)

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(1) Assistant professors having job descriptions with a clinical and education commitment greater than their research commitment shall be notified in writing that tenure has been awarded at the

end of the eight-year probationary period or that the appointment will not be renewed at the end of the ninth year.

11. Professional positions:

- a. Tenure does not apply to positions on the administrative/professional staff. A person shall not be deprived of tenure, or the highest academic rank attained because of assignment to an administrative/professional staff position under the authority of the Board of Trustees. Such appointment shall not deprive a person of service credit attained toward the achievement of tenure or limit a person's normal progress toward tenure or promotion. The functions, titles, salaries, and annual periods of employment of persons in administrative/professional staff positions shall be distinct and severable from their faculty status.
- b. Upon reassignment to duty in the tenured position, the monthly salary therein shall be determined after consultation with the individual on the basis of the nature of the position, the experience, academic qualifications and previous service of the individual, and the salary range within the department, school or college to which reassignment is made. Reassignment of duties may occur at any time. Adjustments in salary may occur at the end of any fiscal year or within a fiscal year if for cause duly stated. (3/13/03)

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12. Notice of non-reappointment: The Faculty and Administrative/Professional Staff Personnel Policies will provide for such notice for faculty in tenure-eligible ranks and other employees on continuing appointments. Term appointments are for a specified period of time and expire at the end of the term stated in the notice of appointment; no separate notice of non-reappointment need be given for such appointments. Notice of non-reappointment of administrative/professional staff and untenured faculty on continuing appointments shall be given in writing as follows:

|                                        |                              |
|----------------------------------------|------------------------------|
| First appointment year                 | No less than 3-months notice |
| Second appointment year                | No less than 6-months notice |
| Third and subsequent appointment years | No less than 1-year notice   |

13. Notice period need exceed the length of the appointment. The notice periods shall be proportionally shortened for appointments of less than an academic or fiscal year. Notice periods longer than those stated above may be incorporated in the Faculty and Administrative/Professional Staff Personnel Policies.

14. Outside professional activities: Personnel policies will provide for the reporting to and regulation by the executive officers of extramural research, consulting, and employment of faculty and administrative/professional staff so that such activities complement professional performance. When such activities are of a nature that administrative involvement in their conduct is necessary or desirable to facilitate the complementary effect on professional performance, additional or supplementary policies may be promulgated by the executive officer, subject to the approval of the President. Such policies may govern administrative involvement and

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provide for the payment or reimbursement of the administrative expense from the proceeds of the external activity. Examples of the latter include, without limitation, patents, copyrights, and clinic practice of professionals conducted pursuant to the educational mission of SIUC or SIUE.

15. Personnel policies will provide for a drug-free workplace which shall meet the minimum standards of applicable statutes or rules having the force of law and will be promulgated by the Chancellors at their respective campuses. (3/13/03)
16. Personnel policies will provide for Family and Medical Leave which shall meet the minimum standards of applicable statutes or rules having the force of law.

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**Deleted:** <#>At SIUC, an assistant professor who has served previously as an instructor at SIUC may serve a total probationary period in both ranks not to exceed seven years. At SIUE, this maximum period may be extended by one year by mutual written agreement of the academic unit and the individual.¶

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#### D. Fiscal Emergency

1. The Board has the authority to declare a fiscal emergency and to provide specific directions to cope with such emergency. (3/13/03)
  - a. The Board shall determine that a fiscal emergency exists and assess the extent of that emergency. (3/13/03)
  - b. The Board may recognize a fiscal emergency ranging from a temporary financial crisis to a long-term loss of resources. (3/13/03)
    1. A short term fiscal emergency is the condition of financial necessity, which results when a decline in financial support is such as to require a reduction within the fiscal year in the personal services budget exceeding that which may be accomplished by attrition or non-renewal of term positions or other such measures after all workable reductions in support and operational costs have been made.
    2. A long-term fiscal emergency is the condition of financial exigency, which results when an imminent financial crisis will require long-term programmatic reductions and termination of tenured faculty.
2. The Board of Trustees will consider a declaration of fiscal emergency for either institution or for the University when such a proposal from the President is placed on the Board agenda. (3/13/03)
  - a. Representatives of the concerned SIUC or SIUE constituencies shall be consulted as far in advance as possible and continuously involved in making the decision to ask that the Board declare a condition of fiscal emergency.
  - b. A matter proposing the declaration of a fiscal emergency and approval of a plan developed to deal with that emergency shall contain the following information:
    1. A description of the fiscal situation which makes the action advisable.
    2. A description of specific economic measures, such as the reduction of support costs, freezing of vacancies, non-renewal of term positions, and the like, which have already been invoked in an effort to deal with the situation.
    3. A description of the proposed action.
    4. An explanation of how the proposed scope and manner of execution of the proposed measures are proportional to the fiscal emergency and will cause the least possible disruption of the educational process and will inflict minimal hardship on employees.

5. An indication of how employees will be notified of the measures to be implemented by the proposed action and the method and period of notice to apply before that implementation.
  6. A specification of the exemptions from the proposed action, if any, which will be required to safeguard the campuses and the conduct of unintermittible activity if the proposed action is authorized, and an indication that the proposal otherwise has general application across the University employment spectrum, including administrative personnel.
  7. A report on the manner in which the constituencies have had an opportunity both to review the situation and the proposed action and to advise the executive officer.
  8. An indication of how the proposed action will apply to Civil Service employees in terms of established Civil Service Rules and Regulations.
3. The Board will authorize actions to adjust University operations to the limitations of a declared fiscal emergency.
- a. The Board must be satisfied that all reasonably possible economic measures have been taken before authorizing a reduction in personnel services.
  - b. The Board will authorize procedures commensurate with the magnitude of the fiscal emergency. Such procedures may include but are not limited to measures such as invoking a mandatory leave without pay for all employees in a declared financial necessity situation or such measures as long-term programmatic reductions requiring termination of appointment for employees with and without tenure in a declared financial exigency situation. Such procedures will be open to review and comment by administration and constituency bodies.
  - c. In a fiscal emergency situation, if budget reductions across-the-board are mandated by the Board, each basic academic or service unit will be involved in distributing its specific program and personnel changes.
  - d. In a financial exigency situation, if budget reductions mandated by the Board are to be made programmatically, the administration will involve an appropriate faculty or constituency body in determining where within the overall academic or other program termination of appointments may occur.
4. Any actions affecting an institution resulting from a declaration of fiscal emergency shall recognize the personnel policies of that institution so far as they are not in conflict with the fiscal procedures approved to cope with the emergency.
5. A declaration of fiscal emergency will be in effect only during the fiscal year for which it is declared.
6. Employees who receive notices that their appointments are to be terminated or who are placed into a leave of absence status because of a fiscal emergency shall have the right to appeal through appropriate SIUC or SIUE grievance procedures.
7. Pursuant to 2 Policies of the Board C.1.c.3, the basic term of faculty appointment remains the academic year, and individual contract renewals which reduce the period of employment to not less than an academic year will continue to be at administrative discretion.

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E. Supplemental Retirement Plan (Tax-Deferred Annuities)

1. The President of Southern Illinois University is authorized to direct payments for eligible employees to companies approved under each campuses' Supplemental Retirement Plan ("Plan") as described in the corresponding campuses' Supplemental Retirement Plan Document and as described in Sections 403(b) and 403(b)(7) of the Internal Revenue Code, respectively, as amended.
2. The University shall administer the Plan in compliance with all related statutes for all eligible University faculty and staff members, on a voluntary basis, with participation by those approved companies authorized under the Plan. (3/13/03, 12/09/10)
3. The President shall have the authority to prescribe such additional guidelines deemed necessary to accomplish the purposes set forth in this policy and shall name a plan administrator for each campus. (3/13/03, 12/09/10)
  - a. The guidelines shall prescribe the method of approval for companies to participate in the Plan. (12/09/10)
  - b. The guidelines shall prescribe the method by which a company may be suspended or removed from the campuses' list of approved companies. (12/09/10)
  - c. Neither the Board of Trustees, nor any representative thereof, will recommend any one qualified company to employees.

The following requirements for company participation are detailed in a new University Guideline, which will be presented to the President for approval.

F. Indemnification Policy

1. The Board established the Risk Management Insurance Programs 5 Policies of the Board, H to fund defense and indemnity costs. The Board authorizes the President to approve Guidelines related to the administration of the Risk Management Insurance Programs.
2. Subject to the Guidelines of the Risk Management Insurance Programs, each Trustee, officer, employee, and student appointee of Southern Illinois University, whether or not in office, and the heirs, executors, administrators, and assigns thereof shall be indemnified by the Board of Trustees against all costs and expenses reasonably incurred by or imposed upon such person or such person's estate in connection with or resulting from an action, suit, proceeding, claim, or investigation, civil or criminal, to which such person or such person's estate shall or may be made a party, or with which such person or person's estate shall or may be threatened, by reason, directly or indirectly, of any action or omission to act in the scope of such person's appointment as a Trustee, officer, employee, or student appointee of the University.
3. Indemnification may be extended, provided that:
  - a. No such Trustee, officer, employee, or student appointee shall be indemnified against or be reimbursed for any cost or expense arising out of such person's own willful misconduct;

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The company must agree to the conditions of the respective campuses', and all future regulations relating to the Plan that the University may adopt. (3/13/03, 12/09/10)¶  
The company must be willing to accept the campuses' transmittal list each pay period as the evidence upon which the University will pay their account. (3/13/03, 12/09/10)¶  
Each company must comply with the Internal Revenue Service limitations on tax-deferred contributions. (3/13/03)¶  
Each company must undertake to indemnify, defend, and hold the Board of Trustees, its officers, and employees harmless from any and every claim, demand, cause of action, loss or expense resulting from failure to adhere to limitations referred to in paragraph c. (3/13/03)¶  
The company may lose its privilege of participation through failure to meet the university's requirements on a continuing basis.¶  
Additional Qualifications for Insurance Company Participation¶  
All tax-deferred annuity contracts issued by participating companies must comply with the Internal Revenue Code, as amended, and must be considered by the insurance industry as a pure ...

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- b. The Trustee, officer, employee, or student appointee has given prompt notice to the Office of the Board of Trustees of the action, suit, proceeding, claim, or investigation or threat of same;
- c. The Trustee, officer, employee, or student appointee has agreed to legal representation by counsel acting on the matter for the Board of Trustees, or in the event of conflict of interest on the part of such counsel by individual counsel acceptable to the Board and its counsel, which acceptance shall not be reasonably withheld; and
- d. The cost or expense is not reasonably recoverable from any other source.
4. The costs and expenses against which any Trustee, officer, employee, or student appointee of the University shall be so indemnified shall be those actually paid or for which liability is actually incurred, including sums paid in settlement of any such action, suit, proceedings or claim, on advice of competent counsel and with the concurrence of the Board of Trustees, and irrespective of whether such costs or expenses are taxable costs as defined or allowed by statute or rule of court.
5. These rights of indemnification shall be supplementary to any other rights with respect to any such costs and expenses to which the Trustee, officer, employee, or student appointee may otherwise be entitled against the Board of Trustees or any other persons. (3/13/03)
6. A Trustee, officer, employee, or student appointee shall not be deemed to have been guilty of willful misconduct in the performance of duty as a Trustee, officer, employee or student appointee, as to any matter wherein such person relied upon the opinion or advice of legal counsel employed or retained by or for the Board of Trustees, or relied upon erroneous information or advice furnished by an officer, or an employee of the University, and which was accepted in good faith from such persons.
7. "Willful misconduct," as the term is used herein, includes but is not limited to the intentional violation of a law or of a regulation having the force of law or of the directive of a superior University authority.

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G. Pre-employment Investigations Policy

1. The Board of Trustees of Southern Illinois University is committed to full compliance with the Illinois Campus Security Enhancement Act of 2008 (110 ILCS 12/1 et seq.), as amended, which requires public institutions of higher education to identify security-sensitive positions and make provisions for the completion of criminal background investigations prior to employing individuals in those positions. Background investigations shall be conducted in compliance with the Illinois Human Rights Act (775 ILCS 5/1-101 et seq.), as amended, and the Fair Credit Reporting Act (15 USC § 1681 et seq.), as amended.
2. The President is hereby authorized to approve regulations for the completion of appropriate criminal background investigations prior to the final selection of any candidate for a security-sensitive position. The President is further authorized to approve regulations for the completion of appropriate pre-employment investigations of candidates for other positions of employment, including but not limited to education, employment, and credential checks on all new hires. (3/13/03)

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The following requirements for company participation are detailed in a new University Guideline, which will be presented to the President for approval.

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#### H. Electronic Direct Deposit Policy

The Board of Trustees of Southern Illinois University directs each campus to adopt an Electronic Direct Deposit Policy by July 1, 2011. Such policy shall require all newly hired and rehired employees, as a condition of employment, to participate in a direct deposit program with respect to receipt of wages, salaries, and employee travel and business expense reimbursements. Exceptions may be granted in order to comply with applicable State and Federal labor laws and in other limited circumstances as deemed appropriate by each campus. (5/13/10)

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Such regulations and any amendments thereto shall provide for proper adherence to all applicable laws, including the adoption of appropriate precautions against any mandatory disclosure of legally protected personal information such as social security numbers, personal financial records or confidential medical records, as a condition of consideration for employment.¶  
Such regulations shall also provide for the identification of security-sensitive positions in accordance with the following standards:¶  
Positions which involve working with minors or individuals with diminished mental capacity.¶  
Positions which involve providing for the safety of students, faculty, and staff.¶  
Positions having regular access to controlled substances.¶  
Positions which provide significant overall responsibility, defined at \$50,000 or more per day, for the control of University financial resources.¶  
Such regulation shall also provide for the identification of other similar positions of employment for which pre-employment investigations may be performed, and provide for determination of the nature and amount of investigation appropriate to each position.¶  
Potential applicants for security-sensitive and similar positions shall be notified that they may become subject to a criminal background or other pre-employment investigation, or both. Such notice shall be offered as early in the recruitment process as feasible. ...

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The Intellectual Property Policy language was moved to 7 Policies of the Board of Trustees P.

#### J. Emergency Pay Policy

1. In the event of an emergency that hinders normal operations, such as a natural disaster or pandemic, Southern Illinois University (SIU) may continue to provide pay and benefits to its employees under an emergency pay period(s).
  - a. Employees include all faculty, staff, students, graduate assistants, postdoctoral fellows, and temporary employees regardless of funding source.
  - b. During the period, employees will continue in the same pay, leave, and benefit status that was in place at the inception of the period while performing services as an employee for the University.
  - c. Employees who can work remotely are expected to continue to provide service during their regular work hours or a schedule that is more flexible based on supervisor's approval. Employees will be paid for hours worked at their current rate including any overtime earned according to FLSA guidelines.
2. The President shall have the authority to prescribe such guidelines deemed necessary to accomplish the purposes set forth in this policy.

The following requirements for company participation are detailed in a new University Guideline, which will be presented to the President for approval.

## Section 2: Faculty and Staff

### A. Definitions

1. Academic Year: The nine-month period referenced in employment contracts for academic year appointees, the specific dates of which are determined by the Chancellors.
2. Board: The Board of Trustees of Southern Illinois University.
3. Civil Service Employee: Any employee not exempt from coverage by the State Universities Civil Service System.
4. Continuing Appointment: A continuing appointment is one which is automatically renewed each year unless the appointee is given notice as specified in the appropriate personnel policies. All continuing appointees are subject to annual adjustments in salary and other conditions of employment.
5. Employee: Any person whose name appears on a University payroll, except student appointees and certain fellowships/traineeships that require past, present, or future services to the University or non-University employer. (9/11/08)
6. Employment Administration: The appointment, employment, workload, reassignment, promotion, demotion, salary adjustment, space assignment, tenure, termination, and all other terms and conditions of employment for employees under an executive officer.
7. Executive Officer: The President and Chancellors acting only as to their employees under his/her respective supervisory authority. (3/13/03)
8. Faculty: All persons holding academic rank.
9. Fiscal Year: July 1 through June 30.
10. Assistantships:
  - a. Undergraduate Assistantship: A position held by a duly registered undergraduate student appointed part-time in a paraprofessional endeavor related to a career/discipline and having contact hours with a faculty member or administrative/professional staff member, and registered in sufficient course work to achieve exemption from the State Universities Civil Service System.
  - b. Graduate Assistantship: A position held by a duly registered graduate student appointed part-time in professional or semi-professional endeavor and duly registered in sufficient course work to achieve exemption from the State Universities Civil Service System. This classification does not include Fellows who are assigned no specific duties.  
(7/11/02)
11. Administrative/Professional Staff: The principal administrative appointees as determined by the Merit Board governing the State Universities Civil Service System.
12. Student Appointees: Student workers and undergraduate and graduate assistants.  
(7/11/02)
13. Student Worker: A person appointed part-time and duly registered as a student for sufficient course work to achieve exemption from the State Universities Civil Service System.
14. Tenured Appointment: A tenured appointment signifies the permanent holding of an academic position of employment as governed by Board and University policies. Tenure applies only to a basic academic year appointment. A tenured faculty

member's employment contract is subject, however, to annual adjustments in salary, rank, or conditions of employment, and to generally applicable amendments to personnel policies of Southern Illinois University or SIUC or SIUE. Tenure shall be awarded only by the positive action of the Board of Trustees. An individual's tenure within Southern Illinois University shall be held in an academic unit or units at either Southern Illinois University Carbondale or Southern Illinois University Edwardsville as specified by each tenure document. (3/13/03, 3/24/16, 3/28/19)

15. Term Appointments: A term appointment is employment for a specified period of time. Term appointments may be renewed; however, reappointment to such a position creates no right to subsequent employment or presumption of a right to subsequent employment.
16. Termination of Employment: The interruption for cause of a tenured or untenured continuing or term appointment or Civil Service appointment.

#### B. *Appointment to Positions and Position Approval*

1. Appointments to Positions of Employment:
  - a. All appointments to positions of employment shall be made in the name of the Board as the employer.
  - b. All appointments are subject to applicable federal and state laws. All supervisors of other employees shall keep themselves informed of the currently applicable laws. Adherence to both the letter and the spirit of all civil rights laws is required.
  - c. No person who is related within the third degree of consanguinity or is the spouse, son-in-law, or daughter-in-law of a current member of the Board shall be appointed to a position of employment within three reporting levels of the President. This limitation reaches the Dean and equivalent levels. Relatives within the scope of this policy include parents, siblings, grandparents, aunts, uncles, nieces, nephews, and offspring, including children. (7/97)
2. Creation of Positions and Approval or Ratification of Appointments, Title Changes, Tenure, and Leaves:
  - a. The Board of Trustees shall approve the creation and/or appointment of the President, Board appointed officers, Chancellors, and the Dean and Provost of the SIU School of Medicine. The authority of the Finance Committee is retained to recommend approval by the Board.
  - b. On the recommendation of the President and prior to its public announcement, the Board of Trustees shall approve a position of employment created by the President which is within one reporting levels of the President, but is not a part-time, term, Civil Service or student appointment.
    1. The appointment to any such position or title change is tentative pending ratification by the Board.
    2. The authority of the Finance Committee is retained to recommend approval by the Board of the appointment or title change.
    3. The appointment or title change details shall include the individual's total compensation package, including compensation to be paid from any University Related Organization.

4. If a search waiver request is generated or initiated by the President, such search waiver must be reviewed and approved by the respective equal opportunity office at the campus that will otherwise process the position's appointment. In addition, such search waiver request generated or initiated by the President must be signed, or otherwise approved in writing, by the Chair of the Board of Trustees or Trustee designated by the Chair. (3/13/03, 12/08/11, 3/28/19)
- c. Prior to its public announcement, the President shall approve appointments, title changes or salary changes for an individual, who is within two reporting levels of a Chancellor, but is not a part-time, term, Civil Service or student appointment.
  1. The appointment to any such position is tentative pending ratification by the Board.
  2. The appointment, title change or salary change details shall include the individual's total compensation package, including compensation to be paid from any University Related Organization.
  3. If a search waiver is requested for a position within two reporting levels of the Chancellor, the President's approval of the search waiver is required.
- d. Employment Administration:
  1. The Board of Trustees shall approve all compensation changes for the President, Board appointed officers, Chancellors, the Provost and Dean of the SIU School of Medicine; except for annual raises from salary pools established during budget development. The authority of the Finance Committee is retained to recommend approval by the Board.
  2. The Finance Committee shall approve all compensation changes for the administrative/professional staff employees who are within one reporting level of the President, except for annual raises from salary pools established during budget development.
  3. The President has the delegated authority to take final action on employment administration for Board appointed officers, Chancellors and the Provost and Dean of the SIU School of Medicine, including any compensation funded from a University Related Organization, except as otherwise provided by Board policy.
  4. The President has delegated authority to take final action on employment administration for employees in the Office of the SIU System, including any compensation funded from a University Related Organization, except as otherwise provided by Board policy.
  5. The Chancellors have delegated authority to take final action of employment administration for SIUC and SIUE employees, including any compensation funded from a University Related Organization, except as otherwise provided by Board policy.
- e. The following personnel actions are also tentative pending ratification by the Board:
  1. Initial appointments of faculty to tenured and tenure track positions, including total compensation;
  2. Promotions of tenured and tenure track faculty;

3. The grant of academic tenure;
  4. Initial appointments and promotions of administrative/professional staff, including total compensation; and
  5. The grant of a leave with pay. (3/13/03)
- f. A tentative appointment is an appointment made by an executive officer pending ratification by the Board. A tentative appointment will expire if it has not been ratified, as required, as of the close of the day of the second Board meeting following the inception of the appointment, unless extraordinary circumstances have been demonstrated to and certified by the President. No reappointment of the same individual may then be made without prior Board approval, unless extraordinary circumstances have been demonstrated to and certified by the President.

### C. *Conditions of Employment*

#### 1. Appointment classifications:

- a. Civil Service Employees: The general conditions of employment of Civil Service personnel are as set forth in the following documents:
  1. The State Universities Civil Service System Act (110 ILCS 70/0.01 et seq.), as amended;
  2. The Rules of the State Universities Civil Service System, Illinois Admin. Code tit. 80, Ch. VI, Part 250, as amended;
  3. The respective campus Civil Service Personnel Policies as approved by the Chancellors; and (3/13/03)
  4. Any applicable collective bargaining agreement.
- b. Student Appointees: The general conditions of appointment of student appointees are as set forth in the State Universities Civil Service System Act, Rules of the State Universities Civil Service System and in the respective campus Student Appointee Personnel Policies as approved by the Chancellors.
- c. Faculty and Administrative/Professional Staff: The general conditions of employment of faculty and administrative/professional staff are as set forth in the respective campus Faculty and Administrative/Professional Staff Personnel Policies as approved by the Chancellors. These policies may be promulgated in a single document or as two separate documents. The following distinctions shall be maintained between provisions for faculty and for professional staff: (2/28/07), (3/24/16, 3/28/19)
  1. Only faculty may become eligible for sabbatical leaves.
  2. Only faculty may become eligible for tenured appointments.
  3. The general conditions of employment of faculty are also as set forth in any applicable collective bargaining agreement.
  4. The usual faculty contract shall be for the academic year, and shall carry with it the obligation to perform ancillary duties, such as syllabus development, grading, and student advisement, which may require actions just before or after the calendar dates of academic terms.
  5. Faculty shall have the right and duty to participate in the formulation of academic policy affecting the performance of their duties, both by

direct participation within their academic unit and through their elected representatives to the Faculty Senate and Graduate Council. (3/13/03)

- d. Restricted Term Appointments: The general conditions of restricted term appointments are for non-credit activities, under which the appointee is not otherwise employed as a faculty or staff member within any unit of the University and assumes no obligation to perform services for the University except those related to the specific non-credit activity or event for which the restricted term appointment is made. For the short term, non-credit activities, the restricted term appointment must be used in lieu of a purchase requisition for services, shall provide no expectation of reappointment and shall in no circumstances exceed three months in length.
2. All employees shall fully comply with all:
    - a. Applicable State and Federal laws;
    - b. Policies, regulations, and decisions of the Board of Trustees, and as amended; and (3/13/03)
    - c. Policies, guidelines, regulations, and decisions promulgated by the President, or Chancellor on his or her respective campus, or the supervisor to whom the employee reports, as amended. (3/13/03, 3/24/16, 3/28/19)
  3. The President and Chancellor, or their designees, are authorized to negotiate with recognized employee organizations. The President shall execute collective bargaining agreements on behalf of the Board. The Chancellor and his/her designees are authorized to implement the terms and conditions of collective bargaining agreements, including salary adjustments.
  4. Personnel policies shall adhere to the following standards:
    - a. Personnel policies will be regularly published and made available to affected employees and their supervisors.
    - b. Each Chancellor is authorized to develop and approve personnel policies affecting employees under that executive officer's supervisory authority which are not inconsistent with the provisions of this chapter (Chapter 2, Faculty and Staff) or with personnel policies which do not otherwise require Board of Trustees or President approval.
  5. Paid absences: Personnel policies will provide for holidays, vacations for civil service and administrative/professional staff fiscal-year appointees, and leaves.
    - a. Holidays: Employees shall receive those legal holidays established by the State Universities Civil Service Act, 110 ILCS 70/45a. In addition, the Chancellors shall designate five (5) additional holidays, one of which shall be the Dr. Martin Luther King, Jr. holiday. The Chancellors shall establish a policy for non-represented employees which allows the employees to receive compensatory time off or other appropriate compensation if employees are required or authorized to work on one of these legal or designated holidays. For represented employees, the applicable collective bargaining agreement shall govern.
    - b. Vacation: Vacation earned shall not exceed 28 working days per year. No accrued vacation beyond two years' credit shall be paid out to an employee, unless otherwise required by State law or regulation.

- c. Sick Leave: Unused sick leave may be accumulated to provide for extended sick leave and disability benefits in an amount not exceeding 15 days per year.
- d. Administrative Closure:
  - 1. Closure of any or all parts of a campus may be declared by the Chancellors in response to a natural emergency, in support of national or State policy, for reasons of health and safety, or in response to a budgetary shortfall, including significant delays in state reimbursements. Announcement of such closure will specify campus guidelines regarding paid leaves during such closure.
  - 2. Administrative closure may also be declared for a period of up to three working days during the period December 23 through January 2, upon the determination of the respective Chancellor. Days designated for administrative closure during this period will be considered days of paid leave for all affected faculty and staff, except those who are necessary to the effective or efficient operation of the University. The Chancellors shall establish a policy for non-represented employees which allows the employees to receive compensatory time off or other appropriate compensation if employees are required or authorized to work on one of these administrative closure days. For represented employees, the applicable collective bargaining agreement shall govern.
  - 3. Days designated for administrative closure in response to a budgetary shortfall, including delays in state reimbursements, shall be considered days of unpaid leave for all affected faculty and staff and shall be limited to no more than one day per bi-weekly pay period or two days per month but not to exceed six days in a fiscal year. Unpaid administrative closures shall not be scheduled during time periods when classes are in session. Each campus may establish its own procedures to implement unpaid administrative closures. (09/16/10)
- e. Sabbatical and Professional Development Leaves: Sabbatical leaves for faculty and administrative/professional development leaves shall be granted only on the basis of an approved plan designed to improve the professional performance of the applicant which contains a recognition of an obligation to report in writing the execution of the plan and return to an assignment of duties wherein the leave experience will benefit the institution for a reasonable period of time but not less than the duration of the leave.
  - 1. No such leave shall exceed one calendar year in duration, and the rate of compensation during the leave shall not exceed the regular monthly rate of the applicant at the time the leave commenced plus annual increments computed on the same basis as for the applicant's peers.
  - 2. Full sabbatical leaves, not to exceed six months at full pay or a calendar year at half pay, may only be granted after the completion of a six-year period of consecutive full-time employment measured from the commencement of employment as a faculty member or six years after the termination of a previous sabbatical leave.

3. Policies concerning faculty may also provide for partial sabbatical leaves, not exceeding six months at half-pay, which may only be granted after the completion of a three-year- period of consecutive full-time employment or three years after the termination of a previous sabbatical leave.
  - f. Other paid absences: Other paid absences, such as those required for jury duty, certain military service, including active duty service during periods of national need, etc. shall also be addressed in the respective campus personnel policies as approved by the Chancellors, and shall be consistent with the provisions of this Chapter 2. (2/14/02)
6. Supplemental Benefits:
  - a. The Board of Trustees grants the President and / or Chancellors the authority to provide supplemental benefits to employees. Granting supplemental benefits is at the President's and / or Chancellors' discretion and the amounts are subject to funding availability. The President is authorized to prescribe guidelines on campus supplemental benefit policies.
  - b. The Chancellors are responsible for the establishment and administration of policies for supplemental benefits for their respective campuses. Campus supplemental benefit policies and any subsequent revisions are subject to approval by the President.
  - c. The policies shall direct the respective campus officials to implement procedures to comply with Federal and State laws, including reporting set forth by the Internal Revenue Service and other regulatory agencies, as applicable.
7. Nepotism: Personnel policies will prevent relatives within the third degree of consanguinity or spouses from making final personnel determinations for each other. Such relatives include, but are not limited to, parents, siblings, grandparents, aunts and uncles, nieces, and nephews, and children. (3/13/03)
8. Grievances: Personnel policies will provide for prompt resolution of grievances by means of:
  - a. Informal negotiations to be followed by, if necessary,
  - b. A formal process through which an officer or panel makes findings or recommendations or both, and for which a record is compiled;
  - c. A final determination by a responsible officer; and
  - d. Notice concerning the procedure for application for discretionary review by the Board.
9. Conflicts of interest and commitment: Personnel policies will address the problems of conflict of interest and commitment and concurrent employment by other employers. (3/13/03)
10. Tenure: Faculty and Administrative/Professional Staff Personnel Policies will provide for tenured appointments of faculty.
  - a. Eligible academic ranks: Tenure may be granted to persons holding the faculty rank of professor, associate professor, or assistant professor. (3/13/03)
  - b. Probationary service: The length of probationary service periods shall be specified in SIUC and SIUE policies on tenure, as approved by the President and in the initial employment contract.

1. The maximum probationary service period is six years.<sup>(1)</sup> except for faculty at the School of Medicine having a clinical and education commitment greater than their research component, in which case the maximum probationary service period is eight years.
  2. At SIUC, an assistant professor who has served previously as an instructor at SIUC may serve a total probationary period in both ranks not to exceed seven years.
  3. At SIUE, this maximum period may be extended by one year by mutual written agreement of the academic unit and the individual.
  4. Shorter probationary periods may be specified in campus policies on tenure or in the initial employment contract but should normally not be less than two years.
  5. The requirement of a minimum period of probationary service may be waived under conditions as specified in each institution's policy.
  6. By the end of the last year of the probationary service period of a faculty member the faculty member shall be notified in writing either that tenure has been awarded pending ratification by the Board of Trustees or that the faculty member's appointment will not be renewed after the following year.
- c. Recommendation for tenure:
1. The primary criteria to be utilized in the tenure decision process are performance in teaching, research, and service.
  2. The primary responsibility for the evaluation of the academic qualifications of an individual candidate for tenure rests with tenured faculty in the appropriate unit. If an individual has tenure at another institution and becomes employed full-time as a tenured member of the SIU faculty or a member of SIU's administration the individual must relinquish tenure at the other institution before commencing employment at SIU. (3/13/03)
  3. It is the responsibility of the head of each appropriate unit to evaluate annually each non-tenured faculty member in a tenurable rank within that unit and to individually inform such faculty members of their professional performance as measured by such evaluation.
  4. Grievances arising out of a recommendation that tenure be denied shall be filed in writing and resolved through the approved faculty grievance procedures of SIUC including the School of Medicine or SIUE. In such cases, the burden of proof rests on the individual faculty member. (3/13/03)

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(1) Assistant professors having job descriptions with a clinical and education commitment greater than their research commitment shall be notified in writing that tenure has been awarded at the end of the eight-year probationary period or that the appointment will not be renewed at the end of the ninth year.

#### 11. Professional positions:

- a. Tenure does not apply to positions on the administrative/professional staff. A person shall not be deprived of tenure, or the highest academic rank attained because of assignment to an administrative/professional staff

position under the authority of the Board of Trustees. Such appointment shall not deprive a person of service credit attained toward the achievement of tenure or limit a person's normal progress toward tenure or promotion. The functions, titles, salaries, and annual periods of employment of persons in administrative/professional staff positions shall be distinct and severable from their faculty status.

- b. Upon reassignment to duty in the tenured position, the monthly salary therein shall be determined after consultation with the individual on the basis of the nature of the position, the experience, academic qualifications and previous service of the individual, and the salary range within the department, school or college to which reassignment is made. Reassignment of duties may occur at any time. Adjustments in salary may occur at the end of any fiscal year or within a fiscal year if for cause duly stated. (3/13/03)
12. Notice of non-reappointment: The Faculty and Administrative/Professional Staff Personnel Policies will provide for such notice for faculty in tenure-eligible ranks and other employees on continuing appointments. Term appointments are for a specified period of time and expire at the end of the term stated in the notice of appointment; no separate notice of non-reappointment need be given for such appointments. Notice of non-reappointment of administrative/professional staff and untenured faculty on continuing appointments shall be given in writing as follows:

|                                        |                              |
|----------------------------------------|------------------------------|
| First appointment year                 | No less than 3-months notice |
| Second appointment year                | No less than 6-months notice |
| Third and subsequent appointment years | No less than 1-year notice   |

13. Notice period need exceed the length of the appointment. The notice periods shall be proportionally shortened for appointments of less than an academic or fiscal year. Notice periods longer than those stated above may be incorporated in the Faculty and Administrative/Professional Staff Personnel Policies.
14. Outside professional activities: Personnel policies will provide for the reporting to and regulation by the executive officers of extramural research, consulting, and employment of faculty and administrative/professional staff so that such activities complement professional performance. When such activities are of a nature that administrative involvement in their conduct is necessary or desirable to facilitate the complementary effect on professional performance, additional or supplementary policies may be promulgated by the executive officer, subject to the approval of the President. Such policies may govern administrative involvement and provide for the payment or reimbursement of the administrative expense from the proceeds of the external activity. Examples of the latter include, without limitation, patents, copyrights, and clinic practice of professionals conducted pursuant to the educational mission of SIUC or SIUE.
15. Personnel policies will provide for a drug-free workplace which shall meet the minimum standards of applicable statutes or rules having the force of law and will be promulgated by the Chancellors at their respective campuses. (3/13/03)

16. Personnel policies will provide for Family and Medical Leave which shall meet the minimum standards of applicable statutes or rules having the force of law.

#### D. Fiscal Emergency

1. The Board has the authority to declare a fiscal emergency and to provide specific directions to cope with such emergency. (3/13/03)
  - a. The Board shall determine that a fiscal emergency exists and assess the extent of that emergency. (3/13/03)
  - b. The Board may recognize a fiscal emergency ranging from a temporary financial crisis to a long-term loss of resources. (3/13/03)
    1. A short term fiscal emergency is the condition of financial necessity, which results when a decline in financial support is such as to require a reduction within the fiscal year in the personal services budget exceeding that which may be accomplished by attrition or non-renewal of term positions or other such measures after all workable reductions in support and operational costs have been made.
    2. A long-term fiscal emergency is the condition of financial exigency, which results when an imminent financial crisis will require long-term programmatic reductions and termination of tenured faculty.
2. The Board of Trustees will consider a declaration of fiscal emergency for either institution or for the University when such a proposal from the President is placed on the Board agenda. (3/13/03)
  - a. Representatives of the concerned SIUC or SIUE constituencies shall be consulted as far in advance as possible and continuously involved in making the decision to ask that the Board declare a condition of fiscal emergency.
  - b. A matter proposing the declaration of a fiscal emergency and approval of a plan developed to deal with that emergency shall contain the following information:
    1. A description of the fiscal situation which makes the action advisable.
    2. A description of specific economic measures, such as the reduction of support costs, freezing of vacancies, non-renewal of term positions, and the like, which have already been invoked in an effort to deal with the situation.
    3. A description of the proposed action.
    4. An explanation of how the proposed scope and manner of execution of the proposed measures are proportional to the fiscal emergency and will cause the least possible disruption of the educational process and will inflict minimal hardship on employees.
    5. An indication of how employees will be notified of the measures to be implemented by the proposed action and the method and period of notice to apply before that implementation.
    6. A specification of the exemptions from the proposed action, if any, which will be required to safeguard the campuses and the conduct of uninterruptible activity if the proposed action is authorized, and an indication that the proposal otherwise has general application

- across the University employment spectrum, including administrative personnel.
7. A report on the manner in which the constituencies have had an opportunity both to review the situation and the proposed action and to advise the executive officer.
  8. An indication of how the proposed action will apply to Civil Service employees in terms of established Civil Service Rules and Regulations.
3. The Board will authorize actions to adjust University operations to the limitations of a declared fiscal emergency.
    - a. The Board must be satisfied that all reasonably possible economic measures have been taken before authorizing a reduction in personnel services.
    - b. The Board will authorize procedures commensurate with the magnitude of the fiscal emergency. Such procedures may include but are not limited to measures such as invoking a mandatory leave without pay for all employees in a declared financial necessity situation or such measures as long-term programmatic reductions requiring termination of appointment for employees with and without tenure in a declared financial exigency situation. Such procedures will be open to review and comment by administration and constituency bodies.
    - c. In a fiscal emergency situation, if budget reductions across-the-board are mandated by the Board, each basic academic or service unit will be involved in distributing its specific program and personnel changes.
    - d. In a financial exigency situation, if budget reductions mandated by the Board are to be made programmatically, the administration will involve an appropriate faculty or constituency body in determining where within the overall academic or other program termination of appointments may occur.
  4. Any actions affecting an institution resulting from a declaration of fiscal emergency shall recognize the personnel policies of that institution so far as they are not in conflict with the fiscal procedures approved to cope with the emergency.
  5. A declaration of fiscal emergency will be in effect only during the fiscal year for which it is declared.
  6. Employees who receive notices that their appointments are to be terminated or who are placed into a leave of absence status because of a fiscal emergency shall have the right to appeal through appropriate SIUC or SIUE grievance procedures.
  7. Pursuant to 2 *Policies of the Board* C.1.c.3, the basic term of faculty appointment remains the academic year, and individual contract renewals which reduce the period of employment to not less than an academic year will continue to be at administrative discretion.

#### *E. Supplemental Retirement Plan (Tax-Deferred Annuities)*

1. The President of Southern Illinois University is authorized to direct payments for eligible employees to companies approved under each campuses' Supplemental Retirement Plan ("Plan") as described in the corresponding campuses' Supplemental Retirement Plan Document and as described in Sections 403(b) and 403(b)(7) of the Internal Revenue Code, respectively, as amended.

2. The University shall administer the Plan in compliance with all related statutes for all eligible University faculty and staff members, on a voluntary basis, with participation by those approved companies authorized under the Plan. (3/13/03, 12/09/10)
3. The President shall have the authority to prescribe such additional guidelines deemed necessary to accomplish the purposes set forth in this policy and shall name a plan administrator for each campus. (3/13/03, 12/09/10)
  - a. The guidelines shall prescribe the method of approval for companies to participate in the Plan. (12/09/10)
  - b. The guidelines shall prescribe the method by which a company may be suspended or removed from the campuses' list of approved companies. (12/09/10)
  - c. Neither the Board of Trustees, nor any representative thereof, will recommend any one qualified company to employees.

#### *F. Indemnification Policy*

1. The Board established the Risk Management Insurance Programs *5 Policies of the Board H* to fund defense and indemnity costs. The Board authorizes the President to approve Guidelines related to the administration of the Risk Management Insurance Programs.
2. Subject to the Guidelines of the Risk Management Insurance Programs, each Trustee, officer, employee, and student appointee of Southern Illinois University, whether or not in office, and the heirs, executors, administrators, and assigns thereof shall be indemnified by the Board of Trustees against all costs and expenses reasonably incurred by or imposed upon such person or such person's estate in connection with or resulting from an action, suit, proceeding, claim, or investigation, civil or criminal, to which such person or such person's estate shall or may be made a party, or with which such person or person's estate shall or may be threatened, by reason, directly or indirectly, of any action or omission to act in the scope of such person's appointment as a Trustee, officer, employee, or student appointee of the University.
3. Indemnification may be extended, provided that:
  - a. No such Trustee, officer, employee, or student appointee shall be indemnified against or be reimbursed for any cost or expense arising out of such person's own willful misconduct;
  - b. The Trustee, officer, employee, or student appointee has given prompt notice to the Office of the Board of Trustees of the action, suit, proceeding, claim, or investigation or threat of same;
  - c. The Trustee, officer, employee, or student appointee has agreed to legal representation by counsel acting on the matter for the Board of Trustees, or in the event of conflict of interest on the part of such counsel by individual counsel acceptable to the Board and its counsel, which acceptance shall not be reasonably withheld; and
  - d. The cost or expense is not reasonably recoverable from any other source.
4. The costs and expenses against which any Trustee, officer, employee, or student appointee of the University shall be so indemnified shall be those actually paid or

for which liability is actually incurred, including sums paid in settlement of any such action, suit, proceedings or claim, on advice of competent counsel and with the concurrence of the Board of Trustees, and irrespective of whether such costs or expenses are taxable costs as defined or allowed by statute or rule of court.

5. These rights of indemnification shall be supplementary to any other rights with respect to any such costs and expenses to which the Trustee, officer, employee, or student appointee may otherwise be entitled against the Board of Trustees or any other persons. (3/13/03)
6. A Trustee, officer, employee, or student appointee shall not be deemed to have been guilty of willful misconduct in the performance of duty as a Trustee, officer, employee or student appointee, as to any matter wherein such person relied upon the opinion or advice of legal counsel employed or retained by or for the Board of Trustees, or relied upon erroneous information or advice furnished by an officer, or an employee of the University, and which was accepted in good faith from such persons.
7. "Willful misconduct," as the term is used herein, includes but is not limited to the intentional violation of a law or of a regulation having the force of law or of the directive of a superior University authority.

#### *G. Pre-employment Investigations Policy*

1. The Board of Trustees of Southern Illinois University is committed to full compliance with the Illinois Campus Security Enhancement Act of 2008 (110 ILCS 12/1 *et seq.*), as amended, which requires public institutions of higher education to identify security-sensitive positions and make provisions for the completion of criminal background investigations prior to employing individuals in those positions. Background investigations shall be conducted in compliance with the Illinois Human Rights Act (775 ILCS 5/1-101 *et seq.*), as amended, and the Fair Credit Reporting Act (15 USC § 1681 *et seq.*), as amended.
2. The President is hereby authorized to approve regulations for the completion of appropriate criminal background investigations prior to the final selection of any candidate for a security-sensitive position. The President is further authorized to approve regulations for the completion of appropriate pre-employment investigations of candidates for other positions of employment, including but not limited to education, employment, and credential checks on all new hires. (3/13/03)

#### *H. Electronic Direct Deposit Policy*

The Board of Trustees of Southern Illinois University directs each campus to adopt an Electronic Direct Deposit Policy by July 1, 2011. Such policy shall require all newly hired and rehired employees, as a condition of employment, to participate in a direct deposit program with respect to receipt of wages, salaries, and employee travel and business expense reimbursements. Exceptions may be granted in order to comply with applicable State and Federal labor laws and in other limited circumstances as deemed appropriate by each campus. (5/13/10)

## I. Emergency Pay Policy

1. In the event of an emergency that hinders normal operations, such as a natural disaster or pandemic, Southern Illinois University (SIU) may continue to provide pay and benefits to its employees under an emergency pay period(s).
  - a. Employees include all faculty, staff, students, graduate assistants, postdoctoral fellows, and temporary employees regardless of funding source.
  - b. During the period, employees will continue in the same pay, leave, and benefit status that was in place at the inception of the period while performing services as an employee for the University.
  - c. Employees who can work remotely are expected to continue to provide service during their regular work hours or a schedule that is more flexible based on supervisor's approval. Employees will be paid for hours worked at their current rate including any overtime earned according to FLSA guidelines.
2. The President shall have the authority to prescribe such guidelines deemed necessary to accomplish the purposes set forth in this policy.

***Proposed move of the Intellectual Property Policy from  
2 Policies of the Board of Trustees H to 7 Policies of the Board of Trustees P***

***P. Intellectual Property Policy***

The purpose of this Intellectual Property Policy is to delineate the obligations of the persons that are governed by this SIU-S Intellectual Property Policy and those obligations of the Southern Illinois University – System (SIU-S). This Intellectual Property Policy does not apply to logos, identifiers or other branding materials related to SIU-S and/or its campuses. The Board encourages its faculty, staff and students employed or enrolled at Southern Illinois University Carbondale (SIUC), Southern Illinois University Edwardsville (SIUE), the Southern Illinois University School of Medicine (SIU-SOM) and the Office of the President (each of which shall be individually referred to as SIU Entity and shall encompass their respective satellite sites) to undertake research and other scholarly and creative endeavors. Basic policies of the Board support freedom of research and unrestricted dissemination of information. Research and other scholarly activities that produce and disseminate new knowledge are an important part of the work of a comprehensive academic institution. The philosophy of the Board is that such activities should always maintain an intrinsic relationship to the mission of the institution.

As a state institution, the Board of Trustees is responsible to itself and to the public for the kinds of research and other scholarly and creative activities that the Board supports and for obtaining the greatest public benefit from such research and activities. The Board therefore encourages faculty and staff to seek intellectual property protection when warranted. Such protection promotes investment that advances the development and availability of discoveries to maximize the public benefit achieved via faculty and staff research. All faculty and staff members are required by the conditions of their employment to abide by this Intellectual Property Policy unless they are governed by a separate intellectual property policy negotiated by a collective bargaining unit.

Each SIU Entity may have its own intellectual property committee to assist in advising on the disposition of disclosures presented to the SIU System's Office of Technology Management and Industry Relations (OTMIR). The SIUC University Intellectual Property Committee's composition and authority is dictated by Addendum C collective bargaining agreement between the Board of Trustees of Southern Illinois University and the SIUC Faculty Association, IEA-NEA. Addendum C of that Agreement applies to tenured and tenure-track Faculty employees represented by the SIUC Faculty Association. For all other employees and students, the use of the University Intellectual Property Committee shall be at the discretion of the Vice Chancellor for Research. A School of Medicine Intellectual Property Committee, appointed by the Dean and Provost of the School of Medicine, exists to review, and make recommendations for the disposition of intellectual property developed at the School of Medicine. The Associate Provost of Research at Southern Illinois University Edwardsville may convene an ad hoc intellectual property advisory committee based on his/her discretion for recommendations. The OTMIR shall govern this policy as it applies to the faculty, employees, administrators, staff, students, and other persons under the auspices of the Board and shall advise each SIU Entity on matters related to the

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disposition of intellectual property assets that benefit the university and the community it serves as a whole.

The Intellectual Property Policy concerning new technologies, discoveries, inventions or potential inventions (including products, processes, or any improvements thereof) (hereinafter collectively referred to as "innovations"), and copyrightable materials that accrue from research or scholarly and creative activities conducted by faculty, employees, administrators, staff, students and other persons (hereinafter referred to as creator(s)/author(s)) is as follows:

#### I. Intellectual Property Covered by this Policy

This Intellectual Property Policy supersedes all previous policies that cover intellectual property matters at the individual SIU Entities and shall apply to all intellectual property (innovations and copyrightable materials as defined below) except those created by employees that are covered by a collective bargaining unit that have negotiated a separate intellectual property policy. Furthermore, as a condition of their employment with the Board, all employees **will assign and hereby do assign** their ownership rights in intellectual property covered by this Intellectual Property Policy to the Board of Trustees of Southern Illinois University, pursuant to the details below.

#### A. Innovations:

Any innovation, including discovery, records (such as laboratory notebooks), data (including databases, tables and spreadsheets), trade secrets and know-how, developed by an employee, student, or other user of facilities or resources of the Board that meets the criteria detailed in this section belongs to the Board and shall be used and controlled according to the discretion of SIUC, SIUE, and SIU-SOM in ways that will produce the greatest benefit to the university and to the public. All employees are required to report any such innovation through their respective SIU Entity where the employee resides and the SIU Entity will determine the disposition thereof, in the manner set forth below.

Innovations include anything: 1) developed within the scope of an employee's duties; 2) developed in whole or in part by the use of University facilities or resources; 3) developed as the result of efforts carried on by, or under the direction of, any employee, student, or other user of University facilities or resources; or 4) developed in part or in full from University funds or from funds under the control of or administered by the Board.

#### B. Copyrightable Material:

The Board shall not place any claim or restriction on any copyrightable material resulting from scholarly activity. Copyrightable materials include but are not limited to: 1) textbooks, workbooks, articles, online content and other forms of literary matter; 2) dramatic works and materials; 3) educational television/radio programs and works in such other media as films, videotapes, and recordings; 4) musical compositions and visual art; 5) tests and other measurement devices; and 6) computer software. Scholarly activity shall be defined as academic work done by the

independent initiative of the copyright creator(s). These copyrightable materials shall be owned by the copyright creator. Examples of works that may be deemed scholarly activity include, but are not limited to:

- Classroom materials, including syllabi, notes, handouts, tests, and other academic assessment devices;
- Educational courseware, including web-based and other electronic based materials, used on campus or in distance learning;
- Theses and dissertations;
- Articles, manuscripts, and book chapters;
- Books, including textbooks, workbooks, scholarly monographs, and anthologies;
- Works of non-fiction, fiction, and poetry;
- Educational television/radio programs and other works in audio-visual media;
- Musical compositions and performances;
- Dramatic works, including any accompanying music, pantomimes, and choreographic works;
- Pictorial, graphic, or sculptural works;
- Technologically based works such as blogs, tweets, and other forms of social media; and
- Other works of art that are not created as an institutional initiative.

Copyrightable material produced under specific written contract with the Board or copyrightable material that has a commercial application outside of the academic field belongs to the Board and shall be used and controlled according to the discretion of SIUC, SIUE, and SIU-SOM in ways that will produce the greatest benefit to the university and to the public. Copyrightable material produced under specific written contract means any copyrightable material which (1) a faculty or staff member prepares under the scope of his or her employment responsibilities with the Board **and** (2) falls under one of the following scenarios: (a) results in a commercially viable application, (b) is governed by a third party sponsored research or work-for-hire contract, or (c) is commissioned by an SIU Entity or the Board.

## II. Innovations Developed Independent of SIU-S

If an innovation is developed by an employee or student of the Board outside the criteria as defined in Section I(A), it belongs to the employee or student. This would allow the creator/author to pursue his or her own intellectual property rights or to pursue joint intellectual property rights with the Board. In either case, detailed documentation should be kept by the creator/author about when, where, and by whom the innovation occurred. Such documentation may be needed to establish the rights of the creator/author to the innovation, as well as to pursue the pertinent intellectual property rights, in the event that the resources used to create or discover the innovation are not obvious.

If an innovation is developed by a non-paid student of the Board independent of his or her interaction with the Board, then the innovation is presumed to reside with the student. Intellectual property created as part of a course will belong to the Board when some or all of the course work involved is governed by a third party agreement obligating the Board to assign or transfer intellectual property rights to the sponsoring entity, or the student uses significant Board funding or resources. All paid students are considered employees of the Board and the innovation that occurred as a result of their employment

shall be governed by Section I.A. If the non-paid student uses substantial funding or resources of the university such as lab equipment, materials, or faculty or staff mentorship, innovations developed by the use of this funding, or resources shall be owned by the Board. Board affiliates, such as medical residents, unpaid adjunct professors, and students may petition the Board to support innovation that would otherwise be owned by the affiliate. In the event that the Board agrees to support the innovation, then the Board will support the intellectual property assets that may be secured as a result of their innovation in accordance with this policy. In the event of such support, the Board affiliate or student shall enjoy the income distribution as defined in Section VI.

III. Procedure for Disclosure and Approval

Innovations covered by this policy must be disclosed by the creator(s)/author(s) in writing to the Office of Technology Management and Industry Relations (OTMIR). If the innovation is the subject of a contract, grant or sponsored research agreement, the OTMIR will dispose of the intellectual property asset consistent with the terms of the governing contract, grant, or sponsored research agreement. When a request to evaluate an innovation is received, the OTMIR will then evaluate the innovation based on its protectability and likelihood of market success to develop a recommended course of disposition. The OTMIR will present their opinion related to the disposition of the innovation to the creator(s)/author(s). To ensure maximum protection and preservation of intellectual property rights, disclosure of an innovation to the OTMIR should occur prior to any publication or other public disclosure of the innovation. After review, the creator(s)/author(s) may elect to advance the disclosure for institutional approval through the appropriate advising committee, should one apply. In the event that the OTMIR believes the innovation has commercial merit and the creator(s)/author(s) elect not to advance the innovation for institutional approval, the OTMIR may advocate for the support and ownership of the innovation by SIU-S in place of the creator(s)/author(s).

The individuals authorized to approve institutional support for innovation protection and development shall be the Vice Chancellor for Research for SIUC (excluding SIU-SOM employees and students), the Dean and Provost of the School of Medicine for the SIU-SOM, and the Associate Provost for Research for SIUE. Collectively and individually, these administrators shall be referred to as "Senior Research Administrators" and "Senior Research Administrator" and their duties as outlined within this Intellectual Property Policy may be delegated. In the event that innovations are developed by personnel at more than one SIU Entity, the OTMIR shall have the discretion to decide which Senior Research Administrator to solicit for institutional support. The Senior Research Administrator shall have the discretionary right to use their institutional resources to support the protection and development of the intellectual property asset on the condition that ownership rights to those assets are assigned to the Board of Trustees of Southern Illinois University.

IV. Options for Disposition of Innovations

The Senior Research Administrators will determine the disposition of the innovation. In the event that an innovation has contributing work from more than one SIU Entity, a consensus on the appropriate disposition shall be sought from all Senior Research Administrators of which the innovation has a contributor. Such disposition may include, but is not limited to, the following options: A) release to the creator(s)/author(s) of a defined scope of intellectual property interest subject to the repayment clause at the end of this section; B) retention by the university for development, licensing, etc.; or C) release to the individual or agency

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sponsoring the project in the course of which the innovation was made. The release will only be limited to the innovation that was disclosed to the OTMIR. Upon request by the creator(s)/author(s), any disposition decision for an innovation may be reconsidered by the procedure outlined in Section III based on further developments that occur after the initial disposition decision is made.

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The OTMIR will provide the creator(s)/author(s) an evaluation within three (3) months from the date of the received evaluation request form. Should the creator(s)/author(s) elect to have the appropriate SIU Entity pursue the innovation, the creator(s)/author(s) shall be notified of the disposition decision within three (3) months of that election. Should the OTMIR or the SIU Entity fail to adhere to either of these three month time periods, the creator(s)/author(s) may petition OTMIR to relinquish all rights or portion thereof in any intellectual property interests that have been established. Often, the OTMIR works with the creator(s)/author(s) to work out a plan to enhance the likelihood of institutional support. Under this scenario, the time periods discussed above may take longer than three months and the OTMIR may elect not to support the relinquishment of the rights of the university's intellectual property interest. At any time, the Senior Research Administrator on the respective SIU Entity shall have the ultimate decision making authority to relinquish the university's rights in the innovation. Should any intellectual property be returned to the creator(s)/author(s), the creator(s)/author(s) shall be required to repay the appropriate SIU Entity for its sunk intellectual property costs subject to the creator(s)/author(s) profiting from said intellectual property. The recovery of these sunk intellectual property costs, including those internal costs as defined and accounted for in the published fee schedule, may be recovered in a manner or waived altogether as deemed appropriate by the Senior Administrator.

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**V. Impact of Grants and Contracts on Intellectual Property Rights**

Grants/contracts between the Board and any other agency shall, whenever feasible, state clearly the obligations and rights of the Board and of the cooperating agency, and the procedure to be followed should the activity result in innovations. Grants and contracts from various agencies frequently require the agency's prior approval of the terms and conditions of intellectual property agreements dealing with the development and dissemination of products resulting from activities performed under the grant/contract. In such cases, the OTMIR shall assist as applicable in negotiating with the sponsoring agency about future intellectual property rights and licensing agreements. Situations not specified in the agreement with the sponsoring agency will be subject to this Intellectual Property Policy.

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If innovations are created with federal funding, the federal government will retain various rights in intellectual property created with the support of that federal funding. If an innovation is retained by the Board, then the Board will be responsible for compliance with all federal regulations. If an innovation is released to the creator(s)/author(s), then the creator(s)/author(s) will be responsible for compliance with all federal regulations.

**VI. Income Distribution**

If revenue is received by the Board from any intellectual property rights (patents, copyrights, technology products, trade secrets, trademarks, trade dress, etc.) associated with an innovation or commercial application outside of the academic field, all costs of procuring, developing, and administering such intellectual property rights, as well as costs for license agreement(s) and consulting services associated with those rights, shall first be paid from

such revenue. Such costs may further include substantial undertakings by the QTMIR such as drafting patent applications and are subject to a fee schedule as outlined in Section VII. All income in excess of such expenses shall be distributed amongst the creator(s)/author(s), the SIU Entity from which the innovation was generated and creator/author's college/school and department. The creator(s)/author(s) shall receive 45%, the SIU Entity from which the innovation was generated shall receive 45%, the creator/author's college/school shall receive 5% and the creator/author's department shall receive 5% of net income received. If the creator/author does not report to a department (i.e. such as an administrative employee), then the unit to which the creator/author resides shall receive 5% of the income received, the SIU Entity from which the innovation was generated shall receive the other 50% and the creator/author shall receive 45%. If the creator/author is a Board affiliate, then the SIU Entity shall receive 55% and the Board affiliate shall receive 45% of income received.

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Multiple creators/authors sharing in income shall decide among themselves how their share is to be divided, with the stipulation that the creators/authors shall divide one share of the 45% interest defined above. The allocation of the share among multiple creators/authors should be reported to the QTMIR at the time the creators/authors elect to proceed with seeking institutional support for their innovation. If the allocation of the share is not reported, the share will be allocated equally among all creators/authors. Income allocation for each distinct innovation is a one-time, irrevocable decision.

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VII. Services Performed by the QTMIR

As warranted, the QTMIR may submit and prosecute patent applications with the United States Patent and Trademark Office. Those services constitute an internal cost for effort and shall be subjected to a fee schedule as published by the QTMIR after approval by the Senior Research Administrators. Those costs shall be recovered by the SIU Entity from which the innovation originated before a distribution is made as outlined in Section VI.

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VIII. Responsibility of Creator(s)/Author(s) Regarding Intellectual Property Rights

If the Board elects to retain ownership in an innovation, the creator(s)/author(s) shall supply on a timely basis all information and execute all papers necessary for: A) preparing and/or pursuing intellectual property rights; B) pursuing and/or executing licensing agreements; and C) executing formal assignment documents for such innovations covered under this policy.

IX. Resolution of Controversy between SIU-S and Creator(s)/Author(s)

Any controversy or claim arising out of this statement of policy, or an agreement between the creator(s)/author(s) and the Board delineating individual and Board rights, claims, and responsibilities, or the breach thereof, shall follow the internal grievance procedures of the SIU Entity to which the creator(s)/author(s) report. If no agreement results from internal grievance procedures, arbitration shall be sought in accordance with the rules of the American Arbitration Association.

X. Amending this Policy

Any amendment to this policy shall be subject to consultation by an IP Policy Advisory Group that shall comprise of the Executive Director of Office of Technology Management and Industry Relations and the Senior Research Administrators and two faculty representatives from each SIU Entity as appointed by the Senior Research Administrators.

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The Board shall have the ultimate authority to approve the amendment as presented by IP Policy Advisory Group. The faculty representatives shall have at least one invention disclosure on file with the OTMIR and have generated copyrightable material.

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***Proposed move of the Intellectual Property Policy from  
2 Policies of the Board of Trustees H to 7 Policies of the Board of Trustees P***

***P. Intellectual Property Policy***

The purpose of this Intellectual Property Policy is to delineate the obligations of the persons that are governed by this SIU-S Intellectual Property Policy and those obligations of the Southern Illinois University – System (SIU-S). This Intellectual Property Policy does not apply to logos, identifiers or other branding materials related to SIU-S and/or its campuses. The Board encourages its faculty, staff and students employed or enrolled at Southern Illinois University Carbondale (SIUC), Southern Illinois University Edwardsville (SIUE), the Southern Illinois University School of Medicine (SIU-SOM) and the Office of the President (each of which shall be individually referred to as SIU Entity and shall encompass their respective satellite sites) to undertake research and other scholarly and creative endeavors. Basic policies of the Board support freedom of research and unrestricted dissemination of information. Research and other scholarly activities that produce and disseminate new knowledge are an important part of the work of a comprehensive academic institution. The philosophy of the Board is that such activities should always maintain an intrinsic relationship to the mission of the institution.

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disposition of intellectual property assets that benefit the university and the community it serves as a whole.

The Intellectual Property Policy concerning new technologies, discoveries, inventions or potential inventions (including products, processes, or any improvements thereof) (hereinafter collectively referred to as "innovations"), and copyrightable materials that accrue from research or scholarly and creative activities conducted by faculty, employees, administrators, staff, students and other persons (hereinafter referred to as creator(s)/author(s)) is as follows:

#### I. Intellectual Property Covered by this Policy

This Intellectual Property Policy supersedes all previous policies that cover intellectual property matters at the individual SIU Entities and shall apply to all intellectual property (innovations and copyrightable materials as defined below) except those created by employees that are covered by a collective bargaining unit that have negotiated a separate intellectual property policy. Furthermore, as a condition of their employment with the Board, all employees **will assign and hereby do assign** their ownership rights in intellectual property covered by this Intellectual Property Policy to the Board of Trustees of Southern Illinois University, pursuant to the details below.

#### A. Innovations:

Any innovation, including discovery, records (such as laboratory notebooks), data (including databases, tables and spreadsheets), trade secrets and know-how, developed by an employee, student, or other user of facilities or resources of the Board that meets the criteria detailed in this section belongs to the Board and shall be used and controlled according to the discretion of SIUC, SIUE, and SIU-SOM in ways that will produce the greatest benefit to the university and to the public. All employees are required to report any such innovation through their respective SIU Entity where the employee resides and the SIU Entity will determine the disposition thereof, in the manner set forth below.

Innovations include anything: 1) developed within the scope of an employee's duties; 2) developed in whole or in part by the use of University facilities or resources; 3) developed as the result of efforts carried on by, or under the direction of, any employee, student, or other user of University facilities or resources; or 4) developed in part or in full from University funds or from funds under the control of or administered by the Board.

#### B. Copyrightable Material:

The Board shall not place any claim or restriction on any copyrightable material resulting from scholarly activity. Copyrightable materials include but are not limited to: 1) textbooks, workbooks, articles, online content and other forms of literary matter; 2) dramatic works and materials; 3) educational television/radio programs and works in such other media as films, videotapes, and recordings; 4) musical compositions and visual art; 5) tests and other measurement devices; and 6) computer software. Scholarly activity shall be defined as academic work done by the

independent initiative of the copyright creator(s). These copyrightable materials shall be owned by the copyright creator. Examples of works that may be deemed scholarly activity include, but are not limited to:

- Classroom materials, including syllabi, notes, handouts, tests, and other academic assessment devices;
- Educational courseware, including web-based and other electronic based materials, used on campus or in distance learning;
- Theses and dissertations;
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- Technologically based works such as blogs, tweets, and other forms of social media; and
- Other works of art that are not created as an institutional initiative.

Copyrightable material produced under specific written contract with the Board or copyrightable material that has a commercial application outside of the academic field belongs to the Board and shall be used and controlled according to the discretion of SIUC, SIUE, and SIU-SOM in ways that will produce the greatest benefit to the university and to the public. Copyrightable material produced under specific written contract means any copyrightable material which (1) a faculty or staff member prepares under the scope of his or her employment responsibilities with the Board and (2) falls under one of the following scenarios: (a) results in a commercially viable application, (b) is governed by a third party sponsored research or work-for-hire contract, or (c) is commissioned by an SIU Entity or the Board.

## II. Innovations Developed Independent of SIU-S

If an innovation is developed by an employee or student of the Board outside the criteria as defined in Section I(A), it belongs to the employee or student. This would allow the creator/author to pursue his or her own intellectual property rights or to pursue joint intellectual property rights with the Board. In either case, detailed documentation should be kept by the creator/author about when, where, and by whom the innovation occurred. Such documentation may be needed to establish the rights of the creator/author to the innovation, as well as to pursue the pertinent intellectual property rights, in the event that the resources used to create or discover the innovation are not obvious.

If an innovation is developed by a non-paid student of the Board independent of his or her interaction with the Board, then the innovation is presumed to reside with the student. Intellectual property created as part of a course will belong to the Board when some or all of the course work involved is governed by a third party agreement obligating the Board to assign or transfer intellectual property rights to the sponsoring entity, or the student uses significant Board funding or resources. All paid students are considered employees of the Board and the innovation that occurred as a result of their employment

shall be governed by Section I.A. If the non-paid student uses substantial funding or resources of the university such as lab equipment, materials, or faculty or staff mentorship, innovations developed by the use of this funding, or resources shall be owned by the Board. Board affiliates, such as medical residents, unpaid adjunct professors, and students may petition the Board to support innovation that would otherwise be owned by the affiliate. In the event that the Board agrees to support the innovation, then the Board will support the intellectual property assets that may be secured as a result of their innovation in accordance with this policy. In the event of such support, the Board affiliate or student shall enjoy the income distribution as defined in Section VI.

### III. Procedure for Disclosure and Approval

Innovations covered by this policy must be disclosed by the creator(s)/author(s) in writing to the Office of Technology Management and Industry Relations (OTMIR). If the innovation is the subject of a contract, grant or sponsored research agreement, the OTMIR will dispose of the intellectual property asset consistent with the terms of the governing contract, grant, or sponsored research agreement. When a request to evaluate an innovation is received, the OTMIR will then evaluate the innovation based on its protectability and likelihood of market success to develop a recommended course of disposition. The OTMIR will present their opinion related to the disposition of the innovation to the creator(s)/author(s). To ensure maximum protection and preservation of intellectual property rights, disclosure of an innovation to the OTMIR should occur *prior* to any publication or other public disclosure of the innovation. After review, the creator(s)/author(s) may elect to advance the disclosure for institutional approval through the appropriate advising committee, should one apply. In the event that the OTMIR believes the innovation has commercial merit and the creator(s)/author(s) elect not to advance the innovation for institutional approval, the OTMIR may advocate for the support and ownership of the innovation by SIU-S in place of the creator(s)/author(s).

The individuals authorized to approve institutional support for innovation protection and development shall be the Vice Chancellor for Research for SIUC (excluding SIU-SOM employees and students), the Dean and Provost of the School of Medicine for the SIU-SOM, and the Associate Provost for Research for SIUE. Collectively and individually, these administrators shall be referred to as “Senior Research Administrators” and “Senior Research Administrator” and their duties as outlined within this Intellectual Property Policy may be delegated. In the event that innovations are developed by personnel at more than one SIU Entity, the OTMIR shall have the discretion to decide which Senior Research Administrator to solicit for institutional support. The Senior Research Administrator shall have the discretionary right to use their institutional resources to support the protection and development of the intellectual property asset on the condition that ownership rights to those assets are assigned to the Board of Trustees of Southern Illinois University.

### IV. Options for Disposition of Innovations

The Senior Research Administrators will determine the disposition of the innovation. In the event that an innovation has contributing work from more than one SIU Entity, a consensus on the appropriate disposition shall be sought from all Senior Research Administrators of which the innovation has a contributor. Such disposition may include, but is not limited to, the following options: A) release to the creator(s)/author(s) of a defined scope of intellectual property interest subject to the repayment clause at the end of this section; B) retention by the university for development, licensing, etc.; or C) release to the individual or agency

sponsoring the project in the course of which the innovation was made. The release will only be limited to the innovation that was disclosed to the OTMIR. Upon request by the creator(s)/author(s), any disposition decision for an innovation may be reconsidered by the procedure outlined in Section III based on further developments that occur after the initial disposition decision is made.

The OTMIR will provide the creator(s)/author(s) an evaluation within three (3) months from the date of the received evaluation request form. Should the creator(s)/author(s) elect to have the appropriate SIU Entity pursue the innovation, the creator(s)/author(s) shall be notified of the disposition decision within three (3) months of that election. Should the OTMIR or the SIU Entity fail to adhere to either of these three month time periods, the creator(s)/author(s) may petition OTMIR to relinquish all rights or portion thereof in any intellectual property interests that have been established. Often, the OTMIR works with the creator(s)/author(s) to work out a plan to enhance the likelihood of institutional support. Under this scenario, the time periods discussed above may take longer than three months and the OTMIR may elect not to support the relinquishment of the rights of the university's intellectual property interest. At any time, the Senior Research Administrator on the respective SIU Entity shall have the ultimate decision making authority to relinquish the university's rights in the innovation. Should any intellectual property be returned to the creator(s)/author(s), the creator(s)/author(s) shall be required to repay the appropriate SIU Entity for its sunk intellectual property costs subject to the creator(s)/author(s) profiting from said intellectual property. The recovery of these sunk intellectual property costs, including those internal costs as defined and accounted for in the published fee schedule, may be recovered in a manner or waived altogether as deemed appropriate by the Senior Administrator.

#### V. Impact of Grants and Contracts on Intellectual Property Rights

Grants/contracts between the Board and any other agency shall, whenever feasible, state clearly the obligations and rights of the Board and of the cooperating agency, and the procedure to be followed should the activity result in innovations. Grants and contracts from various agencies frequently require the agency's prior approval of the terms and conditions of intellectual property agreements dealing with the development and dissemination of products resulting from activities performed under the grant/contract. In such cases, the OTMIR shall assist as applicable in negotiating with the sponsoring agency about future intellectual property rights and licensing agreements. Situations not specified in the agreement with the sponsoring agency will be subject to this Intellectual Property Policy.

If innovations are created with federal funding, the federal government will retain various rights in intellectual property created with the support of that federal funding. If an innovation is retained by the Board, then the Board will be responsible for compliance with all federal regulations. If an innovation is released to the creator(s)/author(s), then the creator(s)/author(s) will be responsible for compliance with all federal regulations.

#### VI. Income Distribution

If revenue is received by the Board from any intellectual property rights (patents, copyrights, technology products, trade secrets, trademarks, trade dress, etc.) associated with an innovation or commercial application outside of the academic field, all costs of procuring, developing, and administering such intellectual property rights, as well as costs for license agreement(s) and consulting services associated with those rights, shall first be paid from

such revenue. Such costs may further include substantial undertakings by the OTMIR such as drafting patent applications and are subject to a fee schedule as outlined in Section VII. All income in excess of such expenses shall be distributed amongst the creator(s)/author(s), the SIU Entity from which the innovation was generated and creator/author's college/school and department. The creator(s)/author(s) shall receive 45%, the SIU Entity from which the innovation was generated shall receive 45%, the creator/author's college/school shall receive 5% and the creator/author's department shall receive 5% of net income received. If the creator/author does not report to a department (i.e. such as an administrative employee), then the unit to which the creator/author resides shall receive 5% of the income received, the SIU Entity from which the innovation was generated shall receive the other 50% and the creator/author shall receive 45%. If the creator/author is a Board affiliate, then the SIU Entity shall receive 55% and the Board affiliate shall receive 45% of income received.

Multiple creators/authors sharing in income shall decide among themselves how their share is to be divided, with the stipulation that the creators/authors shall divide one share of the 45% interest defined above. The allocation of the share among multiple creators/authors should be reported to the OTMIR at the time the creators/authors elect to proceed with seeking institutional support for their innovation. If the allocation of the share is not reported, the share will be allocated equally among all creators/authors. Income allocation for each distinct innovation is a one-time, irrevocable decision.

#### VII. Services Performed by the OTMIR

As warranted, the OTMIR may submit and prosecute patent applications with the United States Patent and Trademark Office. Those services constitute an internal cost for effort and shall be subjected to a fee schedule as published by the OTMIR after approval by the Senior Research Administrators. Those costs shall be recovered by the SIU Entity from which the innovation originated before a distribution is made as outlined in Section VI.

#### VIII. Responsibility of Creator(s)/Author(s) Regarding Intellectual Property Rights

If the Board elects to retain ownership in an innovation, the creator(s)/author(s) shall supply on a timely basis all information and execute all papers necessary for: A) preparing and/or pursuing intellectual property rights; B) pursuing and/or executing licensing agreements; and C) executing formal assignment documents for such innovations covered under this policy.

#### IX. Resolution of Controversy between SIU-S and Creator(s)/Author(s)

Any controversy or claim arising out of this statement of policy, or an agreement between the creator(s)/author(s) and the Board delineating individual and Board rights, claims, and responsibilities, or the breach thereof, shall follow the internal grievance procedures of the SIU Entity to which the creator(s)/author(s) report. If no agreement results from internal grievance procedures, arbitration shall be sought in accordance with the rules of the American Arbitration Association.

#### X. Amending this Policy

Any amendment to this policy shall be subject to consultation by an IP Policy Advisory Group that shall comprise of the Executive Director of Office of Technology Management and Industry Relations and the Senior Research Administrators and two faculty representatives from each SIU Entity as appointed by the Senior Research Administrators.

The Board shall have the ultimate authority to approve the amendment as presented by IP Policy Advisory Group. The faculty representatives shall have at least one invention disclosure on file with the OTMIR and have generated copyrightable material.

Proposed revision to Board Legislation - Bylaws

Article III. Committees of the Board  
Section 3. Finance Committee

Purpose: The committee shall be concerned with investments; financial reports submitted to and issued by the Board; external financing; and the planning and development of major policies related to operating budgets.

Authority: The Committee shall:

- 1. Approve general philosophies and strategies for investment practices;
- 2. Review investment reports;
- 3. Suggest improvements in financial reporting to the Board;
- 4. Represent the Board in preliminary discussions of and planning for issuance of revenue bonds and other external financing;
- 5. Review and recommend to the Board the annual operating budgets, guidelines for salary administration, tuition increases, general student fees increases, and other policies related to major financial decisions; and
- 6. Review and approve the initial appointment, and any subsequent salary and total compensation changes, except for raises from salary pools established during budget development, for the President, all Board-appointed officers, Chancellors, the Dean and Provost of the SIU School of Medicine, and administrative/professional staff within one reporting line of the President.

**Deleted:** all Administrative and Professional Staff Employees in the Office of the President, the Vice Chancellors at SIUC and SIUE, and

Composition: The Finance Committee shall consist of not less than three members of the Board appointed by the Board Chair, who shall also designate one member as the Committee Chair. Members shall be appointed annually at the meeting when Board officers are elected, with vacancies to be filled by appointment by the Board Chair as they occur. The Committee shall be staffed through the Office of the President. The Chair of the Committee will call meetings as appropriate, with the Executive Secretary handling the scheduling and appropriate notices.

(11/08/07, 03/22/12, 3/24/16, 12/13/18, 3/28/19, 9/12/19, 2/10/22, 04/28/22)

### **Proposed revision to Board Legislation - Bylaws**

#### **Article III. Committees of the Board**

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(11/08/07, 03/22/12, 3/24/16, 12/13/18, 3/28/19, 9/12/19, 2/10/22, 04/28/22)

Southern Illinois University  
Board of Trustees  
February 6, 2025

APPROVAL: REMOVAL OF COUGAR VILLAGE TRACT #44  
FROM REVENUE BOND SYSTEM,  
EDWARDSVILLE CAMPUS, SIUE

Summary

This matter seeks approval to remove Cougar Village Tract #44 building from the Housing and Auxiliary Facilities (HAFS) Revenue Bond System upon completion of the demolition of the facility.

Rationale for Adoption

Cougar Village Tract #44 is a farmhouse that existed on land SIUE acquired where Cougar Village was subsequently constructed. Tract #44 building is currently utilized by University Housing Facilities Management, SIUE, to provide office and storage for grounds and crafts equipment and supplies. On July 11, 2024, this facility was added to the (HAFS) with initial plans to repair the building. After evaluation, the campus architect determined Tract #44 building is at the end of its useful life and the most economical solution is to demolish the building and rebuild. Cost to demolish the facility is estimated to be \$100,000. Upon completion of the demolition, Tract #44 will be removed from the HAFS.

Section 13(A) 3(ii) of the Housing and Auxiliary Facilities System Revenue Bond Resolution requires Board of Trustees approval to remove an asset from the Revenue Bond System upon determination that the facility has become inadequate and worn out and that the disposition will not impair the structural soundness, efficiency, or economic value of the remaining facilities of the Housing and Auxiliary Facilities System (HAFS). The building was not financed with revenue bonds, and there are no outstanding debt service payments on this asset.

Considerations Against Adoption

University officials are aware of none.

Constituency Involvement

Not applicable.

Resolution

BE IT RESOLVED, By the Board of Trustees of Southern Illinois University in regular meeting assembled, That:

(1) In accordance with Section 13(A) 3(ii) of the Housing and Auxiliary Facilities System Revenue Bond Resolution adopted by the Board on April 29, 2021, as supplemented and amended, the Board hereby determines the Cougar Village Tract #44 building has become inadequate and worn out and disposition of the facility will not impair the structural soundness, efficiency or economic value of the remaining facilities in the HAFS.

(2) Upon completion of the demolition of Cougar Village Tract #44 building, the facility shall be removed from the Revenue Bond System since it is no longer suitable for the use for which it was initially acquired.

(3) The President of Southern Illinois University be and is hereby authorized to take whatever action may be required in the execution of this resolution in accordance with established policies and procedures.

Southern Illinois University  
Board of Trustees  
February 6, 2025

APPROVAL OF SALARY AND APPOINTMENT:  
VICE CHANCELLOR FOR STUDENT AFFAIRS, SIUE

Summary

The matter presents for approval the salary and appointment of the Vice Chancellor for Student Affairs for the Edwardsville campus.

Rationale for Adoption

Policies of the Board of Trustees require Board of Trustees approval of the salary and appointment of Vice Chancellors.

SIUE is honored to have identified an accomplished professional to amplify its student success efforts to support the mission of the university. Miriam Roccia will strengthen relationships with senior leaders, academic partners, staff, faculty and students to enhance the educational experience for all of our students. As VCSA, Roccia will oversee Campus Recreation, Career Development Center, Cougar Cupboard, Cougar Store, Counseling Services, Dean of Students Office, Dining Services, Early Childhood Center, Health Service, Kimmel Belonging and Engagement Hub, Morris University Center and Student Success Center, New Student and Family Programs, Textbook Service and University Housing.

Roccia has served as Interim Vice Chancellor of Student Affairs since December 2022, navigating the complexities of post-COVID challenges while reinforcing the University's focus on student success.

Roccia joined SIUE in June 2018 as the Associate Vice Chancellor for Student Affairs. In her current position, she has been instrumental in strengthening relationships with senior leaders, academic partners, staff, faculty and students.

Roccia has 25 years of progressive and complex administrative leadership, working with students prior to SIUE in the Division of Student Affairs as the Associate Dean of Students at UMSL from July 2012 until 2018. As UMSL's Director of Student Life, Office of Student Involvement from 2007 until 2012, she eliminated a budget deficit of \$500,000 and created a surplus in a three-year period.

The SIUE Chancellor has recommended this matter to the President.

### Constituency Involvement

A diverse representative search committee was formed including members of academic units and constituency groups who diligently offered feedback that was considered and weighed in making a recommendation of qualified finalists from which Ms. Roccia was selected.

### Resolution

BE IT RESOLVED, By the Board of Trustees of Southern Illinois University in regular meeting assembled, That: Miriam Roccia, is appointed to the position of Vice Chancellor for Student Affairs with an annual salary of \$205,000 effective November 25, 2024.

Southern Illinois University  
Board of Trustees  
February 6, 2025

APPROVAL OF PURCHASE: TEACHING CLINIC  
BUILDING LEASE, SCHOOL OF MEDICINE, SIUC

Summary

This matter seeks approval for the purchasing contract for approximately 6,156 square feet of leased space.

Rationale for Adoption

5 Policies of the Board C.2 requires approval of real estate leases involving the commitment of \$1,000,000 or more.

The School of Medicine is seeking to renew a lease agreement with The Hospital Sisters of the Third Order of St. Francis, doing business as HSHS St. John's Hospital, for space located at 1100 East Lincolnshire, Springfield, Illinois, for the Department of Obstetrics and Gynecology and Maternal Fetal Medicine for ambulatory teaching clinics. Continuing to lease this space will allow the University to continue physician training programs and provide clinical services to women in the area. Continuation of this lease is more economical than developing new space.

The lease has a five (5) year term ending February 28, 2030 with an option for an additional, five-year renewal ending February 28, 2035 at a total cost of \$3,454,173.68 inclusive of estimated operating and maintenance costs.

Funding for this project will come from non-appropriated funds available to the School of Medicine.

This matter is recommended for adoption by the Chancellor, SIUC, and the Dean and Provost of the School of Medicine.

Resolution

BE IT RESOLVED, By the Board of Trustees of Southern Illinois University in regular meeting assembled, That:

(1) The purchase of leased space be and is hereby awarded to The Hospital Sisters of the Third Order of St. Francis d/b/a HSHS St. John's Hospital, Springfield, Illinois, for an initial term of five-year term plus the option to renew for an additional five-year term.

(2) The Board of Trustees hereby authorizes the purchase of the goods and services associated with this award.

(3) The purchase will be funded by non-appropriated funds available to the School of Medicines.

(4) The President of Southern Illinois University be and is hereby authorized to take whatever action may be required in the execution of this resolution in accordance with established policies and procedures.

Southern Illinois University  
Board of Trustees  
February 6, 2025

APPROVAL TO ACQUIRE REAL ESTATE:  
716 NORTH WALNUT, 718 NORTH WALNUT, AND 1034 NORTH FRANKLIN STREET  
SPRINGFIELD, ILLINOIS, SCHOOL OF MEDICINE, SIUC

Summary

This matter seeks approval to acquire real estate located at 716 North Walnut Street and 718 North Walnut Street, Springfield, Illinois, from John H. Lesko, and 1034 North Franklin Street, Springfield, Illinois, from Ernest B. Coleman, Jr., for the School of Medicine.

Rationale for Adoption

6 Policies of the Board A requires the Board of Trustees approval of the acquisition of real property.

The School of Medicine wishes to acquire these properties for the future expansion of the Springfield campus. These properties consist of vacant residential structures with close adjacencies to existing University property and are attractive for future development of the campus. The University plans to demolish the existing structures. The purchase price of parcel number 14-28.0-255-026, commonly known as 716 North Walnut Street, is \$40,000, the purchase price for parcel number 14-28.0-255-025, commonly known as 718 North Walnut Street, is \$30,000, and the purchase price for parcel number 14-28.0-228-005, commonly known as 1034 North Franklin Street, is \$75,000, for a total cost of \$145,000, plus approximately \$60,000 for associated demolition and closing costs. These prices are consistent with recent property sales in the area.

Funding for this project will come from non-appropriated funds available to the School of Medicine.

This matter is recommended for adoption by the Chancellor, SIUC, and the Dean and Provost of the School of Medicine.

Resolution

BE IT RESOLVED, By the Board of Trustees of Southern Illinois University in regular meeting assembled, That:

(1) The request to purchase the property at 716 North Walnut Street, in the amount of \$40,000, 718 North Walnut Street, in the amount of \$30,000, and 1034 North Franklin Street, in the amount of \$75,000, all in Springfield, Illinois, be and is hereby

approved at a total cost of \$145,000 plus associated demolition and closing costs.

(2) Funding for these purchases shall be from non-appropriated funds.

(3) The President of Southern Illinois University be and is hereby authorized to take whatever action may be required in the execution of this resolution in accordance with established policies and procedures.

Southern Illinois University  
Board of Trustees  
February 6, 2025

PLANNING APPROVAL: COUGAR VILLAGE APARTMENTS CONSTRUCTION,  
EDWARDSVILLE CAMPUS, SIUE

Summary

This matter seeks planning approval to develop preliminary plans and cost estimates for the design and construction of the Cougar Village Apartments renewal and replacement project at SIUE.

Rationale for Adoption

SIUE recently engaged the services of KWK Architects to complete a feasibility study for SIUE's housing system, with a focus on the long-term viability of Cougar Village Apartments. The feasibility study included a housing-system level facility assessment, market study, and financial feasibility study.

The results of the feasibility study included a recommendation that SIUE move forward with a multi-phased project to renew and replace the Cougar Village Apartments. Cougar Village Apartments are past their useful life and the continued repairs required to maintain the existing complex are costly. There is continued high demand for upper-class on-campus housing at SIUE. SIUE has continued to increase the percentage of students living on-campus, which is positively impacting the student experience and retention.

SIUE will retire all existing debt service for its residence halls and apartments by FY 2031, with the majority of debt retired in FY 2029. The proposed Cougar Village project timeline will align the issuance of new debt over two phases with the retirement of existing debt service, allowing SIUE Housing to meet the new debt service obligations.

The Chancellor, Interim Vice Chancellor of Administration, and Vice Chancellor of Student Affairs, SIUE, recommend this matter to the President.

Considerations Against Adoption

This project will impact the overall debt capacity available to the SIU System.

### Constituency Involvement

Various constituency groups, including current student residents, a cross-functional advisory group, and Chancellor's Council provided feedback and input throughout the feasibility process.

### Resolution

BE IT RESOLVED, By the Board of Trustees of Southern Illinois University in regular meeting assembled, That:

(1) Planning approval for the development of preliminary plans and cost estimates for the design and construction of the Cougar Village Apartments renewal and replacement project at SIUE, be and is hereby approved.

(2) The President of Southern Illinois University be and is hereby authorized to take whatever action may be required in the execution of this resolution in accordance with established policies and procedures.

Southern Illinois University  
Board of Trustees  
February 6, 2025

REVISED PROJECT BUDGET AND AWARD OF CONTRACT:  
FIRE ALARM SYSTEM REPLACEMENT, SCHNEIDER HALL  
CARBONDALE CAMPUS, SIUC

Summary

This matter seeks revised project approval and award of contract for the replacement of the existing fire alarm system at Schneider Hall residential facility.

Rationale for Adoption

Originally constructed in 1968 Schneider Hall has been an integral part of campus residential life. The existing fire alarm system was installed during the summer of 2006.

It is anticipated the project to replace the fire alarm system will begin in May 2025 and be achieved over the course of the summer. On December 1, 2022, the Board approved the project and budget with funding from University Housing's Repair and Replacement Reserve of \$1,500,000. Formal bids were reviewed on November 27, 2024, and it was determined that an additional \$500,000 is needed. A summary of the bids is attached for review. Only one bid was received, but upon review, the award amount was negotiated and reduced by the contractor to the lower bid amount. The revised total cost of the project is \$2,000,000 and will be funded from University Housing's Repair and Replacement Reserve.

The Chancellor, the Vice Chancellor for Student Affairs, and the Vice Chancellor for Administration and Finance, SIUC, have recommended this matter to the President.

Resolution

BE IT RESOLVED, By the Board of Trustees of Southern Illinois University in regular meeting assembled, That:

(1) The revised budget to replace the fire alarm system at Schneider Hall residential facility, Carbondale Campus, SIUC, at an estimated cost of \$2,000,000 be and is hereby approved.

(2) The contract for the replacement of Schneider Hall fire alarm system, Carbondale Campus, SIUC, be and is hereby awarded to WJ Burke Electric Company, Murphysboro, IL, in the amount of \$1,682,500.

(3) The Board of Trustees hereby authorizes the purchase of goods and services associated with this award.

(4) Funding for this project will come from University Housing's Repair and Replacement Reserve.

(5) The President of Southern Illinois University be and is hereby authorized to take whatever action may be required in the execution of this resolution in accordance with established policies and procedures.

| BID TABULATION                                                                                                                                                    |                                     |                                       |  |  |                                                                   |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------|---------------------------------------|--|--|-------------------------------------------------------------------|
| A110124                                                                                                                                                           | GIR: 23045                          | Fire Alarm Replacement Schneider Hall |  |  |                                                                   |
| Electrical                                                                                                                                                        |                                     | Bid Opening: 11/27/2024               |  |  |                                                                   |
| <div>SIU</div> <div>Southern Illinois University</div> <div>CARBONDALE</div> <div>Invitations:</div> <div>No Bid: 0</div> <div>No Reply:</div> <div>BIDDERS</div> | B<br>A<br>S<br>E<br><br>B<br>I<br>D |                                       |  |  | T<br>O<br>T<br>A<br>L<br><br>A<br>C<br>C<br>E<br>P<br>T<br>E<br>D |
| W.J. Burke Electric<br>10575 Highway 127<br>Murphysboro, IL 62966                                                                                                 | \$1,999,500                         |                                       |  |  | \$1,999,500                                                       |
|                                                                                                                                                                   |                                     |                                       |  |  |                                                                   |
|                                                                                                                                                                   |                                     |                                       |  |  |                                                                   |

Trustee Sharma moved approval of the receipt of the ratification of Changes in Faculty-Administrative Payroll – SIUC and SIUE; Proposed Revisions to 2 Policies of the Board; 7 Policies of the Board; and Article III Bylaws of the Board; Approval: Removal of Cougar Village Tract #44 From Revenue Bond System, Edwardsville Campus, SIUE; Approval of Salary and Appointment: Vice Chancellor for Student Affairs, SIUE; Approval of Purchase: Teaching Clinic Building Lease, School of Medicine, SIUC; Approval to Acquire Real Estate: 716 North Walnut, 718 North Walnut, and 1034 North Franklin Street Springfield, Illinois, School of Medicine, SIUC; and Planning Approval: Cougar Village Apartments Construction, Edwardsville Campus, SIUE. The motion was duly seconded by Trustee Tedrick. The motion carried by the following recorded vote: aye, Mr. Moayad Abuzaneh, Ms. Hannah Connolly, Mr. Ed Curtis, Hon. J. Phil Gilbert, Dr. Ed Hightower, Ms. Sara M. Salger, Dr. Subhash Sharma, and Mr. Roger Tedrick; nay, none.

The following item was presented:

REPORTS OF PURCHASE ORDERS AND CONTRACTS,  
OCTOBER, NOVEMBER, AND DECEMBER, 2024, SIUC

In accordance with 3 Bylaws 1 and 5 Policies of the Board C, summary reports of purchase orders and contracts awarded during the months of October, November and December, 2024, were mailed to the members of the Board in advance of this meeting, copies were placed on file in the Office of the Board of Trustees, and these reports are hereby submitted for information and entry upon the minutes of the Board with respect to the actions of the Executive Committee.

Trustee Abuzaneh moved approval of the receipt of the item. The motion was duly seconded by Trustee Salger. The motion carried by the following recorded vote: aye, Mr. Moayad Abuzaneh, Ms. Hannah Connolly, Hon. J. Phil Gilbert, Dr. Ed Hightower, Ms. Sara M. Salger, and Dr. Subhash Sharma; nay, none. Mr. Ed Curtis and Mr. Roger Tedrick abstained from voting.

The following item was presented:

REPORTS OF PURCHASE ORDERS AND CONTRACTS,  
OCTOBER, NOVEMBER, AND DECEMBER, 2024, SIUE

In accordance with 3 Bylaws 1 and 5 Policies of the Board C, summary reports of purchase orders and contracts awarded during the months of October, November and December, 2024, were mailed to the members of the Board in advance of this meeting, copies were placed on file in the Office of the Board of Trustees, and these reports are hereby submitted for information and entry upon the minutes of the Board with respect to the actions of the Executive Committee.

Trustee Salger moved approval of the receipt of the item. The motion was duly seconded by Trustee Abuzaneh. The motion carried by the following recorded vote: aye, Mr. Moayad Abuzaneh, Ms. Hannah Connolly, Mr. Ed Curtis, Hon. J. Phil Gilbert, Dr. Ed Hightower, Ms. Sara M. Salger, and Dr. Subhash Sharma; nay, none. Mr. Roger Tedrick abstained from voting.

The following item was presented:

Southern Illinois University  
Board of Trustees  
February 6, 2025

APPROVAL TO ACQUIRE REAL ESTATE:  
201 EAST MADISON STREET AND 520 NORTH 4<sup>TH</sup> STREET  
SPRINGFIELD, ILLINOIS, SCHOOL OF MEDICINE, SIUC

Summary

This matter seeks approval to acquire from Memorial Health System real estate commonly referred to as 201 East Madison Street and 520 North 4<sup>th</sup> Street, Springfield, Illinois, for the School of Medicine.

Rationale for Adoption

6 Policies of the Board A requires the Board of Trustees approval of the acquisition of real property.

The School of Medicine currently leases these properties from Memorial Health System. The cost to acquire these properties will save the University money versus continuing to lease these properties over the useful life of the buildings.

The property commonly referred to as 520 North 4<sup>th</sup> Street has an asking price of \$22,800,000 and houses teaching clinics and academic offices for the Department of Family and Community Medicine. Parcel Identification Numbers associated with this property are:

|                 |                 |
|-----------------|-----------------|
| 14-27.0-309-025 | 14-27.0-309-061 |
| 14-27.0-309-058 | 14-27.0-309-035 |
| 14-27.0-309-056 | 14-27.0-309-036 |
| 14-27.0-309-030 | 14-27.0-309-037 |
| 14-27.0-309-009 | 14-27.0-309-060 |

The property commonly referred to as 201 East Madison, parcel identification number 14-27.0-307-051, has an asking price of \$16,300,000 and houses the academic offices for the Department of Population Science and Policy along with offices to support the administrative function of the School of Medicine.

The University will need to obtain appraisals consistent with the asking price of the respective properties. Associated closing costs for the purchase of the two properties are estimated at approximately \$80,000.

The purchase of the properties will be funded with external financing as determined by the Board Treasurer with debt payments to be repaid with non-appropriated funds available to the School of Medicine. The nature of the project causes

it to be defined as a non-instructional capital improvement project. Consequently, approval by the Illinois Board of Higher Education will be required prior to the commitment of funds.

This matter is recommended for adoption by the Chancellor, SIUC, and the Dean and Provost of the School of Medicine.

Resolution

BE IT RESOLVED, By the Board of Trustees of Southern Illinois University in regular meeting assembled, That:

(1) Subject to obtaining appraisals consistent with the respective asking prices, the request to purchase the property commonly known as 201 East Madison, Springfield, Illinois, in the amount of \$16,300,000 and the property commonly known as 520 North 4<sup>th</sup> Street, Springfield, Illinois, in the amount of \$22,800,000, be and is hereby approved for a total cost of \$39,100,000 plus associated closing costs.

(2) Funding for these purchases shall be external financing as determined by the Board Treasurer with debt payments being funded from non-appropriated funds available to the School of Medicine.

(3\_ This project be and is hereby recommended to the Illinois Board of Higher Education as a non-instructional capital improvement project.

(4) The President of Southern Illinois University be and is hereby authorized to take whatever action may be required in the execution of this resolution in accordance with established policies and procedures.

Trustee Sharma moved approval of the receipt of the item. The motion was duly seconded by Trustee Tedrick. The motion carried by the following recorded vote: aye, Mr. Moayad Abuzaneh, Ms. Hannah Connolly, Hon. J. Phil Gilbert, Dr. Ed Hightower, Ms. Sara M. Salger, Dr. Subhash Sharma, and Mr. Roger Tedrick; nay, none. Mr. Ed Curtis abstained from voting.

The following item was presented:

Southern Illinois University  
Board of Trustees  
February 6, 2025

APPROVAL OF PURCHASE:  
INTERNATIONAL MARKETING AND STUDENT RECRUITMENT  
SOUTHERN ILLINOIS UNIVERSITY, CARBONDALE

Summary

This proposal seeks approval to purchase professional services to expand international marketing and student recruitment, aligning with the University's Imagine 2030 strategic goals.

The contract will be effective for a five-year period from August 27, 2024, to August 26, 2029, with the option to renew for two additional five-year periods. The contract cost will be based on the number of students recruited and will be funded from the tuition generated by these newly recruited students.

Rationale for Adoption

This proposal approves a contract with INTO University Partnerships to increase international student enrollment and supports the University's Imagine 2030 strategic goals.

The five-year contract aims to enhance the University's international competitive position, raise global brand awareness, establish Southern Illinois University as an internationally recognized institution, and transform the global profile of its student body. These efforts will increase the quantity, quality, and diversity of international students on campus.

The estimated contract cost is \$14,847,663 for the first five-year period, \$29,413,890 for the second five-year period, and \$33,559,546 for the final five-year period, totaling \$77,821,099 over fifteen years. The contract will be funded from the tuition revenue generated by new students. Payments to INTO University Partnerships will be exempt from the procurement code as they will be generated from contract revenues. INTO University Partnerships will receive a 25% commission on the first-year tuition and 10% on subsequent years' tuition for recruited students.

The Chancellor and the Provost and Vice Chancellor for Academic Affairs, SIUC have recommended this matter to the President.

### Constituency Involvement

Numerous meetings were held before deciding to partner with INTO University Partnerships. SIU representatives, including the Provost and Vice Chancellor for Academic Affairs, Vice Chancellor for Enrollment Management, and Vice Chancellor for Research and Graduate School Dean, among others, met with INTO representatives. Additionally, faculty, staff, and representatives of several offices, including the Registrar's office, admissions offices, Center for International Education, and individuals in charge of Banner and Slate programs were invited to participate in discussions about the partnership and how to make it a successful relationship.

### Considerations Against Adoption

INTO University Partnerships requires fast actions and feedback from SIU, which is a concern due to SIU's limited resources. Currently, SIU has contracts with many other agencies. However, INTO guarantees a substantial number of students if SIU meets their requirements. Efforts are underway to establish communication between SIU's and INTO's computer systems to optimize resource requirements.

### Resolution

BE IT RESOLVED, By the Board of Trustees of Southern Illinois University in regular meeting assembled, That:

(1) The international marketing and recruitment services contract for international students is hereby awarded to INTO University Partnerships.

(2) The contract will be funded by revenue derived from the enrollment of recruited students.

(3) The President of Southern Illinois University be and is hereby authorized to take all actions required to execute this resolution in accordance with established policies and procedures.

Chair Gilbert called on Chancellor Lane to provide additional information on this item. Chancellor Lane presented. Trustee Tedrick moved approval of the receipt of the item. The motion was duly seconded by Trustee Salger. The motion carried by the following recorded vote: aye, Mr. Moayad Abuzaneh, Ms. Hannah Connolly, Mr. Ed Curtis, Hon. J. Phil Gilbert, Dr. Ed Hightower, Ms. Sara M. Salger, Dr. Subhash Sharma, and Mr. Roger Tedrick; nay, none.

Chair Gilbert announced that the next Board of Trustees meeting is planned for April 17, 2025, at Southern Illinois University Carbondale. Further, he reported that a news conference would be held immediately following the meeting.

Trustee Tedrick made a motion to adjourn the meeting. Trustee Abuzaneh seconded the motion. The motion carried by the following recorded vote: aye, Mr. Moayad Abuzaneh, Ms. Hannah Connolly, Mr. Ed Curtis, Hon. J. Phil Gilbert, Dr. Ed Hightower, Ms. Sara M. Salger, Dr. Subhash Sharma, and Mr. Roger Tedrick; nay, none.

The meeting adjourned at 11:20 a.m.

A handwritten signature in cursive script, reading "Paula S. Keith", written in dark ink.

---

Paula S. Keith, Executive Secretary

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April 16, 2025

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MINUTES OF THE SPECIAL MEETING OF THE BOARD OF TRUSTEES  
SOUTHERN ILLINOIS UNIVERSITY  
APRIL 16, 2025

Pursuant to notice, a special meeting of the Board of Trustees of Southern Illinois University convened at 3:00 p.m., Wednesday, April 16, 2025, in the Stone Center, SIU Carbondale, Carbondale, Illinois. The meeting was called to order by Chair J. Phil Gilbert. The following members of the Board were physically present:

Hon. J. Phil Gilbert, Chair  
Dr. Ed Hightower, Vice Chair  
Mr. Moayad Abuzaneh  
Ms. Hannah Connolly  
Mr. Ed Curtis  
Ms. Sara M. Salger – via Zoom videoconference  
Mr. John Simmons  
Mr. Roger Tedrick  
Ms. Toni Williams

Executive Officers present were:

Dr. Dan Mahony, President, SIU System  
Dr. Austin A. Lane, Chancellor, SIU Carbondale  
Dr. James T. Minor, Chancellor, SIU Edwardsville  
Dr. Jerry Kruse, Dean and Provost, SIU School of Medicine  
Mr. Luke Crater, General Counsel  
Dr. Gireesh Gupchup, Vice President for Academic Innovation, Planning, and Partnerships  
Ms. Paula Keith, Executive Secretary of the Board and Assistant to the President.

**NOTE:** Copies of all background documents furnished to the Board in connection with the following matters have been placed on file in the Office of the Board of Trustees.

Chair Gilbert opened the meeting by welcoming the newly appointed trustee, Ms. Toni Williams, to the SIU Board of Trustees.

The Executive Secretary reported, and Chair Gilbert determined that a quorum was physically present.

Trustee Salger was unable to attend the meeting in person due to a family matter. The Board members voted to allow Trustee Salger to attend via videoconference for the meeting held on April 16, 2025.

Chair Gilbert explained the procedures for the public comment and question portion of the Board's agenda. There were no speakers signed up to speak.

Chair Gilbert turned the floor over to SIUC Provost Sheryl Tucker who introduced the SIUC student speakers: Shelby Borlin, a senior; Porsche Garrett, a senior; Morgan Ruden, an alum; and Ross Barnes, a second-year graduate student. The presentation was titled *The Lighthouse: A Journal of Undergraduate Literary Research* and the students each discussed their published papers and the research that went into each paper. The Board was given the opportunity to ask questions of the students regarding their presentations.

At approximately 3:30 p.m., Chair Gilbert moved that the Board go into closed session to consider imminent and/or pending court proceedings against or on behalf of the Board; appointment, employment, compensation, discipline, performance, or dismissal of specific employees; and review of minutes of meetings lawfully closed under the Open Meetings Act. The relevant sections of the Open Meetings Act Statute that allow for the closed session are 5 ILCS 120/2(c) (1), (11), and (21). The motion was duly seconded by Trustee Williams. The motion carried by the following recorded vote: aye, Mr. Moayad Abuzaneh, Ms. Hannah Connolly, Mr. Ed Curtis, Hon. J. Phil Gilbert, Dr. Ed Hightower, Ms. Sara M. Salger, Mr. John Simmons, Mr. Roger Tedrick and Ms. Toni Williams; nay, none.

The Board came out of closed session at approximately 4:13 p.m.

The last item on the open portion of the agenda was the approval of minutes of the executive session held February 5, 2025. Trustee Simmons made a motion to approve the minutes of the executive session held February 5, 2025. Trustee Curtis seconded the motion, and the executive session minutes were approved by the following recorded vote: aye, Mr. Moayad Abuzaneh, Ms. Hannah Connolly, Mr. Ed Curtis, Hon. J. Phil Gilbert, Dr. Ed Hightower, Ms. Sara M. Salger, Mr. John Simmons, Mr. Roger Tedrick, and Ms. Toni Williams; nay, none.

Trustee Tedrick made a motion to adjourn the meeting. The motion was duly seconded by Trustee Connolly. The motion carried by the following recorded vote: aye, Mr. Moayad Abuzaneh, Ms. Hannah Connolly, Mr. Ed Curtis, Hon. J. Phil Gilbert, Dr. Ed Hightower, Ms. Sara M. Salger, Mr. John Simmons, Mr. Roger Tedrick, and Ms. Toni Williams; nay, none.

The meeting adjourned at approximately 4:15 p.m.

A handwritten signature in cursive script, reading "Paula S. Keith", is written over a horizontal line.

Paula S. Keith, Executive Secretary

MINUTES OF THE REGULAR MEETING OF THE BOARD OF TRUSTEES  
SOUTHERN ILLINOIS UNIVERSITY  
APRIL 17, 2025

The regular meeting of the Board of Trustees of Southern Illinois University convened on Thursday, April 17, 2025, at 9:00 a.m., in Ballroom B, Student Center, SIU Carbondale, Carbondale, Illinois. The meeting was called to order by Chair Gilbert. The following members of the Board were present:

Hon. J. Phil Gilbert, Chair  
Dr. Ed Hightower, Vice Chair  
Mr. Moayad Abuzaneh  
Ms. Hannah Connolly  
Mr. Ed Curtis  
Ms. Sara M. Salger  
Mr. John Simmons  
Mr. Roger Tedrick  
Ms. Toni Williams

Executive Officers present were:

Dr. Dan Mahony, President, SIU  
Dr. Austin A. Lane, Chancellor, SIU Carbondale  
Dr. James T. Minor, Chancellor, SIU Edwardsville  
Dr. Sheila Caldwell, Vice President for Anti-racism, Diversity, Equity and Inclusion and Chief Diversity Officer  
Mr. Luke Crater, General Counsel  
Dr. Gireesh Gupchup, Vice President for Academic Innovation, Planning, and Partnerships  
Dr. Jerry Kruse, Provost and Dean, SIU School of Medicine  
Dr. Duane Stucky, Senior Vice President for Financial and Administrative Affairs and Board Treasurer  
Ms. Paula Keith, Executive Secretary of the Board and Assistant to the President.

NOTE: Copies of all background documents furnished to the Board in connection with the following matters have been placed on file in the Office of the Board of Trustees.

Chair Gilbert opened the meeting by welcoming the newly appointed trustee, Ms. Toni Williams, to the SIU Board of Trustees.

The Executive Secretary reported and Chair Gilbert determined that a quorum was physically present.

Chair Gilbert shared the history of the endowment established by the family of the late Lindell W. Sturgis to recognize annually the community service contributions of an SIU Carbondale employee. He reviewed the accomplishments of the recipients and then presented the Lindell W. Sturgis Public Service Award to Dr. Jonathan Gray. The Chair also recognized past award recipients who were in attendance. The Chair noted that the Board attended a breakfast in honor of the recipient prior to the meeting.

Chair Gilbert stated the next item of business on the agenda was the election of Board Secretary since Subhash Sharma was not reappointed to the Board. Chair Gilbert nominated Sara Salger as Secretary and John Simmons seconded the nomination. The motion to elect Sara Salger as Secretary passed by the following recorded vote: aye, Mr. Moayad Abuzaneh, Ms. Hannah Connolly, Mr. Ed Curtis, Hon. J. Phil Gilbert, Dr. Ed Hightower, Ms. Sara Salger, Mr. John Simmons, Mr. Roger Tedrick, and Ms. Toni Williams; nay, none.

Next, Chair Gilbert appointed Ed Curtis as a member of the Architecture and Design Committee and as Chair of the Audit Committee. He appointed Toni Williams as a member of the Academic Matters Committee and as a member of the Finance Committee.

Additionally, Chair Gilbert appointed Toni Williams as the alternate to the Board of Directors of the Southern Illinois University Foundation and as the Board

representative to the Board of Directors, The Association of Alumni, Former Students and Friends of Southern Illinois University, Incorporated.

The Chair announced that the Board would reconvene following the Committee meetings.

The Board reconvened at approximately 10:50 AM.

Trustee Simmons moved that the Minutes of the Meetings held February 5 and 6, 2025, be approved. Trustee Connolly seconded the motion, and the minutes were approved by the following recorded vote: aye, Mr. Moayad Abuzaneh, Ms. Hannah Connolly, Mr. Ed Curtis, Hon. J. Phil Gilbert, Dr. Ed Hightower, Ms. Sara M. Salger, Mr. John Simmons, Mr. Roger Tedrick, and Ms. Toni Williams; nay, none.

Under Committee Reports, the Chair reported that the Executive Committee had not met between Board meetings.

Chair Gilbert explained the procedures for the public comment and question portion of the Board's agenda. Executive Secretary Keith reported there were no speakers.

Dr. Austin Lane, Chancellor, SIU Carbondale, provided his report for the Carbondale campus. He began by sharing a video highlighting SIU Carbondale's designation by the Carnegie Classification as an R1 university and discussed the significance of that classification. Next, he discussed several campus events: the campus hosted the Illinois Supreme Court Oral Argument, the ribbon cutting for the naming of the Gower Translational Research Center, the Saluki Takeover Tours in Southern Illinois, the May 2025 commencement and the naturalization ceremony that was held on campus. He closed with the announcement of the Senator John G. Gilbert Suite unveiling at the Simmons Law School thanks to a generous gift from SIU Board Chairman Phil Gilbert.

Dr. Jerry Kruse, Dean and Provost, SIU School of Medicine, provided his report for the School of Medicine. Dr. Kruse discussed the School of Medicine's Match Day 2025 and shared the process for medical students as they go from pre medical studies to medical school and on to residency and fellowship. He said 27% of the students stay with SIU School of Medicine programs. He said there are a total of 122 students coming to SIU School of Medicine's residencies and fellowships with 20 coming from SIU School of Medicine. In conclusion, Dr. Kruse shared the Physician Assistant Master's Program won the Illinois State Championship for the sixth consecutive time.

Dr. James Minor, Chancellor, SIU Edwardsville, provided his report for the Edwardsville campus. He began with a video highlighting campus visits to high schools to present students with the Meridian Scholarship and shared stories about the students. Next, he discussed fall enrollment and the campus admission goals for Fall 2025. He also talked about the School of Pharmacy and their Phase 1 match rate of 96.3% among graduates pursuing post-graduate residency; which ranks number one in Illinois and Missouri and number seven in the nation. He shared that he and President Mahony hosted local legislators at the Belleville campus and provided a tour to the delegation. He also highlighted the ribbon cutting ceremony at TheWedge in Alton, Illinois, and thanked Provost Cobb for her work leading up to the ribbon cutting. He concluded his presentation by congratulating the men's basketball team as they were the 2025 Ohio Valley Conference Champions.

Dr. Dan Mahony, President, Southern Illinois University, provided his report for the SIU system. President Mahony talked about the SIU System Day at the Illinois Capitol and shared a video showcasing the day. He also talked about the State Senate

and House appropriation hearings for the SIU System. President Mahony updated the Board on the work of the Illinois Commission on Equitable Public University Funding; he said he does not know if it will go forward in this session, but it will continue to be discussed. He also said there are continued discussions on the community college bachelor's degree program and that negotiations are still ongoing. Lastly, he discussed the direct admissions bill and said that he feels it would be good for Illinois and the SIU System.

Next, President Mahony introduced Dr. Sheila Caldwell, Vice President for Anti-racism, Diversity, Equity and Inclusion (ADEI) and Chief Diversity Officer. Dr. Caldwell began by announcing the SIU System won the International Keystone Award for leadership in ADEI. Dr. Caldwell presented the McNeese ADEI Lifetime Achievement Award Winners: Dr. Randy Burnside and Ms. Yahaira "Yaya" Vargas and also introduced Dr. Wes McNeese's daughter, Libra McNeese, who shared a few remarks in her father's memory. Dr. Mahony concluded his report by congratulating the award recipients and thanking Dr. Caldwell for her continued work and commitment to ADEI on behalf of the SIU System.

Chair Gilbert explained the procedure for the Board's omnibus motion. The listing of items proposed for the omnibus motion were as follows:

Southern Illinois University  
Board of Trustees  
April 17, 2025

CHANGES IN FACULTY-ADMINISTRATIVE PAYROLL – SIUC

The following changes in faculty-administrative payroll are submitted to the Board of Trustees for ratification in accordance with the Board Policy on Personnel Approval (2 Policies of the Board B). Additional detailed information is available from the Office of the Chancellor. Where appropriate, salary is reported on a monthly basis and on either an academic year (AY) or fiscal year (FY) basis.

- A. Initial Appointments of Faculty to Tenured and Tenure Track and Initial Appointments and Promotions of Professional Staff (If the person previously had a University appointment, it is so noted. Otherwise, the person is a new University employee.)

|    | <u>Name</u>           | <u>Rank/Title</u>                       | <u>Department</u>                                 | <u>Effective Date</u> | <u>Salary</u>                       |
|----|-----------------------|-----------------------------------------|---------------------------------------------------|-----------------------|-------------------------------------|
| 1. | Davis, Darius D       | Assistant Coach                         | Intercollegiate Athletics                         | 01/21/2025            | \$5,250.00 /MO<br>\$63,000.00 /FY   |
| 2. | Gossett, Catlin E     | Assistant Professor                     | Simmons Law School                                | 8/16/2025             | \$10,000.00 /MO<br>\$90,000.00 /AY  |
| 3. | Harry, Brittany M     | Coach                                   | Intercollegiate Athletics                         | 01/07/2025            | \$10,833.34 /MO<br>\$130,000.08 /FY |
| 4. | Hayes, Aleah D        | Assistant Coach                         | Intercollegiate Athletics                         | 02/10/2025            | \$5,833.34 /MO<br>\$70,000.08 /FY   |
| 5. | McCormick, Logan J    | Assistant Coach                         | Intercollegiate Athletics                         | 01/02/2025            | \$5,250.00 /MO<br>\$63,000.00 /FY   |
| 6. | Mukherjee, Triparna   | Post-Doctoral Fellow                    | School of Mechanical, Aerospace, & Materials Engr | 01/15/2025            | \$4,000.00 /MO<br>\$48,000.00 /FY   |
| 7. | Rottinghaus, Fiachra  | Special Collections Research Specialist | Library Affairs                                   | 03/01/2025            | \$3,750.00 /MO<br>\$45,000.00 /FY   |
| 8. | Stemle, Leyna R       | Post-Doctoral Fellow                    | Center for Wildlife Sustainability Research       | 01/13/2025            | \$4,584.00 /MO<br>\$55,008.00 /FY   |
| 9. | Vandenberg, Allison E | Academic Advisor I                      | College of Health and Human Sciences              | 02/01/2025            | \$3,084.00 /MO<br>\$37,008.00 /FY   |

|     |                   |                     |                                            |            |                                     |
|-----|-------------------|---------------------|--------------------------------------------|------------|-------------------------------------|
| 10. | Williams, Devan D | Assistant Coach     | Intercollegiate Athletics                  | 01/21/2025 | \$3,333.34 /MO<br>\$40,000.08 /FY   |
| 11. | Yang, Yang        | Assistant Professor | School of Analytics, Finance and Economics | 08/12/2025 | \$21,667.00 /MO<br>\$195,003.00 /AY |

**B. Grant of Leave With Pay:**

|                                                                                                                                                                                                                                                                                                  | Name           | <u>Type of Leave</u> | Department/School                                     | % of Leave | Date                                |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|----------------------|-------------------------------------------------------|------------|-------------------------------------|
| 1.                                                                                                                                                                                                                                                                                               | Anthony, David | Sabbatical           | School of Literature, Writing, and Digital Humanities | 50%        | August 16, 2025 - August 15, 2026   |
| Dr. Anthony plans to conduct research for, and write the first two chapters of, a book that examines the role of the East Indian cotton trade in the mid-nineteenth-century US cultural imagination. The provisional title is "Indian Cotton and the Literary Imagination in the Antebellum US." |                |                      |                                                       |            |                                     |
| 2.                                                                                                                                                                                                                                                                                               | Anton, Philip  | Sabbatical           | School of Human Sciences                              | 100%       | January 1, 2026 – May 15, 2026      |
| Dr. Anton plans to interview cancer survivors and caregivers regarding their experiences and with the Strong Survivors Program.                                                                                                                                                                  |                |                      |                                                       |            |                                     |
| 3.                                                                                                                                                                                                                                                                                               | Burns, David   | Sabbatical           | School of Media Arts                                  | 50%        | January 1, 2026 - December 31, 2026 |
| Professor Burns will research border culture and its relationships to technology and nature in Texas and New Mexico.                                                                                                                                                                             |                |                      |                                                       |            |                                     |
| 4.                                                                                                                                                                                                                                                                                               | Clark, Darryl  | Sabbatical           | School of Theater and Dance                           | 100%       | January 1, 2026- May 15, 2026       |
| Professor Clark plans to work as a guest director/choreographer. He will also work on conception of performance work. Train more fully in the Luigi Jazz Dance technique. Looking to lend services as a guest lecturer at NYPL Performing Arts Library.                                          |                |                      |                                                       |            |                                     |
| 5.                                                                                                                                                                                                                                                                                               | Cox, Stanley   | Sabbatical           | Simmons Law School                                    | 50%        | August 16, 2025 - August 15, 2026   |
| Dr. Cox will significantly revise parts of a treatise, Jurisdiction in Civil Actions; expand my Constitutional Law scholarship into areas where I have not previously written but where Supreme Court decisions have changed the law and created confusion.                                      |                |                      |                                                       |            |                                     |
| 6.                                                                                                                                                                                                                                                                                               | Deria, Pravas  | Sabbatical           | School of Chemical and Biomolecular Sciences          | 100%       | August 16, 2025 - December 31, 2025 |
| Dr. Deria will develop new research directions. Generate sizable amount of prelim results to                                                                                                                                                                                                     |                |                      |                                                       |            |                                     |

|     |                                                                                                                                                                                                                                                                                                                        |            |                                                 |      |                                     |
|-----|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|-------------------------------------------------|------|-------------------------------------|
|     | develop/compete for new Fed Grant applications. Training undergrad and new grad students while carrying out experiments and data analysis.                                                                                                                                                                             |            |                                                 |      |                                     |
| 7.  | Dillard, David                                                                                                                                                                                                                                                                                                         | Sabbatical | School of Music                                 | 100% | August 16, 2025 - December 31, 2025 |
|     | Dr. Dillard will work on arranging oratorio and operatic arias for piano, solo voice and obbligato instruments and publishing them by Classical Vocal Reprints.                                                                                                                                                        |            |                                                 |      |                                     |
| 8.  | Gingrich-Philbrook, Craig                                                                                                                                                                                                                                                                                              | Sabbatical | School of Communication Studies                 | 100% | August 16, 2025 - December 31, 2025 |
|     | Professor Gingrich-Philbrook will work on completion of a book project explaining the connections between autobiographical performance and identity, and how a neurological condition transformed the author's understanding of the relationships between mind and body, memory and language, identity, and community. |            |                                                 |      |                                     |
| 9.  | Harrison, Bryan                                                                                                                                                                                                                                                                                                        | Sabbatical | School of Aviation                              | 100% | August 16, 2025 - December 31, 2025 |
|     | Professor Harrison's sabbatical will restart academic research agenda by investigating aviation industry training needs.                                                                                                                                                                                               |            |                                                 |      |                                     |
| 10. | Hummer, Daniel                                                                                                                                                                                                                                                                                                         | Sabbatical | School of Earth Systems & Sustainability        | 100% | January 1, 2026 - May 15, 2026      |
|     | Professor Hummer plans to utilize computing infrastructure and data science expertise with existing collaborators at the Carnegie Institution for Science to classify the chemical elements according to their aggregate occurrence and behavior in the natural world.                                                 |            |                                                 |      |                                     |
| 11. | Juntunen, Jacob                                                                                                                                                                                                                                                                                                        | Sabbatical | School of Theater and Dance                     | 100% | August 16, 2025 - December 31, 2025 |
|     | Dr. Juntunen will be finishing draft of new play "Professor/House" and producing it with Contraband Theatre in St. Louis.                                                                                                                                                                                              |            |                                                 |      |                                     |
| 12. | Kato, Yuko                                                                                                                                                                                                                                                                                                             | Sabbatical | School of Music                                 | 100% | August 16, 2025 - December 31, 2025 |
|     | Dr. Kato will be learning, rehearsing, and performing Olivier Messiaen's epic seven movement work for 2 pianos in Chicago; composing new art songs and submitting them for critiques, competitions, and publication; premiering new compositions on recitals and at conferences.                                       |            |                                                 |      |                                     |
| 13. | Kinsel, Gary                                                                                                                                                                                                                                                                                                           | Sabbatical | School of Chemical and Biomolecular Sciences    | 100% | January 1, 2026 - May 15, 2026      |
|     | Dr. Kinsel plans to market the BioLaunch facility capabilities both internally to SIU faculty and externally to private-sector business; engagement with state and federal agencies to secure support and funding.                                                                                                     |            |                                                 |      |                                     |
| 14. | Lakshmanan, Usha                                                                                                                                                                                                                                                                                                       | Sabbatical | School of Psychological and Behavioral Sciences | 100% | August 16, 2025 - December 31, 2025 |
|     | Dr. Lakshmanan will be investigating the developmental link between Tamil children's understanding of complex kinship terms and recursive phrases; collaborating with colleagues at MIT and Umass                                                                                                                      |            |                                                 |      |                                     |

|     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |            |                                                          |      |                                     |
|-----|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|----------------------------------------------------------|------|-------------------------------------|
|     | Amherst to analyze data and expand theoretical understanding within the field of language acquisition. Expected research outcomes include conference presentations, peer-reviewed publications, and the development of a grant proposal outline to support further research.                                                                                                                                                                                                                                                                                                                                                                                 |            |                                                          |      |                                     |
| 15. | Mazumdar, Dipanjan                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Sabbatical | School of Physics and Applied Physics                    | 100% | January 1, 2026 - May 15, 2026      |
|     | Dr. Mazumdar will develop nanoscale devices at nearby nanofabrication user facilities at Washington University in St. Louis. Such facilities are not available to the PI at SIUC and cannot be conducted through collaboration. The effort will require temporary relocation with research group members to St. Louis for several months over the spring 2025 semester. The activities will also strengthen collaborative and interdisciplinary research efforts established with members of the Physics department at Wash U. High-quality research data and publication will be generated to serve as preliminary data for future federal grant proposals. |            |                                                          |      |                                     |
| 16. | McDaniel, Justin                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Sabbatical | School of Human Sciences                                 | 100% | January 1, 2026 – May 15, 2026      |
|     | Dr. McDaniel will work on a rehab program for vets with mild to moderate traumatic brain injury. Time to clean and analyze data for purpose of preparing conference presentations and peer-reviewed manuscripts.                                                                                                                                                                                                                                                                                                                                                                                                                                             |            |                                                          |      |                                     |
| 17. | Motyl, H.D.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Sabbatical | School of Theater and Dance                              | 100% | January 1, 2026 - May 15, 2026      |
|     | Professor Motyl plans to focus on completion of the feature film screenplay "Three Rivers". Rough draft is completed, time to research specific locations as well as historical research for the story.                                                                                                                                                                                                                                                                                                                                                                                                                                                      |            |                                                          |      |                                     |
| 18. | Mulligan, Kenneth                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Sabbatical | School of Anthropology, Political Science, and Sociology | 100% | August 16, 2025 - December 31, 2025 |
|     | Dr. Mulligan plans to do research, data wrangling, analysis, and writing. One or more academic conference papers and peer-reviewed publications, leading to an academic book.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |            |                                                          |      |                                     |
| 19. | Ojewuyi, Olusegun                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Sabbatical | School of Theater and Dance                              | 100% | August 16, 2025 – December 31, 2025 |
|     | Professor Ojewuyi will conduct research and writing of the book "Directing on Global Stages"; direct theatrical production at Yale.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |            |                                                          |      |                                     |
| 20. | Park, Logan                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Sabbatical | School of Forestry and Horticulture                      | 100% | August 16, 2025 - December 31, 2025 |
|     | Dr. Park will adapt & improve research software he's authored, improving accessibility, user friendliness by non-experts/researchers, and public availability. The software does 3D mapping and spatial planning of risks like wildfires and floods. Its development is supported by USDA, but normal, modest ongoing operating costs (servers, support, security updates) need to be addressed long term. Will work with SIU's excellent spinoff incubator program at the Dunn-Richmond Center and federal project partners in support of this plan.                                                                                                        |            |                                                          |      |                                     |
| 21. | Pleggenkuhle, Breanne                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | Sabbatical | School of Justice and Public Safety                      | 100% | August 16, 2025 - December 31, 2025 |
|     | Professor Pleggenkuhle will manage and progress on manuscripts and reports that have resulted from the last 5 yrs of grant production, extending and concluding prior work. Final drafts to be                                                                                                                                                                                                                                                                                                                                                                                                                                                               |            |                                                          |      |                                     |

|     |                                                                                                                                                                                                                                                                                                                                                   |            |                                                          |      |                                     |
|-----|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|----------------------------------------------------------|------|-------------------------------------|
|     | revised and submitted for publication review.                                                                                                                                                                                                                                                                                                     |            |                                                          |      |                                     |
| 22. | Reichard, Ulrich                                                                                                                                                                                                                                                                                                                                  | Sabbatical | School of Anthropology, Political Science, and Sociology | 50%  | August 16, 2025 - August 15, 2026   |
|     | Dr. Reichard will head to Thailand to collect vocal, ecological, spatial, and demographic data on white-handed gibbons and northern pig-tailed macaques. Georg-August University Gottingen, Germany as a guest scientist.                                                                                                                         |            |                                                          |      |                                     |
| 23. | Simon, Sheila                                                                                                                                                                                                                                                                                                                                     | Sabbatical | Simmons Law School                                       | 100% | August 16, 2025 – December 31, 2025 |
|     | Dr. Simon, if awarded Fulbright Scholar, will teach at University of Ghana.                                                                                                                                                                                                                                                                       |            |                                                          |      |                                     |
| 24. | Talapatra, Saikat                                                                                                                                                                                                                                                                                                                                 | Sabbatical | School of Physics and Applied Physics                    | 100% | August 16, 2025 – December 31, 2025 |
|     | Dr. Talapatra will enhance research collaborations with multiple institutes through materials discovery and design projects needed for function specific application development.                                                                                                                                                                 |            |                                                          |      |                                     |
| 25. | Youpa, Andrew                                                                                                                                                                                                                                                                                                                                     | Sabbatical | School of History and Philosophy                         | 100% | August 16, 2025 – December 31, 2025 |
|     | Dr. Youpa will work on an article for an academic journal, an article that is in progress: "The Ethics of Spinoza's Theological-Political Treatise." My book focuses on Spinoza's masterpiece, "Ethics Demonstrated in Geometric Order." In this new article, I reconstruct the moral philosophy that appears in Spinoza's earlier work, the TTP. |            |                                                          |      |                                     |

C. Grant of Academic Tenure:

|    | <u>Name</u>                  | <u>Title on Effective Date of Tenure</u> | <u>Department/School</u>                                 | <u>Effective Date</u> |
|----|------------------------------|------------------------------------------|----------------------------------------------------------|-----------------------|
| 1. | Bae, Chilman                 | Associate Professor                      | School of Electrical, Computer, & Biomedical Engineering | 08/16/2025            |
| 2. | Bastille-Rousseau, Guillaume | Associate Professor                      | School of Biological Sciences                            | 08/16/2025            |
| 3. | Guardiano, Nicholas          | Professor                                | Library Affairs                                          | 08/16/2025            |
| 4. | Hamilton-Brehm, Anne Marie   | Professor                                | Library Affairs                                          | 08/16/2025            |
| 5. | Howell, Susan                | Associate Professor                      | Library Affairs                                          | 08/16/2025            |
| 6. | Huang, Xiaolan               | Associate Professor                      | School of Computing                                      | 08/16/2025            |
| 7. | Islam, Md Shariful           | Associate Professor                      | School of Accountancy                                    | 08/16/2025            |
| 8. | Jayawardene,                 | Associate Professor                      | School of Human                                          | 08/16/2025            |

|     |                         |                     |                                                            |            |
|-----|-------------------------|---------------------|------------------------------------------------------------|------------|
|     | Wasantha                |                     | Sciences                                                   |            |
| 9.  | Kamran Disfani, Omid    | Associate Professor | School of Marketing and Management                         | 08/16/2025 |
| 10. | Lauderdale, Lindsey Kay | Associate Professor | School of Mathematical and Statistical Sciences            | 08/16/2025 |
| 11. | Lee, Eric               | Associate Professor | School of Psychological and Behavioral Sciences            | 08/16/2025 |
| 12. | McKinney, Stacey        | Associate Professor | School of Health Sciences                                  | 08/16/2025 |
| 13. | Nilufar, Sabrina        | Associate Professor | School of Mechanical, Aerospace, and Materials Engineering | 08/16/2025 |
| 14. | Rosen Zvi               | Associate Professor | Simmons Law School                                         | 08/16/2025 |
| 15. | Still, Steven           | Associate Professor | School of Agricultural Sciences                            | 08/16/2025 |

D. Promotions of Tenured and Tenure Track Faculty:

|    | <u>Name</u>                  | <u>Title</u>        | <u>Department</u>                                        | <u>Effective Date</u> |
|----|------------------------------|---------------------|----------------------------------------------------------|-----------------------|
| 1. | Aruma Baduge, Gayan          | Professor           | School of Electrical, Computer, & Biomedical Engineering | 07/01/2025            |
| 2. | Bae, Chilman                 | Associate Professor | School of Electrical, Computer, & Biomedical Engineering | 07/01/2025            |
| 3. | Bastille-Rousseau, Guillaume | Associate Professor | School of Biological Sciences                            | 07/01/2025            |
| 4. | Bender, Kelly                | Professor           | School of Biological Sciences                            | 07/01/2025            |
| 5. | Bloom, Stephen               | Professor           | School of Anthropology, Political Science, and Sociology | 07/01/2025            |
| 6. | Burtis, Amber                | Professor           | Library Affairs                                          | 07/01/2025            |
| 7. | Choiy, Kwangho               | Professor           | School of Mathematical and Statistical Sciences          | 07/01/2025            |
| 8. | Deria, Pravas                | Professor           | School of Chemical and Biomolecular Sciences             | 07/01/2025            |

|     |                         |                     |                                                            |            |
|-----|-------------------------|---------------------|------------------------------------------------------------|------------|
| 9.  | Dougherty, Jane (Betsy) | Professor           | School of Literature, Writing, and Digital Humanities      | 07/01/2025 |
| 10. | Hibdon, Julie           | Professor           | School of Justice & Public Safety                          | 07/01/2025 |
| 11. | Howell, Susan           | Associate Professor | Library Affairs                                            | 07/01/2025 |
| 12. | Huang, Xiaolan          | Associate Professor | School of Computing                                        | 07/01/2025 |
| 13. | Islam, Md Shariful      | Associate Professor | School of Accountancy                                      | 07/01/2025 |
| 14. | Jayawardene, Wasantha   | Associate Professor | School of Human Sciences                                   | 07/01/2025 |
| 15. | Kamran Disfani, Omid    | Associate Professor | School of Marketing and Management                         | 07/01/2025 |
| 16. | Lauderdale, Lindsey Kay | Associate Professor | School of Mathematical and Statistical Sciences            | 07/01/2025 |
| 17. | Lee, Eric               | Associate Professor | School of Psychological and Behavioral Sciences            | 07/01/2025 |
| 18. | Li, Ruopu               | Professor           | School of Earth Systems and Sustainability                 | 07/01/2025 |
| 19. | McKinney, Stacey        | Associate Professor | School of Health Sciences                                  | 07/01/2025 |
| 20. | Nilufar, Sabrina        | Associate Professor | School of Mechanical, Aerospace, and Materials Engineering | 07/01/2025 |
| 21. | Pleggenkuhle, Breanne   | Professor           | School of Justice & Public Safety                          | 07/01/2025 |
| 22. | Reichard, Ulrich        | Professor           | School of Anthropology, Political Science, and Sociology   | 07/01/2025 |
| 23. | Rosen, Zvi              | Associate Professor | Simmons Law School                                         | 07/01/2025 |
| 24. | Samadi, Seyed Yaser     | Professor           | School of Mathematical and Statistical Sciences            | 07/01/2025 |
| 25. | Still, Steven           | Associate Professor | School of Agricultural Sciences                            | 07/01/2025 |
| 26. | Whaley, Rachel          | Professor           | School of Anthropology, Political Science, and Sociology   | 07/01/2025 |
| 27. | Wu, Shu-Ling            | Professor           | School of Language and Linguistics                         | 07/01/2025 |

|     |              |           |                                  |            |
|-----|--------------|-----------|----------------------------------|------------|
| 28. | Yilmaz, Hale | Professor | School of History and Philosophy | 07/01/2025 |
| 29. | Zea, Wendi   | Professor | School of Theater and Dance      | 07/01/2025 |

Southern Illinois University  
Board of Trustees  
April 17, 2025

CHANGES IN FACULTY-ADMINISTRATIVE PAYROLL – SIU SCHOOL OF MEDICINE

The following changes in faculty-administrative payroll at the School of Medicine/Springfield campus are submitted to the Board of Trustees for ratification in accordance with the Board Policy on Personnel Approval (2 Policies of the Board B). Additional detailed information is on file in the Office of the Dean and Provost. Where appropriate, salary is reported on a monthly basis and on either an academic year (AY) or fiscal year (FY) basis.

- A. Initial Appointments of Faculty to Tenured and Tenure Track and Initial Appointments and Promotions of Professional Staff (If the person previously had a University appointment, it is so noted. Otherwise, the person is a new University employee.)

|   | <u>Name</u>         | <u>Rank/Title</u>                                                                  | <u>Department</u>                | <u>Effective Date</u> | <u>Salary</u>                                                                    |
|---|---------------------|------------------------------------------------------------------------------------|----------------------------------|-----------------------|----------------------------------------------------------------------------------|
| 1 | Blancett, Katharine | Senior Clinical Research Coordinator<br>(previously Clinical Research Coordinator) | Center for Clinical Research-SMS | 2/1/2025              | \$4,904.96/MO<br>\$58,859.52/FY<br>(previously \$4,302.30/MO and \$51,627.60/FY) |
| 2 | DeSollar, Sydney    | Certified Nurse Practitioner                                                       | Surgery Clinic-SMS               | 04/07/2025            | \$9,166.67/MO<br>\$110,000.04/FY                                                 |
| 3 | Fellers, Kara       | Certified Nurse Practitioner (70% FTE)                                             | FQHC/Express Care                | 03/10/2025            | \$7,084.00/MO<br>\$85,008.00/FY                                                  |
| 4 | Granger, Shandera   | Certified Nurse Practitioner<br>(previously civil service Nurse Administrator)     | Neuroscience Institute-SMS       | 01/16/2025            | \$7,500/MO<br>\$90,000.00/FY                                                     |
| 5 | Henson, Amanda      | Licensed Clinical Social Worker                                                    | FCM/Springfield                  | 01/27/2025            | \$6,829.00/MO<br>\$81,948.00/FY                                                  |
| 6 | Hoag, Elizabeth     | Clinical Research Coordinator<br>(previously Clinical Research Specialist)         | Center for Clinical Research-SMS | 2/1/2025              | \$4,265.18/MO<br>\$51,182.16/FY<br>(previously \$3,690.25/MO and \$44,283.00/FY) |

|    |                      |                                                                                        |                                     |                                       |                                                                                          |
|----|----------------------|----------------------------------------------------------------------------------------|-------------------------------------|---------------------------------------|------------------------------------------------------------------------------------------|
| 7  | Hollinshead, Madison | Clinical Research Specialist                                                           | Center for Clinical Research-SMS    | 03/10/2025                            | \$4,022.81/MO<br>\$48,273.72/FY                                                          |
| 8  | Jennings, Melissa    | Director of Acquisition & Integration                                                  | Office of Correctional Medicine-SMS | 04/07/2025                            | \$12,083.33/MO<br>\$144,999.96FY                                                         |
| 9  | Mottershaw, Kathlena | Senior Clinical Research Coordinator<br>(previously Clinical Research Coordinator)     | Center for Clinical Research-SMS    | 2/1/2025                              | \$4,904.96/MO<br>\$58,859.52/FY<br>(previously<br>\$4,349.20/MO<br>and<br>\$52,190.40/FY |
| 10 | Nash-Swink, Mary     | Assistant to the Chair<br>(previously civil service Business/Administrative Associate) | Physician Associate Medicine/SMS    | 02/01/2025                            | \$8,750.00/MO<br>\$105,000.00/FY                                                         |
| 11 | Norsworthy, Miles    | Post-Doctoral Fellow                                                                   | Pharmacology-SMS                    | 02/24/2025                            | \$5,084.00/MO<br>\$61,008.00/FY                                                          |
| 12 | Owens, Rebecca       | Clinical Research Coordinator<br>(previously Clinical Research Specialist)             | Center for Clinical Research-SMS    | 2/1/2025                              | \$4,265.18/MO<br>\$51,182.16/FY<br>(previously<br>\$3,727.93/MO<br>and<br>\$44,735.16/FY |
| 13 | Priddy, Jerry        | Physician Assistant-Certified                                                          | Surgery Clinic-SMS                  | 01/27/2025 PRN,<br>3/24/2025 100% FTE | \$55.00/hour PRN<br>\$10,416.67/MO<br>\$125,000.04/FY                                    |
| 14 | Rutto, Collins       | Researcher I                                                                           | Pharmacology-SMS                    | 02/10/2025                            | \$3,657.34/MO<br>\$43,888.08/FY                                                          |
| 15 | Seacrist, Brooke     | Clinical Research Coordinator<br>(previously Clinical Research Specialist)             | Center for Clinical Research-SMS    | 2/1/2025                              | \$4,265.18/MO<br>\$51,182.16/FY<br>(previously<br>\$3,724.57/MO<br>and<br>\$44,694.84/FY |
| 16 | Swartz, Nicole       | Curriculum Development Specialist                                                      | Medical Education-SMS               | 02/10/2025                            | \$5,358.18/MO<br>\$64,298.16/FY                                                          |
| 17 | Zhu, Yun             | Staff Scientist                                                                        | Internal Medicine-SMS               | 02/24/2025                            | \$5,500.00/MO<br>\$66,000.00/FY                                                          |

B. Leave of Absence with Pay:

None

C. Grant of Academic Tenure and Promotion:

|    | <u>Name</u>       | <u>Title on Effective Date of Tenure</u> | <u>Department/School</u> | <u>Effective Date</u> |
|----|-------------------|------------------------------------------|--------------------------|-----------------------|
| 1. | Austin, Richard   | Associate Professor                      | Emergency Medicine       | 7/1/2025              |
| 2. | Blackwell, Robert | Associate Professor                      | Surgery                  | 7/1/2025              |
| 3. | Frankel, Bruce    | Professor (already has Professor rank)   | Surgery                  | 7/1/2025              |
| 4. | Fulks, Tyler      | Associate Professor                      | Emergency Medicine       | 7/1/2025              |
| 5. | Hafiz, Abdul Moiz | Associate Professor                      | Internal Medicine        | 7/1/2025              |
| 6. | Tennill, Robert   | Associate Professor                      | Emergency Medicine       | 7/1/2025              |

D. Promotions of Tenured and Tenure Track Faculty:

|    | <u>Name</u>  | <u>Title on Effective Date of Tenure</u> | <u>Department/School</u> | <u>Effective Date</u> |
|----|--------------|------------------------------------------|--------------------------|-----------------------|
| 1. | Duong, Myto  | Professor                                | Pediatrics               | 7/1/2025              |
| 2. | Hascup, Erin | Professor                                | Neurology                | 7/1/2025              |

E. Promotions of Non-Tenure Track Faculty:

|    | <u>Name</u>          | <u>Title</u>        | <u>Department</u>           | <u>Effective Date</u> |
|----|----------------------|---------------------|-----------------------------|-----------------------|
| 1. | Bhandari, Priyanka   | Associate Professor | Family & Community Medicine | 7/1/2025              |
| 2. | Bhattari, Mukul      | Associate Professor | Internal Medicine           | 7/1/2025              |
| 3. | Chakrabarty, Arindam | Associate Professor | Psychiatry                  | 7/1/2025              |

|     |                     |                              |                                              |          |
|-----|---------------------|------------------------------|----------------------------------------------|----------|
| 4.  | Dela Cruz, Marthe   | Associate Professor          | Pediatrics                                   | 7/1/2025 |
| 5.  | Dina, Pela          | Associate Professor          | Pediatrics                                   | 7/1/2025 |
| 6.  | Dunkley, Camille    | Associate Professor          | Family & Community Medicine                  | 7/1/2025 |
| 7.  | Fleischer, Julie    | Associate Professor          | Pediatrics                                   | 7/1/2025 |
| 8.  | Foray, Nathalie     | Associate Professor          | Internal Medicine                            | 7/1/2025 |
| 9.  | Green, Christopher  | Associate Professor          | Family & Community Medicine                  | 7/1/2025 |
| 10. | Hafiz, Beenish      | Associate Professor          | Internal Medicine                            | 7/1/2025 |
| 11. | Kulacz, Jeremy      | Associate Professor          | Neurology                                    | 7/1/2025 |
| 12. | Murtaza Ali, Muriam | Associate Professor          | Internal Medicine                            | 7/1/2025 |
| 13. | Patel, Neil         | Associate Professor          | Pediatrics                                   | 7/1/2025 |
| 14. | Rafaquat, Ayasha    | Associate Professor          | Pediatrics                                   | 7/1/2025 |
| 15. | Rahman, Rachel      | Associate Professor          | Family & Community Medicine                  | 7/1/2025 |
| 16. | Rejowski, Benjamin  | Associate Professor          | Surgery                                      | 7/1/2025 |
| 17. | Smyre, Christopher  | Associate Professor          | Family & Community Medicine                  | 7/1/2025 |
| 18. | Torky, Ahmed        | Associate Professor          | Pediatrics                                   | 7/1/2025 |
| 19. | Volle, Meredith     | Associate Professor          | Pediatrics and Population Science and Policy | 7/1/2025 |
| 20. | Whitehurst, Brandt  | Associate Professor          | Surgery                                      | 7/1/2025 |
| 21. | Woods, Kendra       | Associate Professor          | Pediatrics                                   | 7/1/2025 |
| 22. | Thuppal, Sowmy      | Research Associate Professor | Surgery                                      | 7/1/2025 |
| 23. | Bakir, Haitham      | Professor                    | Internal Medicine                            | 7/1/2025 |

|     |                  |           |                                |          |
|-----|------------------|-----------|--------------------------------|----------|
| 24. | Idrizi, Haneme   | Professor | Pediatrics                     | 7/1/2025 |
| 25. | Miner, Michelle  | Professor | Pediatrics                     | 7/1/2025 |
| 26. | Onwumeze, Obiora | Professor | Psychiatry                     | 7/1/2025 |
| 27. | Ott, Timothy     | Professor | Family & Community<br>Medicine | 7/1/2025 |
| 28. | Ranatunga, Sriya | Professor | Internal Medicine              | 7/1/2025 |
| 29. | Swied, Abdul     | Professor | Internal Medicine              | 7/1/2025 |

Southern Illinois University  
Board of Trustees  
April 17, 2025

CHANGES IN FACULTY-ADMINISTRATIVE PAYROLL – SIUE

The following changes in faculty-administrative payroll are submitted to the Board of Trustees for ratification in accordance with the Board Policy on Personnel Approval (2 Policies of the Board B). Additional detailed information is on file in the Office of the Chancellor. Where appropriate, salary is reported on a monthly basis and on either an academic year (AY) or fiscal year (FY) basis.

A. Initial Appointments of Faculty to Tenure and Tenure Track and Initial Appointments and Promotions of Professional Staff (If the person previously had a University appointment, it is so noted. Otherwise, the person is a new University employee.)

|    | <u>Name</u>       | <u>Rank/Title</u>                                                              | <u>Department</u>                  | <u>Effective Date</u> | <u>Salary</u>                                                                      |
|----|-------------------|--------------------------------------------------------------------------------|------------------------------------|-----------------------|------------------------------------------------------------------------------------|
| 1. | Atkins, Kelly     | Associate Director of Student Success (previously Assistant Director)          | Academic Advising                  | 01/30/2025            | \$7,047.76/mo<br>\$84,573.12/FY<br>(previously<br>\$6,067.42/mo<br>\$72,809.04/FY) |
| 2. | Benoit, Andy J.   | Vice Chancellor for Enrollment Management                                      | Enrollment Management              | 03/06/2025            | \$18,333.34/mo<br>\$220,000.08/FY                                                  |
| 3. | Highley, Shannon  | Academic Advisor I                                                             | School of Nursing                  | 02/03/2025            | \$3,541.66/mo<br>\$42,499.92/FY                                                    |
| 4. | Holmes III, Harry | Interim Associate Vice Chancellor for Administration                           | Vice Chancellor for Administration | 03/03/2025            | \$13,416.67/mo<br>\$161,000.04/FY                                                  |
| 5. | Karasek, Raymond  | Director of Business Affairs                                                   | Provost & VC for Academic Affairs  | 01/06/2025            | \$10,423.72/mo<br>\$125,084.64/FY                                                  |
| 6. | Luciani, Nicholas | Assistant Coach                                                                | Intercollegiate Athletics          | 02/01/2025            | \$3,091.68/mo<br>\$37,100.16/FY                                                    |
| 7. | Taylor, Alicia    | Associate Director of Admissions (previously Assistant Director of Admissions) | Enrollment Management              | 01/06/2025            | \$6,666.66/mo<br>\$79,999.92/FY<br>(previously<br>\$5,250.00/mo<br>\$63,000.00/FY) |

## B. Leaves of Absence With Pay-

None to Report

## C. Awards of Tenure-

|     | <u>Name</u>                | <u>Rank on effective date</u> | <u>Department</u>                                             | <u>Effective date</u> |
|-----|----------------------------|-------------------------------|---------------------------------------------------------------|-----------------------|
| 1.  | Adegboyega, Nathaniel Femi | Associate Professor           | Environmental Sciences                                        | 08/16/2025            |
| 2.  | Aranda, Maurina            | Associate Professor           | Biological Sciences                                           | 08/16/2025            |
| 3.  | Busch, Tammie              | Associate Professor           | Access, Discovery, & Systems – Library & Information Services | 07/01/2025            |
| 4.  | Butts-Wilmsmeyer, Carolyn  | Associate Professor           | Biological Sciences                                           | 08/16/2025            |
| 5.  | Canterbury Vorel, Alicia   | Associate Professor           | Music                                                         | 08/16/2025            |
| 6.  | Choi, Yohan                | Associate Professor           | Management & Marketing                                        | 08/16/2025            |
| 7.  | Finley, Jason              | Associate Professor           | Psychology                                                    | 08/16/2025            |
| 8.  | Griffin, Valerie           | Associate Professor           | Family Health & Community Health Nursing                      | 08/16/2025            |
| 9.  | Gultepe, Eren              | Associate Professor           | Computer Science                                              | 08/16/2025            |
| 10. | Hepner, Abbey              | Associate Professor           | Art & Design                                                  | 08/16/2025            |
| 11. | Jiang, Yi                  | Associate Professor           | Mathematics & Statistics                                      | 08/16/2025            |
| 12. | Kooiman, Susan             | Associate Professor           | Anthropology                                                  | 08/16/2025            |
| 13. | Kytridou, Vasiliki         | Associate Professor           | Prosthodontics & Endodontics-Dental Medicine                  | 07/01/2025            |
| 14. | Lee, Danielle              | Associate Professor           | Biological Sciences                                           | 08/16/2025            |
| 15. | Leith, Alex                | Associate Professor           | Mass Communications                                           | 08/16/2025            |
| 16. | Macharia, Mary             | Associate Professor           | Computer Management & Information Systems                     | 08/16/2025            |
| 17. | McCarragher, Shannon       | Associate Professor           | Geography & GIS                                               | 08/16/2025            |
| 18. | McDavid, Shelly            | Associate Professor           | Access, Discovery, & Systems – Library & Information Services | 07/01/2025            |

|     |                     |                     |                                          |            |
|-----|---------------------|---------------------|------------------------------------------|------------|
| 19. | Ramon, Donavan      | Associate Professor | English Language & Literature            | 08/16/2025 |
| 20. | Slaten, Christopher | Professor           | Psychology                               | 07/01/2025 |
| 21. | Sobczak, Bernadette | Associate Professor | Family Health & Community Health Nursing | 08/16/2025 |
| 22. | Stevens, Corey      | Associate Professor | Sociology                                | 08/16/2025 |
| 23. | Swartz, Rebecca     | Associate Professor | Teaching & Learning                      | 08/16/2025 |
| 24. | Wesemann, Andrew    | Associate Professor | Public Administration & Policy Analysis  | 08/16/2025 |
| 25. | Ying,Jie            | Associate Professor | Economics & Finance                      | 08/16/2025 |

#### D. Awards of Promotion-

|     | <u>Name</u>                | <u>Rank on effective date</u> | <u>Department</u>                                               | <u>Effective date</u> |
|-----|----------------------------|-------------------------------|-----------------------------------------------------------------|-----------------------|
| 1.  | Adegboyega, Nathaniel Femi | Associate Professor           | Environmental Sciences                                          | 07/01/2025            |
| 2.  | Aranda, Maurina            | Associate Professor           | Biological Sciences                                             | 07/01/2025            |
| 3.  | Baasanjav, Undrah          | Professor                     | Mass Communications                                             | 07/01/2025            |
| 4.  | Brooks, Tisha              | Professor                     | English Language & Literature                                   | 07/01/2025            |
| 5.  | Busch, Tammie              | Associate Professor           | Access, Discovery, & Systems – Library & Information Services   | 07/01/2025            |
| 6.  | Canterbury Vorel, Alicia   | Associate Professor           | Music                                                           | 07/01/2025            |
| 7.  | Cashen, Matthew            | Professor                     | Philosophy                                                      | 07/01/2025            |
| 8.  | Choi, Yohan                | Associate Professor           | Management & Marketing                                          | 07/01/2025            |
| 9.  | Del Rio, Lora              | Professor                     | Research, Teaching, & Learning – Library & Information Services | 07/01/2025            |
| 10. | Finley, Jason              | Associate Professor           | Psychology                                                      | 07/01/2025            |
| 11. | Guilford, Brianne          | Professor                     | Applied Health                                                  | 07/01/2025            |
| 12. | Gultepe, Eren              | Associate Professor           | Computer Science                                                | 07/01/2025            |
| 13. | Hepner, Abbey              | Associate Professor           | Art & Design                                                    | 07/01/2025            |
| 14. | Hoelscher, Jamie           | Professor                     | Accounting                                                      | 07/01/2025            |

|     |                       |                     |                                                               |            |
|-----|-----------------------|---------------------|---------------------------------------------------------------|------------|
| 15. | Huyck, Nancy          | Professor           | Public Administration & Policy Analysis                       | 07/01/2025 |
| 16. | Jiang, Yi             | Associate Professor | Mathematics & Statistics                                      | 07/01/2025 |
| 17. | Kooiman, Susan        | Associate Professor | Anthropology                                                  | 07/01/2025 |
| 18. | Kytridou, Vasiliki    | Associate Professor | Prosthodontics & Endodontics-Dental Medicine                  | 07/01/2025 |
| 19. | Lee, Danielle         | Associate Professor | Biological Sciences                                           | 07/01/2025 |
| 20. | Leith, Alex           | Associate Professor | Mass Communications                                           | 07/01/2025 |
| 21. | Macharia, Mary        | Associate Professor | Computer Management & Information Systems                     | 07/01/2025 |
| 22. | McCarragher, Shannon  | Associate Professor | Geography & GIS                                               | 07/01/2025 |
| 23. | McCracken, Vance      | Professor           | Biological Sciences                                           | 07/01/2025 |
| 24. | McDavid, Shelly       | Associate Professor | Access, Discovery, & Systems – Library & Information Services | 07/01/2025 |
| 25. | Newman, Kathrine      | Clinical Professor  | Pharmacy Practice                                             | 07/01/2025 |
| 26. | Onal, Sinan           | Professor           | Industrial Engineering                                        | 07/01/2025 |
| 27. | Qi, Yan               | Professor           | Civil Engineering                                             | 07/01/2025 |
| 28. | Ramon, Donavan        | Associate Professor | English Language & Literature                                 | 07/01/2025 |
| 29. | Ro, Eunyoe            | Professor           | Psychology                                                    | 07/01/2025 |
| 30. | Ross-Stewart, Lindsay | Professor           | Applied Health                                                | 07/01/2025 |
| 31. | Sobczak, Bernadette   | Associate Professor | Family Health & Community Health Nursing                      | 07/01/2025 |
| 32. | Stevens, Corey        | Associate Professor | Sociology                                                     | 07/01/2025 |
| 33. | Swartz, Rebecca       | Associate Professor | Teaching & Learning                                           | 07/01/2025 |
| 34. | Vardanyan, Karen      | Professor           | Physics                                                       | 07/01/2025 |
| 35. | Wesemann, Andrew      | Associate Professor | Public Administration & Policy Analysis                       | 07/01/2025 |
| 36. | Ying, Jie             | Associate Professor | Economics & Finance                                           | 07/01/2025 |

Southern Illinois University  
Board of Trustees  
April 17, 2025

PROPOSED BOARD OF TRUSTEES  
INTERNATIONAL TRAVEL REGISTRATION POLICY  
[ADDITION OF 7 POLICY OF THE BOARD SECTION Q]

Summary

This matter seeks approval by the SIU Board of Trustees to add 7 Policies of the Board Q – International Travel Registration. The principal reason for this amendment is to ensure that risks associated with university-related international travel are identified, acknowledged, and managed appropriately within the laws of the United States.

Rationale for Adoption

The Southern Illinois University System (SIU-S) and the SIU Board of Trustees recognizes that international travel needs and opportunities may arise as part of the teaching, outreach, and research activities of the university for both students and employees. In these cases, international travel advances the mission, values and global engagement profile of the university, and provides enriching experiences for the traveler. This policy describes responsibilities of SIU-S and all international travelers and establishes processes to help ensure that legal and safety risks associated with university-related international travel are identified, acknowledged, and managed appropriately.

Considerations Against Adoption

None are known to exist.

Constituency Involvement

The Southern Illinois University-System, Carbondale, Springfield, and Edwardsville campuses, all faculty, staff, and students will be involved in the registration of international travel.

Resolution

BE IT RESOLVED, By the Board of Trustees of Southern Illinois University in regular meeting assembled, That:

(1) 7 Policies of the Board Q is hereby added to the Policies of the Board, as per the attached.

(2) The President of Southern Illinois University be and is hereby authorized to take whatever action may be required in the execution of this resolution.

## **Q – INTERNATIONAL TRAVEL REGISTRATION POLICY**

### **Purpose**

The Southern Illinois University System (SIU-S) and the SIU Board of Trustees recognizes that international travel needs and opportunities may arise as part of the teaching, outreach, and research activities of the university for both students and employees. In these cases, international travel advances the mission, values, and global engagement profile of the university, and provides experiences for the traveler, student, or instructor. This policy describes responsibilities of SIU-S and all of its international travelers and establishes processes to help ensure that legal and safety risks associated with university-related international travel are identified, acknowledged, and managed appropriately.

### **Scope**

This policy applies to SIU-S Related Travel and all members of the SIU-S community, including but not limited to, employees, tenure-and non-tenure-track faculty, lecturers, students(as defined below), postdoctoral fellows, postdoctoral scholars, and other postdoctoral personnel, independent researchers, visiting scholars, visiting scientists, contractors, subcontractors, and volunteers and all other employees of the SIU-S System and the individual campuses.

The International Travel Registration Policy applies to all university-supported (by funds, time, or equipment) or university-related International Travel, including but not limited to International Travel for research, educational, co-curricular, or administrative purposes (with or without student participation), international study, exchange programs, and student group travel (of any duration and whether offered for credit or not). This policy applies regardless of whether the International Travel is undertaken by faculty, staff, or students, and regardless of whether organized by schools, departments, faculty, staff, student organizations, or students individually.

### **Policy**

In support of the SIU-S mission, SIU-S (1) recognizes that international endeavors are critical to the mission of the university; (2) respects the academic freedom of all students, faculty, and staff to pursue international research, educational activities, and service where appropriate; and (3) understands that important work may sometimes take place in international locations that pose legal, health, safety, and security risks. SIU-S recognizes that international travelers have significant responsibility for their own health, safety, and security. SIU-S also has an institutional interest in supporting the legal rights, health, safety, and security of international travelers while they are undertaking SIU-S' mission. This Policy defines basic requirements that will promote these joint interests.

Individual international travelers are responsible for compliance with this International Travel Registration Policy when undertaking SIU-S Related Travel (as defined below). Non-SIU-S International Travel, (as defined below), which is not covered by this policy, is travel other than SIU-S International Travel.

## **Required International Travel Registration**

All Individuals in the SIU-S community traveling abroad as part of SIU-S Related Travel are required to enter their travel information into the Terra Dotta International Travel Registry thirty (30) days before they depart. Exceptions to this thirty (30) day requirement will be considered on a case-by-case basis. Required travel information may include, but is not limited to, travel dates and locations, flight information, local contact information, passport information, reason for travel, and accommodations. Failure to submit the required information may result in delays or forfeiture of reimbursement from SIU-S. Additionally, a failure to register may delay SIU-S from providing support in the event of an emergency. All personnel affected by this policy shall be in compliance by June 1, 2025.

Whenever possible, SIU-S Travelers are expected to update the registration, including travel dates, destinations, and on-site contact information, if updated information becomes available. Travelers and approvers must follow procedures adopted by their campus related to the international travel registration process. Travelers who fail to comply with this policy or campus procedures may face consequences including but not limited to disciplinary action in accordance with any applicable collective bargaining agreement and/or university disciplinary policy.

Travel registration provides the university with the information it needs to locate travelers and provide information or assistance in the event of a crisis or emergency. Additionally, it allows SIU-S Offices, such as the Export Controls Office, to ensure compliance with United States laws and regulations.

All individuals participating in the International Travel Registration should closely review information, alerts and warnings, and other guidance issued by the U.S. Department of State. Particular care should be taken for proposed travel to countries, specific regions, or cities which the U.S. Department of State has designated as Level 3.

## **Travel to Level 4 Countries, Embargoed Countries, and Impermissible Travel**

Impermissible Travel, (as defined below) to Level 4 countries and regions, as well as to U.S. embargoed countries (defined below) will be denied by SIU-S leadership as a matter of normal course of business. Any requested Impermissible Travel shall include any extenuating circumstances and a detailed explanation of why travel to a level 4 or an embargoed country should be approved. In order to be approved, the SIU-S Traveler must obtain all required approvals within Terra Dotta. The SIU-S Export Control Office may contact other offices such as the SIU-S Office of General Counsel in order to make the determination of whether or not to approve.

## **Study Abroad Travel**

Study Abroad travel will be handled separately. Travelers must enter the required travel information as directed by the Travel Abroad supervisors.

### **Non-SIU-S International Travel**

This Policy does not apply to Non-SIU-S Travel, as defined below.

### **Definitions**

**The Terra Dotta Travel Registry** is a confidential and secure database for maintaining key travel information for faculty, staff, and students traveling internationally. The Terra Dotta Travel Registry is the official and authoritative source of traveler information gathered for the purpose of locating and communicating with travelers, responding to emergencies, and managing media and public relations during critical incidents abroad.

**SIU-S Related Travel** is individual faculty/staff travel funded by or supported through resources, such as employee time and grants while employed by SIU-S, research funded travel, conference attendance or presentations, field work, meetings, and any and all other travel with the purpose of representing SIU-S or an individual campus of SIU-S. All university-related travel requires registration in the International Travel Registry and must be approved through the International Travel Registry.

**Non-SIU-S International Travel** is travel other than SIU-S Related Travel. Examples include, but are not limited to:

- Independent student travel through a non-SIU-S student organization
- Personal travel, such as spring break or vacations
- Non-university-sponsored international travel that has no formal affiliation with SIU-S including personal travel and programs or internships abroad that are pursued independent of SIU-S.

**Permissible Travel:** All International Travel to a country that is not subject to a U.S. Department of State Rating Level 4 ("Do not Travel") or United States embargoed country, (defined below in Impermissible Travel) or denied by United States Law.

**Impermissible Travel<sup>1</sup>:** SIU-S Travel, that is not allowed by:

- United States Law
- Personal safety reasons, or individual country instability (as determined by the campus Provost or SIU-Med Dean, SIU-S Risk Management, and SIU-S Export Controls)
- U.S. State Department Level 4 countries and regions of countries, and
- United States embargoed countries as follows:
  - Crimea, Region of Ukraine
  - Cuba

<sup>1</sup> Except as approved via appeal as provided for above.

- Iran
- North Korea
- Syria
- Venezuela

**Student:** Any undergraduate or graduate student who is enrolled in a degree program, credit bearing non-degree program, professional certificate, or executive education program at SIU-S.

**Travel Advisory:** The U.S. Department of State Travel Advisory system. Travel Advisories apply up to four standard levels of advice, give a description of the risks, and serve as the criteria. Due to changing travel advisories and varying levels all SIU-S travelers are encouraged to consult this database before completing the required forms. All travelers may access information concerning travel Advisories at:

**<https://travel.state.gov/content/travel/en/traveladvisories/traveladvisories.html>**

Southern Illinois University  
Board of Trustees  
April 17, 2025

## TEMPORARY FINANCIAL ARRANGEMENTS FOR FISCAL YEAR 2026

### Summary

This matter requests approval to make expenditures consistent with approved budget levels for Fiscal Year 2025 until such date as the Board of Trustees takes further action on the Operating Budget for Fiscal Year 2026.

### Rationale for Adoption

The preparation of the Fiscal Year 2026 Southern Illinois University budget cannot begin until the Legislature and Governor have taken final actions on the State budget. To maintain the operation of the University between the beginning of Fiscal Year 2026 and the time at which a budget can be prepared for Board approval, Board approval is requested for temporary financial arrangements.

### Considerations Against Adoption

None are known to exist.

### Resolution

WHEREAS, Southern Illinois University's budget for Fiscal Year 2026 is scheduled to be submitted for approval by the Board of Trustees after July 1, 2025.

NOW, THEREFORE, BE IT RESOLVED, By the Board of Trustees of Southern Illinois University in regular meeting assembled, That: subject to the availability of funds, the President of Southern Illinois University is authorized to make expenditures consistent with approved budget levels for Fiscal Year 2025 until such date as the Board of Trustees takes further action on the Operating Budget for Fiscal Year 2026.

Southern Illinois University  
Board of Trustees  
April 17, 2025

PROPOSED TUITION RATES AND FEE MATTERS, SIUC  
[AMENDMENT TO 4 POLICIES OF THE BOARD APPENDIX A]

Summary

This matter proposes changes to the previously approved tuition schedule and various fee matters. Relevant information that appears in 4 Policies of the Board, Appendix A will be updated as appropriate to reflect the Board of Trustees action.

Rationale for Adoption – Tuition

**Undergraduate and Graduate Student Tuition Rates**

Southern Illinois University Carbondale is requesting no increase in tuition rates for any Undergraduate or Graduate students, other than for the School of Medicine, for academic year 2025-2026, as shown in Table 1. This is the eighth year in a row at the current credit hour rate for undergraduate tuition.

The University believes it will continue to provide a high-quality educational experience as a Carnegie-designated Very High Research activity (R1) institution which offers undergraduate, graduate and professional degree seeking students an excellent value. SIU Carbondale continues to honor its tradition of providing an accessible education to students from throughout the state, nation and world and is committed to helping students remove barriers to attaining their education.

The tuition rate for the School of Medicine is proposed to increase by 2.3% for students in the MD, DMSc program and the Physician Assistant program. The Graduate School portion of the Physician Assistant program remains unchanged.

Rationale for Adoption – Course Fees

**School of Aviation**

The proposed revisions to the Aviation courses, as outlined in Table 2, involve correcting the school's name and updating one of the course numbers. The fees will remain unchanged.

## **School of Forestry and Horticulture**

The proposed new course fees, as shown in Table 2, would apply to students in the Forestry and Horticulture programs. This new course fee in the Forestry program replaces a previous summer camp field studies course that was manually assessed at \$750 per student. Revenue generated by the fee would be used to cover the cost of the trip and equipment supplies. The new fee in the Horticulture program will support transportation, lodging and admission costs for a three-day field trip to the Chicago area to visit public gardens and green spaces.

### **Rationale for Adoption – Mandatory Student Fees**

#### **General Student Fee – On-Campus**

Following conversations with students who support this proposal, the university is proposing an increase of 5.7% to the General Student Fee – On-Campus, as shown in Table 2. The \$7.00 increase will be allocated to Student Health Services to increase the Student Health Services fee and create the Saluki Mental Health fee. The increase will allow for continued affordable health services for SIU students while also providing the necessary mental health and wellness support to a diverse student population.

#### **General Student Fee – Off-Campus**

The university is not proposing an increase to the General Student Fee - Off-Campus.

#### **Textbook Fee**

Following conversations with students and with their support, the university is proposing a new Textbook Fee of \$26 per credit hour. This fee aims to ensure all students have equitable access to essential learning materials, reducing financial barriers and supporting academic success. By streamlining the acquisition process, the fee will provide predictable and transparent costs while improving student retention and engagement. Whenever possible, the university will offer digital or open-access resources, promoting sustainability in alignment with the Imagine 2030 plan. Students will have the option to opt out of the program if they choose.

### **Student Health Insurance Fee**

The university is not proposing any increase for the student health insurance fee this year. The fee is based on previous claims history, plan enrollment, administrative costs, and medical inflation.

### **School of Medicine Student Fee**

The university is proposing a \$15.00 increase in the School of Medicine technology fee, a \$30.00 increase in the School of Medicine student activity fee, and a \$30.00 increase in the student health fee as shown in Table 2.

### **Simmons Law School Fee**

The Simmons Law School academic support fee is assessed to all law school students enrolled in the Juris Doctor program and provides students with educational services and materials as part of a comprehensive program throughout the students' three-year academic career and culminates in a post-graduate bar examination preparatory program. The current fee of \$499 per student per semester was approved by the Board in 2021. The fee structure is based on the actual cost per student as determined by the contract with the vendor that was secured through a competitive bidding process. The proposed vendor contract rates are scheduled to increase starting in fiscal year 2028. To cover the increased cost of the services, the Simmons Law School academic support fee will need to be increased to \$520 in the 2027-2028 school year, \$535 in the 2028-2029 school year, and \$550 in the 2029-2030 school year. The Student Bar Association has unanimously approved the proposed increase in the future years. Board approval for the fee increase will be submitted in the corresponding fiscal year.

### Constituency Involvement

The Dean/Provost of the School of Medicine and the Vice Chancellor for Student Affairs, Provost and Deans, SIUC, and other university officials have received the support from the appropriate student government bodies and student advisory boards for the proposed tuition, course fee rates, and mandatory student fee rates.

### Resolution

BE IT RESOLVED, By the Board of Trustees of Southern Illinois University in regular meeting assembled, That: 4 Policies of the Board, Appendix A, be and is hereby amended as follows:

1) Tuition rates shall be and are hereby amended for FY2026, as presented in Table 1.

2) Course Fees and General Student Fees be and are hereby amended as presented in Table 2.

BE IT FURTHER RESOLVED, That: the President shall be and is hereby authorized to take whatever action may be required in the execution of this resolution in accordance with established policies and procedures.

**Table 1**  
**Southern Illinois University**  
**Tuition Rates**  
**4 POLICIES OF THE BOARD, APPENDIX A,1,A**  
**Proposed Rates for Fiscal Year 2026**

Annual tuition for full-time students (15 hours per semester for undergraduate students, 12 hours per semester for graduate students and 15 hours per semester for law students)

| <b>SIU Carbondale</b>                                          |                 |                 |               |                  |                 |
|----------------------------------------------------------------|-----------------|-----------------|---------------|------------------|-----------------|
|                                                                | <u>Per Hour</u> | <u>Semester</u> | <u>Annual</u> | <u>Annual \$</u> | <u>Percent</u>  |
| <b>Undergraduates<sup>1,5</sup></b>                            | <b>Charge</b>   | <b>Rate</b>     | <b>Rate</b>   | <b>Increase</b>  | <b>Increase</b> |
| New Students Guaranteed Rate (FY26)                            | \$321.25        | \$4,818.75      | \$9,637.50    | \$0.00           | 0.0%            |
| Guaranteed Fall 2024 Cohort (FY25)                             | \$321.25        | \$4,818.75      | \$9,637.50    | \$0.00           | 0.0%            |
| Guaranteed Fall 2023 Cohort (FY24)                             | \$321.25        | \$4,818.75      | \$9,637.50    | \$0.00           | 0.0%            |
| Guaranteed Fall 2022 Cohort (FY23)                             | \$321.25        | \$4,818.75      | \$9,637.50    | \$0.00           | 0.0%            |
| Guaranteed Fall 2021 Cohort (FY22)                             | \$321.25        | \$4,818.75      | \$9,637.50    | \$0.00           | 0.0%            |
| Guaranteed Fall 2020 Cohort (FY21)                             | \$321.25        | \$4,818.75      | \$9,637.50    | \$0.00           | 0.0%            |
| Continuing Tuition Rate Fall 2019 Cohort (FY20)                | \$321.25        | \$4,818.75      | \$9,637.50    | \$0.00           | 0.0%            |
| Non-Guaranteed Rate (Prior to Fall 2019)                       | \$321.25        | \$4,818.75      | \$9,637.50    | \$0.00           | 0.0%            |
| <b>Graduates<sup>2,5</sup></b>                                 | \$469.50        | \$5,634.00      | \$11,268.00   | \$0.00           | 0.0%            |
| <b>M.S. Physician Assistant<sup>3,4</sup></b>                  | \$971.00        | \$18,075.50     | \$36,151.00   | \$506.00         | 1.4%            |
| <b>Doctor of Medical Science<sup>3,6</sup></b>                 | \$645.50        | \$7,961.17      | \$23,883.50   | \$536.50         | 2.3%            |
| <b>School of Law<sup>3</sup></b>                               | \$547.00        | \$8,205.00      | \$16,410.00   | \$0.00           | 0.0%            |
| <b>School of Medicine<sup>3</sup></b>                          | \$890.00        | \$18,690.00     | \$37,380.00   | \$840.00         | 2.3%            |
| <b>School of Medicine Lincoln Scholars Program<sup>3</sup></b> | \$890.00        | \$18,690.00     | \$37,380.00   | \$840.00         | 2.3%            |

\* Undergraduate and Graduate (except Law) tuition assessment is capped at 15 hours per semester. Newly entering Undergraduate or Graduate students who enter in the Fall 2016 semester or thereafter will pay the uncapped credit hour rate for tuition.

\*\* School of Medicine per hour charge is based on 21 hours per semester for the MD program and 22 hours per semester for the PA program. The Doctor of Medical Science per hour charge is based on 18 credit hours in the Spring, 8 credit hours in the Summer and 11 credit hours in the Fall. Annual Rate based on two semesters except for the Doctor of Medical Science which is based on three semesters.

**Notes:**

- 1) New entering and continuing international student tuition is 2.5 times the Undergraduate rate unless they qualify for an Alternate Tuition Program.
- 2) New entering and continuing non-resident student tuition is 2.5 times the in-state rate unless they qualify for an Alternate Tuition Program.
- 3) Non-resident tuition is 3.0 times the in-state rate for the Medical School M.D. Program. For the PA Program, non-resident tuition is 1.5 times the in-state rate for the Medical School PA rate portion and 2.5 times the in-state rate for the Graduate School rate portion. Doctor of Medical Science in-state and non-resident tuition rates are the same. The non-resident tuition rate for the School of Law is 1.0 times the in-state rate.
- 4) Students in the Master of Science Program in Physician Assistant Studies (PA) will be assessed \$490.00 ~~\$501.50~~ per uncapped credit hour in addition to the Graduate School tuition rate of \$469.50, for the first 15 credit hours. All credit hours in excess of 15 will be assessed at ~~\$490.00~~ \$501.50 per credit hour. First year PA students take 44 credit hours/AY (Fall 22 credits; Spring 22 credits).
- 5) Beginning Fall 2008 (FY09), the College of Business implemented a 15% differential tuition surcharge for new entering Undergraduate and Graduate students with a declared College of Business major. Also beginning Fall 2008 (FY09), the College of Business implemented a Minor Program Fee that is equal to 15% of 15 credit hours of applicable in-state tuition for new entering Undergraduate students with a declared College of Business minor. The differential tuition surcharge for both in-state and out-of-state students will be assessed on the applicable in-state tuition rate and will be capped at 15 credit hours per semester. Beginning Fall 2016 and thereafter, newly entering Undergraduate or Graduate students who declare a College of Business major or minor will pay the uncapped credit hour rate for the differential tuition surcharge.

The rate for these students will be as follows:

|                                                                 | <u>Per Hour</u> | <u>Semester</u> | <u>Annual</u> | <u>Minor Prog</u> |
|-----------------------------------------------------------------|-----------------|-----------------|---------------|-------------------|
|                                                                 |                 |                 |               | <u>Fee</u>        |
| New Undergraduate Fall 2025 Guaranteed Rate (FY26)              | \$369.50        | \$5,542.50      | \$11,085.00   |                   |
| Guaranteed Fall 2024 Undergraduate Cohort (FY25)                | \$369.50        | \$5,542.50      | \$11,085.00   |                   |
| Guaranteed Fall 2023 Undergraduate Cohort (FY24)                | \$369.50        | \$5,542.50      | \$11,085.00   |                   |
| Guaranteed Fall 2022 Undergraduate Cohort (FY23)                | \$369.50        | \$5,542.50      | \$11,085.00   |                   |
| Guaranteed Fall 2021 Undergraduate Cohort (FY22)                | \$369.50        | \$5,542.50      | \$11,085.00   |                   |
| Guaranteed Fall 2020 Undergraduate Cohort (FY21)                | \$369.50        | \$5,542.50      | \$11,085.00   |                   |
| Non-Guaranteed Rate Undergraduate Cohort (FY09-FY20)            | \$369.50        | \$5,542.50      | \$11,085.00   |                   |
| Graduate Students (new entering in FY09-FY26)                   | \$540.00        | \$6,480.00      | \$12,960.00   |                   |
| Minor Program Fee-New UG Fall 2025 Guaranteed Rate (FY26)       |                 |                 |               | \$723.00          |
| Minor Program Fee-Guaranteed Fall 2024 UG Cohort (FY25)         |                 |                 |               | \$723.00          |
| Minor Program Fee-Guaranteed Fall 2023 UG Cohort (FY24)         |                 |                 |               | \$723.00          |
| Minor Program Fee-Guaranteed Fall 2022 UG Cohort (FY23)         |                 |                 |               | \$723.00          |
| Minor Program Fee-Guaranteed Fall 2021 UG Cohort (FY22)         |                 |                 |               | \$723.00          |
| Minor Program Fee-Guaranteed Fall 2020 UG Cohort (FY21)         |                 |                 |               | \$723.00          |
| Minor Program Fee-Continuing Tuition Rate UG Cohort (FY09-FY20) |                 |                 |               | \$723.00          |

6) Beginning in June 2021, the School of Medicine offered a Doctor of Medical Science program. This program covers three semesters (Summer, Fall, Spring) for a total of 37 credit hours at ~~\$69+~~ \$695.50 per credit hour. Coursework will be entirely on-line with the exception of periodic in-person practicums.

**Table 2****Appendix A - Current Tuition, Fees, & Room and Board Charges****4. Course Fees****a. ~~Department of Aviation Management and Flight~~ School of Aviation  
Effective Fall Semester, 2020**

| <b><u>Course</u></b>  | <b><u>Name</u></b>                           | <b><u>Rates</u></b> |
|-----------------------|----------------------------------------------|---------------------|
| AF 199                | Intermediate Flight/Program Transition       | \$4,764             |
| AF 201A               | Primary Flight I                             | \$7,841             |
| AF 201B               | Primary Flight II                            | \$8,762             |
| AF 203                | Flight Basic                                 | \$12,263            |
| AF 204                | Flight Intermediate                          | \$12,984            |
| AF 206A               | Flight Instrument I                          | \$5,764             |
| AF 206B               | Flight Instrument II                         | \$6,984             |
| AF 207A               | Flight Advanced                              | \$9,596             |
| AF 207B               | Flight Multi-Engine Operations               | \$8,062             |
| AF <del>304-220</del> | Practicum in Air Carrier Ops                 | \$8,060             |
| AF 300A               | Flight Instructor (Airplane) I               | \$5,458             |
| AF 300B               | Flight Instructor (Airplane) II              | \$5,574             |
| AF 301                | Flight Instructor/(Airplane-Multi-Engine)    | \$2,685             |
| AF 302                | Flight Instructor/(Airplane-Instrument)      | \$2,461             |
| AF 305                | Airline Ops and Turbine Transitions Training | \$2,310             |
| AF 306                | Intro to Technically Advanced Aircraft Ops   | \$3,368             |

Course fees do not include potential fuel surcharge which may be implemented pending market conditions. Required courses in the AAS in Aviation Flight offered by SIUC include AF 201A, 201B, 203, 204, 206A, 206B, 207A and 207B. The remaining courses are offered as electives towards the completion of the baccalaureate degree. (5/8/14), (2/14/19), (2/13/20)

**c. Department of Forestry School of Forestry and Horticulture**  
**Effective Summer Session ~~2024~~ 2025**

~~Forest Resources Management Summer Camp Series:~~

|                     |                                                        |                   |
|---------------------|--------------------------------------------------------|-------------------|
| <del>For 310C</del> | <del>Silviculture Field Studies</del>                  | <del>\$125*</del> |
| <del>For 314C</del> | <del>Forest Protection Field Studies</del>             | <del>\$250*</del> |
| <del>For 351C</del> | <del>Forest Resources Measurements Field Studies</del> | <del>\$250*</del> |
| <del>For 360C</del> | <del>Forest Industries Field Studies</del>             | <del>\$125*</del> |

**~~Total for four course series: \$750\*~~**

|                     |                                               |                   |
|---------------------|-----------------------------------------------|-------------------|
| <del>FOR 422C</del> | <del>Park and Wildlands Management Camp</del> | <del>\$750*</del> |
|---------------------|-----------------------------------------------|-------------------|

|                |                               |              |
|----------------|-------------------------------|--------------|
| <u>FOR 450</u> | <u>Forestry Field Studies</u> | <u>\$600</u> |
|----------------|-------------------------------|--------------|

**Forest Ecology Field Studies Courses\*\*:**

|          |                                                    |       |
|----------|----------------------------------------------------|-------|
| FOR 454A | Forest Ecology Field Studies-Boreal                | \$500 |
| FOR 454B | Forest Ecology Field Studies-Lake States           | \$500 |
| FOR 454C | Forest Ecology Field Studies-Southern Appalachians | \$500 |
| FOR 454D | Forest Ecology Field Studies Southern Pine         | \$500 |
| FOR 454E | Forest Ecology: Southwestern Fuels Management      | \$500 |

~~\*Fee to be set as a flat fee per course.~~

\*\* Only one field studies course will be offered during the spring term.

|                 |                                                    |              |
|-----------------|----------------------------------------------------|--------------|
| <u>HORT 451</u> | <u>Public Garden Management and Administration</u> | <u>\$300</u> |
|-----------------|----------------------------------------------------|--------------|

6. General student fee schedule approved by the Board for Southern Illinois University Carbondale in effect Fall Semester:

| <b>a. Fees: UnCapped (Per Credit Hour Per Semester)</b> | <b><u>Effective</u><br/><u>Fall 2023</u> <u>Fall 2024</u></b> | <b><u>Effective</u><br/><u>Fall 2024</u> <u>Fall 2025</u></b> |
|---------------------------------------------------------|---------------------------------------------------------------|---------------------------------------------------------------|
| General Student Fee - On-Campus <sup>(1)</sup>          | <del>\$420.00</del> <u>\$123.00</u>                           | <del>\$423.00</del> <u>\$130.00</u>                           |
| General Student Fee - Off-Campus                        | \$80.00                                                       | \$80.00                                                       |
| <u>Textbook Fee <sup>(2)</sup></u>                      |                                                               | <u>\$26</u>                                                   |
| <b>b. Fees: Flat Rate (Per Semester)</b>                | <b><u>Effective</u><br/><u>Fall 2023</u> <u>Fall 2024</u></b> | <b><u>Effective</u><br/><u>Fall 2024</u> <u>Fall 2025</u></b> |
| Student Insurance Fee <sup>(2)(3)</sup>                 | \$1,139.00                                                    | \$1,139.00                                                    |
| Student-to-Student Grant Fee <sup>(3)(4)</sup>          | \$3.00                                                        | \$3.00                                                        |

(1) Fees for Physician Assistant, Law and School of Medicine are capped at 15 hours per semester. (2/8/18). First year School of Medicine MD program students are capped at 5 hours per summer semester. 4/30/20

(2) Textbook Fee: Students will have the option to opt out of the program if the request is received prior to the 10<sup>th</sup> day of the term. Medical, Physician Assistant and Doctor of Medical Science students do not pay this fee.

(2)(3) Summer rates for Student Insurance Fee: 2024 2025 \$395.00, 2025 2026 \$395.00 (Effective Summer 2018, Summer rate is only assessed to students not enrolled the preceding Spring Semester.) Summer rates provided by the vendor are estimates. Students are charged the lowest rate possible. (4/16/15, 3/24/16, 2/9/17, 2/8/18, 4/12/18, 5/16/19, 4/30/20, 12/03/20, 04/28/22, 4/27/23, 4/11/24)

(3)(4) Student-to-Student Grant: Amount refundable upon student's request within specified period of time. Graduate and professional students do not pay this fee.

#### 10. SIUC School of Medicine

General Fees: Students enrolled in the School of Medicine on the Carbondale campus shall pay the general student fees approved by the Board (4 Policies B-6) with the following exceptions. Students attending the Springfield Medical Facility, Lincoln Scholars Program students enrolled in years two through four, including those enrolled in programs and second-year students in the Physician Assistant program, shall be

exempt from paying the General Student Fee- On-Campus. A Student Medical Benefit-Student Health Fee of ~~\$575.00~~ \$605.00 per academic year for these students shall be paid to the Center for Family Medicine in Springfield to provide comparable health care for these students. (Note: These students participate in the same extended care coverage as the Carbondale students.) A Disability Insurance Program Fee of \$58.20 per academic year and a Technology Fee of ~~\$270.00~~ \$285.00 per academic year shall also be collected from each medical student. Students attending the Springfield Medical Facility and Lincoln Scholars Program students enrolled in years two through four will also pay ~~\$255.00~~ \$285.00 for the Student Activity Fee, per academic year. (2/8/18), (5/16/19), (4/29/21), (4/27/23), (4/11/24)

16. Textbook Fee: Beginning Fall 2025, students will be charged a per-credit-hour fee to ensure timely access to learning materials. Students may opt out of the program by submitting a request before the 10<sup>th</sup> day of the term. This fee does not apply to students in the Medical, Physician's Assistant, or Doctor of Medical Science programs.

Southern Illinois University  
Board of Trustees  
April 17, 2025

**PROPOSED TUITION RATES AND FEE MATTERS, SIUE**  
**[AMENDMENT TO 4 POLICIES OF THE BOARD APPENDIX B]**

**Summary**

This matter proposes changes to the previously approved tuition schedule and various fees.

Southern Illinois University Edwardsville (SIUE) remains a leader in delivering high quality educational experiences to students at an affordable price, and SIUE administration is committed to continuing that practice and honoring the tradition of accessibility for students from all backgrounds.

**Undergraduate, Graduate, and Professional Student Tuition Rates**

Proposed tuition rates for undergraduates, nursing accelerated students, graduate students, and for students enrolled in the professional schools of Dental Medicine and Pharmacy are shown in Table 1. The proposed rates, that include a 2.9% increase in the Undergraduate and Accelerated Bachelor of Science in Nursing tuition rates, a 3.5% increase in the Graduate tuition rate, and a 4.0% increase for newly entering students only in the School of Dental Medicine reflect the University's continued efforts to maintain affordability for its students while also providing a quality educational experience. There is no tuition rate increase proposed for the School of Pharmacy.

Accordingly, the University hereby proposes changes for the FY 2026 tuition rates as outlined in Table 1.

**Alternate Tuition Programs**

SIUE is proposing an increase in the hourly tuition rate for the Doctorate of Nursing Practice (DNP) program from \$676.00 to \$700.00 per credit hour, effective Fall 2025. This is an increase of \$24.00 per credit hour, 3.5% over FY 2025. The hourly tuition rate for this program has not increased since FY 2023.

It is anticipated that the proposed increase would not result in any significant changes to the enrollment of the School of Nursing's DNP program, and it is also expected that the program would remain regionally competitive.

Accordingly, the University hereby proposes changes in Appendix B, 1, B, 2 to revise the tuition rate for the Doctorate of Nursing Practice program as outlined in Table 2.

### **International Student Retention GEO+ Alternate Tuition Rate**

SIUE proposes an alternate tuition rate for degree seeking international undergraduate students enrolled at SIUE on an F-1 or J-1 visa. The rate would be equal to the approved in-state/domestic tuition rate that is charged to full-time undergraduate students. Students would qualify for this rate only after completing two semesters in full-time status and must earn passing grades in their academic coursework totaling a minimum of 24 credit hours. Classes taken in the Intensive English Program or other pre-collegiate programs and classes in which a passing grade is not earned cannot contribute to the required credit hours. This new award is designed to reward students who have demonstrated their ability to succeed at SIUE and encourage them to remain enrolled and graduate.

The proposal is an extension of the Geographic Enhancement Opportunity ("GEO") alternate tuition rate that is offered to high achieving prospective international students. As most international students are already aware of the GEO rate, the addition of the new alternate rate for continuing international undergraduate students will be referred to as the "GEO+" for marketing purposes.

U.S. immigration regulations allow international students to transfer to a community college or another university upon request at any time. Since the majority of these students rely on personal or family financial resources to cover the cost of attendance, many seek out the most affordable alternative for their education. The mobility of international students after entering the U.S. (i.e., their tendency to transfer between institutions) has increased in recent years, especially among undergraduate students. By offering this rate, SIUE would demonstrate a commitment to these students and their families to provide a high-quality degree at an affordable cost. This offer would help further distinguish SIUE as a leader in the international education marketplace.

Although international students may require additional services which justify a higher tuition rate, these services are mostly needed during their initial year at the university as they adjust to life in the United States and the education system. During the entirety of their enrollment, these students represent a significant financial contribution to SIUE through tuition, fees, housing, etc., as well as to the local and state economy. They are not eligible for many of the other financial assistance awards and discounts available to domestic students.

It is projected that to cover the cost of this program, only 20 additional international undergraduate students per year would need to remain enrolled at SIUE. Additionally, if higher retention rates can be achieved, then the benefits would continue to grow and the SIUE would realize significant increases in enrollment and revenue.

Accordingly, SIUE hereby proposes changes in Appendix B, 1, B, 6 to add the International Student Retention GEO+ alternate tuition rate as outlined in Table 2.

## **General Student Fee**

Beginning in Fall 2018, SIUE implemented a consolidated General Student Fee that streamlined fee rates offering students and their families a less confusing fee structure to enable ease of budgeting. Under this structure, charges are assessed as a consistent amount per credit hour for undergraduate, graduate, and professional students, whether they are enrolled in on-campus, off-campus, on-line or hybrid courses. SIUE hereby proposes changes to the General Student Fee in Appendix B, 4 as described below and as listed in Table 3.

Effective Fall 2025, the proposed rate is \$114.80 per credit hour for the consolidated General Student Fee. This represents an increase of \$3.25 per credit hour or 2.9% over the FY 2025 fee rate of \$111.55.

Additional funding from the proposed increase would enhance campus-based mental health and well-being initiatives for students, assist in covering inflationary and other required expenses necessary to maintain and update the campus network infrastructure and software systems, provide continued support for the campus buildings and infrastructure renovations, and improve the student experience by providing additional funding for Athletics, student retention initiatives, and student career readiness.

## **International Student Exchange Program Fee**

In Fall 2019, SIUE began offering students the opportunity to participate in the International Student Exchange Program (ISEP), an exchange organization comprised of more than 300 universities across more than 50 countries. At its May 16, 2019 meeting, the Board of Trustees approved charging the ISEP Fee to outbound SIUE students who participated in this program.

The ISEP Fee consists of a bundling of existing student fees to simplify the international student exchange process through this program. This fee covers the following expenses: General Student Fee, Housing and Meal Plan, Matriculation Fee, and Transcript Fee. The ISEP Fee is based on existing student fees approved by the Board so when those rates increase or decrease this fee will also change.

Accordingly, SIUE hereby proposes changes in Appendix B, 4 to increase the International Student Exchange Program Fee from \$6,708.10 to \$6,852.10, effective Fall 2025, as outlined in Table 3.

## **Housing and Meal Plan Rates**

This matter proposes a rate increase effective May 2025, to the Housing rental rates as shown in Table 4. The proposed rates for Cougar Village shared, private, and family apartments, all Evergreen Hall room types, and Woodland, Prairie, and Bluff Hall shared rooms would increase by approximately 4.0%. Deluxe private rooms and

apartments in Cougar Village and deluxe single and suite rates in Woodland, Prairie, and Bluff Halls would increase by approximately 6.0%.

Proposed increases in the FY 2026 occupancy fee rates are necessary to offset inflationary cost increases, provide funds toward debt service, and provide support for supplies and equipment required to maintain quality residential living units.

SIUE is not seeking an increase for the meal plan rates in FY 2026; however, SIUE is proposing to add additional meal plan options for upper-class residential students and meal plan options for commuter students. Proposed Meal Plans D and E are the same structure as existing residential meal plans and will provide more choices for upper-class residents. In response to student feedback, proposed Meal Plans H and I will be available for students residing off-campus, who wish to have the convenience of an on-campus meal plan.

SIUE hereby proposes changes to the Housing and Meal Plan rates as described above and as listed in Table 4.

#### Considerations Against Adoption

There are concerns that increasing costs to students may affect access to SIUE. SIUE was sensitive to these concerns in preparing the proposed increases, and the proposed increases reflect SIUE's efforts to maintain tuition and fees at a rate that preserves affordability, but also maintains a quality experience for students.

#### Constituency Involvement

The appropriate constituency and student advisory boards have been consulted as part of SIUE's decision making on tuition and fee rates.

#### Resolutions

BE IT RESOLVED, By the Board of Trustees of Southern Illinois University in regular meeting assembled, That: 4 Policies of the Board Appendix B be amended as follows:

(1) The FY 2026 rates for tuition shall be and are hereby amended, as presented in Table 1.

(2) Appendix B, 1, B, 2 be amended to revise the tuition rate for the Doctorate of Nursing Practice program as presented on Table 2.

(3) The International Student Retention GEO+ alternate tuition rate be added to Appendix B, 1, B, 6 as presented in Table 2.

(4) The FY 2026 general student fees shall be and are hereby amended, as presented in Table 3.

(5) The FY 2026 fee rate for the International Student Exchange Program Fee shall be and is hereby amended, as presented in Table 3.

(6) The FY 2026 rents and charges heretofore established for University Housing shall be and are hereby amended as presented in Table 4.

(7) The President of Southern Illinois University shall be and is hereby authorized to take whatever action shall be required in the execution of this resolution in accordance with established policies and procedures.



## **Table 2**

### **ALTERNATE TUITION PROGRAMS**

#### **4 POLICIES OF THE BOARD, APPENDIX B, 1, B:**

#### **B. Alternate Tuition Programs**

1. High-achieving/talented international undergraduate and graduate students targeted by the SIUE enhanced international recruitment program will pay an alternate tuition rate of 1.2 times the current in-state tuition per semester starting in Academic Year 2019. (2/8/18)
  
2. Students participating in the Doctorate of Nursing Practice program will pay an alternate tuition rate of ~~\$676~~ \$700 per credit hour starting in Academic Year ~~2023~~ 2025. Students participating in the Nurse Anesthesia specialization under the Doctorate of Nursing Practice program will pay an alternate tuition rate of \$913 per credit hour starting in Academic Year 2024. (4/28/22, 4/27/23)
  
3. International students and international partner institutions participating in dual diploma or other academic programs for which the University has signed a memorandum of understanding with their cooperating educational institutions will pay an alternate tuition rate of 1.8 or 1.2 times the applicable in-state rate per semester starting in Academic Year 2019. The rate will be determined by the Chancellor and based on the nature of the relationship described in the memorandum of understanding with the institution. (2/8/18)
  
4. All undergraduate students, including domestic and international students, who are the descendants/siblings of SIUE graduates (parent, grandparent, sibling, step-parent or legal guardian) and who enter in the Fall 2014 semester or thereafter or who are SIUE graduates that re-enter in the Fall 2014 semester or thereafter as undergraduates will pay an alternate tuition rate of 1.0 times the current applicable in-state tuition per semester.
  
5. All undergraduate and graduate students enrolled in programs equivalent to the master's level or lower who are active duty military members, serving in a Reserve unit or component of the National Guard (excluding those on Individual Ready Reserve), or are civilian employees for the Department of Defense who are enrolled in the Fall 2019 semester or thereafter will pay an alternate tuition rate equal to the maximum allowable benefit provided by the Department of

Defense's Military tuition Assistance Program and all mandatory fees will be waived for these students. (9/17/20)

6. International undergraduate students who are targeted by SIUE to enhance international student retention and who have successfully completed two full-time semesters of coursework totaling a minimum of 24 credit hours will pay an alternate tuition rate equal to the current applicable in-state tuition rate per semester starting in Academic Year 2026. Classes taken in the Intensive English Program or other pre-collegiate programs, and classes in which a passing grade is not earned cannot contribute to the required credit hours.

(approved 11/14/13, 5/8/14, 3/24/16, 2/9/17, 2/8/18, 9/17/20, 4/28/22, 4/27/23)

| <b>Table 3</b>                                                                                                                                                                                   |                                      |                                 |                              |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------|---------------------------------|------------------------------|
| <b>GENERAL STUDENT FEES</b>                                                                                                                                                                      |                                      |                                 |                              |
| <b>4 POLICIES OF THE BOARD, APPENDIX B, 4</b>                                                                                                                                                    |                                      |                                 |                              |
| 4. General student fees per semester for Southern Illinois University Edwardsville, effective with the collection of charges for fall 2024 2025 are as follows:                                  |                                      |                                 |                              |
| Fall, Spring & Summer Semester Fee Rates effective FY 2025 2026:                                                                                                                                 |                                      |                                 |                              |
| <b><u>Student Fee</u></b>                                                                                                                                                                        |                                      |                                 |                              |
| <b>a. Fees: Per Credit Hour</b>                                                                                                                                                                  |                                      |                                 |                              |
| General Student Fee (1)                                                                                                                                                                          | <del>\$111.55 (4/27/23)</del>        | <b>\$114.80</b>                 |                              |
| <b>b. Fees: Flat Rate</b>                                                                                                                                                                        |                                      |                                 |                              |
| Campus Housing Activity Fee (2)                                                                                                                                                                  | Fee Rate Per Semester<br>Fall/Spring |                                 | Fee Rate<br>Summer Term      |
| Single Residents                                                                                                                                                                                 | \$15.50 (5/7/09)                     |                                 | \$12.00 (5/7/09)             |
| Family Residents                                                                                                                                                                                 | \$15.50 (4/28/22)                    |                                 | \$12.00 (5/7/09)             |
|                                                                                                                                                                                                  | Fee Rate Fall                        | Fee Rate Spring/Summer Combined | Fee Rate Summer Only         |
| Student Health Insurance Fee (3)                                                                                                                                                                 | \$1,291.50                           | \$1,291.50                      | \$594.00                     |
| (12/1/22, 4/27/23, 4/11/24)                                                                                                                                                                      |                                      |                                 |                              |
| (1) Per credit hour.                                                                                                                                                                             |                                      |                                 |                              |
| (2) Paid by resident students living in University Housing.                                                                                                                                      |                                      |                                 |                              |
| (3) Flat rate fee assessed as a one-time charge in the Fall (5 months) and Spring/Summer (7 months). Beginning Fall 2023. Summer rate only charged to students who start in the Summer semester. |                                      |                                 |                              |
|                                                                                                                                                                                                  | <b>Fee Rate<br/>(Fall/Spring)</b>    |                                 | <b>Fee Rate<br/>(Summer)</b> |
| <b><u>School of Dental Medicine *</u></b>                                                                                                                                                        |                                      |                                 |                              |
| Instrument Rental Fee                                                                                                                                                                            | \$157.00                             |                                 | \$70.00                      |
| Dental Student Facility and Equipment Use Fee                                                                                                                                                    | \$1,600.00                           |                                 | \$711.00                     |
| Technology Fee                                                                                                                                                                                   | \$573.00                             |                                 | \$254.00                     |
| <b><u>School of Pharmacy *</u></b>                                                                                                                                                               |                                      |                                 |                              |
| Pharmacy Student Technology Fee                                                                                                                                                                  | \$165.00                             |                                 | -                            |
| Pharmacy Clinical Program Fee                                                                                                                                                                    | \$419.00                             |                                 | -                            |
| Pharmacy Software Fee                                                                                                                                                                            | \$247.00                             |                                 | -                            |
| *School of Dental Medicine and School of Pharmacy students are also assessed the General Student Fee at 12 credit hours per semester in Fall and Spring and 8 credit hours in Summer.            |                                      |                                 |                              |

|                                                                                                                                                                                       |                       |                          |  |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|--------------------------|--|
|                                                                                                                                                                                       |                       |                          |  |
| <b><u>School of Nursing</u></b>                                                                                                                                                       |                       |                          |  |
| Nursing Program Fee of \$340 per clinical course.<br>(approved 2/9/17, 2/14/19)                                                                                                       |                       |                          |  |
|                                                                                                                                                                                       |                       |                          |  |
| Students taking NURS 529 - Orientation to Nurse Anesthesia Practicum will be assessed a course specific fee of \$320.<br>(approved 3/24/16)                                           |                       |                          |  |
|                                                                                                                                                                                       |                       |                          |  |
| Nursing Preceptor Clinical Program Fee - \$500 per 90 hours of practicum in clinicals to School of Nursing students, effective Fall 2022.<br>(approved 4/28/22)                       |                       |                          |  |
|                                                                                                                                                                                       |                       |                          |  |
| <b><u>School of Dental Medicine - International Advanced Placement Program</u></b>                                                                                                    |                       |                          |  |
| Bench Test Fee                                                                                                                                                                        |                       |                          |  |
| \$450 flat fee<br>(approved 4/16/15)                                                                                                                                                  |                       |                          |  |
|                                                                                                                                                                                       |                       |                          |  |
| Clinical Certification Course Fee                                                                                                                                                     |                       |                          |  |
| \$22,329 flat fee<br>(approved 4/16/15)                                                                                                                                               |                       |                          |  |
|                                                                                                                                                                                       |                       |                          |  |
| <b><u>School of Education, Health, and Human Behavior</u></b>                                                                                                                         |                       |                          |  |
| Speech-Language Pathology Clinical Program Fee of \$100 per credit hour for all Graduate courses in the Speech-Language Pathology program, effective Fall 2022.<br>(approved 4/28/22) |                       |                          |  |
|                                                                                                                                                                                       |                       |                          |  |
| <b><u>International Student Exchange Program Fee</u></b>                                                                                                                              |                       |                          |  |
| Per Semester Fee Rate for Academic Year <del>2025</del> 2026                                                                                                                          |                       |                          |  |
|                                                                                                                                                                                       |                       |                          |  |
| International Student Exchange Program Fee <sup>a</sup>                                                                                                                               | <del>\$6,708.10</del> | <b><u>\$6,852.10</u></b> |  |
|                                                                                                                                                                                       |                       |                          |  |
| a) International Student Exchange Program Fee is based on existing fees and will be reviewed annually for any decreases or increases in rates. (2/13/20, 4/28/22, 4/27/23, 4/11/24)   |                       |                          |  |
|                                                                                                                                                                                       |                       |                          |  |
| 5/17/19, 2/13/20, 12/1/22, 4/28/22, 4/27/23, 4/11/24                                                                                                                                  |                       |                          |  |

**Table 4**

**Housing Rental Rates**  
**4 POLICIES OF THE BOARD, APPENDIX B, 6**

6. Rental rates for the use and occupancy of university housing on the campus of Southern Illinois University Edwardsville are as follows:

**FAMILY HOUSING I, COUGAR VILLAGE**

Per Month:

| <u>Approved<br/>FY25</u> | <u>Proposed<br/>FY26</u> |                                        |
|--------------------------|--------------------------|----------------------------------------|
| \$1,325                  | \$1,380                  | - two-bedroom, unfurnished apartment   |
| 1,550                    | 1,610                    | - two-bedroom, furnished apartment     |
| 1,485                    | 1,545                    | - three-bedroom, unfurnished apartment |
| 1,745                    | 1,815                    | - three-bedroom, furnished apartment   |

**SINGLE STUDENT HOUSING I, COUGAR VILLAGE**

Per student occupancy fee rates:

| Assignment type*      | Per Semester | Proposed    |               |             |                |             |
|-----------------------|--------------|-------------|---------------|-------------|----------------|-------------|
|                       | <u>FY25</u>  | <u>FY26</u> |               |             |                |             |
| Shared Room           | \$2,675      | \$2,780     |               |             |                |             |
| Single Room           | 3,980        | 4,140       |               |             |                |             |
| Deluxe Single Room    | 4,670        | 4,950       |               |             |                |             |
| Deluxe Apartment Room | 5,250        | 5,565       |               |             |                |             |
|                       |              |             |               |             |                |             |
|                       | Per          |             | Per Five Week |             | Per Three Week |             |
|                       | Summer Term  |             | Summer Term   |             | Summer Term    |             |
|                       | <u>2025</u>  | <u>2026</u> | <u>2025</u>   | <u>2026</u> | <u>2025</u>    | <u>2026</u> |
| Shared Room           | \$1,520      | \$1,580     | \$760         | \$790       | \$460          | \$480       |
| Single Room           | 2,280        | 2,370       | 1,145         | 1,190       | 690            | 720         |
| Deluxe Single Room    | 2,925        | 3,100       | 1,465         | 1,550       | 880            | 930         |
| Deluxe Apartment Room | 3,145        | 3,335       | 1,735         | 1,840       | 945            | 1,000       |

## SINGLE STUDENT HOUSING I, WOODLAND, PRAIRIE, AND BLUFF HALLS

Per student occupancy fee rates:

| Assignment type*   | Per Semester<br><u>FY25</u> | Proposed<br><u>FY26</u> |                              |             |                               |             |
|--------------------|-----------------------------|-------------------------|------------------------------|-------------|-------------------------------|-------------|
| Shared Room        | \$3,515                     | \$3,655                 |                              |             |                               |             |
| Deluxe Single Room | 4,560                       | 4,835                   |                              |             |                               |             |
| Deluxe Suite Room  | 5,130                       | 5,440                   |                              |             |                               |             |
|                    | Per<br>Summer Term          |                         | Per Five Week<br>Summer Term |             | Per Three Week<br>Summer Term |             |
|                    | <u>2025</u>                 | <u>2026</u>             | <u>2025</u>                  | <u>2026</u> | <u>2025</u>                   | <u>2026</u> |
| Shared Room        | \$2,010                     | \$2,090                 | \$1,005                      | \$1,045     | \$605                         | \$630       |
| Deluxe Single      | 2,610                       | 2,770                   | 1,305                        | 1,385       | 780                           | 825         |
| Deluxe Suite       | 2,940                       | 3,115                   | 1,465                        | 1,555       | 885                           | 935         |
| Meal Plan Charge:  | <u>FY25</u>                 | <u>FY26</u>             |                              |             |                               |             |
| Plan A             | \$1,945                     | \$1,945                 |                              |             |                               |             |
| Plan B             | 2,305                       | 2,305                   |                              |             |                               |             |
| Plan C             | 2,685                       | 2,685                   |                              |             |                               |             |
| Plan D             | 0                           | 500                     |                              |             |                               |             |
| Plan E             | 0                           | 1,000                   |                              |             |                               |             |
| Plan H (Commuter)  | 0                           | 500                     |                              |             |                               |             |
| Plan I (Commuter)  | 0                           | 1,000                   |                              |             |                               |             |

## SINGLE STUDENT HOUSING I, EVERGREEN HALL

Per student occupancy fee rates:

| Assignment type*  | Per Semester<br><u>FY25</u> | Proposed<br><u>FY26</u> |
|-------------------|-----------------------------|-------------------------|
| Studio Apartment  | \$7,000                     | \$7,280                 |
| Shared Apartment  | 3,740                       | 3,890                   |
| Private Apartment | 5,000                       | 5,200                   |
| Private Suite     | 4,245                       | 4,415                   |

|                   | Per<br>Summer Term |             | Per Five Week<br>Summer Term |             | Per Three Week<br>Summer Term |             |
|-------------------|--------------------|-------------|------------------------------|-------------|-------------------------------|-------------|
|                   | <u>2025</u>        | <u>2026</u> | <u>2025</u>                  | <u>2026</u> | <u>2025</u>                   | <u>2026</u> |
| Studio Apartment  | \$3,770            | \$3,920     | \$1,890                      | \$1,965     | \$1,130                       | \$1,175     |
| Shared Apartment  | 2,020              | 2,100       | 1,010                        | 1,050       | 610                           | 635         |
| Private Apartment | 2,690              | 2,800       | 1,345                        | 1,400       | 800                           | 835         |
| Private Suite     | 2,295              | 2,385       | 1,145                        | 1,190       | 690                           | 720         |

\* Shared Room = two students assigned to a bedroom designed for occupancy by two students.

\* Single Room = one student assigned to a bedroom designed for occupancy by one student.

\* Deluxe Single Room = one student assigned to a bedroom designed for occupancy by two students.

\* Deluxe Suite Room = one student assigned to a bedroom designed for occupancy by two students, with furniture upgrades to include a full size bed and reading chair and two residents to a bathroom.

\* Deluxe Apartment Room = one student assigned to a bedroom designed for occupancy by two students, with a guarantee of one other apartment mate, with furniture upgrades to include a full size bed and updated apartment furniture and two residents to a bathroom and apartment space.

\* Studio Apartment/Private Apartment/Private Suite = one student assigned to a bedroom designed for occupancy by one student.

\* Shared Apartment = two students assigned to a bedroom designed for occupancy by two students.

(4/16/15, 2/8/18, 2/14/19, 2/13/20, 4/29/21, 4/28/22, 4/27/23, 4/11/24)

Southern Illinois University  
Board of Trustees  
April 17, 2025

APPROVAL OF PURCHASE:  
STUDENT HEALTH INSURANCE  
CARBONDALE CAMPUS, SIUC

Summary

This matter seeks approval for the purchase of student health insurance in an amount not to exceed \$8,000,000 per year. This is a one-year contract with up to four annual optional renewals.

Rationale for Adoption

In 2015, the student health insurance program transitioned from a self-insured program to a commercially insured program. The original contract with Gallagher Student Health will expire on August 14, 2025. This matter requests approval to contract with United Healthcare Student Resources as the insurance carrier. The contract with United Healthcare Student Resources was negotiated by the Illinois Public Higher Education Cooperative (IPHEC) and the Midwestern Higher Education Compact (MHEC) and includes no changes to the current benefit structure. The actual cost of the contract will be based on previous claims history, plan enrollment, administrative costs, and medical inflation.

The contract will be funded through the Student Insurance Fee and will for the continuation of the commercially insured program of external medical and hospitalization coverage that is fully compliant with the Affordable Care Act (ACA). The Student Medical Insurance Plan provides students with comprehensive health coverage at affordable low-cost rates. In accordance with current policy, students who have their own comparable health insurance coverage may apply for a refund of the Student Insurance Fee.

Resolution

BE IT RESOLVED, By the Board of Trustees of Southern Illinois University in regular meeting assembled, That:

(1) The purchase of student health insurance be and is hereby awarded to United Healthcare Student Resources, St. Petersburg, Florida, in an amount based on actual usage but not to exceed \$8,000,000 per year. The effective date of the contract will be August 15, 2025, and includes an initial one-year term with up to four annual renewal options.

(2) The Board of Trustees hereby authorizes the purchase of goods and services associated with this award.

(3) The purchase will be funded by the SMB – Student Insurance Fee.

(4) The President of Southern Illinois University be and is hereby authorized to take all action required in the execution of this resolution in accordance with established policies and procedures.

Southern Illinois University  
Board of Trustees  
April 17, 2025

APPROVAL OF PURCHASE: BAR EXAM PREPARATORY EDUCATIONAL  
SERVICES, SIMMONS LAW SCHOOL, SIUC

Summary

This matter is a request for approval to enter into a five-year agreement with BARBRI, Inc. for bar exam preparatory educational services and materials to be used for students in the Juris Doctor program in the Simmons Law School.

Rationale for Adoption

This contract provides law school students with a holistic bar exam preparatory program starting the summer prior to their first semester of law school, during their academic career, and following graduation during the period law students normally prepare intensively for the bar exam. An analysis of the data from the American Bar Association shows a direct tie between students who use BARBRI, Inc. services and increased bar passage rates.

In accordance with the Illinois Procurement Code and Southern Illinois University Board of Trustee policies, and Request for Proposals (RFP) was issued seeking potential vendors to provide educational services for juris doctor students at Simmons Law School. Three vendors reviewed the RFP and two submitted bids by the stated deadline. A law school committee reviewed and scored the proposals. The award recommendation was made based on a review of specific criteria in the RFP.

The recommended vendor, BARBRI, Inc., of Dallas, Texas, was founded in 1967 and is a recognized leader in legal education as it is credited with helping prepare almost 1.5 million lawyers in the United States pass the bar exam. It partners with law schools across the nation to deliver services and materials that increase bar passage rates; support, assess and track student progress; and provide enrichment, data and analytics and insights to law schools to help attract and retain outstanding students.

The contract is for five years, for a total estimated cost of \$1,561,800. The vendor will charge the law school for each enrolled student in the juris doctor program. Funding for the services will be provided through the Simmons Law School academic support fee.

This matter was recommended to the President by the Chancellor, SIUC, the Provost, SIUC, and the Acting Dean of Simmons Law School, SIUC.

Resolution

BE IT RESOLVED by the Board of Trustees of Southern Illinois University in a regular meeting assembled, that:

(1) The contract for bar exam preparatory educational services be and is hereby awarded to BARBRI, Inc. of Dallas, Texas, for a period of five years, beginning on July 1, 2025, for an estimated total cost of \$1,561,800.

(2) The Board of Trustees hereby authorizes the purchase of goods and services associated with this award.

(3) Funding for this purchase will come from the Simmons Law School academic support fee.

(4) The President of Southern Illinois University be and hereby is authorized to take whatever action may be required in the execution of this resolution in accordance with established policies and procedures.

Southern Illinois University  
Board of Trustees  
April 17, 2025

APPROVAL TO ACQUIRE REAL ESTATE:  
422 WEST CALHOUN, 529 HAY, 539 HAY, 704 NORTH WALNUT, AND 714 NORTH  
WALNUT, SPRINGFIELD, ILLINOIS, SCHOOL OF MEDICINE, SIUC

Summary

This matter seeks approval to acquire real estate located at 422 West Calhoun Avenue, Springfield, Illinois, from Crystal Sexton, 529 and 539 Hay Street, Springfield, Illinois, from Catharine Fromm, 704 North Walnut Street, Springfield, Illinois, from P&L Properties, LLC., and 714 North Walnut Street, Springfield, Illinois, from Wayne and Karen Ilsley, for the School of Medicine.

Rationale for Adoption

6 Policies of the Board A requires the Board of Trustees approval of the acquisition of real property.

The School of Medicine wishes to acquire these properties for the future expansion of the Springfield campus. These properties consist of vacant residential structures with close adjacencies to existing University property, and are attractive for future development of the campus. The University plans to demolish the existing structures. The purchase price and parcel numbers for individual properties are as follows:

| Common Address          | Parcel Number   | Purchase Price |
|-------------------------|-----------------|----------------|
| 422 West Calhoun Avenue | 14-28.0-252-005 | \$75,000.00    |
| 529 Hay Street          | 14-28.0-251-032 | \$20,000.00    |
| 539 Hay Street          | 14-28.0-251-031 | Included above |
| 704 North Walnut Street | 14-28.0-255-030 | \$80,000.00    |
| 714 North Walnut Street | 14-28.0-255-027 | \$40,000.00    |

The total purchase price of these properties is \$215,000 plus approximately \$112,000 for associated demolition and closing costs. These prices are consistent with recent property sales in the area. Funding for this project will come from non-appropriated funds available to the School of Medicine.

This matter is recommended for adoption by the Chancellor, SIUC, and the Dean and Provost of the School of Medicine.

Resolution

BE IT RESOLVED, By the Board of Trustees of Southern Illinois University in regular meeting assembled, That:

(1) The request to purchase the property at 422 West Calhoun Avenue, in the amount of \$75,000, 529 and 539 Hay Street, in the amount of \$20,000, 704 North Walnut Street, in the amount of \$80,000, and 714 North Walnut Street, in the amount of \$40,000, all in Springfield, Illinois, be and is hereby approved at a total cost of \$215,000 plus associated demolition and closing costs.

(2) Funding for these purchases shall be from non-appropriated funds.

(3) The President of Southern Illinois University be and is hereby authorized to take whatever action may be required in the execution of this resolution in accordance with established policies and procedures.

Southern Illinois University  
Board of Trustees  
April 17, 2025

APPROVAL OF PURCHASE: QUINCY TEACHING CLINIC  
BUILDING LEASE, SCHOOL OF MEDICINE, SIUC

Summary

This matter seeks approval for the purchasing contract for approximately 25,393 square feet of leased space.

Rationale for Adoption

5 Policies of the Board C.2 requires approval of real estate leases involving the commitment of \$1,000,000 or more.

The School of Medicine is seeking to renew a lease agreement with Blessing Hospital for space located at 612 North 11<sup>th</sup> Street, Quincy, Illinois, for the Department of Family and Community Medicine for the Federally Qualified Health Center clinic. Continuing to lease this space will allow the University to continue physician training programs and provide clinical services to patients in the area. Continuation of this lease is more economical than developing new space.

The lease has a five (5) year term ending June 30, 2030, with an option for an additional, five-year renewal ending June 30, 2035, at a total cost of \$6,927,997 plus estimated operating and maintenance costs of \$491,436.

Funding for this project will come from non-appropriated funds available to the School of Medicine.

This matter is recommended for adoption by the Chancellor, SIUC, and the Dean and Provost of the School of Medicine.

Resolution

BE IT RESOLVED, By the Board of Trustees of Southern Illinois University in regular meeting assembled, That:

(1) The purchase of leased space be and is hereby awarded to Blessing Hospital, Quincy, Illinois, for an initial term of five-year term plus the option to renew for an additional five-year term at a total cost of \$6,927,997 plus associated operating and maintenance expense.

(2) The Board of Trustees hereby authorizes the purchase of the goods and services associated with this award.

(3) The purchase will be funded by non-appropriated funds available to the School of Medicines.

(4) The President of Southern Illinois University be and is hereby authorized to take whatever action may be required in the execution of this resolution in accordance with established policies and procedures.

Southern Illinois University  
Board of Trustees  
April 17, 2025

APPROVAL OF PURCHASE:  
AMENDMENT TO PHYSICIAN COVERAGE, SCHOOL OF MEDICINE, SIUC

Summary

This matter seeks approval to amend an agreement with Weatherby Healthcare Inc. to provide physician coverage for pediatric surgery.

Rationale for Adoption

The School of Medicine continues recruitment efforts for physician faculty members to provide these services in collaboration with HSHS St. John's Hospital in Springfield. Until the School of Medicine can make such hires, these needed services will be provided by contracted physicians through an external firm specializing in the healthcare field.

The Board of Trustees, at their April 11, 2024, approved the purchase of physician service from Weatherby Healthcare, Inc., in the amount of \$2,000,000. This matter seeks to increase the previously approved purchase by \$600,000 for a total award of \$2,600,000. The agreement expires June 20, 2025 and includes an option to cancel the contract with a 30-day notice. Weatherby Healthcare, Inc. specializes in the temporary placement of physicians, and other healthcare providers at healthcare facilities across the United States.

The provisions of the Illinois Procurement Code do not apply to contracts for medical services necessary for the delivery of care and treatment at medical facilities utilized by SIU.

The purchase will be funded by non-appropriated funds of the School of Medicine.

The Chancellor, SIUC, and the Dean and Provost of the SIU School of Medicine have recommended this matter to the President.

Resolution

BE IT RESOLVED, By the Board of Trustees of Southern Illinois University in a regular meeting assembled, That:

(1) The contract with Weatherby Healthcare Inc. of Fort Lauderdale, Florida, to provide physician coverage through June 30, 2025, be and is hereby increased by \$600,000 for a total cost of \$2,600,000.

(2) The Board of Trustees hereby authorizes the purchase of goods and services associated with this contract.

(3) Funding for this purchase will come from non-appropriated funds at the School of Medicine.

(4) The President of Southern Illinois University be and is hereby authorized to take whatever action may be required in the execution of this resolution in accordance with established policies and procedures.

Southern Illinois University  
Board of Trustees  
April 17, 2025

APPROVAL OF PURCHASE:  
PHYSICIAN COVERAGE, SCHOOL OF MEDICINE, SIUC

Summary

This matter seeks approval to purchase professional services from LocumTenens.com and Weatherby Healthcare Inc. to provide physician coverage.

Rationale for Adoption

The School of Medicine continues recruitment efforts to hire permanent faculty members to provide physician services in collaboration with HSHS St. John's Hospital and Memorial Health in Springfield. Until the School of Medicine can make such hires, these needed services will be provided by contracted physicians through an external firm specializing in the health care field.

This matter seeks to award a one-year contract to LocumTenens.com of Alpharetta, GA, for \$3,800,000 and Weatherby Healthcare Inc. of Fort Lauderdale, FL, for \$3,200,000. The agreements include an option to cancel the contract with a 30-day notice, which will be provided upon the hiring of permanent faculty. Both firms specialize in the temporary placement of physicians, physician assistants, nurse practitioners, psychologists, and other healthcare professionals at healthcare facilities across the United States.

The provisions of the Illinois Procurement Code do not apply to contracts for medical services necessary for the delivery of care and treatment at medical facilities utilized by SIU.

The purchase will be funded by non-appropriated funds of the School of Medicine.

The Chancellor, SIUC, and the Dean and Provost of the SIU School of Medicine have recommended this matter to the President.

Resolution

BE IT RESOLVED, By the Board of Trustees of Southern Illinois University in a regular meeting assembled, That:

(1) The contract for physician services by LocumTenens.com of Alpharetta, Georgia, is approved to provide coverage through June 30, 2026, at a total cost of \$3,800,000.

(2) The contract for physician services by Weatherby Healthcare Inc. of Fort Lauderdale, Florida, is approved to provide coverage through June 30, 2026, at a total cost of \$3,200,000.

(3) The Board of Trustees hereby authorizes the purchase of goods and services associated with this contract.

(4) Funding for this purchase will come from non-appropriated funds at the School of Medicine.

(5) The President of Southern Illinois University be and is hereby authorized to take whatever action may be required in the execution of this resolution in accordance with established policies and procedures.

Southern Illinois University  
Board of Trustees  
April 17, 2025

APPROVAL OF PURCHASE: 340B PHARMACEUTICAL PROGRAM,  
SCHOOL OF MEDICINE, SIUC

Summary

This matter seeks approval to purchase pharmaceutical products through the SIU School of Medicine 340B Pharmaceutical Program with McKesson Corporation and Cardinal Health. The total request is \$7,800,000 for a twelve-month period beginning July 1, 2025.

Rationale for Adoption

5 Policies of the Board C.1.c. requires approval of all purchasing contracts involving the commitment of \$1,000,000 or more.

The School of Medicine's Center for Family Medicine sites in Springfield, Quincy, Decatur, and Carbondale, as well as their associated satellite sites, currently participate in the federal 340B Pharmaceutical Program, which is regulated by the Office of Pharmaceutical Affairs (OPA) and managed by Health Resources and Services Administration (HRSA).

This program provides patients the ability to purchase outpatient medications and medical supplies at significantly reduced costs. The drug manufacturers are required to pass the savings on to the program participants. The total cost of this purchase will be funded by non-appropriated funds and 340B pharmaceutical revenue generated through this program. McKesson Corporation and Cardinal Health provides the actual medications for retail and contract pharmacies as part of the program.

The provisions of the Illinois Procurement Code do not apply to contracts for medical services necessary for the delivery of care and treatment at medical facilities utilized by SIU.

The Chancellor, SIUC, and the Dean and Provost of the SIU School of Medicine have recommended this matter to the President.

Resolution

BE IT RESOLVED, By the Board of Trustees of Southern Illinois University in a regular meeting assembled, That:

(1) The purchase orders for the SIU School of Medicine to participate in the 340B Pharmaceutical Program be awarded to McKesson Medical Surgical, Incorporated in the amount of \$6,000,000 for the contract term of July 1, 2025 – June 30, 2026.

(2) The purchase orders for the SIU School of Medicine to participate in the 340B Pharmaceutical Program be awarded to Cardinal Health in the amount of \$1,800,000 for the contract term of July 1, 2025 – June 30, 2026.

(3) The Board of Trustees hereby authorizes the purchase of pharmaceutical products associated with the 340B Pharmaceutical Program.

(4) The expenditure will be funded by non-appropriated SIU School of Medicine funds and 340B pharmaceutical program revenue.

(5) The President of Southern Illinois University be and is hereby authorized to take whatever action may be required in the execution of this resolution in accordance with established policies and procedures.

Southern Illinois University  
Board of Trustees  
April 17, 2025

## SALARY INCREASE PLAN FOR FISCAL YEAR 2024, SIUE

### Summary

This matter seeks Board approval for a salary increase plan for Southern Illinois University Edwardsville for Fiscal Year 2024. The plan sets forth general policies and parameters within which employee salary increases may be granted.

### Rationale for Adoption

Board policy requires the approval of a salary increase plan. This plan does not set forth specific salary recommendations for each employee but rather establishes the general parameters for the distribution of the salary increase funds. This plan does not address or affect changes in salaries for contractual agreements established through collective bargaining.

Keeping pace with competitive salaries for SIUE faculty and staff is a priority for the University. During FY25, an amount may be distributed to provide eligible SIUE employees effective as of January 16, 2024, an average salary increase of 2 percent. All increases will be implemented under the guidelines and eligibility requirements issued by the President.

The recent history of Board approved salary increase plans is attached.

### Constituent Involvement

The plan is reflective of conversations the Chancellor, Provost and Deans have had with leaders of the campus constituency groups and in numerous other conversations with employees across campus.

### Resolution

BE IT RESOLVED, By the Board of Trustees of Southern Illinois University in a regular meeting assembled, That:

(1) The President of Southern Illinois University is hereby authorized to grant an amount providing a salary increase pool of 2 percent to unrepresented faculty and staff at Southern Illinois University Edwardsville with an effective date of January 16, 2024, to be distributed during Fiscal Year 2025.

(2) The President of Southern Illinois University be and is hereby authorized to issue guidelines and eligibility requirements for Fiscal Year 2024 salary increases for faculty and staff who are not represented by a recognized bargaining agent.

(3) The President of Southern Illinois University be and is hereby authorized to take whatever action may be required in the execution of this resolution in accordance with established policies and procedures.

BOARD APPROVED SALARY INCREASE POOLS BY CAMPUS

411

| FY   | BOT MTG DATE                        | EFFECTIVE DATE                     | OFFICE OF THE PRESIDENT | CARBONDALE | SCHOOL OF MEDICINE                          | EDWARDSVILLE |
|------|-------------------------------------|------------------------------------|-------------------------|------------|---------------------------------------------|--------------|
| 2004 | 7/10/2003                           | 7/1/2003                           | 2.00%                   | 2.00%      | *                                           | 2.00%        |
| 2005 | 9/9/2004                            | 7/1/2004                           | 3.00%                   | 3.00%      | *                                           | 3.00%        |
| 2006 | 7/14/2005                           | 7/1/2005                           | 3.00%                   | 3.00%      | *                                           | 3.00%        |
| 2007 | 6/8/2006                            | 7/1/2006                           | 3.00%                   | 3.00%      | *                                           | 3.00%        |
| 2008 | 9/20/2007                           | 7/1/2007                           | 3.00%                   | 3.00%      | *                                           | 3.00%        |
| 2009 | 9/11/2008                           | 7/1/2008                           | 3.00%                   | 3.00%      | *                                           | 3.00%        |
| 2010 | 9/10/2009                           | 7/1/2009                           | 3.50%                   | 3.50%      | *                                           | 3.50%        |
| 2011 | 7/14/2011                           | 7/1/2011                           | 0.00%                   | 0.00%      | *                                           | 2.50%        |
| 2012 | 9/8/2011<br>**12/8/2011             | 7/1/2011<br>01/01/2012             | 1.00%                   | 1.00%      | *                                           | 3.00%        |
| 2013 | 9/13/2012                           | 7/1/2012                           | 1.00%                   | 1.00%      | *                                           | 2.50%        |
| 2014 | 9/12/2013                           | 7/1/2013                           | 2.00%                   | 2.00%      | *                                           | 2.00%        |
| 2015 | 10/29/2014                          | 7/1/2014                           | 0.00%                   | 0.00%      | 2.00%                                       | 0.00%        |
| 2016 |                                     |                                    | 0.00%                   | 0.00%      | *                                           | 0.00%        |
| 2017 | ***9/14/2017                        | 7/1/2016                           | 0.00%                   | 0.00%      | *                                           | 2.00%        |
| 2018 | ***9/14/2017<br>2/8/2018            | 7/1/2017<br>3/1/2018               | 0.00%                   | 0.00%      | 2.00%                                       | 2.00%        |
| 2019 | 9/13/2018                           | 7/1/2018<br>10/1/2018              | 1.00%                   | 1.00%      | 2.00%                                       | 1.00%        |
| 2020 | 9/12/2019                           | 7/1/2019                           | 0.00%                   | 0.00%      | 2.00%                                       | 2.75%        |
| 2021 |                                     |                                    | 0.00%                   | 0.00%      | *                                           | 0.00%        |
| 2022 | 9/16/2021                           | 7/1/2021<br>10/1/2021              | 2.00%                   | 2.00%      | 2.50%                                       | 2.00%        |
| 2023 | 9/15/2022                           | 7/1/2022<br>10/1/2022              | 2.00%                   | 2.00%      | 2.00%                                       | 0.00%        |
| 2024 | 9/21/2023<br>****4/17/2025          | 7/1/2023<br>10/1/2023<br>1/16/2024 | 2.00%                   | 2.00%      | 2.50%                                       | 2.00%        |
| 2025 | 9/12/2024<br>9/12/2024<br>12/5/2024 | 7/1/2024<br>10/1/2024<br>10/1/2024 | 1.00%                   | 1.00%      | 3.5% Civil Service 1%<br>Admin Professional | 0.00%        |

\* Included with Carbondale.

\*\*The Board matter of 12/8/2011 stated that salary increases of 1% and 2% are expected in FY 13 and FY 14 respectively for SIUC.

\*\*\* The Board matter of 9/14/2017 proposing salary increases for both FY 17 and FY 18 of 2% was approved, giving a salary increase for the previous fiscal year.

\*\*\*\* The Board matter of 4/17/2025 approved salary increases effective January 16, 2024, for FY24.

Southern Illinois University  
Board of Trustees  
April 17, 2025

PROJECT APPROVAL:  
CONSTRUCTION OF THE TOUCH OF NATURE WILDLIFE HABITAT EDUCATION  
CENTER, TOUCH OF NATURE, CARBONDALE CAMPUS, SIUC

Summary

This matter seeks approval of the plans for the design and construction of the TON Wildlife Habitat Education Center at Touch of Nature Outdoor Education Center.

Rationale for Adoption

At the December 5, 2024, Board of Trustees meeting, Matt Kupec, CEO of the SIU Foundation, presented an Information Report to the Architecture and Design Committee concerning fundraising efforts for construction projects at Touch of Nature. One of the projects discussed was a Wildlife Habitat Education Center. This project is estimated at \$3,000,000.

If this project is approved, the University will enter into a formal agreement with the SIU Foundation to permit the SIU Foundation to construct the facility on University owned property. Board approval is contingent on this agreement being signed by both parties. The project construction will be managed by the SIU Foundation in close coordination with the University. Upon completion and the recommendation of the Director of the Facilities and Energy Management, SIUC, the building and all accompanying accoutrements will be conveyed to the University. In accordance with 6 Policies of the Board B.1.c, fixed improvement projects located on property under the jurisdiction of the Board of Trustees that are accomplished by another governmental agency, a foundation or group require approval by the Board of Trustees with the Board to be informed of subsequent bidding processes and award of contracts.

The Wildlife Habitat Education Center will be a support area for Touch of Nature. It will be used as a visitor check-in point for scheduled programs, or for visitors to find out more. Added indoor space for activities means groups will not have to cancel on bad weather days. Up to date meeting rooms and spaces will increase the Center's opportunities to schedule professional meetings, conferences, and workshops. The new building along with the newly added mountain bike trail system shows other potential donors that there is an investment in the Center taking place

Attached to this item are the proposed site plan, floor plan and proposed elevations. A contract has been negotiated with the University, and it is anticipated this project will be bid in April 2025. It is anticipated the Board will be informed of the award of contracts at the July 2025 meeting.

The work is funded by a \$3,000,000 anonymous donation intended to cover the expenses for the Center's construction.

The Chancellor, SIUC, the Vice Chancellor for Development and Alumni Relations, the Vice Chancellor for Student Affairs, and the Vice Chancellor for Administration and Finance recommended this item to the President.

#### Resolution

BE IT RESOLVED, By the Board of Trustees of Southern Illinois University in regular meeting assembled, That:

(1) The design and construction of a Wildlife Habitat Education Center at Touch of Nature Outdoor Education Center, Carbondale Campus, SIUC, be and is hereby approved.

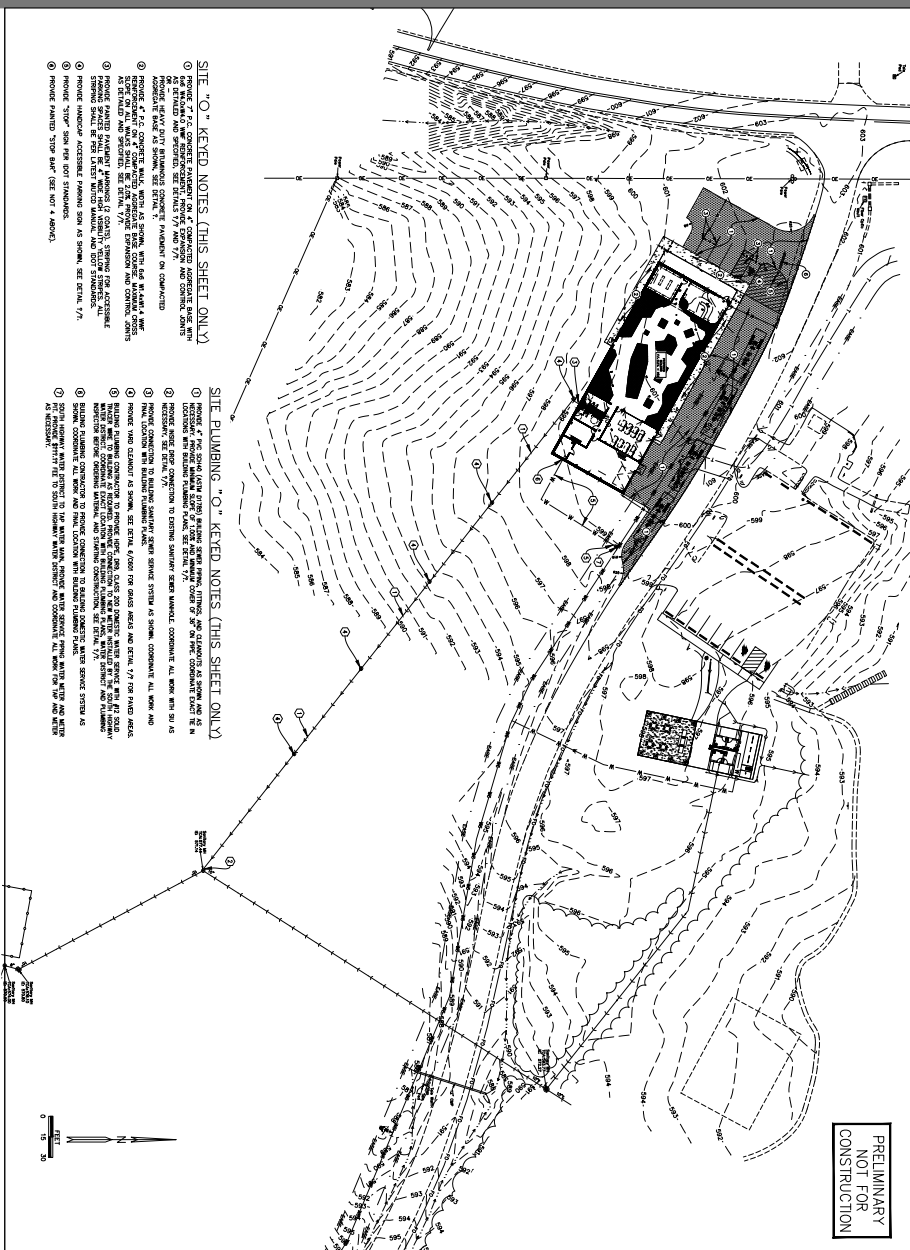
(2) The President of Southern Illinois University be and is hereby authorized to take whatever action may be required in the execution of this resolution in accordance with established policies and procedures.

PRELIMINARY  
NOT FOR  
CONSTRUCTION

Seal:

## SIU Touch of Nature

Wildlife Education Center



SITE "O" KEYED NOTES (THIS SHEET ONLY)

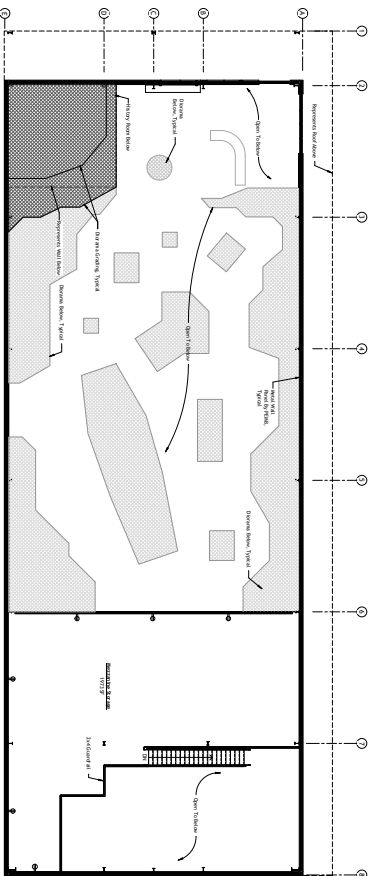
- [illegible]

SITE PLUMBING "Q" KEYED NOTES (THIS SHEET ONLY)

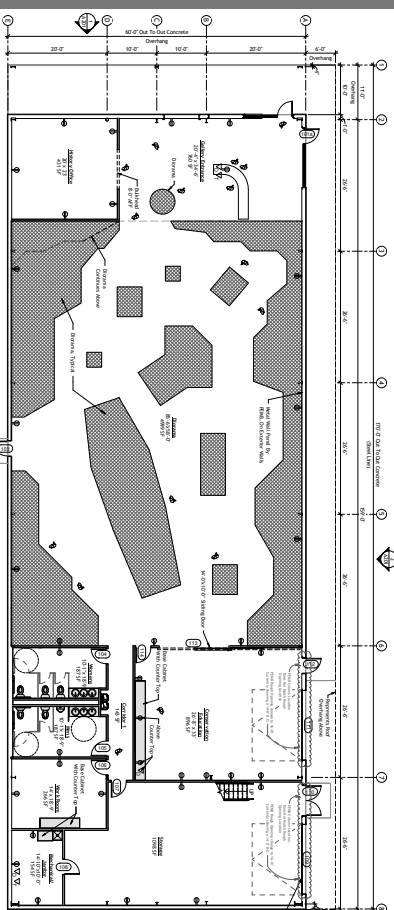
- [illegible]

Project No.: 21029

**ASATURIAN  
EATON  
and Associates Inc.**  
1420 Old Apple Way, P.O. Box 389  
Concord, N.H. 03305  
603/225-5225



Mezzanine Plan  
SCALE: 1/8" = 1'-0"  
SHEET NO. 01/17/24



Floor Plan  
SCALE: 1/8" = 1'-0"  
SHEET NO. 01/17/24

Building Codes:

- Local Adopted Codes:
  - International Building Code (IBC), 2018 Ed.
  - International Mechanical Code (IMC), 2018 Ed.
  - International Fire Code (IFC), 2018 Ed.
  - National Electrical Code (NEC), 2017 Ed.
  - National Fire Protection Association (NFPA), 2018 Ed.
  - National Electrical Code (NEC), 2017 Ed.
  - National Fire Protection Association (NFPA), 2018 Ed.
- Local Codes:
  - 2021 CBC

Building Code Information

|                                                               |                                 |
|---------------------------------------------------------------|---------------------------------|
| Use Occupancy Classification (Sec. 103):                      | Business B                      |
| Type of Construction (Table 601):                             | Type 2B                         |
| Allowable Height & Area (Table 504.3, 504.4, 504.5):          | 35 ft, 21,000 sq ft             |
| Actual Height & Area (Foot):                                  | 24' 3.18" x 15' 9.48" sq ft     |
| Automatic Sprinkler system (Sec. 903):                        | No                              |
| Occupancy Load (Sec. 1009):                                   | 41                              |
| Min. Egress Exit (Sec. 1008) (per Occupancy 1-100):           | 2 Required                      |
| Exit & Egress Access (Table 1007.1.1):                        | 44' x 7' min. (1 hour) minimum  |
| Exit, Common Path of Egress, Travel of Exit (Table 1008.2.1): | 100' (0.3) 75' (0.3) 120' (0.3) |
| Exit, Exit Access, Travel Distance (Table 1007.2):            | 120' (0.3)                      |
| Exits (Sec. 1009):                                            | 4 Provided                      |

Plumbing Code Information

- Plumbing Code Information (Sec. 1201.1, 1201.2, 1201.3, 1201.4, 1201.5, 1201.6, 1201.7, 1201.8, 1201.9, 1201.10, 1201.11, 1201.12, 1201.13, 1201.14, 1201.15, 1201.16, 1201.17, 1201.18, 1201.19, 1201.20, 1201.21, 1201.22, 1201.23, 1201.24, 1201.25, 1201.26, 1201.27, 1201.28, 1201.29, 1201.30, 1201.31, 1201.32, 1201.33, 1201.34, 1201.35, 1201.36, 1201.37, 1201.38, 1201.39, 1201.40, 1201.41, 1201.42, 1201.43, 1201.44, 1201.45, 1201.46, 1201.47, 1201.48, 1201.49, 1201.50, 1201.51, 1201.52, 1201.53, 1201.54, 1201.55, 1201.56, 1201.57, 1201.58, 1201.59, 1201.60, 1201.61, 1201.62, 1201.63, 1201.64, 1201.65, 1201.66, 1201.67, 1201.68, 1201.69, 1201.70, 1201.71, 1201.72, 1201.73, 1201.74, 1201.75, 1201.76, 1201.77, 1201.78, 1201.79, 1201.80, 1201.81, 1201.82, 1201.83, 1201.84, 1201.85, 1201.86, 1201.87, 1201.88, 1201.89, 1201.90, 1201.91, 1201.92, 1201.93, 1201.94, 1201.95, 1201.96, 1201.97, 1201.98, 1201.99, 1202.00)

Occupancy Load

| Function        | Occupancy Load (per 100 sq ft) | Calculated |
|-----------------|--------------------------------|------------|
| (A) Business    | 8.00                           | 56         |
| (B) Storage     | 1.12                           | 3          |
| Total Occupancy |                                | 41         |

Legend of Symbols

- A. Symbols are graphic and represent approximate location. Additional symbols are provided in the legend.
- B. All service items that be installed according to Code.
- C. All service items that be installed according to Code.

Wildlife Habitat Education Center

Project Address

A103

Floor Plan

Sheet No. 01/17/24

Southern Illinois University  
Board of Trustees  
April 17, 2025

APPROVAL: LAND EXCHANGE WITH THE CITY OF CARBONDALE,  
CARBONDALE CAMPUS, SIUC

Summary

This matter seeks approval for the exchange of four parcels of land owned by SIUC for two parcels of land owned by the City of Carbondale.

Rationale for Adoption

This project will convey ownership of the following four SIUC land parcels near the Student Recreation Center, to the City of Carbondale:

| Parcel        | SIU Land Tract | Address                  |
|---------------|----------------|--------------------------|
| 15-21-480-002 | 264            | 602 S. Marion Street     |
| 15-21-480-003 | 266            | 604 S. Marion Street     |
| 15-21-454-022 | 167 & 269      | 701 S. Washington Street |
| 15-21-454-011 | 267            | 615 S. Washington Street |

In exchange, the City of Carbondale will convey the following two parcels of property that are combined to create the parking lot located on US Highway 51 South across from campus along the railroad tracks:

| Parcel        | SIU Land Tract |
|---------------|----------------|
| 15-21-455-002 | 119-G          |
| 15-28-200-011 | 119-H          |

The City's property measures 81,887 square feet with SIU's property measuring 79,787 square feet. Two maps showing the locations of the properties are attached for reference.

The SIUC Administration and the City of Carbondale in a cooperative move recognized the need for additional parking available to SIUC. The exchange of land expands SIUC student parking by 203 regular spaces and seven handicapped spaces.

The Chancellor and Vice Chancellor for Finance and Administration, SIUC, have recommended this item to the President.

Considerations Against Adoption

The parking lot is in good condition now; however, future repairs and maintenance for the parking lot will require a financial investment by the University.

Resolution

BE IT RESOLVED, By the Board of Trustees of Southern Illinois University in regular meeting assembled, That:

(1) Approval for the land exchange of SIUC's land parcels near the Student Recreation Center to the City of Carbondale for the City of Carbondale's parking lot on 51 Highway South is in the best interest of the university, is consistent with its objectives and purposes, and be and is hereby approved.

(2) The President of Southern Illinois University be and is hereby authorized to take whatever action may be required in the execution of this resolution in accordance with established policies and procedures.





Southern Illinois University  
Board of Trustees  
April 17, 2025

AUTHORIZATION FOR DETAILED  
PLANNING: MEDICAL EDUCATION AND  
CONFERENCE CENTER,  
SCHOOL OF MEDICINE, SIUC

Summary

This matter seeks approval for developing the detailed design and plans for the Medical Education and Conference Center for the School of Medicine.

Rationale for Adoption

The School of Medicine's primary teaching facility in Springfield was constructed more than fifty years ago and lacks adequate space and technology necessary for modern teaching methods. This project is the School of Medicine's priority project for Capital funding from the State of Illinois. Due to the critical nature of this project the School of Medicine desires to proceed with the detailed planning for this project using local reserves.

This project will include construction of new space for use as standardized patient exam rooms, conference center rooms, collaboration space, classroom/tutor rooms, and associated support services. The new building will provide space for education and curriculum delivery to facilitate problem-based learning, medical conferences, and space to provide adequate student collaboration for medical students and graduate students to facilitate informal communication and team building between students as well as interaction between faculty and students. This project is crucial in order to expand the class size.

At the April 27, 2023, meeting of the Board of Trustees, planning approval was received for the design and construction of new Medical Education Building with a preliminary estimated budget range of \$79,450,000 to \$87,400,000. The planning focused on the site selection, preliminary building designs and preliminary construction estimates for the new building. This matter seeks approval for detailed design and plans for construction. Further Board approval will be required for project and budget, award of construction contracts, and debt issuance.

If approved, the University will explore the possibility of a Public, Private Partnership to fund this project as well as funding from a combination of capital appropriations, philanthropy, plant reserves, and external financing as determined by the Board Treasurer. The debt payment will be repaid from funds available to School of Medicine. Construction is anticipated to commence in 2026.

The Chancellor, SIUC, and the Dean and Provost of the School of Medicine have recommended this item to the President.

Considerations Against Adoption

This project will require a complicated funding mechanisms and possible public-private partnerships.

Constituency Involvement

This project is supported by senior leadership of the School of Medicine and other campus constituents.

Resolution

BE IT RESOLVED, By the Board of Trustees of Southern Illinois University in regular meeting assembled, That:

(1) Approval for developing the detailed design and plans for the construction of the Medical Education and Conference Center, School of Medicine, SIUC, is hereby approved.

(2) The President of Southern Illinois University be and is hereby authorized to take whatever action may be required in the execution of this resolution in accordance with established policies and procedures.

Trustee Simmons moved approval of the receipt of the ratification of Changes in Faculty-Administrative Payroll – SIUC and SIUE; Proposed Board of Trustees International Travel Registration Policy [Addition of 7 Policy of the Board Section Q]; Temporary Financial Arrangements for Fiscal Year 2026; Proposed Tuition Rates and Fee Matters, SIUC [Amendment to 4 Policies of the Board Appendix A]; Proposed tuition Rates and Fee Matters, SIUE [Amendment to 4 Policies of the Board Appendix B]; Approval of Purchase: Student Health Insurance, Carbondale Campus, SIUC; Approval of Purchase: Bar Exam Preparatory Educational Services, Simmons Law School, SIUC; Approval to Acquire Real Estate: 422 West Calhoun, 539 Hay, 704 North Walnut Street, Springfield, Illinois, School of Medicine, SIUC; Approval of Purchase: Quincy Teaching Clinic Building Lease, School of Medicine, SIUC; Approval of Purchase: Amendment to Physician Coverage, School of Medicine, SIUC; Approval of Purchase: Physician Coverage, School of Medicine, SIUC; Approval of Purchase: 340B Pharmaceutical Program, School of Medicine, SIUC; Salary Increase Plan for Fiscal Year 2024, SIUE; Project Approval: Construction of the Touch of Nature Wildlife Habitat Education Center, Touch of Nature, Carbondale Campus, SIUC; Approval: Land Exchange with the City of Carbondale, Carbondale Campus, SIUC; and Authorization for Detailed Planning: Medical Education and Conference Center, School of Medicine, SIUC. The motion was duly seconded by Trustee Connolly. The motion carried by the following recorded vote: aye, Mr. Moayad Abuzaneh, Ms. Hannah Connolly, Mr. Ed Curtis, Hon. J. Phil Gilbert, Dr. Ed Hightower, Ms. Sara Salger, Mr. John Simmons, Mr. Roger Tedrick and Ms. Toni Williams; nay, none.

The following items were presented:

REPORTS OF PURCHASE ORDERS AND CONTRACTS,  
JANUARY AND FEBRUARY, 2025, SIUC

In accordance with 3 Bylaws 1 and 5 Policies of the Board C, summary reports of purchase orders and contracts awarded during the months of January and February 2025, were mailed to the members of the Board in advance of this meeting, copies were placed on file in the Office of the Board of Trustees, and these reports are hereby submitted for information and entry upon the minutes of the Board with respect to the actions of the Executive Committee.

Trustee Connolly moved approval of the receipt of this item. The motion was duly seconded by Trustee Simmons. The motion carried by the following recorded vote: aye, Mr. Moayad Abuzaneh, Ms. Hannah Connolly, Hon. J. Phil Gilbert, Dr. Ed Hightower, Ms. Sara Salger, Mr. John Simmons and Ms. Toni Williams; nay, none. Mr. Ed Curtis and Mr. Roger Tedrick abstained from voting.

REPORTS OF PURCHASE ORDERS AND CONTRACTS,  
JANUARY AND FEBRUARY, 2025, SIUE

In accordance with 3 Bylaws 1 and 5 Policies of the Board C, summary reports of purchase orders and contracts awarded during the months of January and February 2025, were mailed to the members of the Board in advance of this meeting, copies were placed on file in the Office of the Board of Trustees, and these reports are hereby submitted for information and entry upon the minutes of the Board with respect to the actions of the Executive Committee.

Trustee Connolly moved approval of the receipt of this item. The motion was duly seconded by Trustee Simmons. The motion carried by the following recorded vote: aye, Mr. Moayad Abuzaneh, Ms. Hannah Connolly, Mr. Ed Curtis, Hon. J. Phil Gilbert, Dr. Ed Hightower, Ms. Sara Salger, Mr. John Simmons and Ms. Toni Williams; nay, none. Mr. Roger Tedrick abstained from voting.

The following item was presented:

Southern Illinois University  
Board of Trustees  
April 17, 2025

AUTHORIZATION FOR THE SALE AND ISSUANCE OF CERTIFICATES OF  
PARTICIPATION: "CERTIFICATES OF PARTICIPATION, SERIES 2025A"  
(CAPITAL IMPROVEMENT PROJECTS)

Summary

This matter requests Board of Trustees (the "Board") of Southern Illinois University (the "University") authorization to: issue Certificates of Participation (Capital Improvement Projects), Series 2025A (the "Series 2025A COPs"), to fund the purchase of real estate commonly referred to as 201 East Madison Street and 520 North 4<sup>th</sup> Street, Springfield, Illinois, (the "Improvements"); refinance all or a portion of the improvements (the "Prior Improvements") financed by its outstanding Certificates of Participation (Capital Improvement Projects), Series 2014A-1 (the "Series 2014A-1 COPs"), authorize the distribution of the Preliminary and Final Official Statements; execute and deliver the Installment Purchase Contract, Indenture of Trust, Acquisition Agreement, Certificate Purchase Agreement and Continuing Disclosure Agreement; appoint the parties who will participate in the sale; and authorize the Board Treasurer and authorized officers to take actions necessary to complete the proposed transaction.

Rationale for Adoption

The Board has authority pursuant to the Southern Illinois University Management Act (110 ILCS 520/0.01 *et seq.*) to enter into related financing agreements, including an Installment Purchase Contract, in connection with (i) the financing of the Improvements and (ii) the refinancing the Prior Improvements (as defined below).

At its February 6, 2025, meeting, the Board approved the acquisition, from Memorial Health System, of real estate commonly referred to as 201 East Madison Street and 520 North 4<sup>th</sup> Street, Springfield, Illinois, for the School of Medicine at an estimated cost of \$39,100,000 plus associated closing costs.

At its November 14, 2013, meeting, the Board authorized the sale of the Series 2014A-1 COPs in an amount not to exceed \$46,000,000 (net of original issue discount, if any). A preliminary review indicates that it may be desirable to refinance certain of the Prior Improvements by refunding all or a portion of the outstanding Series 2014A-1 COPs to capture refunding savings. The outstanding principal balance of the Series 2014A-1 COPs is \$6,765,000 of which the entire balance is eligible for refunding. Funding for the refunding will come from the sale of the Series 2025A COPs.

The Board Treasurer recommends authorization to issue the Series 2025A COPs in a principal amount not to exceed \$48,000,000 to fund the acquisition of the Improvements, refinance the Prior Improvements by refunding the Series 2014A-1 COPs

and pay costs of issuance of the Series 2025 COPs in connection therewith. Funds to repay the Series 2025A COPs will come from State appropriated funds and legally available non-appropriated funds of the University. In connection with the issuance of the Series 2025 COPs, the Board will covenant to include in each annual operating budget for the University an amount of legally available non-appropriated funds which, when combined with State appropriated funds, will be sufficient to make the payments when due on the Installment Purchase Contract in connection with the Series 2025 COPs in each fiscal year. It is anticipated that the funds to repay the new money portion of the Series 2025A COPs will come from non-appropriated funds available to the School of Medicine.

Approval for this project by the Illinois Board of Higher Education was received on March 12, 2025.

The Board hereby determines that it is desirable to grant approval for the acquisition of the Improvements, and to enter into an Indenture of Trust with U.S. Bank, Trust Company, National Association, as trustee (the "Trustee"), pursuant to which the Trustee will issue the Series 2025A COPs with payments to be made by the Board under the Installment Purchase Contract, in order to obtain funds for the purpose of financing the acquisition of the Improvements and the refinancing of the Prior Improvements.

The Board Treasurer has recommended this matter to the President.

#### Considerations Against Adoption

University officers are aware of none.

#### Resolution

BE IT RESOLVED, By the Board of Trustees of Southern Illinois University in regular meeting assembled, That:

(1) It is hereby determined to be desirable that the Board of Trustees of Southern Illinois University (the "Board") authorize the execution and delivery of an Installment Purchase Contract and the issuance of the Certificates of Participation (Capital Improvement Projects), Series 2025A, in order to provide funds in an amount not to exceed \$48,000,000 to: (a) acquire from Memorial Health System real estate commonly referred to as 201 East Madison Street and 520 North 4<sup>th</sup> Street, Springfield, Illinois, for the School of Medicine on the Springfield campus, (b) refinance certain of the Prior Improvements by refunding all or a portion of the \$6,765,000 outstanding Series 2014A-1 COPS, and (c) pay the costs of issuance of the Series 2025A COPs.

(2) Pursuant to the University's existing contract, the firm of Chapman and Cutler LLP, Chicago, Illinois, be and is hereby retained as Special Counsel to the Board for all legal matters incidental to the authorization and issuance of the Series 2025A COPs.

(3) Pursuant to the University's existing contract, the firm of Blue Rose Capital Advisors LLC, Minneapolis, Minnesota, be and is hereby retained as Financial Advisor in connection with the issuance of the Series 2025A COPs.

(4) U.S. Bank Trust Company, National Association, Chicago, Illinois, be and is hereby authorized to serve as Trustee for the Series 2025A COPs.

(5) Pursuant to the University's existing contract, the firm of J.P. Morgan Securities LLC, Chicago, Illinois, be and is hereby retained as senior managing underwriter for the issuance of the Series 2025A COPs, and the firm of Siebert Williams Shank & Co., LLC, Chicago, Illinois, be and is hereby retained as co-managing underwriter (collectively, the "Underwriters") with fees for such services contingent upon the actual sale of the Series 2025A COPs.

(6) The Treasurer of this Board is hereby authorized to enter into a Certificate Purchase Agreement with the senior managing underwriter, as representative of the Underwriters, for the sale of the Series 2025A COPs in substantially the form which is before the Board at this meeting, with such necessary changes as shall be approved by the Board Treasurer.<sup>1</sup>

(7) In order to provide for the payment of (i) the acquisition of, or to reimburse the Board for costs associated with, the Improvements, (ii) the refinancing of the Prior Improvements by refunding the Series 2014A-1 COPs, (iii) capitalized interest (if any), and (iv) the costs of issuance of the Series 2025A COPs, the Board authorizes the issuance of Certificates of Participation (Capital Improvement Projects), Series 2025A, in an aggregate original principal amount not to exceed \$48,000,000 and to have a final maturity not later than February 15, 2055. The price at which the Series 2025A COPs will be purchased by the Underwriters shall not be less than 97% (exclusive of original issue discount) and the true interest cost (TIC) of borrowing for the Series 2025A COPs that are issued on a tax-exempt basis will not exceed 6.5% (or in the event the Series 2025A COPs or a portion of the Series 2025A COPs are issued on a taxable basis, 8%).

(8) In the event that the Underwriters determine that the acquisition of bond insurance for all or a portion of the Series 2025A COPs is economical, the Board Treasurer is hereby authorized to agree to such standard covenants with a bond insurer, which is deemed by the Board Treasurer to be in the best interest of the Board.

(9) The Board approves the preparation and distribution of a Preliminary Official Statement, Official Statement, and Continuing Disclosure Agreement as prepared by the Financial Advisor and as shall be approved by the Underwriters and the Board Treasurer, and the execution of the Official Statement and Continuing Disclosure Agreement in substantially the forms which are before the Board at this meeting, with such necessary changes as shall be approved by the Board Treasurer.<sup>1</sup>

(10) The Board hereby approves the form of the Installment Purchase Contract, Indenture of Trust, and Acquisition Agreement in substantially the forms which are before the Board at this meeting, with such necessary changes as shall be approved by the Board Treasurer.<sup>1</sup>

(11) The members, officers, agents and employees of this Board are hereby authorized and directed to do all such acts and to execute all such documents as may be necessary to carry out and comply with the provisions of these Resolutions and with the acts and doings of the members, officers, agents, and employees of the Board which are in conformity with the intent and purposes of these Resolutions, whether heretofore or hereafter taken or done, shall be and are ratified, confirmed and approved.

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<sup>1</sup> Copies are on file with the Executive Secretary of the Board of Trustees for recording and the appropriate officers of the Board are hereby authorized and directed to execute the same in the name and on behalf of the Board in substantially the form presented to this meeting, or with such changes as may be approved by the officer or officers of the Board executing the same, his/her or their execution thereof to constitute conclusive evidence of the Board's approval of all changes from the form thereof presented to this meeting; provided, however, that if any such changes constitute a substantial change in the form thereof presented to this meeting they shall first be approved by the Executive Committee of the Board to which authority for such approval is delegated by the Board within the parameters set forth in these Resolutions.

Trustee Tedrick moved approval of the receipt of this item. The motion was duly seconded by Trustee Connolly. The motion carried by the following recorded vote: aye, Mr. Moayad Abuzaneh, Ms. Hannah Connolly, Hon. J. Phil Gilbert, Dr. Ed Hightower, Ms. Sara Salger, Mr. John Simmons, Mr. Roger Tedrick and Ms. Toni Williams; nay, none. Mr. Ed Curtis abstained from voting.

The following resolution was presented:

Recognition of  
Dr. Subhash Sharma  
Resolution

WHEREAS, Dr. Subhash Sharma served with distinction as a member of the Board of Trustees of Southern Illinois University since March 2019;

WHEREAS, During this period as a Board member he served as the Secretary of the Board, member of the Finance Committee and member of the Academic Matters Committee;

WHEREAS, Dr. Sharma has served as a member of the Board of Directors of the SIU Alumni Association;

WHEREAS, Dr. Sharma has also served the public as a member of the Illinois Board of Higher Education;

WHEREAS, Throughout his service with the Board of Trustees, he has generously given of his time, energy, and creative thinking in his dedication to the improvement and development of the University, the fulfillment of the responsibilities of the Board of Trustees, and the maintenance of quality public higher education in the State of Illinois;

NOW, THEREFORE, BE IT RESOLVED, By the Board of Trustees in regular meeting assembled, That Dr. Subhash Sharma be formally recognized for his dedicated, and talented service to the Board of Trustees, to the development and welfare of Southern Illinois University, and to the role of public higher education in Illinois; and

BE IT FURTHER RESOLVED, That this Board of Trustees express its profound appreciation of his participation in the activities of the Board and declare for the record its enduring gratitude for his contributions to Southern Illinois University.

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J. Phil Gilbert  
Chairman, SIU Board of Trustees

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Date

Trustee Simmons moved approval of the receipt of this item. The motion was duly seconded by Trustee Connolly. The motion carried by the following recorded vote: aye, Mr. Moayad Abuzaneh, Ms. Hannah Connolly, Mr. Ed Curtis, Hon. J. Phil Gilbert, Dr. Ed Hightower, Ms. Sara Salger, Mr. John Simmons, Mr. Roger Tedirck and Ms. Toni Williams; nay, none.

The following resolution was presented:

Recognition of  
Duane Stucky  
Resolution

WHEREAS, Dr. Duane Stucky has had a long and dedicated career with the Southern Illinois University System serving as its chief financial officer since 2003. Dr. Stucky began as the Vice President for Financial and Administrative Affairs and Board Treasurer for the SIU System on January 1, 2003, and became the Senior Vice President for Financial and Administrative Affairs and Board Treasurer in 2007.

WHEREAS, Dr. Stucky is a tenured associate professor in Mechanical and Industrial Engineering at Southern Illinois University Edwardsville and has taught graduate courses in public finance at Southern Illinois University Carbondale.

WHEREAS, Dr. Stucky worked with Board leadership to establish a new Board Audit Committee to strengthen Board oversight. Additionally, Dr. Stucky established and chaired a university-wide Audit, Compliance and Risk Committee that developed a new Code of Ethics and Code of Conduct.

WHEREAS, Dr. Stucky had oversight of the Carbondale campus research park and its offices of economic and regional development from 2007 to 2012. Dr. Stucky strengthened rural health service programs and provided university guidance and support to expand broadband in southern Illinois.

WHEREAS, Dr. Stucky has served under four presidents and one interim president since his appointment in 2003. He served as Acting President for a period during the illness of a President. Dr. Stucky has provided solid leadership and stability for the Southern Illinois University System during critical moments in his tenure when called upon.

WHEREAS, during his tenure as Board Treasurer, Dr. Stucky's office issued millions of dollars of debt financing for capital projects improving infrastructure throughout the Southern Illinois University System. Dr. Stucky serves as staff to three Board committees; the Audit Committee; the Architecture and Design Committee; and the Finance Committee.

NOW, THEREFORE, BE IT RESOLVED, By the Board of Trustees in regular meeting assembled, that Dr. Duane Stucky be formally recognized for his dedicated and talented service to the Board of Trustees and to the Southern Illinois University System.

BE IT FURTHER RESOLVED, That this Board of Trustees expresses its profound appreciation of his work and commitment to the Board and declare for the record its enduring gratitude for his contributions not only to the Board of Trustees, but to the Southern Illinois University System.

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J. Phil Gilbert  
Chairman, SIU Board of Trustees

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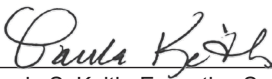
Date

Trustee Tedrick moved approval of the receipt of this item. The motion was duly seconded by Trustee Simmons. The motion carried by the following recorded vote: aye, Mr. Moayad Abuzaneh, Ms. Hannah Connolly, Mr. Ed Curtis, Hon. J. Phil Gilbert, Dr. Ed Hightower, Ms. Sara Salger, Mr. John Simmons, Mr. Roger Tedirck and Ms. Toni Williams; nay, none.

Chair Gilbert announced that the next Board of Trustees meeting is planned for July 10, 2025, at Southern Illinois University School of Medicine in Springfield. Further, he reported that a news conference would be held immediately following the meeting.

Trustee Simmons made a motion to adjourn the meeting. Trustee Tedrick seconded the motion. The motion carried by the following recorded vote: aye, Mr. Moayad Abuzaneh, Ms. Hannah Connolly, Mr. Ed Curtis, Hon. J. Phil Gilbert, Dr. Ed Hightower, Ms. Sara Salger, Mr. John Simmons, Mr. Roger Tedrick, and Ms. Toni Williams; nay, none.

The meeting adjourned at 11:55 A.M.

  
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Paula S. Keith, Executive Secretary

**ANNUAL REPORT**  
**BOARD OF TRUSTEES COMMITTEE MEETINGS**

**ACADEMIC MATTERS COMMITTEE  
MINUTES**

**BOARD OF TRUSTEES  
SOUTHERN ILLINOIS UNIVERSITY**

**Minutes of the Academic Matters Committee Meeting  
Thursday, July 11, 2024**

**Auditorium, SIU School of Medicine  
801 N. Rutledge, Springfield, IL  
live stream video at [siousystem.edu](https://siousystem.edu) via YouTube and through Zoom**

The Academic Matters Committee met at 9:00a.m on Thursday, July 11, 2024, in person and via Zoom. Present were: Kaia Ford, Ed Hightower, Sara Salger and Subhash Sharma. Other Board members present were: Hannah Connolly, Ed Curtis, J. Phil Gilbert and Roger Tedrick. Executive Officers present were: President Dan Mahony; Senior Vice President Duane Stucky; Chancellor Austin Lane, SIUC; Chancellor James Minor, SIUE; Dean and Provost Jerry Kruse, SIU School of Medicine, and General Counsel Luke Crater.

**Announcements**

President Dan Mahony introduced two videos highlighting a student from SIUC and one from SIUE who participated in the SIU System Online Course Exchange program which allows a student from one campus to take a class on another campus which helps current students to take courses they cannot get on their campus thereby helping progression or enrichment of their educational experience. The SIUC Student video was shown first followed by the SIUE student video.

President Mahony thanked Dr. Gireesh Gupchup for his leadership and for those across the SIUC and SIUE campuses who have made this happen the last couple of years. He hopes to be able to continue to expand this opportunity for students.

Trustee Hightower asked President Mahony to extend the Board's appreciation for Dr. Gupchup's endeavors and they are looking forward to future growth. He noted both students commented about the platform and hopes that will be addressed.

**Approval of the Minutes of the April 11, 2024, Meeting**

Motion was made by Trustee Sharma to approve the minutes of the April 11, 2024, meeting. The motion was duly seconded by Trustee Salger. Madam Secretary called roll call with Ford, Hightower, Salger, and Sharma passing the motion.

### **SIU System Academic Planning**

President Mahony introduced Provost Denise Cobb (SIUE) and Provost Sheryl Tucker (SIUC) who shared their academic program planning process and how they forecast what they are doing both individually and together as campuses to plan effectively to meet student and regional need, identify opportunities to strengthen and add value to their programs.

Trustee Hightower commented that he was happy to see the campuses collaborating on their academic planning.

He had a question about the criteria used for eliminating programs with low enrollment. Dr. Cobb responded that IBHE provides a low-performing program report that triggers an analysis on an annual basis. They have criteria based on enrollment and degrees conferred over the last three years. The campuses need to have a plan to remediate, eliminate, eventually sunset the program, or provide an explanation as to why it is acceptable to continue to offer. She said IBHE is not necessarily the driving force, but conversations with faculty are found to be more helpful and they (faculty) are more likely to eliminate a program without any trigger from IBHE. Conversations through program review and annual assessment reports allow SIUE to keep their portfolio refreshed overtime.

Provost Tucker agreed that conversations with faculty, from the ground-up, are a more robust way. At SIUC, those conversations are happening organically with deans and academic colleges where faculty express concerns on the viability of programs. She noted that higher education has changed dramatically, and their faculty are catching up with those conversations. They feel good about the opportunities to tighten up what they are doing and maximizing the resources to leverage what they do in the least disruptive way for their students.

Trustee Sharma stated he is impressed and pleased with the academic planning and the collaboration between the campuses. He brought up an issue with SIUC concerning weak or few PhDs due to faculty not willing to take on additional programs.

Provost Tucker communicated with the deans that they must review the faculty workloads to determine if it is appropriate to what they are contributing. Some deans have made changes and are reviewing what is an equitable workload and if faculty are not meeting the metrics, the workload will go up next year.

President Mahony thanked the provosts for their presentation and for their collaborative work, along with the Academic Affairs Council, on the academic planning.

### **Approval of New Programs, Reasonable and Moderate Extensions, Approval of Off-Campus Program Locations, and Academic Program Eliminations and Suspensions, July 1, 2023 through June 30, 2024 (Board Agenda Item H)**

President Mahony introduced Item H.

Motion was made by Trustee Salger to approve Item H. The motion was duly seconded by Trustee Sharma. Madam Secretary called roll call with Ford, Hightower, Salger, and Sharma passing the motion.

**Proposed Revisions to Board of Trustees Policies: Prohibiting Participating in Malign Foreign Talent Recruitment Programs, Addition of Board Policy 7-O, (Board Agenda Item K)**

President Mahony introduced Todd Wakeland who provided an overview of Board Agenda Item K, the new policy by the CHIPS and Science Act of 2022 requiring all universities to pass the policy before August 2024 in order to receive National Science Foundation funding for research. The Malign Foreign Talent Recruitment Program looks to prevent faculty members from entering into agreements with foreign talent programs in China, North Korea, Iran and Russia.

Trustee Gilbert reiterated that this is required of all universities in the country to keep them safe from possible litigations.

Todd confirmed and further stated that more regulations and policies from the federal government will be seen to avoid situations such as Trustee Gilbert mentioned.

Motion was made by Trustee Sharma to approve Item K. The motion was duly seconded by Trustee Salger. Madam Secretary called roll call with Ford, Hightower, Salger, and Sharma passing the motion.

**Other Business**

Having no further business before it, the Academic Matters Committee adjourned at 9:30 a.m.

**Adjournment**

GVG/pm

**BOARD OF TRUSTEES  
SOUTHERN ILLINOIS UNIVERSITY**

**Minutes of the Academic Matters Committee Meeting  
Thursday, September 12, 2024  
SIU Edwardsville's School of Dental Medicine  
Roller Hall, Room 1511 — Main Clinic Building 263  
2800 College Avenue, Alton, Illinois**

**Immediately following the Executive Committee  
live stream video at [siousystem.edu](https://siousystem.edu) via YouTube and through Zoom**

The Academic Matters Committee met at 9:00a.m on Thursday, September 12, 2024, in person and via Zoom. Present were: Ed Hightower (chair), Kaia Ford, Sara Salger and Subhash Sharma. Other Board members present were: Hannah Connolly, Ed Curtis, J. Phil Gilbert, John Simmons and Roger Tedrick. Executive Officers present were: President Dan Mahony; Senior Vice President Duane Stucky; Vice President Sheila Caldwell, Vice President Gireesh Gupchup; Chancellor Austin Lane, SIUC; Chancellor James Minor, SIUE; and Dean and Provost Jerry Kruse, SIU School of Medicine.

**Announcements**

Dr. Gupchup shared that the SIU System was recently selected to participate in the National Association for Higher Education Systems Transfer Network Improvement Community. Teams from SIUC and SIUE are working to improve two-year-to-four-year undergraduate transfer rates. The other systems participating are Mississippi Institutions of Higher Learning, the Mississippi Community College Board, and the City Colleges of Chicago. Results will be reported as they become available.

**Approval of Minutes of the Meeting July 11, 2024**

Motion was made by Trustee Sharma to approve the minutes of the July 11, 2024, meeting. The motion was duly seconded by Trustee Salger. Madam Secretary called roll call with Hightower, Ford, Salger, and Sharma passing the motion.

**Inventor of the Year Award Presentation to Philip Jensik**

Rob Patino, Director of the Office of Technology Management and Industry Relations for the SIU System introduced 2024 Inventor of the Year Philip Jensik and provided background on the research and achievements that led to his being named this year's recipient. Dr. Jensik accepted the award in person and had his photos taken with Board Chair Gilbert and President Mahony.

### **Faculty Collaboration Award Presentation to John Matta (SIUE) and Koushik Sinha (SIUC)**

Faculty Advisory Committee members and Faculty Senate Presidents, Marcus Agustin (SIUE) and Yueh-Ting Lee (SIUC), introduced this year's winners and provided background information about the collaborative work they are doing. This year the award went to two collaborative teams. Two videos were shown highlighting the collaborative work of Drs. Mina Sumita (SIUE) and Mohtashim Shamsi (SIUC) on their genetic biomarkers research and Drs. Natasha Flowers (SIUE) and Christie McIntyre (SIUC) on their Illinois Tutoring Initiative. They accepted their awards in person and had their photo taken with President Mahony, Chancellor Lane (SIUC) and Chancellor Minor (SIUE).

### **Informational Report: Program Quality Assurance FY2024**

Dr. Gupchup gave a brief overview of the report.

### **Informational Report: Grant Awards and Contracts FY2024**

Dr. Gupchup introduced chief research officers from each campus, Dr. Elizabeth Cali (SIUE), Dr. Costas Tsatsoulis (SIUC), and Dr. Don Torry (SoM) who presented executive summaries of their research grants and shared short videos on "Optimum Traffic Signal Condition Assessment and Strategic Maintenance Planning (SIUE), BioLaunch (SIUC), and Research Scholars (SoM).

### **Other Business**

Having no further business before it, the Academic Matters Committee adjourned at 10:00 a.m.

### **Adjournment**

GVG/pm

**BOARD OF TRUSTEES  
SOUTHERN ILLINOIS UNIVERSITY**

**Minutes of the Academic Matters Committee Meeting  
Thursday, December 5, 2024**

**Immediately following the Executive Committee  
live stream video at [siusystem.edu](https://siusystem.edu) via YouTube**

The Academic Matters Committee met at 9:00 a.m. on Thursday, December 5, 2024, in person and via YouTube. Present were: Subhash Sharma (chair pro-tem), J. Phil Gilbert (pro-tem), and Sara Salger. Other Board members present were: Ed Curtis, Hannah Connolly, and Roger Tedrick. Executive Officers present were: President Dan Mahony; Senior Vice President Duane Stucky; Vice President Gireesh Gupchup; Vice President Sheila Caldwell, Chancellor Austin Lane, SIUC; Chancellor James Minor, SIUE; and Dean and Provost Jerry Kruse, SIU School of Medicine.

**Announcements**

Dr. Gupchup provided an update to the SIU System Strategic Plan. The SIU System is of the belief that it is a living plan. As new needs and opportunities emerge, the Implementation Teams capture recommendations for updates to the Strategic Plan. At the mid-point of the first SIU System Strategic Plan, the document was updated to reflect any changes in strategies that were made to best accomplish the goals and objectives of the Strategic Plan. The updated plan is available on the System website.

The dashboard for the SIU System Strategic Plan has been updated with the progress on all of the goals of the plan. Dr. Gupchup thanked all those involved in implementing the plan.

Dr. Gupchup mentioned that the SIU System Course Exchange program has now been availed of by 72 students, principally in the fall 2023 and 2024 semesters, and spring 2024 semesters. Across these three semesters, 40 courses have been taken by these students, and 61 courses have been articulated. Dr. Gupchup thanks all those involved in the SIU System Course Exchange.

**Approval of Minutes of the Meeting September 12, 2024**

Trustee Sharma asked if there was a motion to approve the minutes of the September 12, 2024, meeting. Trustee Gilbert made the motion. The motion was duly seconded by Trustee Salger. Madam Secretary called roll call with Gilbert, Hightower, Salger, and Sharma passing the motion.

**Informational Report: Performance Report FY2024**

Dr. Gupchup gave a brief overview of the Performance Report that documents the efforts of the university to achieve the goals of IBHE's new strategic plan. The provosts presented slides highlighting their successes in the areas of equity, sustainability and

growth. Provost Sheryl Tucker (SIUC) presented first with Dean and Provost Jerry Kruse (SIU School of Medicine) and Provost Denise Cobb (SIUE) following.

Trustee Gilbert commented that access to education from all demographics, the academic and research programs on these various campuses, and the mission of preparing our students for the future is what this university is about. Stated that he cannot be more proud of each campus for what they are doing, not only for the students, but for the surrounding communities. Pleased with the reports and it is something to be proud of.

President Mahony commented that there are two things that we often focus on as a university, making sure our students have a chance to be successful but recognizing that they may need different types of support or different types of programs. Stated that this was seen in the presentations across the campuses in multiple different ways, that this is something we have been committed to and continue to expand on. The impact on community, which is done in a number of ways, whether through research or providing the workforce, whether in forensic science or behavioral health, we are constantly looking to see what we can do to make the state a better place.

#### **Recommendation for Distinguished Service and Honorary Degree Awards, (Board Agenda Item J-P)**

Chancellor Austin A. Lane presented the recommendations for Distinguished Service Awards and Honorary Degrees for Southern Illinois University Carbondale.

Recommendation for Distinguished Service Award, SIUC  
[Edward Benyas] (Board Agenda Item J)

Recommendation for Distinguished Service Award, SIUC  
[Michael Crow] (Board Agenda Item K)

Recommendation for Distinguished Service Award, SIUC  
[Thomas Davis] (Board Agenda Item L)

Recommendation for Honorary Degree, SIUC  
[Reginald Petty] (Board Agenda Item M)

Recommendation for Honorary Degree, SIUC  
[Senait Fisseha] (Board Agenda Item N)

Trustee Sharma asked if there was a motion for approval of Committee Items 4 through 8. Trustee Gilbert made the motion. The motion was duly seconded by Trustee Salger. Madam Secretary called roll call with Gilbert, Hightower, Salger, and Sharma passing the motion.

Chancellor James T. Minor presented the recommendations for Distinguished Service Awards and Honorary Degrees for Southern Illinois University Edwardsville.

Recommendation for Distinguished Service Award, SIUE  
[Bruce Holland] (Board Agenda Item O)

Recommendation for Honorary Degree Award, SIUE  
[David Steward] (Board Agenda Item P)

Trustee Sharma asked if there was a motion for approval of Committee Items 9 and 10. Trustee Salger made the motion. The motion was duly seconded by Trustee Gilbert. Madam Secretary called roll call with Gilbert, Hightower, Salger, and Sharma passing the motion.

**Other Business**

Having no other business, the Committee adjourned at 9:38 a.m.

**Adjournment**

GVG/jl

**BOARD OF TRUSTEES  
SOUTHERN ILLINOIS UNIVERSITY**

**Minutes of the Academic Matters Committee Meeting  
Thursday, February 6, 2025  
9:00 a.m.**

Legacy Room – Room #2038  
Morris University Center (2<sup>nd</sup> Floor)  
Southern Illinois University Edwardsville  
Edwardsville, Illinois,  
live stream video at [siusystem.edu](https://siusystem.edu) via YouTube

The Academic Matters Committee met at 9:10 a.m. on Thursday, February 6, 2025, in person and via YouTube. Present were: Ed Hightower (chair), Mo Abuzaneh, Sara Salger, and Subhash Sharma. Other Board members present were: Hannah Connolly, Ed Curtis, Phil Gilbert, and Roger Tedrick. Absent: John Simmons. Executive Officers present were: President Dan Mahony, Senior Vice President Duane Stucky; Vice President Sheila Caldwell, Chancellor Austin Lane, SIUC; Chancellor James Minor, SIUE; and Dean and Provost Jerry Kruse, SIU School of Medicine.

**Announcements**

None.

**Approval of Minutes of the Meeting December 5, 2024**

Motion was made by Trustee Salger to approve the minutes of the December 5, 2024, meeting. The motion was duly seconded by Trustee Sharma. Madam Secretary called roll call with Hightower, Abuzaneh, Salger, and Sharma passing the motion.

**Information Report: Athletic Report**

President Mahony introduced athletic directors Andrew Gavin (SIUE) and Tim Leonard (SIUC) who shared highlights from their respective campus reports and addressed questions

Gilbert asked where the bonuses come from. Who pays them, the NCAA or Universities.

Leonard responded that the NCAA does. He stated that he hopes that the funds are still going to be there, as there is a \$2.4B payment that we all have to pay back to settle this lawsuit. Hoping that the academic monies will stay in place. It probably won't grow at the level that we had hoped but, yes, will get some money. It is six figures so it is good money for us.

Hightower asked President Mahony to crystalize for the audience what he sees from a national perspective, at the collegiate level, the impact on the universities.

Mahony mentioned that our Athletic Directors and athletic departments are having to manage rapid changes on almost a daily basis. There are changes in how transfers work. Stated that, related to academic performance, in some ways that was the easiest part to manage but now has become more challenging, as they have athletes coming in and out and trying to make sure that they are doing well academically, so what was just heard through the good performance across the system is even more impressive given that challenge. The fiscal part of college athletics will become more challenging, we are still trying to figure out what that will be. Until we get through the House settlement, it's not 100% sure what is going to happen.

Hightower asked what the House settlement is.

Mahony stated that the House settlement is a lawsuit from past student athletes saying that they should have had the opportunity to earn money when they were in school. That is the settlement that Athletic Director Leonard talked about that is over \$2B. If that settlement is reached, that will at least give some clarity on what the direction is going forward, but there's not clarity on that yet, which will cost everybody. This has just driven up what was always a fairly costly enterprise which is college athletics. Ohio State reported a \$37M loss last year on athletics, which is generally one that you thought made money on college athletics. This has become a lot more challenging. We are doing our best to figure out what the path forward is. Stated that he appreciates the good work that both our athletic directors, their staff, and the chancellors are doing to figure this out. At this point it's becoming a little more clear but not 100% clear. That is just the reality that we deal with.

Leonard mentioned a saying that he's adopted within the last several weeks, "It's not the big that eat the little, it's the fast that eat the slow." We are trying to anticipate where this stuff is going and advises his staff that a bad decision is better than no decision. Everything is moving so fast; our goal is to have a competitive athletics program while also maintaining our commitment to educating young people and preparing them for life. All of this is changing so fast. Obviously, this is being led by the power of four conferences but it's about who can figure it out the fastest to get there. Who will be the first to really figure out how to fund this and make this business model work. We're more worried about getting beaten by the fastest and we want to be the fastest. That is the only way to survive.

### **Other Business**

Having no other business, the Committee adjourned at 9:30 a.m.

### **Adjournment**

GVG/jl

**BOARD OF TRUSTEES  
SOUTHERN ILLINOIS UNIVERSITY**

**Minutes of the Academic Matters Committee Meeting  
Thursday, April 17, 2025  
9:00am**

Ballroom B, Student Center  
Southern Illinois University Carbondale  
Carbondale, Illinois  
live stream video at [siousystem.edu](https://siousystem.edu) via YouTube

The Academic Matters Committee met at 9:10a.m on Thursday, April 17, 2025, in person and via YouTube. Present were: Ed Hightower (chair), Mo Abuzaneh, Sara Salger and Toni Williams. Other Board members present were: Hannah Connolly, Ed Curtis, J. Phil Gilbert, John Simmons, and Roger Tedrick. Executive Officers present were: President Dan Mahony, Senior Vice President Duane Stucky; Vice President Gireesh Gupchup; Vice President Sheila Caldwell, Chancellor Austin Lane, SIUC; Chancellor James Minor, SIUE; and Dean and Provost Jerry Kruse, SIU School of Medicine.

**Announcements**

Dr. Gupchup announced that the SIU System was awarded the “Seeding For Change” award at the March 2025 Annual Meeting of the National Association for Higher Education Systems (NASH). The award was given for the innovative SIU System Course Exchange. Dr. Gupchup thanked the entire team comprising of several departments across SIUE and SIUC. Dr. Gupchup specially mentioned the efforts of the Campus Leads Associate Provosts Ibroscheva and Dunston, and Registrars Frazier and Sears. The initial Campus Leads were VC Williams and Dr. Joplin.

Dr. Gupchup mentioned that the technique to develop the system was called improvement science, which is also being used in a second Network Improvement Community (NIC) to improve transfer rates on the campuses. Improvement science provides a grassroots – rather than top-down – approach to developing and testing measurable change. The hallmark of the NIC model is that it facilitates work on campuses so that the people closest to the problem are the ones engaged in creating, testing, and implementing change. A problem is identified and goes through a 45- or 90-day PDSA cycle (Plan, Do, Study, Act). The cycle is repeated, and when consistent results are received, it is scaled. Through participation in these efforts, the hope is to inculcate a culture of improvement science to make sustainable change.

**Approval of Minutes of the Meeting February 6, 2025**

Motion was made by Trustee Salger to approve the minutes of the February 6, 2025, meeting. The motion was duly seconded by Trustee Abuzaneh. Madam Secretary called roll call with Hightower, Abuzaneh, Salger, and Williams passing the motion.

### **Presentation: 2025 SIU System Distinguished Student Service Awards**

Dr. Gupchup requested student trustees Hannah Connolly and Mo Abuzaneh who are also members of the Student Advisory Committee for the SIU System (SACSS), to present the awards.

Hannah gave a brief description of the SIU Student Distinguished Service Awards. Selected are one (1) undergraduate student and (1) graduate student from both the SIU-Edwardsville and SIU-Carbondale campuses. In addition, the SACSS selected one (1) student from each of the following schools: School of Medicine, School of Dental Medicine, Simmons Law School, and the School of Pharmacy. Each Awardee receives a plaque and a \$100 check.

Hannah and Mo read brief bios of the award recipients who received their award by Board Chair Judge Gilbert and President Dan Mahony. Present to receive their awards were: Penny Bordewick (SIUC Undergraduate), Caden Cockburn (SIUC Graduate), Sheraa Bernard (SIU Simmons Law School), Iyanuoluwa Emmanuel Fatunmbi (SIUE Graduate), and Lauren Wells (School of Pharmacy). Unable to attend were Nicholas Young (SIUE Undergraduate), Kevin Le Mentec (SIU School of Medicine), and Gabrielle Ramirez (School of Dental Medicine).

### **Information Report: FY2024 Centers and Institutes Report**

Dr. Gupchup introduced and gave a brief overview of the report. He then introduced Drs. Boyd Goodson of Southern Illinois University Carbondale (SIUC), Aziz Khan from SIU School of Medicine (SOM), and Carrie Butts-Wilmsmeyer of Southern Illinois University Edwardsville (SIUE).

Dr. Goodson presented on the Illinois Soybean Center, Dr. Khan presented on the Simmons Cancer Institute, and Dr. Butts-Wilmsmeyer presented on the Center for Predictive Analytics (C-PAN).

Trustee Hightower asked Dr. Butts-Wilmsmeyer what specific communities they are working with.

Dr. Butts-Wilmsmeyer stated they are working with East St. Louis and Alton. Past and continuing work relationships with Venice, Brooklyn, and Madison. Other communities that they work with are in the Gillespie area. These rotate based on projects they are bringing in at any given time.

Trustee Hightower mentioned that homelessness is a big issue in Madison County. Asked how the center is collaborating/partnering with various communities to address that critical issue.

Dr. Butts-Wilmsmeyer mentioned that they just hired a new faculty fellow that is a research subject matter expert in mixed methods. The individual is working directly with community health partners and government officials across multiple sectors, starting at community level, to expand into the county levels, and seeing where it goes from there.

Trustee Hightower asked if the center is involved with the Office of Community Engagement in the SIU System in expanding and pushing this out.

Dr. Butts-Wilmsmeyer confirmed that C-PAN collaborates with the Office of Community Engagement.

Trustee Hightower thanked the presenters for their presentations and service.

**Proposed Board of Trustees International Travel Registration Policy [Addition of 7 Policy of the Board Section Q] – Board Agenda Item J**

Dr. Gupchup introduced Todd Wakeland, Executive Director of Export Controls, who provided an overview of the Board Agenda Item J, the new International Travel Registration Policy. The policy will allow us to follow research law as well as keep the faculty, staff, and students safe when going on international trips. Mr. Wakeland mentioned that concerns from Faculty Senate were received, but believed the concerns are best addressed in the written procedures rather than the policy.

Trustee Hightower asked for information about the app and the next step with the procedures.

Mr. Wakeland mentioned there is Terra Dotta software that the international travel information is entered into. The app is something that an individual can download to their phone. This allows the institution to know where they are in a country in case something would happen to them. Location is not actively monitored unless something would happen. Downloading the app is voluntary at this time.

Trustee Hightower ask President Mahony about the next step in development of the procedures for implementation to ensure this is “not perceived as big brother looking down.”

President Mahony mentioned the next step is working on the procedures with faculty. Having a broad policy will give an advantage in doing this. Keeping things in the procedures allows adjustments as the world around us adjusts. Requirements may change over time and will continually be discussed with faculty. How the app may be

used may change and evolve over time but that will be within the procedures and will be discussed with the various faculty groups.

Trustee Hightower asked that the procedures be presented to the Board once worked out, not for approval as the Board only approves policy, so that there is transparency and good communication.

President Mahony stated that an informational update will be given.

Trustee Williams asked if it is part of the policy to check in with the embassy.

Mr. Wakeland said not currently as that would be part of the procedures. Procedures will be different for each campus. It's perceived that the notification of the State Department will be for those countries more dangerous, level 3 or level 4 countries. There is a question whether we would even approve a level 4 country.

Trustee Hightower mentioned that this addresses his question on whether faculty, staff, and students would be approved to travel to level 3 or 4 countries.

Mr. Wakeland stated the campus' initial intent was that level 4 countries would not be approved unless there were extenuating circumstances. Reiterated that this is just for university business travel, not personal time.

President Mahony stated that this is in the best interest of the institution and the faculty so that it's known where they are at. If we do not know where they are at and the situation that they are in, we are less able to help them when things go wrong. This is why it is helpful for both the institution and faculty.

Trustee Hightower requested that there not be three different procedures for each campus.

President Mahony said the intent is to have consistent policy and procedures.

Motion was made by Trustee Abuzaneh to approve the International Travel Registration Policy. The motion was duly seconded by Trustee Williams. Madam Secretary called roll call with Hightower, Abuzaneh, Salger, and Williams passing the motion.

Trustee Hightower asked what the timeline is for developing a procedure.

Mr. Wakeland stated that there is a meeting with the Faculty Senate in May to discuss the procedure and they will need to speak with the School of Medicine and Edwardsville. Anticipates a draft form of the procedure sometime in June.

### **Other Business**

None

**Adjournment**

The meeting adjourned at 9:57am.

GVG/jl

**ARCHITECTURE AND DESIGN COMMITTEE  
MINUTES**

**BOARD OF TRUSTEES  
SOUTHERN ILLINOIS UNIVERSITY**

**Minutes of the Architecture and Design Committee Meeting**

**July 11, 2024**

The Architecture and Design Committee met in the Auditorium, SIU School of Medicine, 801 North Rutledge, Springfield, Illinois and via live stream video at siusystem.edu through YouTube, and through Zoom at approximately 9:56 a.m. Present were: Ed Curtis, Roger Tedrick, and Hannah Connolly. Absent were: John Simmons (Chair). Other Board members present were: Kaia Ford, J. Phil Gilbert, Ed Hightower, Victor Ludwig, and Subhash Sharma. Executive Officers present were: President Dan Mahony; Chancellor Austin Lane, SIUC; Chancellor James T. Minor, SIUE; Dean and Provost Jerry Kruse, School of Medicine; General Counsel Lucas Crater; Vice President for Antiracism, Diversity, Equity and Inclusion and Chief Diversity Officer Sheila Caldwell; Vice President for Academic Innovation, Planning and Partnerships Gireesh Gupchup; and Senior Vice President for Financial and Administrative Affairs and Board Treasurer Duane Stucky.

**Minutes**

Trustee Curtis recommended approval of the minutes of the April 11, 2024, meeting as submitted. The motion was seconded by Trustee Connolly. Paula Keith conducted a roll call vote (Connolly-yes, Curtis-yes, Tedrick-yes) and the item was passed by the Committee.

**Approval to Acquire Real Estate and Project & Budget Approval: 1200 Centre West Drive, Renovations, Springfield School of Medicine, SIUC (Board Agenda Item T) Joint discussion to be held with the Finance Committee.**

The Committee Item was discussed jointly with the Finance Committee during their morning meeting and was approved by both Committees.

**Planning Approval: Impac Partnership, Edwardsville Campus, SIUE (Board Agenda Item BB)**

Dr. Retzlaff reviewed Committee Item 3.

Trustee Curtis recommended approval of the matter and that it be placed on the Board's agenda. The motion was duly seconded by Trustee Connolly. Paula Keith conducted a roll call vote (Connolly-yes, Curtis-yes, Ludwig-yes, Tedrick-yes) and the item was passed by the Committee.

**Other Business**

There being no other business, the meeting was adjourned at approximately 9:59 a.m.

DS/sap

**BOARD OF TRUSTEES  
SOUTHERN ILLINOIS UNIVERSITY**

**Minutes of the Architecture and Design Committee Meeting**

**September 12, 2024**

The Architecture and Design Committee met in Roller Hall, Southern Illinois University School of Dental Medicine, Room 1511, 2800 College Avenue, Alton, Illinois and via live stream video at siusystem.edu through YouTube, and through Zoom at approximately 10:18 a.m. Present were: John Simmons (Chair), Hannah Connolly, Ed Curtis and Roger Tedrick. Other Board members present were: J. Phil Gilbert, Kaia Ford, Ed Hightower, Sara Salger and Subhash Sharma. Executive Officers present were: President Dan Mahony; Chancellor Austin Lane, SIUC; Chancellor James T. Minor, SIUE; Dean and Provost Jerry Kruse, School of Medicine; General Counsel Lucas Crater; Vice President for Antiracism, Diversity, Equity and Inclusion and Chief Diversity Officer Sheila Caldwell; Vice President for Academic Innovation, Planning and Partnerships Gireesh Gupchup; and Senior Vice President for Financial and Administrative Affairs and Board Treasurer Duane Stucky.

**Minutes**

Trustee Tedrick recommended approval of the minutes of the July 11, 2024, meeting as submitted. The motion was seconded by Trustee Curtis. Paula Keith conducted a roll call vote (Simmons-yes, Connolly-yes, Curtis-yes, Tedrick-yes) and the item was passed by the Committee.

**Resource Allocation and Management Program (RAMP) Operations and Capital Requests, Fiscal Year 2025 (Board Agenda Item O). Joint discussion was held with the Finance Committee.**

The Committee Item was discussed jointly with the Finance Committee during their morning meeting and was approved by both Committees.

**Information Presentation: Future Expansion Plans of SIUC School of Automotive**

Provost Tucker presented this presentation.

**Project Approval and Notice of Award of Contracts by Capital Development Board: Medical Instructional Facility HVAC Systems, School of Medicine, SIUC**

**Project and Budget Approval and Award of Contract: Illinois Department of Public Health, Laboratory and Office Renovations, School of Medicine, SIUC**

Dean Kruse reviewed Committee Items 4 and 5.

Trustee Tedrick recommended approval of the matters and that they be placed on the Board's agenda. The motion was duly seconded by Trustee Curtis. Paula Keith

conducted a roll call vote (Simmons-yes, Connolly-yes, Curtis-yes, Tedrick-yes) and the items were passed by the Committee.

**Project and Budget Approval: National Corn-To-Ethanol Research Center – Air Handling Unit Replacement, SIUE (Board Agenda Item Z)**

Dr. Retzlaff reviewed Committee Item 6.

Trustee Connolly recommended approval of the matters and that they be placed on the Board's agenda. The motion was duly seconded by Trustee Tedrick. Paula Keith conducted a roll call vote (Simmons-yes, Connolly-yes, Curtis-yes, Tedrick-yes) and the items were passed by the Committee.

**Other Business**

There being no other business, the meeting was adjourned at approximately 10:26 a.m.

DS/sap

**BOARD OF TRUSTEES  
SOUTHERN ILLINOIS UNIVERSITY**

**Minutes of the Architecture and Design Committee Meeting**

**December 6, 2024**

The Architecture and Design Committee met in the Multipurpose Room, Southern Illinois University Carbondale Student Center, Ballroom B, Carbondale, Illinois and via live stream video at [siousystem.edu](https://siousystem.edu) through YouTube, and through Zoom at approximately 10:00 a.m. Present were: Roger Tedrick (Committee Chair Pro-Tem), Hannah Connolly, and Ed Curtis. Other Board members present were: J. Phil Gilbert, Ed Hightower, Sara Salger and Subhash Sharma. Board Members absent: John Simmons. Executive Officers present were: President Dan Mahony; Chancellor Austin Lane, SIUC; Chancellor James T. Minor, SIUE; Dean and Provost Jerry Kruse, School of Medicine; General Counsel Lucas Crater; Vice President for Antiracism, Diversity, Equity and Inclusion and Chief Diversity Officer Sheila Caldwell; Vice President for Academic Innovation, Planning and Partnerships Gireesh Gupchup; and Senior Vice President for Financial and Administrative Affairs and Board Treasurer Duane Stucky.

**Minutes**

Trustee Curtis recommended approval of the minutes of the September 12, 2024, meeting as submitted. The motion was seconded by Trustee Connolly. Paula Keith conducted a roll call vote (Connolly-yes, Curtis-yes, Tedrick-yes) and the item was passed by the Committee.

**Approval of Project, Purchase and Ground Lease and Notice of Award: Solar Generation Facility, SIUE (Board Agenda Item W) Joint Discussion to be held with the Finance Committee.**

This Committee Item was discussed jointly with the Finance Committee. Trustee Sharma recommended approval of the matter and that they be placed on the Board's agenda. The motion was duly seconded by Trustee Connolly. Paula Keith conducted a roll call vote Finance Committee: (Tedrick-yes, Connolly-yes, Curtis-yes, Sharma-yes) Architecture and Design Committee: (Connolly-yes, Curtis-yes, Tedrick-yes) The Item was passed by both Committees.

**Informational Report: Campus Master Planning, SIUC, by Susan Simmers**

Vice Chancellor for Administration and Finance Susan Simmers presents the facilities master plan for the Carbondale campus.

**Informational Report: Updated on Bidding Process and Award of Contract on Tedrick Welcome Center, SIUC by Mr. Matt Kupec, Vice Chancellor for Development and Alumni Relations, SIUC**

**Informational Report: Updated on Touch of Nature Building, SIUC, by Mr. Matt Kupec, Vice Chancellor for Development and Alumni Relations, SIUC**

Vice Chancellor for Development & Alumni Relations Matt Kupec presented the Tedrick Welcome Center and Touch of Nature updates.

**Naming of the Gower Translational Research Center, SIUC (Board Agenda Item X)**

Vice Chancellor Kupec reviewed Committee Item 6.

Trustee Connolly recommended approval of the matter and that they be placed on the Board's agenda. The motion was duly seconded by Trustee Curtis. Paula Keith conducted a roll call vote (Connolly-yes, Curtis-yes, Tedrick-yes) and the item was passed by the Committee.

**Project and Budget Approval: Simmons Cancer Institute Infusion Treatment Center, School of Medicine, SIUC (Board Agenda Item Y)**

**Approval to Grant Permanent Right of Way: City of Springfield for the Development of Bradfordton Road, School of Medicine, SIUC (Board Agenda Item Z)**

Dean Kruse reviewed Committee Items 7 and 8.

Trustee Curtis recommended approval of the matter and that they be placed on the Board's agenda. The motion was duly seconded by Trustee Connolly. Paula Keith conducted a roll call vote (Connolly-yes, Curtis-yes, Tedrick-yes) and the item was passed by the Committee.

**Other Business**

There being no other business, the meeting was adjourned at approximately 10:18 a.m.

DS/sap

**BOARD OF TRUSTEES  
SOUTHERN ILLINOIS UNIVERSITY**

**Minutes of the Architecture and Design Committee Meeting**

**February 6, 2025**

The Architecture and Design Committee met in the Legacy Room, Room #2038, Morris University Center (2<sup>nd</sup> Floor), Southern Illinois University Edwardsville, Edwardsville, Illinois and via live stream video at [siusystem.edu](https://siusystem.edu) through YouTube, and through Zoom at approximately 9:45 a.m. Present were: J. Phil Gilbert (Committee Chair Pro-Tem), Hannah Connolly, Ed Curtis and Roger Tedrick. Absent were: John Simmons (Chair). Other Board members present were: Mo Abuzaneh, Ed Hightower, Sara Salger, and Subhash Sharma. Absent were: Ed Hightower. Executive Officers present were: President Dan Mahony; Chancellor Austin Lane, SIUC; Chancellor James T. Minor, SIUE; Dean and Provost Jerry Kruse, School of Medicine; General Counsel Lucas Crater; Vice President for Antiracism, Diversity, Equity and Inclusion and Chief Diversity Officer Sheila Caldwell; Vice President for Academic Innovation, Planning and Partnerships Gireesh Gupchup; and Senior Vice President for Financial and Administrative Affairs and Board Treasurer Duane Stucky.

**Minutes**

Trustee Tedrick recommended approval of the minutes of the December 5, 2024, meeting as submitted. The motion was seconded by Trustee Connolly. Paula Keith conducted a roll call vote (Gilbert-yes, Connolly-yes, Curtis-yes, Tedrick-yes) and the item was passed by the Committee.

**Informational Report: SIU School of Medicine Master Plan Update**

Dean Kruse, presented the School of Medicine Master Plan Update.

**Planning Approval: Cougar Village Apartments Construction, Edwardsville Campus, SIUE (Board Agenda Item Q)**

Dr. Retzlaff reviewed Committee Item 3.

Trustee Tedrick recommended approval of the matters and that they be placed on the Board's agenda. The motion was duly seconded by Trustee Connolly. Paula Keith conducted a roll call vote (Gilbert-yes, Connolly-yes, Curtis-yes, Tedrick-yes) and the items were passed by the Committee.

**Revised Project and Budget and Award of Contract: Fire Alarm System Replacement, Schneider Hall, Carbondale Campus, SIUC (Board Agenda Item R)**

Chancellor Lane reviewed Committee Item 4.

Trustee Tedrick recommended approval of the matters and that they be placed on the Board's agenda. The motion was duly seconded by Trustee Connolly. Paula Keith

conducted a roll call vote (Gilbert-yes, Connolly-yes, Curtis-yes, Tedrick-yes) and the items were passed by the Committee.

**Other Business**

There being no other business, the meeting was adjourned at approximately 10:15 a.m.

DS/sap

**BOARD OF TRUSTEES  
SOUTHERN ILLINOIS UNIVERSITY**

**Minutes of the Architecture and Design Committee Meeting**

**April 17, 2025**

The Architecture and Design Committee met in the Student Center, Ballroom B, Southern Illinois University Carbondale, Carbondale, Illinois and via live stream video at [siousystem.edu](https://siousystem.edu) through YouTube, and through Zoom at approximately 10:18 a.m. Present were: John Simmons (Chair), Hannah Connolly, Ed Curtis, and Roger Tedrick. Other Board members present were: Mo Abuzaneh, J. Phil Gilbert, Ed Hightower, Sara Salger, and Toni Williams. Executive Officers present were: President Dan Mahony; Chancellor Austin Lane, SIUC; Chancellor James T. Minor, SIUE; Dean and Provost Jerry Kruse, School of Medicine; General Counsel Lucas Crater; Vice President for Antiracism, Diversity, Equity and Inclusion and Chief Diversity Officer Sheila Caldwell; Vice President for Academic Innovation, Planning and Partnerships Gireesh Gupchup; and Senior Vice President for Financial and Administrative Affairs and Board Treasurer Duane Stucky.

**Minutes**

Trustee Curtis recommended approval of the minutes of the February 6, 2025, meeting as submitted. The motion was seconded by Trustee Ludwig. Paula Keith conducted a roll call vote (Connolly-yes, Curtis-yes, Simmons-yes, Tedrick-yes) and the item was passed by the Committee.

**Project Approval: Construction of the Touch of Nature Wildlife Habitat Education Center, Touch of Nature, Carbondale Campus, SIUC (Board Agenda Item W)**

Vice Chancellor Kupec reviewed Committee Item 2.

Trustee Tedrick recommended approval of the matters and that it be placed on the Board's agenda. The motion was duly seconded by Trustee Connolly. Paula Keith conducted a roll call vote (Connolly-yes, Curtis-yes, Simmons-yes, Tedrick-yes) and the item was passed by the Committee.

**Approval: Land Exchange with the City of Carbondale, Carbondale Campus, SIUC (Board Agenda Item X)**

Vice Chancellor Simmers reviewed Committee Item 3.

Trustee Tedrick recommended approval of the matter and that it be placed on the Board's agenda. The motion was duly seconded by Trustee Connolly. Paula Keith conducted a roll call vote (Connolly-yes, Curtis-yes, Simmons-yes, Tedrick-yes) and the item was passed by the Committee.

**Authorization for Detailed Planning: Medical Education and Conference Center, School of Medicine, SIUC (Board Agenda Item Y)**

Dean Kruse reviewed Committee Item 4.

Trustee Tedrick recommended approval of the matter and that it be placed on the Board's agenda. The motion was duly seconded by Trustee Connolly. Paula Keith conducted a roll call vote (Connolly-yes, Curtis-yes, Simmons-yes, Tedrick-yes) and the item was passed by the Committee.

### **Other Business**

There being no other business, the meeting was adjourned at approximately 10:24 a.m.

DS/sp

**AUDIT COMMITTEE  
MINUTES**

**BOARD OF TRUSTEES**  
**SOUTHERN ILLINOIS UNIVERSITY**  
**Minutes of the Audit Committee Meeting**  
**September 21, 2023**

The Audit Committee met in the Multipurpose Room, Southern Illinois University Edwardsville East St. Louis Center, Building D, 601 James R. Thompson Blvd., East St. Louis, Illinois and via live stream video at siusystem.edu through YouTube, and through Zoom at approximately 9:53 a.m. Present were: Sara M. Salger (Acting Chair during Chair's absence) and Lauren Harris. Ed Curtis (Chair) was absent. Other Board members present were: J. Phil Gilbert, Ed Hightower, Subhash Sharma, Victor Ludwig, John Simmons, and Roger Tedrick. Executive Officers present were: President Dan Mahony; Chancellor Austin Lane, SIUC; Chancellor James T. Minor, SIUE; Dean and Provost Jerry Kruse, School of Medicine; General Counsel Lucas Crater; Vice President for Academic Innovation, Planning and Partnerships Gireesh Gupchup; Vice President for Antiracism, Diversity, Equity and Inclusion and Chief Diversity Officer Dr. Sheila Caldwell; and Senior Vice President for Financial and Administrative Affairs and Board Treasurer Duane Stucky.

**Minutes**

Trustee Salger recommended approval of the minutes of the December 1, 2022 meeting as submitted. The motion was seconded by Trustee Harris. Paula Keith conducted a roll call vote (Salger-yes, Harris-yes) and the item was passed by the Committee.

**Information Report: FY23 Annual Report of Internal Audit, Compliance and Ethics by Kim Labonte, Executive Director of Audits.**

**Informative Report: FY22 Audits of the University System by Kim Labonte, Executive Director of Audits.**

Executive Director of Audits, Kim Labonte, presented the reports.

**Other Business**

There being no other business, the meeting was adjourned at approximately 10:00 a.m.

DS/psi

**BOARD OF TRUSTEES**  
**SOUTHERN ILLINOIS UNIVERSITY**  
**Minutes of the Audit Committee Meeting**  
**September 12, 2024**

The Audit Committee met in Roller Hall, Southern Illinois University School of Dental Medicine, Room 1511, 2800 College Avenue, Alton, Illinois and via live stream video at siusystem.edu through YouTube, and through Zoom at approximately 10:00 a.m. Present were: Ed Curtis (Chari), Sara M. Salger and Kaia Ford. Other Board members present were: J. Phil Gilbert, Hannah Connolly, Ed Hightower, Subhash Sharma, John Simmons, and Roger Tedrick. Executive Officers present were: President Dan Mahony; Chancellor Austin Lane, SIUC; Chancellor James T. Minor, SIUE; Dean and Provost Jerry Kruse, School of Medicine; General Counsel Lucas Crater; Vice President for Academic Innovation, Planning and Partnerships Gireesh Gupchup; Vice President for Antiracism, Diversity, Equity and Inclusion and Chief Diversity Officer Dr. Sheila Caldwell; and Senior Vice President for Financial and Administrative Affairs and Board Treasurer Duane Stucky.

**Minutes**

Trustee Salger recommended approval of the minutes of the September 21, 2023 meeting as submitted. The motion was seconded by Trustee Ford. Paula Keith conducted a roll call vote (Curtis-yes, Ford-yes, Salger-yes) and the item was passed by the Committee.

**Proposed Revisions to the Board of Trustees Policy on Internal Audit [Amendments to 5 Policies of the Board E] (Agenda Item K)**

**Proposed Revisions to the Audit Committee Charter (Agenda Item L)**

Director Labonte reviewed Committee Items 1 and 2.

Trustee Salger recommended approval of the matters and that they be placed on the Board's agenda. The motion was duly seconded by Trustee Ford. Paula Keith conducted a roll call vote (Curtis-yes, Ford-yes, Salger-yes) and the items were passed by the Committee.

**Information Report: Presentation of FY23 SIU System Audits (Summary of FY23 Audit Findings) by Kim Labonte, Executive Director of Audits**

Executive Director of Audits, Kim Labonte, presented the reports.

**Other Business**

There being no other business, the meeting was adjourned at approximately 10:05 a.m.

DS/sap

**BOARD OF TRUSTEES**  
**SOUTHERN ILLINOIS UNIVERSITY**  
**Minutes of the Audit Committee Meeting**  
**December 6, 2024**

The Audit Committee met in the Multipurpose Room, Southern Illinois University Carbondale Student Center, Ballroom B, Carbondale, Illinois and via live stream video at [suisystem.edu](https://suisystem.edu) through YouTube, and through Zoom at approximately 9:39 a.m. Present were: Ed Curtis (Chair), J. Phil Gilbert, Sara Salager. Other Board members present were: Hannah Connolly, Ed Hightower, Subhash Sharma, and Roger Tedrick. Absent Board members: John Simmons. Executive Officers present were: President Dan Mahony; Chancellor Austin Lane, SIUC; Chancellor James T. Minor, SIUE; Dean and Provost Jerry Kruse, School of Medicine; General Counsel Lucas Crater; Vice President for Academic Innovation, Planning and Partnerships Gireesh Gupchup; Vice President for Antiracism, Diversity, Equity and Inclusion and Chief Diversity Officer Dr. Sheila Caldwell; and Senior Vice President for Financial and Administrative Affairs and Board Treasurer Duane Stucky.

**Minutes**

Trustee Gilbert recommended approval of the minutes of the September 12, 2024 meeting as submitted. The motion was seconded by Trustee Salager. Paula Keith conducted a roll call vote (Curtis-yes, Gilbert-yes, Salger-yes) and the item was passed by the Committee.

**Information Report: FY24 Annual Report of Activity of the Office of Internal Audit, Compliance and Ethics by Kim Labonte, Executive Director of Audit**

Executive Director of Audits, Kim Labonte, presented the reports.

**Other Business**

There being no other business, the meeting was adjourned at approximately 9:47 a.m.

DS/sap

**EXECUTIVE COMMITTEE  
MINUTES**

**BOARD OF TRUSTEES**  
**SOUTHERN ILLINOIS UNIVERSITY**  
**Minutes of the Executive Committee Meeting**  
**September 21, 2023**

Pursuant to notice, the Executive Committee met at the SIUE East St. Louis Center in Building D, Multipurpose Room, 601 James R. Thompson Blvd. East St. Louis, IL, at 9:00 A.M.

Chair Gilbert called the meeting to order. The following members of the Executive Committee were present: Hon. J. Phil Gilbert, Chair; Mr. John Simmons and Mr. Roger Tedrick. Other Board members present were: Ms. Lauren Harris, Dr. Ed Hightower, Mr. Victor Ludwig, Ms. Sara Salger, and Dr. Subhash Sharma. Executive Officers present were: Dr. Dan Mahony, President; Dr. Austin A. Lane, Chancellor, SIUC; and Dr. James Minor, Chancellor, SIUE. Also present were: Mr. Luke Crater, General Counsel; and Ms. Paula Keith, Executive Secretary of the Board.

**Approval of the Minutes of the Meetings Held March 15, 2022, and September 15, 2022**

Trustee Simmons made a motion to approve the minutes of the meetings held March 15, 2022, and September 15, 2022. The motion was duly seconded by Trustee Gilbert. The motion passed via roll call vote as follows: aye, Hon. J. Phil Gilbert and Mr. John Simmons. Mr. Roger Tedrick abstained.

**Schedule of Meetings of the Board of Trustees for 2024 (Board Agenda Item J)**

The item was presented to the Committee. Trustee Tedrick made a motion to approve the item. The motion was duly seconded by Trustee Simmons. The motion passed via roll call vote as follows: aye, Hon. J. Phil Gilbert, Mr. John Simmons, Mr. Roger Tedrick; nay, none.

There being no other business, the meeting was adjourned at approximately 9:02 a.m.

**FINANCE COMMITTEE  
MINUTES**

**BOARD OF TRUSTEES  
SOUTHERN ILLINOIS UNIVERSITY**

**Minutes of the Finance Committee Meeting**

**July 11, 2024**

The Finance Committee met in the Auditorium, SIU School of Medicine, 801 North Rutledge, Springfield, Illinois and via live stream video at [siusystem.edu](https://siusystem.edu) through YouTube, and through Zoom at approximately 9:30 am. Present were: Roger Tedrick (Chair), Hannah Connolly, Ed Curtis, and Subhash Sharma. Other Board members present were: Kaia Ford, J. Phil Gilbert, Ed Hightower, Sara Salger. Absent were: John Simmons. Executive Officers present were: President Dan Mahony; Chancellor Austin Lane, SIUC; Chancellor James T. Minor, SIUE; Dean and Provost Jerry Kruse, School of Medicine; General Counsel Lucas Crater; Vice President for Antiracism, Diversity, Equity and Inclusion and Chief Diversity Officer Dr. Sheila Caldwell; Vice President for Academic Innovation, Planning and Partnerships Gireesh Gupchup; and Senior Vice President for Financial and Administrative Affairs and Board Treasurer Duane Stucky.

**Minutes**

Trustee Curtis recommended approval of the minutes of the April 11, 2024, meeting as submitted. The motion was seconded by Trustee Sharma. Paula Keith conducted a roll call vote (Connolly-yes, Curtis-yes, Sharma-yes, Tedrick-yes) and the item was passed by the Committee.

**Approval of Purchase: Capital Leasing Services (Board Agenda Item L)**

Senior Vice President Stucky reviewed Committee Item 2.

Trustee Sharma recommended approval of the matter and that it be placed on the Board's agenda. The motion was duly seconded by Trustee Ludwig. Paula Keith conducted a roll call vote (Connolly-yes, Curtis-yes, Sharma-yes, Tedrick-yes) and the item was passed by the Committee.

**Changes in Faculty-Administrative Payroll-Office of the President and University-Wide Services (Board Agenda Item M)**

Luke Crater reviewed Committee 3.

Trustee Curtis recommended approval of the matter and that it be placed on the Board's agenda. The motion was duly seconded by Trustee Sharma. Paula Keith conducted a roll call vote (Connolly-yes, Curtis-yes, Sharma-yes, Tedrick-yes) and the item was passed by the Committee.

**Approval of Purchase: Solid Waste Removal and Cardboard Recycling, Carbondale Campus, SIUC (Board Agenda Item N)**

Chancellor Lane reviewed Committee 4.

Trustee Sharma recommended approval of the matter and that it be placed on the Board's agenda. The motion was duly seconded by Trustee Connolly. Paula Keith conducted a roll call vote (Connolly-yes, Curtis-yes, Sharma-yes, Tedrick-yes) and the item was passed by the Committee.

**Approval of Purchase: Software License Subscription and Professional Services, Carbondale and Edwardsville Campuses (Board Agenda Item O)**

Mr. Clark reviewed Committee Item 5.

Trustee Curtis recommended approval of the matter and that it be placed on the Board's agenda. The motion was duly seconded by Trustee Sharma. Paula Keith conducted a roll call vote (Connolly-yes, Curtis-yes, Sharma-yes, Tedrick-yes) and the item was passed by the Committee.

**Approval of Salary Increase and Title Change: Vice Chancellor for Enrollment Management, SIUC (Board Agenda Item P)**

Chancellor Lane reviewed Committee Item 6.

Trustee Curtis recommended approval of the matter and that it be placed on the Board's agenda. The motion was duly seconded by Trustee Sharma. Paula Keith conducted a roll call vote (Connolly-yes, Curtis-yes, Sharma-yes, Tedrick-yes) and the item was passed by the Committee.

**Approval: Add Cougar Village Tract #44, Tract #44A, Pole Shed #1 and Pole Shed #2 (Building #7144) to the Housing and Auxiliary Facilities System (HAFS), SIUE (Board Agenda Item Q)**

**Approval of Purchase: Charter Bus Services for Athletics, SIUE (Board Agenda Item R)**

**Approval of Purchase: Traditional & Digital Media Buy Management & Consultation, SIUE (Board Agenda Item S)**

Dr. Retzlaff reviewed Committee Item 7-9.

Trustee Sharma recommended approval of the matter and that it be placed on the Board's agenda. The motion was duly seconded by Trustee Connolly. Paula Keith conducted a roll call vote (Connolly-yes, Curtis-yes, Sharma-yes, Tedrick-yes) and the item was passed by the Committee.

**Approval to Acquire Real Estate and Project & Budget Approval: 1200 Centre West Drive, Renovations, Springfield School of Medicine, SIUC (Board Agenda Item T) Joint discussion to be held with the Architecture and Design Committee.**

Dean Kruse reviewed Committee Item 10.

This Committee Item was discussed jointly with the Architecture and Design Committee. Trustee Curtis recommended approval of the matters and that they be placed on the Board's agenda. The motion was duly seconded by Trustee Connolly. Paula Keith conducted a roll call vote Finance Committee: (Connolly-yes, Curtis-abstain, Sharma-yes, Tedrick-yes) Architecture and Design Committee: (Connolly-yes, Curtis-yes, Ludwig-yes, Tedrick-yes) The item was passed by both committees.

**Approval to Acquire Real Estate: 3401 Conifer Drive, Springfield, School of Medicine, SIUC (Board Agenda Item U)**

**Approval to Acquire Real Estate: 1041 Rutledge Street and 820 North Bond Street, Springfield, School of Medicine, SIUC (Board Agenda Item V)**

Dean Kruse reviewed Committee Items 11-12.

Trustee Sharma recommended approval of the matter and that it be placed on the Board's agenda. The motion was duly seconded by Trustee Connolly. Paula Keith conducted a roll call vote (Connolly-yes, Curtis-abstain, Sharma-yes, Tedrick-yes) and the item was passed by the Committee.

**Approval to Acquire Real Estate: West Herndon, West Miller and North Bond Street, Springfield, School of Medicine, SIUC (Board Agenda Item W)**

Dean Kruse reviewed Committee Item 13.

Trustee Sharma recommended approval of the matter and that it be placed on the Board's agenda. The motion was duly seconded by Trustee Connolly. Paula Keith conducted a roll call vote (Connolly-yes, Curtis-abstain, Sharma-yes, Tedrick-yes) and the item was passed by the Committee.

**Proposed Tuition Rates and Fees: Dual Credit and Dual Credit Enrollment/Early College Courses with Preferred Partners, SIUE [Addition to 4 Policies of the Board Appendix B] (Board Agenda Item X)**

Provost Cobb reviewed Committee Item 14.

Trustee Curtis recommended approval of the matter and that it be placed on the Board's agenda. The motion was duly seconded by Trustee Connolly. Paula Keith conducted a

roll call vote (Connolly-yes, Curtis-yes, Sharma-yes, Tedrick-yes) and the item was passed by the Committee.

**Proposed Revisions to the Board of Trustees Purchasing Policy [Amendments to 5 Policies of the Board C] (Board Agenda Item Y)**

Senior Vice President Stucky reviewed Committee Item 15.

Trustee Sharma recommended approval of the matter and that it be placed on the Board's agenda. The motion was duly seconded by Trustee Connolly. Paula Keith conducted a roll call vote (Connolly-yes, Curtis-yes, Sharma-yes, Tedrick-yes) and the item was passed by the Committee.

**Approval of Incentive Compensation for Chancellor, SIUC (Board Agenda Item Z)**

President Mahony reviewed Committee Item 16.

Trustee Sharma recommended approval of the matter and that it be placed on the Board's agenda. The motion was duly seconded by Trustee Connolly. Paula Keith conducted a roll call vote (Connolly-yes, Curtis-yes, Sharma-yes, Tedrick-yes) and the item was passed by the Committee.

**Approval of Incentive Compensation for President (Board Agenda Item AA)**

Chair Gilbert reviewed Committee Item 17.

Trustee Curtis recommended approval of the matter and that it be placed on the Board's agenda. The motion was duly seconded by Trustee Sharma. Paula Keith conducted a roll call vote (Connolly-yes, Curtis-yes, Sharma-yes, Tedrick-yes) and the item was passed by the Committee.

**Other Business**

There being no other business, the meeting was adjourned at approximately 9:55 a.m.

DS/sap

## **BOARD OF TRUSTEES SOUTHERN ILLINOIS UNIVERSITY**

### **Minutes of the Finance Committee Meeting**

**September 12, 2024**

The Finance Committee met in the Roller Hall, Southern Illinois University School of Dental Medicine, Room 1511, 2800 College Avenue, Alton, Illinois and via live stream video at [siusystem.edu](https://siusystem.edu) through YouTube, and through Zoom at approximately 10:05 am. Present were: Roger Tedrick (Chair), Hannah Connolly, Ed Curtis and Subhash Sharma. Other Board members present were: J. Phil Gilbert, Kaia Ford, Ed Hightower, Sara Salger, and John Simmons. Executive Officers present were: President Dan Mahony; Chancellor Austin Lane, SIUC; Chancellor James T. Minor, SIUE; Dean and Provost Jerry Kruse, School of Medicine; General Counsel Lucas Crater; Vice President for Antiracism, Diversity, Equity and Inclusion and Chief Diversity Officer Dr. Sheila Caldwell; Vice President for Academic Innovation, Planning and Partnerships Gireesh Gupchup; and Senior Vice President for Financial and Administrative Affairs and Board Treasurer Duane Stucky.

#### **Minutes**

Trustee Sharma recommended approval of the minutes of the July 11, 2024, meeting as submitted. The motion was seconded by Trustee Curtis. Paula Keith conducted a roll call vote (Tedrick-yes, Connolly-yes, Curtis-yes, Sharma-yes) and the item was passed by the Committee.

#### **Approval of Fiscal Year 2025 Operating Budget (Board Agenda Item M)**

President Mahony reviewed Committee Item 2.

Trustee Curtis recommended approval of the matters and that they be placed on the Board's agenda. The motion was duly seconded by Trustee Sharma. Paula Keith conducted a roll call vote (Tedrick-yes, Connolly-yes, Curtis-yes, Sharma-yes) and the items were passed by the Committee.

#### **Salary Increase Plan for Fiscal Year 2025, SIU (Board Agenda Item N)**

Senior Vice President Stucky reviewed Committee Item 3.

Trustee Curtis recommended approval of the matters and that they be placed on the Board's agenda. The motion was duly seconded by Trustee Sharma. Paula Keith conducted a roll call vote (Tedrick-yes, Connolly-yes, Curtis-yes, Sharma-yes) and the items were passed by the Committee.

#### **Resource Allocation and Management Program (RAMP) Operations and Capital Requests, Fiscal Year 2026 (Board Agenda Item O). Joint discussion to be held with the Architecture and Design Committee.**

Senior Vice President Stucky reviewed Committee Item 4.

This Committee Item was discussed jointly with the Architecture and Design Committee. Trustee Connolly recommended approval of the matters and that they be placed on the Board's agenda. The motion was duly seconded by Trustee Simmons. Paula Keith conducted a roll call vote Finance Committee: (Tedrick-yes, Connolly-yes, Curtis-yes, Sharma-yes)

Architecture and Design Committee: (Simmons-yes, Connolly-yes, Curtis-yes, Tedrick-yes). The item was passed by both committees.

**Changes in Faculty-Administrative Payroll – Office of the President and University-Wide Services (Board Agenda Item P)**

Senior Vice President Stucky reviewed Committee Item 5.

Trustee Sharma recommended approval of the matters and that they be placed on the Board's agenda. The motion was duly seconded by Trustee Connolly. Paula Keith conducted a roll call vote (Tedrick-yes, Connolly-yes, Curtis-yes, Sharma-yes) and the items were passed by the Committee.

**Approval of Purchase: Limestone, Carbondale Campus, SIUC (Board Agenda Item Q)**

**Approval of Purchase: Limestone Hauling Services, Carbondale Campus, SIUC (Board Agenda Item R)**

Director Owens reviewed Committee Items 6 and 7.

Trustee Curtis recommended approval of the matters and that they be placed on the Board's agenda. The motion was duly seconded by Trustee Connolly. Paula Keith conducted a roll call vote (Tedrick-yes, Connolly-yes, Curtis-yes, Sharma-yes) and the items were passed by the Committee.

**Approval of Purchase: Targeted Recruitment, Outreach and Retention of Accelerated Online Programs and Students (College of Business Analytics and Health and Human Sciences), SIUC (Board Agenda Item S)**

Chancellor Lane reviewed Committee Item 8.

Trustee Sharma recommended approval of the matters and that they be placed on the Board's agenda. The motion was duly seconded by Trustee Connolly. Paula Keith conducted a roll call vote (Tedrick-yes, Connolly-yes, Curtis-yes, Sharma-yes) and the items were passed by the Committee.

**Approval of Purchase: Obstetrics and Gynecology Teaching Clinic Building Lease, School of Medicine, SIUC (Board Agenda Item T)**

**Approval to Acquire Real Estate: 301 West Mason and 619 West Hay Street  
Springfield, School of Medicine, SIUC (Board Agenda Item U)**

**Approval to Acquire Real Estate: West Miller, North Walnut and Herndon Street,  
Springfield, School of Medicine, SIUC (Board Agenda Item V)**

Dean Kruse reviewed Committee Items 9 - 11.

Trustee Curtis recommended approval of the matters and that they be placed on the Board's agenda. The motion was duly seconded by Trustee Sharma. Paula Keith conducted a roll call vote (Tedrick=yes, Connolly=yes, Curtis=yes, Sharma=yes) and the items were passed by the Committee.

**Approval to Acquire Real Estate: 720 and 725 North Bond Street, Springfield,  
School of Medicine, SIUC (Board Agenda Item W)**

Dean Kruse reviewed Committee Item 12.

Trustee Sharma recommended approval of the matters and that they be placed on the Board's agenda. The motion was duly seconded by Trustee Connolly. Paula Keith conducted a roll call vote (Tedrick=yes, Connolly=yes, Curtis=abstain, Sharma=yes) and the items were passed by the Committee.

**Information Report: Presentation of the Annual Debt Compliance Report ending  
June 30, 2024.**

Senior Vice President Stucky presented the Annual Debt Compliance Report.

**Other Business**

There being no other business, the meeting was adjourned at approximately 10:18 a.m.

DS/sap

**BOARD OF TRUSTEES  
SOUTHERN ILLINOIS UNIVERSITY**

**Minutes of the Finance Committee Meeting**

**December 6, 2024**

The Finance Committee met in the Multipurpose Room, Southern Illinois University Carbondale Student Center, Ballroom B, Carbondale, Illinois and via live stream video at [suisystem.edu](https://suisystem.edu) through YouTube, and through Zoom at approximately 9:47 am. Present were: Roger Tedrick (Chair), Hannah Connolly, Ed Curtis and Subhash Sharma. Other Board members present were: J. Phil Gilbert, Ed Hightower, and Sara Salger. Absent Board members: John Simmons. Executive Officers present were: President Dan Mahony; Chancellor Austin Lane, SIUC; Chancellor James T. Minor, SIUE; Dean and Provost Jerry Kruse, School of Medicine; General Counsel Lucas Crater; Vice President for Antiracism, Diversity, Equity and Inclusion and Chief Diversity Officer Dr. Sheila Caldwell; Vice President for Academic Innovation, Planning and Partnerships Gireesh Gupchup; and Senior Vice President for Financial and Administrative Affairs and Board Treasurer Duane Stucky.

**Minutes**

Trustee Sharma recommended approval of the minutes of the September 12, 2024, meeting as submitted. The motion was seconded by Trustee Curtis. Paula Keith conducted a roll call vote (Tedrick-yes, Connolly-yes, Curtis-yes, Sharma-yes) and the item was passed by the Committee.

**Changes in Faculty-Administrative Payroll – Office of the President and University-Wide Services (Board Agenda Item Q)**

President Mahony reviewed Committee Item 2.

Trustee Connolly recommended approval of the matter and that it be placed on the Board's agenda. The motion was duly seconded by Trustee Curtis. Paula Keith conducted a roll call vote (Tedrick-yes, Connolly-yes, Curtis-yes, Sharma-yes) and the item was passed by the Committee.

**Proposed Revisions of the Board of Trustees Policy on University Self-Insurance Program [Amendments to 5 Policies of the Board H] (Board Agenda Item R)**

Senior Vice President Stucky reviewed Committee Item 3.

Trustee Connolly recommended approval of the matter and that it be placed on the Board's agenda. The motion was duly seconded by Trustee Sharma. Paula Keith conducted a roll call vote (Tedrick-yes, Connolly-yes, Curtis-yes, Sharma-yes) and the item was passed by the Committee.

**Salary Increase Plan for Fiscal Year 2025, School of Medicine, SIUC(Board Agenda Item S)**

Senior Vice President Stucky reviewed Committee Item 4.

Trustee Curtis recommended approval of the matter and that it be placed on the Board's agenda. The motion was duly seconded by Trustee Sharma. Paula Keith conducted a roll call vote (Tedrick-yes, Connolly-yes, Curtis-yes, Sharma-yes) and the item was passed by the Committee.

**Revision to Approval to Acquire Real Estate: 720 and 725 North Bond Street and 402 and 500 Herndon Street, Springfield, School of Medicine, SIUC (Board Agenda Item T)**

**Approval of Purchase: Academic Offices Building Lease, School of Medicine, SIUC (Board Agenda Item U)**

Dean Kruse reviewed Committee Items 5 and 6.

Trustee Connolly recommended approval of the matter and that they be placed on the Board's agenda. The motion was duly seconded by Trustee Tedrick. Paula Keith conducted a roll call vote (Tedrick-yes, Connolly-yes, Curtis-abstain, Sharma-yes) and the items were passed by the Committee.

**Approval to Acquire Real Estate: 636 Herndon and 1042 North Franklin Street, Springfield, School of Medicine, SIUC (Board Agenda Item V)**

Dean Kruse reviewed Committee Item 7.

Trustee Connolly recommended approval of the matter and that they be placed on the Board's agenda. The motion was duly seconded by Trustee Sharma. Paula Keith conducted a roll call vote (Tedrick-yes, Connolly-yes, Curtis-yes, Sharma-yes) and the items were passed by the Committee.

**Approval of Project, Purchase and Ground Lease and Notice of Award: Solar Generation Facility, SIUE (Board Agenda Item W) *Joint Discussion to be held with the Architecture and Design Committee.***

Dr. Retzlaff reviewed Committee Item 8.

This Committee Item was discusses jointly with the Architecture and Design Committee. Trustee Sharma recommended approval of the matter and that they be placed on the Board's agenda. The motion was duly seconded by Trustee Connolly. Paula Keith conducted a toll call vote Finance Committee: (Tedrick-yes, Connolly-yes, Curtis-yes, Sharma-yes) Architecture and Design Committee: (Connolly-yes, Curtis-yes, Tedrick-yes) The Item was passed by both Committees.

**Other Business**

There being no other business, the meeting was adjourned at approximately 10:00 a.m.

DS/sap

**BOARD OF TRUSTEES  
SOUTHERN ILLINOIS UNIVERSITY**

**Minutes of the Finance Committee Meeting**

**February 6, 2025**

The Finance Committee met in the Legacy Room, Room #2038, Morris University Center (2<sup>nd</sup> Floor), Southern Illinois University Edwardsville, Edwardsville, Illinois and via live stream video at siusystem.edu through YouTube, and through Zoom at approximately 09:30 am. Present were: Roger Tedrick (Chair), Hannah Connolly, Ed Curtis, and Subhash Sharma. Other Board members present were: Mo Abuzaneh, J. Phil Gilbert, Ed Hightower and Sara Salger. Absent were: John Simmons. Executive Officers present were: President Dan Mahony; Chancellor Austin Lane, SIUC; Chancellor James T. Minor, SIUE; Dean and Provost Jerry Kruse, School of Medicine; General Counsel Lucas Crater; Vice President for Antiracism, Diversity, Equity and Inclusion and Chief Diversity Officer Dr. Sheila Caldwell; Vice President for Academic Innovation, Planning and Partnerships Gireesh Gupchup; and Senior Vice President for Financial and Administrative Affairs and Board Treasurer Duane Stucky.

**Minutes**

Trustee Curtis recommended approval of the minutes of the December 5, 2024, meeting as submitted. The motion was seconded by Trustee Sharma. Paula Keith conducted a roll call vote (Tedrick-yes, Connolly-yes, Curtis-yes, Sharma-yes) and the item was passed by the Committee.

**Proposed Revisions to 2 Policies of the Board; 7 Policies of the Board; and Article III Bylaws of the Board (Board Agenda Item J)**

Senior Vice President Stucky reviewed Committee Item 2.

Trustee Sharma recommended approval of the matter and that they be placed on the Board's agenda. The motion was duly seconded by Trustee Connolly. Paula Keith conducted a roll call vote (Tedrick-yes, Connolly-yes, Curtis-yes, Sharma-yes) and the items were passed by the Committee.

**Approval: Removal of Cougar Village Tract #44 from Revenue Bond System, Edwardsville Campus, SIUE (Board Agenda Item K)**

Senior Vice President Stucky reviewed Committee Item 3.

Trustee Connolly recommended approval of the matter and that it be placed on the Board's agenda. The motion was duly seconded by Trustee Sharma. Paula Keith conducted a roll call vote (Tedrick-yes, Connolly-yes, Curtis-yes, Sharma-yes) and the item was passed by the Committee.

**Approval of Salary and Appointment: Vice Chancellor for Student Affairs, SIUE (Board Agenda Item L)**

Chancellor Minor reviewed Committee item 4.

Trustee Sharma recommended approval of the matter and that it be placed on the Board's agenda. The motion was duly seconded by Trustee Connolly. Paula Keith conducted a roll call vote (Tedrick-yes, Connolly-yes, Curtis-yes, Sharma-yes) and the item was passed by the Committee.

**Approval of Purchase: International Marketing and Student Recruitment, Southern Illinois University, Carbondale (Board Agenda Item M)**

Chancellor Lane reviewed Committee item 5.

Trustee Sharma amended board item M, stating that if a student is recruited from a university outside the U.S. and has a memorandum of understanding to pay in-state tuition, the company should not be reimbursed. Chair Tedrick moved to approve the board matter with this amendment. Trustee Sharma recommended approval of the matter and that it be placed on the Board's agenda. The motion was duly seconded by Trustee Connolly. Paula Keith conducted a roll call vote (Tedrick-yes, Connolly-yes, Curtis-abstain, Sharma-yes) and the item was passed by the Committee.

**Approval of Purchase: Teaching Clinic Building Lease, School of Medicine, SIUC (Board Agenda Item N)**

**Approval to Acquire Real Estate: 716 North Walnut, 718 North Walnut and 1034 North Franklin Street Springfield, Illinois, School of Medicine, SIUC (Board Agenda Item O)**

Dean Kruse reviewed Committee items 6 and 7.

Trustee Curtis recommended approval of the matters and that it be placed on the Board's agenda. The motion was duly seconded by Trustee Sharma. Paula Keith conducted a roll call vote (Tedrick-yes, Connolly-yes, Curtis-yes, Sharma-yes) and the item was passed by the Committee.

**Approval to Acquire Real Estate: 201 Madison Street and 520 North 4<sup>th</sup> Street Springfield, School of Medicine, SIUC (Board Agenda Item P)**

Dean Kruse reviewed Committee item 8.

Trustee Sharma recommended approval of the matter and that it be placed on the Board's agenda. The motion was duly seconded by Trustee Connolly. Paula Keith conducted a roll call vote (Tedrick-yes, Connolly-yes, Curtis-abstain, Sharma-yes) and the item was passed by the Committee.

**Other Business**

There being no other business, the meeting was adjourned at approximately 9:45 a.m.

DS/sap

**BOARD OF TRUSTEES  
SOUTHERN ILLINOIS UNIVERSITY**

**Minutes of the Finance Committee Meeting**

**April 17, 2025**

The Finance Committee met in the Student Center, Ballroom B, Southern Illinois University Carbondale, Illinois and via live stream video at [siusystem.edu](https://siusystem.edu) through YouTube, and through Zoom at approximately 10:00 am. Present were: Roger Tedrick (Chair), Hannah Connolly, Ed Curtis and Toni Williams. Other Board members present were: Mo Abuzaneh, J. Phil Gilbert, Ed Hightower, Sara Salger and John Simmons. Executive Officers present were: President Dan Mahony; Chancellor Austin Lane, SIUC; Chancellor James T. Minor, SIUE; Dean and Provost Jerry Kruse, School of Medicine; General Counsel Lucas Crater; Vice President for Antiracism, Diversity, Equity and Inclusion and Chief Diversity Officer Dr. Sheila Caldwell; Vice President for Academic Innovation, Planning and Partnerships Gireesh Gupchup; and Senior Vice President for Financial and Administrative Affairs and Board Treasurer Duane Stucky.

**Minutes**

Trustee Connolly recommended approval of the minutes of the February 6, 2025, meeting as submitted. The motion was seconded by Trustee Curtis. Paula Keith conducted a roll call vote (Connolly-yes, Curtis-yes, Tedrick-yes, Williams-yes) and the item was passed by the Committee.

**Temporary Financial Arrangements for Fiscal Year 2026 (Board Agenda Item K)**

Senior Vice President Stucky reviewed Committee Item 2.

Trustee Curtis recommended approval of the matter and that it be placed on the Board's agenda. The motion was duly seconded by Trustee Connolly. Paula Keith conducted a roll call vote (Connolly-yes, Curtis-yes, Tedrick-yes, Williams-yes) and the item was passed by the Committee.

**Authorization for the Sale and Issuance of Certificates of Participation:  
"Certification of Participation, Series, 2025A" (Capitol Improvement Projects)  
(Board Agenda Item L)**

Senior Vice President Stucky reviewed Committee Item 3.

Trustee Connolly recommended approval of the matter and that it be placed on the Board's agenda. The motion was duly seconded by Trustee Williams. Paula Keith conducted a roll call vote (Connolly-yes, Curtis-abstain, Tedrick-yes, Williams-yes) and the item was passed by the Committee.

**Proposed Tuition Rates and Fee Matters, SIUC [Amendment to 4 Policies of the Board Appendix A (Board Agenda Item M)]**

Chancellor Lane reviewed Committee item 4.

Trustee Connolly recommended approval of the matter and that it be placed on the Board's agenda. The motion was duly seconded by Trustee Curtis. Paula Keith conducted a roll call vote (Connolly-yes, Curtis-yes, Tedrick-yes, Williams-yes) and the item was passed by the Committee.

**Proposed Tuition Rates and Fee Matters, SIUE [Amendment to 4 Policies of the Board Appendix B (Board Agenda Item N)]**

Chancellor Minor reviewed Committee item 5.

Trustee Connolly recommended approval of the matter and that it be placed on the Board's agenda. The motion was duly seconded by Trustee Williams. Paula Keith conducted a roll call vote (Connolly-yes, Curtis-yes, Tedrick-yes, Williams-yes) and the item was passed by the Committee.

**Award of Purchase: Student Health Insurance Carbondale Campus, SIUC (Board Agenda Item O)**

Vice Chancellor Burgin reviewed Committee item 6.

Trustee Curtis recommended approval of the matter and that it be placed on the Board's agenda. The motion was duly seconded by Trustee Connolly. Paula Keith conducted a roll call vote (Connolly-yes, Curtis-yes, Tedrick-yes, Williams-yes) and the item was passed by the Committee.

**Approval of Purchase: Bar Exam Preparatory Educational Services, Simmons Law School, SIUC (Board Agenda Item P)**

Provost Tucker reviewed Committee item 7.

Trustee Connolly recommended approval of the matter and that it be placed on the Board's agenda. The motion was duly seconded by Trustee Curtis. Paula Keith conducted a roll call vote ((Connolly-yes, Curtis-yes, Tedrick-yes, Williams-yes) and the item was passed by the Committee.

**Approval to Acquire Real Estate: 422 West Calhoun, 529 Hay, 539 Hay, 704 North Walnut, and 714 North Walnut, Springfield, Illinois, School of Medicine, SIUC (Board Agenda Item Q)**

**Approval of Purchase: Quincy Teaching Clinic Building Lease, School of Medicine, SIUC (Board Agenda Item R)**

Dean Kruse reviewed Committee items 8 and 9.

Trustee Curtis recommended approval of the matters and that it be placed on the Board's agenda. The motion was duly seconded by Trustee Connolly. Paula Keith conducted a roll call vote ((Connolly-yes, Curtis-yes, Tedrick-yes, Williams-yes) and the items were passed by the Committee.

**Approval to Purchase: Amendment to Physician Coverage, School of Medicine, SIUC (Board Agenda Item S)**

**Approval to Purchase: Physician Coverage, School of Medicine, SIUC (Board Agenda Item T)**

**Approval of Purchase: 340B Pharmaceutical Program, School of Medicine, SIUC (Board Agenda Item U)**

Dean Kruse reviewed Committee items 10, 11 and 12.

Trustee Connolly recommended approval of the matters and that they be placed on the Board's agenda. The motion was duly seconded by Trustee Curtis. Paula Keith conducted a roll call vote ((Connolly-yes, Curtis-yes, Tedrick-yes, Williams-yes) and the items were passed by the Committee.

**Salary Increase Plan for Fiscal Year 2024, SIUE (Board Agenda Item V)**

Dean Kruse reviewed Committee item 13.

Trustee Connolly recommended approval of the matter and that they be placed on the Board's agenda. The motion was duly seconded by Trustee Curtis. Paula Keith conducted a roll call vote (Connolly-yes, Curtis-yes, Tedrick-yes, Williams-yes) and the item was passed by the Committee.

**Other Business**

There being no other business, the meeting was adjourned at approximately 10:18 a.m.

DS/sp