

Minutes of the meetings of the
BOARD OF TRUSTEES
of Southern Illinois University

December 2, 2021

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MINUTES OF THE REGULAR MEETING OF THE BOARD OF TRUSTEES
SOUTHERN ILLINOIS UNIVERSITY
DECEMBER 2, 2021

The regular meeting of the Board of Trustees of Southern Illinois University convened on Thursday, December 2, 2021, at 10:01 a.m. in the Large Dining Room, Stone Center, Southern Illinois University System Office, 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 – via Zoom videoconference
Mr. Roger Tedrick, Secretary – via Zoom videoconference
Ms. Shaylee Clinton – joined via Zoom videoconference
Mr. Ed Curtis – via Zoom videoconference
Dr. Subhash Sharma – via Zoom videoconference
Mr. John Simmons – via Zoom videoconference
Ms. Maddie Walters - via Zoom videoconference

Executive Officers present were:

Dr. Dan Mahony, President, SIU
Dr. Austin A. Lane, Chancellor, SIU Carbondale - via Zoom videoconference
Dr. Randall Pembroke, Chancellor, SIU Edwardsville - via Zoom videoconference
Dr. Jerry Kruse, Provost and Dean, SIU School of Medicine - via Zoom videoconference
Mr. Lucas Crater, General Counsel
Dr. Sheila Caldwell, Vice President for Antiracism, Diversity, Equity and Inclusion and Chief Diversity Officer – via Zoom videoconference
Dr. Gireesh Gupchup, Vice President for Academic Innovation, Planning, and Partnerships - via Zoom videoconference
Dr. Duane Stucky, Senior Vice President for Financial and Administrative Affairs and Board Treasurer - via Zoom videoconference

Also present was Ms. Misty Whittington, 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.

President Mahony introduced Illinois Board of Higher Education (IBHE) Executive Director Ginger Ostro. He noted that there is much overlap of the SIU System Strategic Plan to be presented later on in the agenda with IBHE's Strategic Plan: *A Thriving Illinois: Higher Education Paths to Equity, Sustainability, and Growth*. Executive Director Ostro presented IBHE's Strategic Plan. The Plan outlined 25 strategies to accomplish three goals of equity, sustainability, and growth. The Plan called to close equity gaps that disproportionately impact African American, Latinx and other students of color, low-income students, working adults, and students from rural communities. She spoke of core principles for the Plan with students being the priority, making equity-driven decisions, higher education's role as a public good, valuing diversity of the higher education institutions, IBHE's role as part of the pre-K through post-secondary continuum, and the role of the higher education system to provide talent to grow the economy and innovation. The Plan involved community engagement and received nearly 10,000 responses identifying priorities for the Plan to address. She noted that as the IBHE outlined three goals built on this input, additional focus groups involving 170 people were held regionally. Executive Director Ostro reviewed phases of the Plan development which included data analyses of the groups identified. She noted that the data showed disparities in post-secondary attainment when disaggregated by race, ethnicity, low income, and geography. Executive Director Ostro spoke of declining state higher education funding and Monetary Award Program (MAP) grants over time. She noted that through legislation passed this spring, a Commission on Equitable Public University Funding was created, and launched

a few weeks earlier to develop the funding system that will achieve the principles of the IBHE Strategic Plan. The Commission includes several members of the SIU system along with about 35 other representatives of various institutions, advocates, and others legislators across the state. She spoke of work underway since the IBHE Strategic Plan was adopted in June. The Commission on Equitable Public University Funding has started and its recommendations are due in July 2023, and it is to develop a new funding formula for public universities. The Early Childhood Access Consortium for Equity is a statewide initiative to bring together all public universities, community colleges, and a number of private institutions to focus on upscaling numbers of the incumbent early childhood workforce to help them get needed skills to move from a certificate to an associate's degree, and from an associate's to a bachelor's degree. Transfer Boost is a pilot project to focus on helping students transfer more smoothly from community colleges to public universities with SIU Carbondale being one of three universities participating in the effort. Next steps include the following: an overall implementation plan and accountability system, institutional equity plans, and a Business and Employer Advisory Council to IBHE to focus on learning renewal for students and engaging adults. In closing, Executive Director Ostro spoke to the importance of higher education as a pathway to a better future and the need for a system to reinforce equity, sustainability, and growth.

Chair Gilbert thanked Executive Director Ostro for her presentation. He reported recent news coverage with Chancellor Lane of SIU Carbondale and President Overstreet of John A. Logan College talking about the ease for students to transfer. He was proud that SIU is part of IBHE's pilot project. Trustee John Simmons thanked Executive Director Ostro for her hard work.

President Dan Mahony introduced Vice President Gireesh Gupchup and Dean John Pollitz who reviewed the draft SIU System Strategic Plan. Vice President Gupchup is serving as chair of the SIU System Strategic Planning Committee. Dean John Pollitz, Library Affairs, SIUC, and Dr. Lakesha Butler, Director of Diversity, Equity, and Inclusion and Clinical Professor, School of Pharmacy, SIUE, are serving as co-facilitators for the Committee. President Mahony noted that Dr. Butler could not attend the presentation due to teaching responsibilities. Dr. Gupchup reviewed that the process began last spring when President Mahony appointed eight working groups to make recommendations about how the campuses could come together to develop a system direction. The last working group report was received in July; subsequently, President Mahony appointed the SIU System Strategic Planning Committee. Vice President Gupchup reviewed work undertaken by the Committee to include the review of working group reports, other Board of Trustees reports, and other strategic planning documents for the SIU system and campuses. The Committee distributed a questionnaire to stakeholders including faculty, staff, students, alumni, and community members; nearly 4,000 responses were received. In addition, the Committee received feedback from the public through town hall meetings held. He shared vision, mission and goal themes formed by the Committee after receiving input from stakeholders. Six goal themes were presented as follows: 1) academic innovation and student success, 2) anti-racism, diversity, equity and inclusion, 3) community impact, 4) research, creative activity and partnerships, 5) faculty and staff, and 6) infrastructure. Work for the Committee was identified as being needed for developing objectives to help the system achieve the goal themes. Once the objectives have been identified, strategies/metrics will need to be developed to achieve each objective.

Responsibility and resources will need to be identified to monitor achievement and accomplish each strategy. It is planned that the Core Committee will review, approve and send the completed System Strategic Plan to President Mahony. The President anticipates the Plan to be before the Board of Trustees for its consideration at its February 2022 meeting. The Plan will then be monitored and annual progress reports will be submitted to the Vice President for Academic Innovation, Planning, and Partnerships Office, and those reports will be forwarded annually to the President who will update the Board. The draft Strategic Plan is posted on the SIU System website at: siusystem.edu/about/strategic-plan/. Vice President Gupchup was also directed to email the presentation slides to Board members.

At approximately 10:44 a.m., Chair Gilbert moved that the Board go into closed session to consider information regarding appointment, employment, compensation, discipline, performance or dismissal of specific employees of the public body; pending, probable or imminent court proceedings against or on behalf of the Board; and review of executive session minutes. 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 Simmons. The motion carried by the following recorded vote: aye, Ms. Shaylee Clinton, Mr. Ed Curtis, Hon. J. Phil Gilbert, Dr. Ed Hightower, Dr. Subhash Sharma, Mr. John Simmons, Mr. Roger Tedrick, Ms. Maddie Walters; nay, none.

The Board came out of closed session at approximately 11:46 a.m. and went into recess.

At 12:11 p.m., the Board's committee meetings began and the Chair moved that the full Board meeting reconvene at the conclusion of the Board's committee meetings.

Trustee Clinton, participating via Zoom videoconference, departed the meeting during the Academic Matters Committee meeting, at approximately 12:45 p.m.

At 1:46 p.m., Chair Gilbert reconvened the full Board meeting.

Trustee Simmons moved that the Minutes of the Meetings held September 16, 2021, be approved. Trustee Tedrick seconded the motion, and the minutes were approved by the following recorded vote: aye, Mr. Ed Curtis, Hon. J. Phil Gilbert, Dr. Ed Hightower, Dr. Subhash Sharma, Mr. John Simmons, Mr. Roger Tedrick, Ms. Maddie Walters; nay, none.

Under Trustee Reports, Chair Gilbert reported that during the morning's executive session the Board approved the release of executive session excerpts for the period May 2021 through September 2021, and those would be available on the Board website for public inspection the following day.

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

Dr. Dan Mahony, President, Southern Illinois University, provided his report for the SIU system. He provided a COVID update and remarked the University had experienced low infection rates. Since the September Board meeting, both campuses experienced low rates consistently with less than one percent.

The President noted that the Illinois Commission on Equitable Public University Funding started its work this semester, and four representatives affiliated with the SIU system were part of that Commission. The work of that Commission at the state

level will likely take place over the next three years. He and Vice President Sheila Caldwell, are serving as SIU representatives. Dr. Wendy Wills El-Amin, Associate Dean of Equity, Diversity, and Inclusion, School of Medicine, is serving as a representative with healthcare expertise and higher education, and Dr. Diane Hayes, Instructor, Applied Communication Studies, SIUE, is serving as a faculty union representative, both not as SIU representatives but as part of the Commission.

The President reported that the spring legislative session is anticipated to be finished by about April 8, and he and SIU representatives were getting ready for that. Related to the SIU System Strategic Plan, he provided updates on the work of two related task forces. The SIU System Flex Program or SIU Global is focusing on a large number of Illinois students who have some college but no degree, trying to find ways to help them complete their college degrees by using classes from across the system and making it as efficient as possible. Another task force is looking at increasing access to dual credit allowing students credit before they get to college that will help them move through college more quickly, be more likely to go to college, and complete college in a timely fashion.

President Mahony spoke to activities of helping communities and working with businesses. He reported that a month earlier he traveled to Chicago for an agreement with a Taiwanese University, and, as a result, the University recently hosted a delegation of business leaders from Taiwan, gave them a tour of the Carbondale campus and some facilities. Governor Pritzker and Sen. Fowler are hoping to bring businesses to the Cairo community, and the University is looking at ways to support those types of projects.

The President reported that next week Vice President Caldwell, Vice President Gupchup, and he will be attending the National Association of System Heads (NASH) meeting. He noted that NASH was focused over the past year on what they call, “The Big ReThink” and is working with foundations and other funders to provide support for ideas that can transform higher education, focused on student success, quality and equity, and reducing the cost base that aligns with the IBHE Strategic Plan and the SIU System Strategic Plan.

He asked Dr. Caldwell to review land acknowledgement statements.

Vice President Caldwell reviewed the purpose of a land acknowledgement statement and the SIU System Land Acknowledgement Statement with the Board. A land acknowledgment is a formal statement that recognizes and respects the original inhabitants of the land. The SIU System Land Acknowledgement Statement can be made at the beginning of lectures, ceremonies, and public gatherings. The Statement acknowledges the Indigenous peoples and lands on which our colleges reside. It states initiatives and strategies to support Indigenous peoples and advance research and knowledge about Indigenous cultures and histories to include: 1) preservation and care for Native American cultural items and sacred objects, 2) Native American Heritage Month programs and events, 3) Native American Studies Programs at SIUC and SIUE, 4) additional investment in the Indigenous Knowledge and Sustainability Conference and other educational programming, 5) the development of more intentional pathways for Indigenous students' enrollment at SIU, and 6) the establishment of an endowed scholarship. Dr. Caldwell noted that the Statement was developed in collaboration with faculty, staff, and students from SIU Carbondale, SIU Edwardsville, and the School of Medicine, and with the help of SIUE Vice

Chancellor for Equity, Diversity, and Inclusion, Dr. Jessica Harris and SIUC Vice Chancellor for Diversity, Equity, and Inclusion, Dr. Paul Frazier. She reviewed that the month of November is Native American Heritage Month, and the Statement was being introduced as close as possible to Native American Heritage Month to recruit more Indigenous students, to honor them, and honor the land on which the University resides. Dr. Caldwell reviewed statements from other institutions, and SIU is showing commitments similar to that of other institutions related to anti-racism, diversity, and inclusion. She noted the Statement will be posted on the University webpage the following week.

Dr. Austin A. Lane, Chancellor, SIU Carbondale, provided his report for the Carbondale campus. He reviewed the campus had suffered the tragic losses of five students over the fall semester. Joseph Ermel, Keeshanna Jackson, Jacob Jurinek, Daniel Lobo, undergraduate students, and Dominik Faciano, a 2021 graduate, were recognized. He expressed appreciation for support he received from Board members, President Mahony, campus, and community members. The undergraduate students will be honored with posthumous degrees during the December 2021 and May 2022 commencements, and those have been approved by the Faculty Senate.

Chancellor Lane reported that the Imagine Strategic Plan aligns well with the IBHE and SIU System Plans. The campus plan will be rolled out in the spring that plans to the year 2030. The five strategic pillars of the plan include: 1) student success and engagement, 2) diversity, equity, and inclusion, 3) research, academics and innovation, 4) sustainability, and 5) branding and partnerships.

The Chancellor reviewed enrollment for the campus. Applications are up 19 percent. Actionable applications increased 49 percent. Admissions are up 50 percent. He spoke of efforts being made by advisors and recruitment and retention coordinators to focus on fall 2022 students converting applications to students attending.

Chancellor Lane spoke about diversity, equity, and inclusion efforts. He reported the campus had a number guided bus tours with students from the southern Illinois region but also with students from other regions of the state to experience some of the diversity on the Carbondale campus.

The Chancellor provided an update on research activity. He provided an example that one research team is seeking a way to feed astronauts on long space journeys. A research team recently received a \$2.7 million grant from the Illinois Department of Commerce and Economic Opportunity to build a wet lab. The funding will be used to develop the BioLaunch Core Facility, a multi-disciplinary program providing customized lab services and business development assistance to emerging and expanding biotechnology and value-added agriculture businesses. He noted many research activities are occurring on campus and off campus involving numerous faculty members and students, even at the undergraduate level.

Chancellor Lane spoke of fall travel to Chicago for the Saluki Takeover Tour. Numerous agreements were signed with the Saluki Step Ahead Program as follows: Shawnee Community College, Harper College, Oakton Community College, Lincoln Land Community College, South Suburban College, Danville Area Community College, and John A. Logan College. Further, he spoke of other agreements made with local school districts. Dr. Lane explained that connections were being made with not only academic institutions

but also nonprofits and other areas to include: Carbondale Elementary School District 95, Girls Inc. of East St. Louis, East St. Louis School District 189, Cahokia Unit School District 187, and Girl Scouts of Southern Illinois.

Dr. Jerry Kruse, Dean and Provost, SIU School of Medicine, provided his report to the Board. Dean Kruse discussed the Office of External Relations, led by Associate Provost Lori Williams. He noted the office is the main office that allows connection with the community to reach patients. Seven offices are within this office as follows: 1) Center for Rural Health and Social Service Development, 2) Office of Community Care, 3) Office of Telehealth, 4) Office of Correctional Medicine, 5) Office of Alumni Affairs, 6) Project ECHO Office (Extension for Community Healthcare Outcomes), and 7) Office of Marketing, Communication, and Engagement. In FY2021, the Office of External Relations had \$27 million in external funding; whereas, three years ago the office had \$1.5 million in external funding.

The Center for Rural Health and Social Service Development with Director Jeff Franklin oversees regional outreach offices in Carbondale, Olney, and Canton. It provides health and wellness programs, a new Substance Use Disorder Leadership Center, and Farm Family Resource Initiative. It received \$2.7 million in external funding for FY2021.

The Office of Community Care with Director Matt Yarnell, coordinates community-based services in Central Illinois, Hot Spotting and Community Health Improvement Programs, manages the Community Health Worker Program, and coordinates the Pandemic Response Programs. It received \$4.5 million in external funding for FY2021.

The Office of Telehealth with Director Laura Hepp Kessel, expanded access to health care rural and remote regions of Illinois, trained physicians to utilize telehealth during the pandemic, and received the Broadband Illinois 2021 Award of Excellence in Telehealth. It received \$7.8 million comprised of \$6.7 million in clinical income and \$1.1 million from a Federal Communication Commission grant in FY2021.

The Office of Correctional Medicine with Executive Director Dawn DeFraties, improves access and quality of healthcare in correctional facilities, provides business support services, quality improvement, and technical assistance, the School of Medicine provides 24/7 nurse hotline, and it is a three-year pilot extended for three more years (FY2023-2025). It received \$8.8 million in external funding for FY2021.

The ECHO Office, led by Dr. Kari Wolf, Dr. John Flack, and Ms. Lori Williams, is an extension for Community Healthcare Outcomes. It partners with the Illinois Health and Hospital Association. School of Medicine faculty and staff train rural health professionals to manage chronic conditions and keep patients close to home. Over four years, 1,017 providers have been trained in 350 locations. It received \$1.35 million in external funding for FY2021.

The Office of Marketing, Communication and Engagement led by Executive Director Rikeesha Phelon, oversees all communications and marketing for the SIU School of Medicine, and it coordinates governmental relations with the SIU System Office. The Office of Alumni Affairs, led by Director Julie Robbs, facilitates events, reunions, and award program for School of Medicine alumni, and during the pandemic hosted several virtual alumni events.

Dean Kruse spoke to other activities of the Office of External Relations for FY2022. It is charged with oversight and implementation of the new State Behavioral Health Workforce Development Center housed at the School of Medicine. It is charged with oversight and implementation of the Certified Recovery Support Specialist Pipeline program (a four-year program). It is developing grant applications and program proposals for the School of Medicine in conjunction with the SIU System Office. It received \$2.7 million in FY2022 for these efforts. It is anticipated that the Office of External Relations will bring in almost \$27 million total in external funds for programs and services for FY22.

Dr. Randall Pembroke, Chancellor, SIU Edwardsville, provided his report for the Edwardsville campus. The Chancellor reviewed awards and recognitions. Bridget Patrick and Samantha Moxley, undergraduate public health majors, were recognized by the Society for Public Health Education in St. Louis. The School of Nursing is nationally ranked as one of the best, most affordable schools for online learning in healthcare by EduMed.org. The U.S. Army Corps of Engineers recognized 2015 Civil Engineering Alum Stefan Flynn, as the 2021 Early Career Geoprofessional of the Year. Dr. Amelia Perez, Associate Professor and Chair in the Department of Family Health and Community Health Nursing, received the Ildaura Murillo-Rohde Award for Education from the National Association of Hispanic Nurses. Dr. Jerrica Ampadu, Director of the School of Nursing WE CARE Clinic, East St. Louis Higher Education Campus and Assistant Professor, received the Outstanding Leadership Award in Health from the NAACP, East. St. Louis Branch. The Illinois Pharmacist's Association recognized Dr. Chris Lynch, Professor and Director of Clinical Programs, School of Pharmacy, with the Bowl of Hygeia Award. Dr. Adriana Martinez, Associate Professor, Departments of Geography/GIS and Environmental

Sciences, was selected as a Leadership Academy and Network for Diversity and Inclusion in the Geosciences Academy Fellow for American Geophysical Union.

Chancellor Pembroke reviewed that the Office of Research and Projects received 64 new awards totaling approximately \$14 million. Tammie Busch, MLS, Catalog and Metadata Librarian and Assistant Professor, Lovejoy Library, received \$249,999 from the Institute for Museum and Library Services. Dr. Abdolreza Osouli, Associate Professor, School of Engineering, received \$103,470 from the Illinois Center for Transportation.

The Chancellor reported that University Advancement distributed the fall 2021 *eConnection* print magazine to more than 100,000 alumni. The edition focuses on SIUE and its alumni's equity, diversity and inclusion efforts. School of Engineering alumna, Dr. Tyria Riley, is working to increase the representation of women of color at senior levels in technology by participating in an Information Technology Senior Management Forum uplifting women of color in STEM. For two Saturdays in October hundreds of volunteers, including SIUE faculty, staff, and students helped restore Katherine Dunham's home and two adjacent properties in East St. Louis. The Office for Accessible Campus Community and Equitable Student Support (ACCESS) joined the Equity, Diversity and Inclusion division in November. Chancellor Pembroke announced that Fulbright Scholars Yousra Albaz from Egypt and Babatunde Samson from Nigeria joined the Department of Foreign Languages and Literature this fall. Further, he underscored the work of Professor Olga Bezhanova, who recently participated in the Global Diversity Discussion Panel hosted by Lewis and Clark Community College where she shared her experiences as an international faculty member.

Chancellor Pembroke reported several items related to healthcare in the communities. Dr. Ariel Jones, Assistant Professor in the Department of Social Work, developed an elective that includes simulated and hands-on learning opportunities at the School of Nursing WE CARE Clinic. Dr. Melissa Bogle, Assistant Professor in the Department of Family Health and Community Health Nursing, and Dr. Jayme Swanke, Associate Professor in the Department of Social Work, received a \$1.8 million grant from the Health Resources and Services Administration to boost the number of qualified mental health providers. Dr. Nathalia Garcia, Chair and Associate Professor in the Department of Applied Dental Medicine, spoke on the health equity panel at the American Dental Association's annual conference. Dr. Tracy Cooley, Assistant Professor in the Department of Primary Care and Health Systems Nursing earned an IBHE Nurse Educator Fellowship Program award for implementing a project to evaluate the effectiveness of mental health training in community organizations. Dr. Ellen Santos, Assistant Professor in the Department of Applied Health is partnering with Dr. Fredros Okumu, Director of Science at the Ifakara Health Institute in Tanzania to assess potential for manufacturing sturdier mosquito nets locally to help prevent malaria. SIUE Athletics partnered with the NCAA and Ohio Valley Conference to promote Mental Health Week October 4-10, 2021. The School of Pharmacy incorporated Medical Health First Aid as a required curriculum so students are able to identify, understand, and respond to signs of addiction and mental illness. The School of Pharmacy presented 74 students with their professional white coats during a White Coat Ceremony in September. The School of Dental Medicine celebrated the second-year cohort of 50 students along with an additional six International Advanced Placement Program dental students at its annual White Coat Ceremony in October.

Related to COVID, the campus has an 82.55 percent vaccination rate. There is a .76 percent positivity rate from August 9 through November 19, 2021, with 25,607 tests given during that same period.

Chancellor Pembroke spoke of events held on the campus in the fall. Activities for Homecoming Week included popular student events, and an in-person and virtual Homecoming Run. The Alumni Hall of Fame hosted three simultaneous receptions on the campus. He noted Jessica McCaskill was one honoree who received her Bachelor of Arts degree in Mass Communications in 2006. He went on to say that she is the number one professional boxer in the lightweight division in the United States, and number three in the world. Family Weekend was the first in-person event after being cancelled due to the pandemic. There were more than 1,300 family members who came to celebrate this event. SIUE faculty member and former Congressman John Shimkus donated his congressional papers to the Lovejoy Library, and in November the Library and Alumni Association hosted an evening highlighting his public service. The Chancellor noted that the Meridian Society hosted a Dueling Pianos event in November. He underscored that November was Giving Month. SIUE Day kicked off on November 1 with the year's theme of *Every Cougar Every Year!* One donation was a state-of-the-art robot dog which amplified the Mechatronics and Robotics Engineering Program due to its news coverage and was helpful for research and recruiting.

For enrollment, Chancellor Pembroke reported that for spring 2022 registrations are up 6.75 percent. Retention of fall 2021 first-time full-time freshmen is 78 percent. He went on to say that Graduate Admissions processed more than 4,000 applications for spring, and undergraduate applications are up 107 percent.

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

Dr. Yueh-Ting Lee, Professor of Psychology at SIU Carbondale and SIUC Faculty Senate President, made his presentation to the Board. He reported that the faculty members were kept informed via a monthly Faculty Senate newsletter that was also shared with Board members. He reported that faculty members were concerned about the wellbeing of students, and as such, the Faculty Senate worked with the Undergraduate Student Government to hold a faculty-student forum on November 18. Dr. Lee reviewed that SIU Carbondale is one of the top Research II universities, and part of the Faculty Senate's responsibilities is to advocate for research and faculty welfare. He went on to say that based on the Stanford University's letter, the Faculty Senate voted on November 8 and authorized him to send a letter to Attorney General Garland in the U.S. Department of Justice informing him that the China initiative and racial profiling produced a negative effect on research and on Asian American faculty members at SIU Carbondale. In closing, Dr. Lee reported that SIU Carbondale is moving in a positive direction, and he credited that to leadership provided by Chancellor Lane and President Mahony. He thanked the Board members for their public service, and he thanked faculty members for their service and commitment to SIU Carbondale and its students.

Trustee Clinton rejoined the full Board meeting at approximately 2:20 p.m.

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

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 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. Continuing Appointment (If the person previously had a University appointment, it is so noted. Otherwise, the person is a new University employee.)

Name	Rank/Title	Department	Effective Date	Salary
1. Bradley, Datrese M.	Counselor	MEDPREP/ Medical Education Preparatory	08/01/2021	\$ 4,666.67/MO \$56,000.04/FY
2. Nordman, Jacob	Assistant Professor	Physiology	10/01/2021	\$ 7,000.00/MO \$84,000.00/FY
3. Puthenpurayil Sasidharannair, Jayakrishnannair	Assistant Professor	School of Agricultural Sciences	08/26/2021	\$ 8,000.00/MO \$72,000.00/AY
4. Rose, Joseph W. II	Director	Labor and Employee Relations	10/04/2021	\$ 8,416.67/MO \$101,000.04/FY

B. Leaves of Absence with Pay: None to report.

C. Awards of Tenure: None to report.

D. Promotions: None to report.

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. Continuing Appointment (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. Bailey, Jordyn	Instructor of Family and Community Medicine (previously Licensed Clinical Professional Counselor)	Family and Community Medicine/ Decatur	07/01/2021	\$ 4,240.23/MO \$50,882.76/FY
2. Broquet, Karen*	Associate Dean for Graduate Medical Education	Office of Graduate Medical Education	07/01/2021	\$ 15,425.21/MO \$185,102.50/FY
3. Daugherty, Timothy	Assistant Professor	Surgery	09/12/2022	\$ 18,750.00/MO \$225,000.00/FY
4. Etherton, Airn	Instructor of Family and Community Medicine (previously Certified Nurse Practitioner)	Family and Community Medicine/ Springfield	07/01/2021	\$ 9,284.05/MO \$111,408.60/FY
5. Feimster, James	Assistant Professor	Surgery	09/12/2022	\$ 16,666.67/MO \$200,000.04/FY
6. Garwood, Amber	Instructor of Family and Community Medicine (previously Certified Nurse Practitioner)	Family and Community Medicine/ Decatur	07/01/2021	\$ 10,361.50/MO \$124,338.00/FY

7.	Hammonds, Jennifer	Instructor of Family and Community Medicine (previously Licensed Clinical Social Worker)	Family and Community Medicine/ Carbondale	07/01/2021	\$ 4,667.10/MO \$56,005.20/FY
8.	Harney, Carla*	Assistant Provost of Financial Affairs	Financial Affairs	07/01/2021	\$ 14,927.87/MO \$179,134.44/FY
9.	Landwehr, Bonnie	Instructor of Family and Community Medicine (previously Licensed Clinical Social Worker)	Family and Community Medicine/ Springfield	07/01/2021	\$ 5,464.57/MO \$65,574.84/FY
10.	Linson, Eric*	Assistant to the Chair of Internal Medicine	Internal Medicine	10/01/2021	\$ 17,254.91/MO \$207,058.92/FY
11.	Linson, Eric*	Assistant to the Chair of Internal Medicine	Internal Medicine	07/01/2021	\$ 15,588.24/MO \$187,058.88/FY
12.	Nale, Natalie	Medical Services Administrator	Family and Community Medicine/ Springfield	09/13/2021	\$ 9,167.00/MO \$110,004.00/FY
13.	Rheinecker, Lynn	Curriculum Development Specialist	Education and Curriculum	08/09/2021	\$ 3,750.00/MO \$45,000.00/FY
14.	Stokes Melton, Stacy	Instructor of Family and Community Medicine (previously Behavioral Health Coordinator)	Family and Community Medicine/ Quincy	07/01/2021	\$ 5,604.24/MO \$67,250.88/FY
15.	Wesley, Iris*	Executive Director of FQHC	Family and Community Medicine/ Springfield	07/01/2021	\$ 18,363.17/MO \$220,358.04/FY

*Salary increase only

B. Leaves of Absence with Pay: None to report.

C. Awards of Tenure: None to report.

D. Promotions: None to report.

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. Continuing Appointment (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, Darryl	Coordinator	Equity, Diversity, & Inclusion	7/01/2021	\$7,024.82/mo \$84,297.84/FY
2.	Ismail, Dali	Assistant Professor	Computer Science	8/16/2021	\$8,400.00/mo \$75,600.00/AY
3.	Myers, Nicole	Academic Advisor II	CAS Advisement	8/16/2021	\$3,237.18/mo \$38,846.16/FY
4.	Norman, Shervonti	Counselor	Counseling Services	8/02/2021	\$3,333.00/mo \$39,996.00/FY
5.	Shepherd, Sade	Coordinator (previously: Academic Advisor)	Equity, Diversity, & Inclusion	7/01/2021	\$5,000.00/mo \$60,000.00FY
6.	Ulrich, Jessica	Director (previously: Associate Director)	Counseling Services	9/27/2021	\$7,024.84/mo \$84,298.08/FY

B. Leaves of Absence With Pay – None to Report

C. Awards of Tenure - None to Report

D. Awards of Promotion - None to Report

RECOMMENDATION FOR DISTINGUISHED SERVICE AWARD, SIUC

Summary

The Chancellor requests Board of Trustees approval to bestow the Distinguished Service Award on the Honorable Roland W. Burris at the SIU Carbondale commencement in May 2022, or some commencement thereafter.

Rationale for Adoption

Roland W. Burris has had a distinguished career as a politician, holding groundbreaking positions in both state and national government. He began his career in banking, becoming the first African American national bank examiner when hired by the U.S. Treasury's Office of the Comptroller of the Currency for the Chicago region in 1963. He was also the first African American to be elected to an Illinois state office in 1978 when he began his first term as the Illinois State Comptroller. After serving three terms as the State Comptroller he was elected Attorney General in 1989. At that time, the only African American in an elected state office who held a higher position was Virginia Governor Douglas Wilder.

Furthermore, his other professional experience includes serving as Director of the Department of General Services under Governor Dan Walker and as Vice President of Continental Illinois National Bank. His private legal practice focused on environmental, consumer affairs and estate law. His volunteer efforts have included serving in leadership roles with Goodwill Industries, the Auditorium Theater of Chicago, the SIU Foundation and the SIU Carbondale College of Liberal Arts Alumni Society Board.

In 2008, Mr. Burris established the Burris Financial Emergency Endowment Fund at the SIU Foundation to support students facing financial distress. In January 2009, Mr. Burris was appointed United States Senator from Illinois to fill the seat vacated by President-elect Barack Obama. He was just the sixth African American to serve in that body and was the first and only SIU Carbondale graduate to hold that seat.

Mr. Burris earned numerous honors from SIU including the SIU Alumni Achievement Award. He has been recognized by his hometown of Centralia, Illinois, having been inducted into the Centralia Hall of Fame, having a road named in his honor and having September 11, 2021, designated as Roland Burris Day.

Mr. Burris earned his bachelor's degree in political science from SIU Carbondale in 1959.

Constituency Involvement

Senator Burris'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 Roland W. Burris at the May 2022 commencement, or some commencement thereafter, of Southern Illinois University Carbondale.

RECOMMENDATION FOR DISTINGUISHED SERVICE AWARD, SIUC

Summary

The Chancellor requests Board of Trustees approval to bestow the Distinguished Service Award on Carolyn Taft Grosboll at the SIU Carbondale commencement in May 2022, or some commencement thereafter.

Rationale for Adoption

Carolyn Taft Grosboll, has contributed significantly to the administration of justice and the preservation of natural resources in Illinois throughout her decades of public service to the State of Illinois.

By virtue of her appointment by the justices, Ms. Grosboll has served in the constitutional position of Clerk of the Illinois Supreme Court since 2011. She previously excelled as legal counsel and then director of the Illinois Nature Preserves Commission, president of the Illinois Audubon Society and president of the Board of Directors of Sojourn Shelter and Services, which provides services to domestic violence victims. She also served as the first female president of the Government Bar Association, an organization of attorneys in local, state and federal agencies. During her years in private practice, Carolyn was a partner in a Springfield law firm.

Ms. Grosboll served in all three branches of state government, including as an attorney in the Secretary of State's office and a drafter of legislation in the Legislative Reference Bureau. In all of her endeavors after earning undergraduate and law degrees from Southern Illinois University Carbondale, Carolyn built a reputation as an intelligent, innovative, effective and unflinching professional contributor to the legal system, the environment and public welfare.

As Supreme Court clerk, she played a leading and pivotal role in modernizing and streamlining operations of the tribunal, greatly facilitating communication among justices, lawyers and interested parties as cases were being argued and deliberated. She was also a key performer as the court addressed the daunting challenges posed by the pandemic. Her innovative efforts have improved communication, enhanced case management and expanded access to the general public. They are not the fodder of front-page headlines, but they have been crucial to the timely, effective and efficient administration of justice in our state.

Ms. Grosboll is characteristically modest about her achievements at the Supreme Court, the Nature Preserve Commission and the Audubon Society, as well as in the private practice of law, but her achievements are far from modest.

Constituency Involvement

Ms. Grosboll'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 Carolyn Taft Grosboll at the May 2022 commencement, or some commencement thereafter, of Southern Illinois University Carbondale.

RECOMMENDATION FOR DISTINGUISHED SERVICE AWARD, SIUC

Summary

The Chancellor requests Board of Trustees approval to bestow the Distinguished Service Award on John S. Jackson III at the SIU Carbondale commencement in May 2022, or some commencement thereafter.

Rationale for Adoption

Dr. Jackson has devoted more than 50 years of his professional and personal life to serving the campus, first joining the faculty in 1969 as an assistant professor in political science. He rose through the ranks to earn a tenured professor position before becoming an effective higher education administrator.

He has served in various leadership roles in the Graduate School and was Dean of the College of Liberal Arts for more than a decade. He later became Provost and Vice Chancellor for Academic Affairs and then served as Interim Chancellor. In 2002, he joined the Paul Simon Public Policy Institute as a visiting professor, where he has continued his scholarship, research and service for the betterment of the university, region and state.

He has devoted himself to teaching and mentoring young people who have gone on to careers in local, state, national and international levels. His research profile and publications are impressive and even in retirement he is devoted to making scholarly contributions and works with student researchers to ensure they have the opportunity to realize their own potential to make a mark on the world as they follow their passions.

For many years during his retirement, he also worked with international students on summer programs through the United States State Department promoting international relations and cultural appreciation while teaching about American democracy. He continuously seeks and promotes opportunities for students to gain real world experience through internships in public policy and government service. Dr. Jackson continues to be a respected voice heard across all of Illinois through television, radio and newspaper interviews where his keen insights into elections, polling data and societal trends helps all Illinoisans better understand our world.

Of special note, as SIU prepared to celebrate its 150th anniversary in 2019, Dr. Jackson was asked to oversee the compilation of a history of the institution and served as editor of the 357-page manuscript that does a beautiful job of telling SIU Carbondale's rich history. The Southern Illinoian provided an excellent review of both the book and of Dr. Jackson's impact on his community in its April 10, 2019, article: "Led by a legendary historian, SIUC looks back at 150 years with birthday book." The article goes on to say that Dr. Jackson wrote the book's first and last chapters and edited the rest, carefully checking every fact, date and photo.

Constituency Involvement

Dr. Jackson'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. John S. Jackson III at the May 2022 commencement, or some commencement thereafter, of Southern Illinois University Carbondale.

RECOMMENDATION FOR DISTINGUISHED SERVICE AWARD, SIUC

Summary

The Chancellor requests Board of Trustees approval to bestow the Distinguished Service Award on Thelma Mothershed-Wair at the SIU Carbondale commencement in May 2022, or some commencement thereafter.

Rationale for Adoption

An educator and advocate for the homeless, SIU Carbondale alumna, Thelma Mothershed-Wair is perhaps best known as a member of the Little Rock Nine – a group of African American students who first integrated Little Rock High School in 1957.

Ms. Wair was one of three members of the Little Rock Nine to attend SIU Carbondale. She graduated from SIU Carbondale in 1964 with a bachelor's degree in home economics education. She later earned her master's degree in guidance and counseling from SIU Edwardsville in 1970.

She dedicated her professional life to serving students and their families in the East St. Louis school system, working as a home economics teacher and a counselor. She retired in 1994. She also worked for the St. Clair County Jail Juvenile Detention Center and as a survival skills instructor for women at the American Red Cross Second Chance Shelter for the homeless.

In recognition of her bravery and perseverance to overcome segregation of schools and her years of service to others, Ms. Wair was a recipient, along with the other members of the Little Rock Nine, of the NAACP's prestigious Spingarn Medal. The group was also honored with the Congressional Gold Medal from President Bill Clinton in 1999. She has received numerous other awards and honors for her lifetime of work and effort to serve as a champion of diversity, inclusivity and equity.

Constituency Involvement

Ms. Wair'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 Thelma Mothershed-Wair at the May 2022 commencement, or some commencement thereafter, of Southern Illinois University Carbondale.

RECOMMENDATION FOR HONORARY DEGREE, SIUC

Summary

The Chancellor requests Board of Trustees approval to bestow the Honorary Degree, Doctor of Public Arts, on Richard Hunt at the SIU Carbondale commencement in May 2022, or some commencement thereafter.

Rationale for Adoption

Richard Hunt is perhaps the most important living contemporary sculptor in the United States. He has more than 150 public commissions to his name and recently completed a 13-year project that resulted in a stunning tribute to Ida B. Wells in the Bronzeville neighborhood in Chicago. His welded bronze sculpture, *Swing Low*, hangs over the entrance of the lobby of the National Museum of African American History and Culture in Washington, D.C. His work is on display in more than 20 states, more than any other sculptor.

Mr. Hunt was born on the south side of Chicago and attended the Junior School of Art Institute of Chicago where he began his interest in art. His work began at home and he was the youngest exhibiting artist at the 1962 World's Fair in Seattle. He earned a Bachelor of Arts in Education from the Art Institute of Chicago in 1957. He went on to serve two years in the United States Army from 1958-1960.

He was appointed by President Lyndon B. Johnson as one of the first artists to serve on the governing board of the National Endowment for the Arts, and he also served on the board of the Smithsonian Institution.

In 1969, Mr. Hunt became a visiting artist at SIU Carbondale where he had a one-person show in 1970 in the campus' Mitchell Gallery. SIU students were able to be inspired by his work, and he taught both sculpture and printmaking during his time in Carbondale. He has remained engaged and supportive of SIU Carbondale, helping to facilitate the donation of dozens of important prints and pieces of artwork to the University Museum from a New York City gallery and his own personal collection.

Mr. Hunt is recognized as the foremost African-American abstract sculptor and artist of public sculpture. In 1971, he was one of the first Black artists to be given a solo exhibition at the Museum of Modern Art in New York. Today, his welded bronze work *Starwalk* is on display at the University Museum Sculpture Garden by Faner Hall.

In 2009, Mr. Hunt received the Lifetime Achievement Award from the International Sculpture Center.

Constituency Involvement

Mr. Hunt'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 Public Arts, be presented to Mr. Richard Hunt at the May 2022 commencement, or some commencement thereafter, of Southern Illinois University Carbondale.

RECOMMENDATION FOR HONORARY DEGREE, SIUC

Summary

The Chancellor requests Board of Trustees approval to bestow the Honorary Degree, Doctor of Educational Leadership, on Cho-Yee To at the SIU Carbondale commencement in May 2022, or some commencement thereafter.

Rationale for Adoption

SIU Carbondale graduate Cho-Yee To is an internationally recognized educator, scholar and pioneer in multidisciplinary inquiry in educational theory. A professor emeritus at the University of Michigan, Professor To has held academic appointments at institutions in the United States and Asia. A Hong Kong native of Chinese ancestry, Dr. To earned a bachelor's degree in education from United College of Hong Kong/The Chinese University of Hong Kong in 1959 and a master's degree in education from Washington University in 1963. Dr. To earned his doctorate in education from SIU Carbondale in 1967 with a dissertation entitled "John Dewey's Conception of the Relation of Education to the Democratic Ideal."

Dr. To began his academic career at SIU Carbondale in the Center for Dewey Studies. He joined the University of Michigan faculty in 1967 as an assistant professor and was later promoted to associate professor and full professor. As an internationally recognized educator, Dr. To has served as a visiting professor, research professor and dean of education at the Chinese University of Hong Kong; the Gerald R. Read Professor at Kent State University; the Ruth Wong Lecturer at T.Y. Wu Lecturer at the National University of Singapore; and the Daisaku Ikeda Lecturer of Soka Gakkai International of Tokyo.

Washington University recognized Dr. To as a distinguished alumnus in 2016, and he earned the Bronze Bauhinia Star from Hong Kong Special Administrative Region in 2006. He has also received honorary professorships at universities in China, England, Japan, Korea and Malaysia.

Constituency Involvement

Dr. Cho-Yee To'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 Public Arts, be presented to Dr. Cho-Yee To at the May 2022 commencement, or some commencement thereafter, of Southern Illinois University Carbondale.

RECOMMENDATION FOR HONORARY DEGREE AWARD, SIUE

Summary

The President, on the recommendation of the SIUE Chancellor, requests Board of Trustees approval to award an Honorary Doctor of Humane Letters degree to Dr. Henry L. Roediger III at the May 2022 SIUE commencement.

Rationale for Adoption

Dr. Roediger is the James S. McDonnell Distinguished University Professor at Washington University in St. Louis and a world-renowned cognitive scientist who has inspired SIUE students and faculty through his on-campus presentations and applied research (publications) on memory processes.

His research interests are in human learning and memory and range across that field. Dr. Roediger's topics of study include strategies for improving learning and memory; the study of collective memory; how false memories arise; and the relation between confidence and accuracy in reports from memory, with special attention to eyewitness testimony.

Roediger is the author of over 250 articles and chapters on these topics and others. In addition, he is the co-author and/or co-editor of 14 books, including *Make It Stick: The Science of Successful Learning* with Peter Brown and Mark McDaniel (Harvard University Press, 2014).

His work has been recognized nationally with numerous awards in his field of study and elective roles in associations dedicated to mental health, such as fellow of the American Academy of Arts and Sciences and the American Association for the Advancement of Science. He has been elected to the Society of Experimental Psychologists and was awarded the Society's Howard Crosby Warren Medal in 2008 for his research on false memories. The Association of Psychological Science honored him in 2012 with the William James Fellow Award for "a lifetime of significant intellectual contributions to the basic science of psychology."

He also has 30 plus years' experience in administration in committees dedicated to Psychological Science at a national level.

His work in Higher Education includes numerous roles at Washington University, Rice University and Purdue University. Dr. Roediger is currently a consulting editor in Psychology publications.

Henry L. Roediger III was born in Roanoke, Virginia, and spent most of his youth in Danville, Virginia. He graduated as valedictorian and commander of the corps of cadets from Riverside Military Academy in Gainesville, Georgia, in 1965. He then attended Washington & Lee University in Lexington, Virginia, graduating magna cum laude with a B.A. in Psychology in 1969. Roediger went on to graduate school at Yale University, and received his Ph.D. in 1973.

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 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 the Honorary Degree, Doctor of Humane Letters be presented to Dr. Henry L. Roediger III at the May 2022 commencement, or some commencement thereafter, of Southern Illinois University Edwardsville.

PROJECT AND BUDGET APPROVAL:
CHILLER REPLACEMENT, EAST CAMPUS CHILLER PLANT
CARBONDALE CAMPUS, SIUC

Summary

This matter seeks project and budget approval for the replacement of the chillers at the East Campus Chiller Plant. These chillers provide cooling for Schneider Hall, Mae Smith Hall, Neely Hall, Grinnell Hall, and Trueblood Hall.

Rationale for Adoption

The East Campus Chiller Plant was built in 2002 and three steam absorption chillers were installed. This project will replace the 20-year-old chillers with three electric centrifugal chillers. This project will include new controls, a new exhaust system, and new electrical upgrades. The existing cooling towers will remain.

It is projected that construction will begin in the Fall 2022 and will take approximately six months to complete. The work will be completed with the competitive bid process and with in-house resources. The cost for this project is estimated at \$3,000,000 and will be funded by external and/or internal financing as determined by the Board Treasurer. The debt payment will be repaid with revenues generated by University Housing. This project will require Illinois Board of Higher Education approval anticipated in January 2022.

The Chancellor, the Interim Vice Chancellor for Student Affairs, and the Interim Executive Director for Finance, SIUC, have recommended this matter to the President.

Considerations Against Adoption

This project will require the temporary shut-down of cooling to Schneider Hall, Mae Smith Hall, Neely Hall, Grinnell Hall, and Trueblood Hall on the East Campus and may cause an uncomfortable environment for the occupants.

Resolution

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

(1) Project and budget approval of replacement of the chillers at the East Campus Chiller Plant, Carbondale Campus, SIUC, at an estimated cost of \$3,000,000 be and is hereby approved.

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

(3) Funding for this project will come from external and/or internal financing as determined by the Board Treasurer. The debt payment will be repaid with revenues generated by University Housing.

(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.

PROJECT AND BUDGET APPROVAL:
HIGH RISE DATA NETWORK UPGRADES, CARBONDALE CAMPUS, SIUC

Summary

This matter seeks project and budget approval for the data network upgrade for the campus high rise buildings (Mae Smith, Schneider, and Neely), which includes new copper and fiber cabling, and new wired network and Wi-Fi hardware.

Rationale for Adoption

The data network in these buildings is antiquated and is at significant risk for failure and a security attack. In some cases, the network is more than ten years old. Manufacturers typically recommend replacement at five years. Due to the age of the technology:

- The network performance is very poor relative to today's standards which creates a lot of student/resident dissatisfaction.
- There is an increased likelihood of hardware failure.
- The manufacturer no longer provides software fixes for vulnerabilities.

It is anticipated that project construction will start immediately following the spring semester 2022. The project will be phased over two summers with a project completion goal of August 2023. The cost of this project is estimated at \$1,750,000 and will be funded with Repair Replacement Reserve funds.

The Chancellor, the Interim Vice Chancellor for Student Affairs, and the Interim Executive Director for Finance, SIUC, have recommended this matter to the President.

Considerations Against Adoption

Each phase of the physical renovations to the residence halls will begin in May and must be completed by August of the same year. The short time allotted for each phase may create challenges in completing the project before students return for the fall semester.

Resolution

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

(1) Project and budget approval of high-rise data network upgrades, Carbondale Campus, SIUC, at an estimated cost of \$1,750,000 be and is hereby approved.

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

(3) Funding for this project will come from Repair Replacement Reserve 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.

PROJECT AND BUDGET APPROVAL:
THOMPSON POINT HEATING SYSTEM PIPING REPLACEMENT,
CARBONDALE CAMPUS, SIUC

Summary

This matter seeks project and budget approval for the multi-phase project to replace the existing piping for the heating systems at the Thompson Point residential halls.

Rationale for Adoption

Originally constructed in 1956 through 1962, the eleven Thompson Point residence halls have been an integral part of campus life. This multi-phase project will replace the original piping for the heating systems at Kellogg, Baldwin, Abbott, Smith, and Warren Halls.

It is anticipated that phased construction will be accomplished during the summers of 2023 and 2024. The work will be completed with a competitive bid process and with in-house resources. The cost for this multi-phased project is estimated at \$1,500,000 and will be funded by external and/or internal financing as determined by the Board Treasurer. The debt payment will be repaid with revenues generated by University Housing.

The Chancellor, the Interim Vice Chancellor for Student Affairs, and the Interim Executive Director for Finance, SIUC, have recommended this matter to the President.

Considerations Against Adoption

Each phase of the physical renovations to the residence halls will begin in May and must be completed by August of the same year. The short time allotted for each phase may create challenges in completing the project before the students return for the fall semester.

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 multi-phased project to replace the existing piping for the heating systems at Thompson Point residential halls, Carbondale Campus, SIUC, at an estimated cost of \$1,500,000 be and is hereby approved.

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

(3) Funding for this project will come from external and/or internal financing as determined by the Board Treasurer. The debt payment will be repaid with revenues generated by University Housing.

(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.

PROJECT AND BUDGET APPROVAL:
THOMPSON POINT WINDOW AND DOOR REPLACEMENT, PHASE ONE,
CARBONDALE CAMPUS, SIUC

Summary

This matter seeks project and budget approval of the first phase to replace the lakeside exterior storefront systems consisting of windows and doors at the Thompson Point residential halls.

Rationale for Adoption

Originally constructed in 1956 through 1962, the 11 Thompson Point residence halls have been an integral part of campus life. Phase one will replace the original lakeside exterior windows and doors on Bailey, Steagall, Pierce and Bowyer Halls.

It is anticipated that phased construction will begin in May 2022 and be achieved over the course of four summers. The work will be completed with a competitive bid process and with in-house resources. The cost for phase one of this project is estimated at \$1,500,000 and will be funded by external and/or internal financing as determined by the Board Treasurer. The debt payment will be repaid with revenues generated by University Housing.

The Chancellor, the Interim Vice Chancellor for Student Affairs, and the Interim Executive Director for Finance, SIUC, have recommended this matter to the President.

Considerations Against Adoption

Physical renovations to the residence halls will begin in May and must be completed by August of the same year. The short time allotted for this project may create challenges in completing the project before the students return for the fall semester.

Resolution

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

(1) Project and budget approval of phase one to replace the lakeside exterior storefront systems consisting of windows and doors at Thompson Point residential halls, Carbondale Campus, SIUC, at an estimated cost of \$1,500,000 be and is hereby approved.

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

(3) Funding for this project will come from external and/or internal financing as determined by the Board Treasurer. The debt payment will be repaid with revenues generated by University Housing.

(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.

PROJECT AND BUDGET APPROVAL: RICHARD H. MOY, M.D., BUILDING,
INTERIOR RENOVATIONS FOR OUTPATIENT TEACHING CLINIC,
SCHOOL OF MEDICINE, SIUC

Summary

This matter seeks project and budget approval for the SIU School of Medicine's Richard H. Moy, M.D. Building interior renovations for outpatient teaching clinics on the first and second floors. The estimated cost for this project including renovation of approximately 43,810 square feet of existing space, architectural and engineering fees, and upgraded information technology network equipment is \$4,260,300.

Rationale for Adoption

The Richard H. Moy, M.D. Building was built in 1991 and purchased by SIU in 1997. The first and second floors have not had significant renovations since the building was constructed thirty years ago. The building is a 106,918 square foot, three-story structure with a below-grade lower level. The building contains outpatient teaching clinics including exam rooms, treatment rooms, academic offices, and support services space.

This project consists of renovation of 22,380 on the first floor and 21,430 on the second floor of clinic space and public hallways. The renovations will include reconfiguration of existing reception and waiting rooms to improve patient flow, and reconfiguration of some exam rooms and associated support spaces to improve functionality. The project will include new flooring, ceiling tile, paint, and lighting in clinic areas. Casework and counter tops will be replaced in most clinic areas. Renovations in the public hallways will include paint, carpet, and handrails as necessary for compliance with the Americans with Disabilities Act. HVAC systems will be upgraded as necessary to support telecommunication and network equipment.

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) Project and budget approval for the Richard H. Moy, M.D. Building interior renovations of the first and second floor teaching clinics, School of Medicine, SIUC, at an estimated cost of \$4,260,300 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 purchase shall be from SIU School of Medicine repair and replacement reserve and plant 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.

APPROVAL TO ACQUIRE REAL ESTATE: 414 WEST HAY STREET, SPRINGFIELD SCHOOL OF MEDICINE, SIUC

Summary

This matter seeks approval to acquire real estate located at 414 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.

Dwight H. O'Keefe III of Springfield, Illinois, owns property legally described as Lots 4 and 5 in Block 2 in J.R. Tyson's Addition and has a common address of 414 West Hay Street, Springfield, Illinois. Mr. O'Keefe desires to donate said property via quitclaim deed to the Board of Trustees of Southern Illinois University for the benefit and use of the SIU School of Medicine.

The School of Medicine wishes to accept this donation for future expansion of the Springfield campus. This unimproved lot is adjacent to property currently owned by the University. The Sangamon County Assessor's Office valuation of the property for 2021 is \$14,214. The Southern Illinois University Foundation will provide a gift-in-kind to Mr. O'Keefe for that fair market value amount. It is estimated that approximately \$3,500 in

funding will be required for costs associated with closing on the property. 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, the Dean and Provost of the School of Medicine and the CEO of the SIU Foundation.

Resolution

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

(1) The request to acquire by donation the property at 414 West Hay Street, Springfield, Illinois, 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.

PROPOSED REVISIONS TO BOARD OF TRUSTEES POLICIES: CHANGE TO INVESTMENT POLICY [AMENDMENT TO 5 POLICIES OF THE BOARD O]

Summary

This matter seeks approval by the SIU Board of Trustees to amend 5 Policies of the Board O - Investment Policy. The principal reason for this amendment is to incorporate recent changes to the Illinois Public Funds Investment Act (30 ILCS 235), which amend the definition of authorized investments, and to add clarification on the University's approach to Sustainable Investing.

Rationale for Adoption

Effective August 6, 2021, the Illinois Public Funds Investment Act (the "Act") has been amended to clarify that no more than one-third of the public funds held by the University can be invested in short-term corporate obligations and no more than one-third of the public funds held by the University can be invested in longer-term corporate obligations. Prior to this clarification, the University's investment policy limited all corporate obligations (short-term plus longer-term) to no more than one-third of the University's public funds.

In addition, the Investment Policy is being updated to clarify that the University's approach to Sustainable Investing will include periodic review of portfolio holdings to ensure they are consistent with the University's objectives. Should such review identify a specific issuer whose environmental, social and/or governance practices do not align with University objectives, the University may restrict investment in such issuer.

Considerations Against Adoption

None are known to exist.

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 O is hereby amended as per the attached.

**STATEMENT OF INVESTMENT POLICY
SOUTHERN ILLINOIS UNIVERSITY
BOARD OF TRUSTEES**

I. STATEMENT OF OBJECTIVES

It is the policy of Southern Illinois University to invest funds in a manner which will provide investment returns and security consistent with good business practices, while meeting the daily cash flow demands of the University, and conforming to all statutes governing the investment of funds. Funds of Southern Illinois University will be invested in accordance with the provisions of the Illinois Compiled Statutes, Chapter 30, Sections 235/0.01 - 235/8, "The Public Funds Investment Act", the Policies of the Board of Trustees of Southern Illinois University, and covenants provided from the University's bond and Certificate of Participation issuance activities.

As provided in Illinois Compiled Statutes, Chapter 30, Sections 225 "The Public Funds Deposit Act," public funds of the University will be deposited in savings and loan associations, savings banks, or State or national banks in Illinois.

A. Overall Risk Profile

The three basic objectives of Southern Illinois University's Investment Program are:

1. Safety of invested funds;
2. Maintenance of sufficient liquidity to meet cash flow needs;
3. Attainment of the maximum investment returns possible consistent with the first two objectives.

The achievement of these objectives shall be accomplished in the manner described below:

1. Safety of Invested Funds

The University will insure the safety of its invested funds by limiting credit and interest rate risks. Credit risk is the risk of loss due to the failure of the security issuer or backer to meet promised interest or principal payments on required dates. Interest rate risk is the risk that the market value of portfolio securities will fall or rise due to changes in general interest rates. The physical security of the University's investments is also an important element of safety. Detailed safekeeping requirements are defined in Section IV of this policy.

- a. Credit risk will be mitigated by:

- i) Limiting investments to those specified in the Illinois Public Funds Investment Act, which prohibits investment in corporate bonds with maturity dates longer than 3 years from the date of purchase;
 - ii) Diversifying the investment portfolio so that the failure of any one issue or backer will not place an undue financial burden on the University.
- b. Interest rate risk will be mitigated by:
- i) Maintaining significant balances in cash equivalent and other short maturity investments as changing interest rates have limited impact on these securities' prices;
 - ii) Establishing maturity diversification that is consistent with the expected cash flows of the University.

2. Liquidity

The University's investment portfolio will be structured in such a manner that securities mature at the same time as cash is needed to meet anticipated demands. Additionally, since all possible cash demands cannot be anticipated, the portfolio should consist largely of securities with active secondary or resale markets.

3. Investment Returns

Investment returns on the University's investment portfolio is a priority after the safety and liquidity objectives described above. Investments are limited to relatively low risk securities in anticipation of earning a fair return relative to the risk being assumed.

B. Maturity Diversification

The University's investment portfolio will be structured to provide that sufficient funds from investments are available every month to meet the University's anticipated cash needs. Subject to the safety provisions outlined above, the choice in investment instruments and maturities will be based upon an analysis of anticipated cash needs, existing and anticipated revenues, interest rate trends, and specific market opportunities.

The University's funds (excluding debt financing funds) will generally be invested in accordance with the following maturity ranges:

Portfolio	Approximate Average Maturity Range
Cash & Cash Equivalents	Less than one year; typically less than 30 days
Short Term	Up to 3 years;
Intermediate Term	Up to 10 years

C. Definition of Funds

Funds for the purpose of this policy are all University funds which are available for investment at any one time. Funds include those in the University's general operation and debt financing activities.

D. Prudence

Investments shall be made with judgement and care - under circumstances then prevailing - which persons of prudence, discretion and intelligence exercise in management of their own affairs, not for speculation but for investment, considering the probable safety of their own capital as well as the probable income to be derived.

The standard of prudence to be used by investment officials shall be the "prudent person" standard and shall be applied in the context of managing an overall portfolio.

II. INVESTMENTS

This section of the Investment Policy identifies the types of instruments in which the University may invest its funds.

A. Eligible Securities

1. Southern Illinois University will make investments under the Public Funds Investment Act (Illinois Compiled Statutes Chapter 30, sections 235/0.01 - 235/8). This affords the University a number of investment opportunities including:
 - Securities of the United States of America, its agencies, and its instrumentalities;
 - Interest bearing savings accounts, certificates of deposit, interest bearing time deposits, other direct obligations of any bank defined in the Illinois Banking Act;
 - Certain obligations of U.S. Corporations rated in the three highest rating classifications by at least two standard rating services provided: ~~such obligations do not mature in longer than 3 years from the time of purchase~~

~~and the issuing entity has at least \$500 million in assets; (limited to one-third of total funds)~~ such purchases do not exceed 10% of the corporation's outstanding obligations; no more than one-third of the University's funds may be invested in short-term obligations that mature within 270 days or less from the settlement date; and, no more than one-third of the University's funds may be invested in long-term obligations of corporations that mature in more than 270 days but less than three years from the date of settlement;

- Money market mutual funds provided they are comprised of only U.S. Treasuries, Agencies, and instrumentalities;
 - Public Treasurer's Investment Pool-State Treasurer's Office;
 - Repurchase agreements of Government securities;
 - Other specifically defined repurchase agreements.
2. Southern Illinois University may pool their funds with other Illinois Public Agencies for investment purposes under the Intergovernmental Cooperation Act, 5 ILCS 220/1 *et seq.* This affords the University the opportunity to invest, in accordance with the Public Funds Investment Act (Illinois Compiled Statutes Chapter 30, sections 235/0.01 – 235/8), through:

The Illinois Trust local government investment pools.

B. Diversification

Southern Illinois University will diversify its investments by security type, issue and maturity in order to reduce overall portfolio risks while striving to meet or exceed the benchmark average rate of return. Obligations of the United States of America, its agencies, and its instrumentalities are eligible without limit. No more than one-third of Southern Illinois University's funds may be invested in obligations of corporations.

C. Collateralization Requirements

In accordance with the State Finance Act (30 ILCS 105/6a-1), deposits that exceed the amount of federal deposit insurance coverage shall be collateralized using eligible securities as listed in the Deposit of State Moneys Act (15 ILCS 520/11). The collateral for various investments shall be held by third parties or in a separate trust department of a participating bank. The collateralization level must be in an amount equal to at least market value of that amount of funds deposited exceeding the insurance limitation provided by the Federal Deposit Insurance Corporation or the National Credit Union Administration or other approved share insurers.

D. Release of Collateral

Only the Treasurer and his designees shall be authorized to release securities pledged as collateral. All requests for the release of collateral shall be confirmed in writing.

E. Confirmation

Receipts for confirmation of purchase of authorized securities should include the following information: trade date, par value, rate, price, yield, settlement date, description of securities purchased, agency's name, net amount due, and third party custodial information. These are minimum information requirements.

F. Pooling

The University will pool all operating cash for investment purposes to provide for efficiencies and economies in their management. Proceeds related to revenue bond and certificate of participation financing activities will be pooled to the extent allowed under the covenants.

III. SELECTION OF INVESTMENT ADVISORS, INVESTMENT MANAGERS, AND FINANCIAL INSTITUTIONS

A. Investment Advisors and Investment Managers

Investment advisors and investment managers who manage University funds must be registered with the Securities and Exchange Commission and carry adequate levels of insurance. The University will annually send a copy of the Investment Policy to investment advisors and investment managers who manage University funds. The University will follow the State's Procurement Policy when issuing public Requests For Proposal in selecting its advisors and managers.

B. Qualification of Brokers, Dealers, and Financial Institutions

The University will only transact business with banks, savings and loan associations, and broker dealers who have been approved by the University.

If the University hires an investment advisor to provide investment management services, and the investment advisor maintains a list of approved Broker/Dealers that is adhered to for investment transactions, the University may adopt that Investment Advisor's list as it may be amended periodically.

IV. **INTERNAL CONTROL PROCEDURES**

A. **Purchase of Securities**

The Treasurer will delegate authorization to purchase investment securities to employees, as needed. A list of these authorized employees will be provided to each investment broker/dealer. A confirmation of the purchase of authorized securities will be provided to the Treasurer. All security transactions will be conducted “delivery versus payment.”

On occasion, there will be a need for the Treasurer to delegate authorization to a third party to purchase securities on behalf of the University. In these instances, a one-time delegation will be executed that clearly states the type of security, the amount to be purchased, the maturity date, and the purchase date.

B. **Safekeeping of Assets**

All securities (except collateral) owned by the University will be held by its safekeeping agents. The University will contract with a bank or banks for the safekeeping of securities which are owned by the University as a part of its investment portfolio or which have been transferred to the University under the terms of any repurchase agreements. Safekeeping reports shall be provided.

C. **Sale of Securities**

The Treasurer will delegate authorization to initiate the sale of investment securities to employees, as needed. A list of these authorized employees will be provided to each broker/dealer. The proceeds of all sales transactions will be deposited into a University account.

D. **Wire/ACH Transactions**

Where possible, the University will use repetitive wire transfers and preformatted ACH transfers to restrict the transfer of funds to preauthorized accounts only. When transferring funds to an account using a non-repetitive wire or a non-preformatted ACH transfer, the bank is required to call back a second pre-established employee for confirmation that the transfer is authorized.

V. **STRUCTURE AND RESPONSIBILITY**

This section of the Policy defines the overall structure of the investment management program.

A. **Responsibilities of the Finance Committee of the Board of Trustees**

The Finance Committee of the Board of Trustees will, upon recommendation of the Treasurer:

1. review and recommend to full Board a written investment policy, consistent with the requirements of the Public Funds Investment Act.
2. review quarterly investment reports.
3. approve the selection and assess the performance of investment managers.

B. **Responsibilities of the Treasurer**

The Treasurer is appointed by the Board of Trustees and is chief custodian of all funds held in the name of the Board of Trustees. The Treasurer is responsible for recommending, as necessary, financial policies and procedures to ensure compliance with State and Federal laws, Board Policies and University Guidelines. Investment oversight and banking relations are also responsibilities of the office. The Treasurer is responsible for providing the President and Board of Trustees, via the Finance Committee, a quarterly report of cash and investment activities.

C. **Investment Managers**

The investment managers are accorded full discretion, within the limits set forth in this Statement of Investment Policy and investment guidelines, to (1) select individual securities, (2) adjust the maturity mix, where applicable, and (3) diversify their portfolios so as to limit the impact of large losses in individual investments on the total portfolio.

The investment managers will provide the Treasurer with a monthly report of investment activity and investment performance.

D. **Ethics and Conflicts of Interest**

Officers, employees and agents, including, but not limited to, investment managers, involved in the investment process shall refrain from personal business activity that conflicts with the proper execution of the investment program, or impairs their ability to make impartial investment decisions. They shall disclose any material financial interests that could be related to the performance of the University's investment portfolio. They shall also comply with all applicable Federal and State laws governing ethics and conflict of interest.

VI. PERFORMANCE EVALUATION

The Treasurer will perform periodic reviews of the cash and investment activity to ensure that the safety, liquidity and performance of the investment portfolio is appropriate.

The Treasurer will provide a quarterly report of cash and investment activity to the President and Board of Trustees, via the Finance Committee, for review.

Performance results will be evaluated by the Board Treasurer, or a designee, relative to the below benchmarks and relative to the risks incurred in generating the results.

Portfolio	Benchmark	Description
Cash Equivalents	S&P Rated Government Investment Pool Index	An index comprised of S&P rated local government investment pools with a \$1 NAV.
Short Term	ICE BofA Merrill Lynch US 3-Month Treasury Bill Index	An index that is comprised of the rolling 3-Month Treasury Bill.
Intermediate Term	Barclays Capital Intermediate U.S. Government	A market value-weighted index of U.S. Treasury and Agency bonds with maturities between one and ten years.

VII. SUSTAINABLE INVESTING

Material, relevant, and decision-useful sustainability factors are regularly considered by the University, within the bounds of financial and fiduciary prudence, in evaluating investment decisions. Such factors include, but are not limited to: (i) corporate governance and leadership factors; (ii) environmental factors; (iii) social capital factors; (iv) human capital factors; and (v) business model and innovation factors, as provided under the Illinois Sustainable Investing Act (30 ILCS 238).

While such factors are not determinative for investment decisions, the University will periodically review the portfolio holdings to determine the consistency with these objectives and will identify specific issuers that are restricted from purchase under this policy.

VIII. STATEMENT OF INVESTMENT POLICY REVIEW

This Statement of Investment Policy will be reviewed as governing Statutes are modified or when there is a material change in University circumstances that may warrant a new asset allocation policy. Absent these changes, this policy statement will be reviewed and modified, if appropriate, no less than every five years.

IX. PUBLIC NOTICE**A. Investment Policy**

Pursuant to the Public Funds Investment Act (30 ILCS 235/2.5(c)), the investment policy shall be made available to the public at the University's main administrative office. Further, a copy of the investment policy will be posted on the web site of the Treasurer.

B. Investment Performance

Pursuant to the Accountability for the Investment of Public Funds Act (30 ILCS 237), the University will post monthly investment performance on the Treasurer's web site by the 15th day following the end of the month.

Approved by the SIU Board of Trustees

~~February 13, 2020~~

- December 2, 2021

APPROVAL OF PURCHASE:
PHYSICIAN COVERAGE, SCHOOL OF MEDICINE, SIUC

Summary

This matter seeks approval to extend and increase an agreement with LocumTenens.com to provide physician coverage for pediatric general surgery.

Rationale for Adoption

The School of Medicine continues recruitment efforts to hire permanent faculty members to provide pediatric general surgery 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 health care field.

This matter seeks to extend through June 30, 2022, a previous award made to LocumTenens.com of Alpharetta, GA, and increase the amount by \$1,220,000 for a total award of \$2,600,000. The agreement includes an option to cancel the contract with a 30-day notice, which will be provided upon the hiring of permanent faculty. LocumTenens.com specializes in the temporary placement of physicians, CRNAs, physician assistants, nurse practitioners and psychologists 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 for pediatric general surgery through June 30, 2022, and will be increased by \$1,220,000 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.

APPROVAL OF SALARY AND APPOINTMENT:
VICE CHANCELLOR FOR STUDENT AFFAIRS, SIUC

Summary

This matter presents for approval the salary and appointment of the Vice Chancellor for Student Affairs at SIU Carbondale.

Rationale for Adoption

Policies of the Board of Trustees require the Board of Trustees approval of the salary and appointment of professional staff who have a proposed salary of \$150,000 or more. The Vice Chancellor for Student Affairs reports to and advises the Chancellor on a wide range of issues affecting students and on university services and engagement activities that provide students with the social, academic and mental health support needed for success as they pursue their educational goals.

The recommended candidate for this position is Jeffery T. Burgin, Jr. Dr. Burgin most recently served as Vice President of Student Affairs at Talladega College. He previously held similar positions at Kentucky State University, Belmont University and Alabama Agricultural and Mechanical University and has been in the student affairs field in other roles since 1999. He earned a bachelor's degree in African American Studies/Pre-Law from the University of Cincinnati and a Master's Degree in College Student Personnel from Ohio University. He earned his Ed.D. in Higher Education Administration from the University of Alabama at Tuscaloosa in 2012. Dr. Burgin was one of three finalists who interviewed for the position following a national search.

This matter is recommended by the Chancellor, SIUC.

Constituency Involvement

All candidates interviewed with the campus search committee, staff within the vice chancellor division, the Chancellor's Cabinet, student government organizations, and a virtual open forum available to all campus stakeholders.

Resolution

BE IT RESOLVED, By the Board of Trustees of Southern Illinois University in regular meeting assembled, That: Jeffery T. Burgin, Jr., be appointed as Vice Chancellor for Student Affairs, SIUC, with an annual salary of \$178,000, effective November 8, 2021.

APPROVAL OF SALARY:
ASSISTANT TO THE CHAIR, DEPARTMENTS OF OBSTETRIC AND GYNECOLOGY
AND OTOLARYNGOLOGY HEAD AND NECK SURGERY
SCHOOL OF MEDICINE, SIUC

Summary

The matter presents for approval the salary of Michelle Lynn as Assistant to the Chair, Departments of Obstetrics and Gynecology and Otolaryngology Head and Neck Surgery, School of Medicine, SIUC.

Rationale for Adoption

Policies of the Board of Trustees require Board of Trustees approval of the salary of professional staff who have a proposed salary of \$150,000 or more.

Michelle Lynn was named Assistant to the Chair, Departments of Obstetrics and Gynecology and Otolaryngology Head and Neck Surgery in March 2019. She has 14 years of experience in healthcare administration. Her previous position was as Director of Ambulatory Surgery and Endoscopy Center for the Springfield Clinic in Springfield, Illinois.

Ms. Lynn acts as the chief business officer for two surgical clinical departments in the School of Medicine with reporting responsibilities to the Chairs of those two departments. This request for a \$20,000 adjustment is based on market and internal equity review for this leadership position.

The Chancellor, SIUC, and the Dean and Provost of the School of Medicine, recommend this matter for approval.

Resolution

BE IT RESOLVED, By the Board of Trustees of Southern Illinois University in regular meeting assembled, That: Michelle Lynn's annual salary be approved at \$152,200 effective October 1, 2021.

APPROVAL OF SALARY:
EXECUTIVE DIRECTOR, OFFICE OF CORRECTIONAL MEDICINE
SCHOOL OF MEDICINE, SIUC

Summary

The matter presents for approval the salary of Dawn DeFraties as Executive Director, Office of Correctional Medicine, School of Medicine, SIUC.

Rationale for Adoption

Policies of the Board of Trustees require Board of Trustees approval of the salary of professional staff who have a proposed salary of \$150,000 or more.

Dawn DeFraties was named Executive Director, Office of Correctional Medicine in January 2020. Her previous position was as Director of Planning, Department of Corrections Program starting in September 2018. Dawn has a Master of Science in Industrial/Organizational Psychology and is a Certified Correctional Health Professional through the National Commission on Correctional Health Care.

Ms. DeFraties' role and responsibilities continue to expand along with the relationship of the Illinois Department of Corrections correctional medicine program. She is responsible for this important new program that has grown to over \$8 million annually over the last three years. This request is for a \$9,000 market adjustment for this leadership position.

The Chancellor, SIUC, and the Dean and Provost of the School of Medicine, recommend this matter for approval.

Resolution

BE IT RESOLVED, By the Board of Trustees of Southern Illinois University in regular meeting assembled, That: Dawn DeFraties' annual salary be approved at \$156,000 effective October 1, 2021.

APPROVAL OF SALARY AND APPOINTMENT: INTERIM DEAN,
SCHOOL OF DENTAL MEDICINE, SIUE

Summary

This matter presents for approval the salary and appointment of the Interim Dean of the SIU School of Dental Medicine at the Alton campus.

Rationale for Adoption

Policies of the Board of Trustees require Board of Trustees approval of salary and appointment of professional staff who have a proposed salary of \$150,000 or more and who are within two reporting lines of the Chancellor, which includes this position.

SIUE is fortunate to have a highly qualified and respected individual who has served the School of Dental Medicine since 1999. Dr. Duane Douglas received his DMD from the University of Manitoba, a Pediatric Dentistry Certificate from the University of Connecticut and a Prosthodontics Certificate and Masters of Science degree from the University of Buffalo. Dr. Douglas, currently serves as the Associate Dean of Faculty and coordinates SDM's research efforts. Previously, he served as Chair of Restorative Dentistry at SDM. He possesses the experience as a teacher, researcher and administrator to guide the School of Dental Medicine forward and is willing to serve in this interim position to preserve continuity and progress within the School of Dental Medicine as we anticipate the successful conclusion of the current Dean search. The SIUE Chancellor has recommended this matter to the President.

Constituency Involvement

The Provost and Chancellor convened meetings with the School of Dental Medicine to discuss the transition, leadership qualities needed and priorities for the next SDM Dean. These discussions as well as other feedback from SDM leadership informed this recommendation. Additionally, the Provost and Chancellor consulted the School via email as another means to seek feedback that could support the interim dean during the transition period.

Resolution

BE IT RESOLVED, By the Board of Trustees of Southern Illinois University in regular meeting assembled, That: Dr. Duane Douglas be appointed to the position of Interim Dean of the SIU School of Dental Medicine with an annual salary of \$290,000 commencing on January 1, 2022, and terminating June 30, 2022, or until a new "permanent" Dean commences employment, whichever is sooner.

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.

APPROVAL OF SALARY AND APPOINTMENT:
DEAN, SCHOOL OF NURSING, SIUE

Summary

This matter presents for approval the salary and appointment of Dr. Judy Liesveld as the Dean of the SIUE School of Nursing.

Rationale for Adoption

Policies of the Board of Trustees require Board of Trustees approval of salary and appointment of professional staff who have a proposed salary of \$150,000 or more and who are within two reporting lines of the Chancellor.

A national search was conducted with the support of Greenwood/Asher & Associates, a nationally recognized search firm with specific expertise in health care and health science executive searches. The search yielded a strong and diverse pool of eight applicants of which four finalists were selected for campus interviews. The recommended candidate, Dr. Judy Liesveld, holds a bachelor's in Nursing from the University of Iowa, a master's degree from Arizona State University and a PhD from the University of New Mexico. Dr. Liesveld's leadership experience includes serving as Interim Associate Dean of Innovation and Community Outreach and Associate Dean for Education and Innovation. She is an accomplished teacher, scholar and practitioner with clinical experience as a Pediatric Primary Care Nurse Practitioner. Dr. Liesveld is a Certified Nurse Educator and served as a faculty member at the University of New Mexico and an instructor for the University of Phoenix. She also worked as a school/clinic nurse and served in hospitals in Arizona and New Mexico. She is a Fellow of the American Academy of Nursing and serves as the Dean Ridenour/Mason New Mexico Nursing Education Consortium Endowed Fellow. She has been integrally involved in numerous grants, particular highlights are projects sponsored by Health Resources and Services Administration and HHS/Indian Health Service. Her commitment to equity, diversity, and inclusion is evident in her work.

This matter is recommended by the Chancellor, SIUE.

Constituency Involvement

Candidates participated in interviews and open forums with key stakeholders including a search committee consisting of faculty and staff from SON, representative constituency groups and other appointees. The search committee's report and evidence were considered in making this recommendation.

Resolution

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

(1) Dr. Judy Liesveld be appointed to the position of Dean of the SIUE School of Nursing with an annual salary of \$210,000, commencing on July 1, 2022.

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

Chair Gilbert reported that a few days earlier Trustee Sharma inquired about an item listed on the Purchase Orders and Contracts matter about the payment of fire protection to the city of Edwardsville. Information for that transaction is the Edwardsville campus provided land on which the city built a fire station, and the legislature provides pass through funding for the fire protection.

Trustee Simmons moved approval of the receipt of the ratification of Changes in Faculty-Administrative Payroll – SIUC and SIUE; Recommendation for Distinguished Service Award, SIUC [Mr. Roland W. Burris]; Recommendation for Distinguished Service Award, SIUC [Ms. Carolyn Taft Grosboll]; Recommendation for Distinguished Service Award, SIUC [Dr. John S. Jackson III]; Recommendation for Distinguished Service Award, SIUC [Ms. Thelma Mothershed-Wair]; Recommendation for Honorary Degree Award, SIUC [Mr. Richard Hunt]; Recommendation for Honorary Degree Award, SIUC [Dr. Cho-Yee To]; Recommendation for Honorary Degree Award, SIUE [Dr. Henry L. Roediger III]; Project and Budget Approval: Chiller Replacement, East Campus Chiller Plant, Carbondale Campus, SIUC; Project and Budget Approval: High Rise Data Network Upgrades, Carbondale Campus, SIUC; Project and Budget Approval: Thompson

Point Heating System Piping Replacement, Carbondale Campus, SIUC; Project and Budget Approval: Thompson Point Window and Door Replacement, Phase One, Carbondale Campus, SIUC; Project and Budget Approval: Richard H. Moy, M.D., Building, Interior Renovations for Outpatient Teaching Clinic, School of Medicine, SIUC; Approval to Acquire Real Estate: 414 West Hay Street, Springfield, School of Medicine, SIUC; Proposed Revisions to Board of Trustees Policies: Change to Investment Policy [Amendment to 5 Policies of the Board O]; Approval of Purchase: Physician Coverage, School of Medicine, SIUC; Approval of Salary and Appointment: Vice Chancellor for Student Affairs, SIUC; Approval of Salary: Assistant to the Chair, Departments of Obstetric and Gynecology and Otolaryngology Head and Neck Surgery, School of Medicine, SIUC; Approval of Salary: Executive Director, Office of Correctional Medicine, School of Medicine, SIUC; Approval of Salary and Appointment: Interim Dean, School of Dental Medicine, SIUE; and Approval of Salary and Appointment: Dean, School of Nursing, SIUE. The motion was duly seconded by Trustee Tedrick. The motion carried by the following recorded vote: aye, Ms. Shaylee Clinton, Mr. Ed Curtis, Hon. J. Phil Gilbert, Dr. Ed Hightower, Dr. Subhash Sharma, Mr. John Simmons, Mr. Roger Tedrick, Ms. Maddie Walters; nay, none.

The following item was presented:

REPORTS OF PURCHASE ORDERS AND CONTRACTS,
AUGUST AND SEPTEMBER, 2021, 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 August and September, 2021, 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 Simmons. The motion carried by the following recorded vote: aye, Ms. Shaylee Clinton, Hon. J. Phil Gilbert, Dr. Ed Hightower, Dr. Subhash Sharma, Mr. John Simmons, Ms. Maddie Walters; 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, 2021, 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, 2021, 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 Simmons moved approval of the receipt of the item. The motion was duly seconded by Trustee Sharma. The motion carried by the following recorded vote: aye, Ms. Shaylee Clinton, Mr. Ed Curtis, Hon. J. Phil Gilbert, Dr. Ed Hightower, Dr. Subhash Sharma, Mr. John Simmons, Ms. Maddie Walters; nay, none. Mr. Roger Tedrick abstained from voting.

The following item was presented:

APPOINTMENT OF THE CHANCELLOR, SIUE

Summary

The matter presents for approval the appointment of the Chancellor for Southern Illinois University Edwardsville (SIUE).

Rationale for Adoption

This request seeks approval for the appointment of Dr. James T. Minor as the next Chancellor of SIUE.

Dr. Minor most recently served as Assistant Vice Chancellor and Senior Strategist in the Office of the Chancellor at California State University (CSU). Before joining California State University in 2016, he served as Deputy Assistant Secretary in the Office of Postsecondary Education at the U.S. Department of Education. He was appointed by the White House to provide overall leadership and administration for federal programs designed to expand access to higher education, strengthen institutional capacity and to promote postsecondary innovation.

Prior to that, Dr. Minor served as the Director of Higher Education Programs at the Southern Education Foundation in Atlanta, Georgia, while holding a faculty appointment at the Institute of Higher Education at the University of Georgia. He served previously as an associate professor of higher education policy at Michigan State University and a Research Associate in the Pullias Center for Higher Education at the University of Southern California.

Dr. Minor earned a bachelor's degree in sociology from Jackson State University, a master's in sociology from the University of Nebraska-Lincoln and a doctorate from the University of Wisconsin-Madison in educational policy analysis and leadership.

Constituency Involvement

With the assistance of the search firm WittKieffer, a 28-person committee participated in a four-month national search, beginning with 56 candidates and eleven semi-finalists, which resulted in four finalists. The committee, representing the University's principal stakeholders, was comprised of faculty, staff, students, alumni and community members. The two-day on-campus interviews of the finalists involved much of the campus community, and included open forums on the Edwardsville, East St. Louis and Alton campuses. Informed input from the search advisory committee, all appropriate University leaders, constituents, and more than 200 others who responded to surveys were received by the President and considered in making this recommendation.

Resolution

BE IT RESOLVED, By the Board of Trustees of Southern Illinois University in regular meeting assembled, That: upon recommendation of the President, Dr. James T. Minor is appointed to the position of Chancellor, SIUE, beginning no later than March 1, 2022, with an annual salary of \$340,000 and pursuant to the other terms and conditions of a Chancellor Employment Agreement attached herewith, to serve at the pleasure of the President and the Board of Trustees.

BE IT FURTHER RESOLVED, that the President is hereby authorized and shall take all action as may be necessary in the execution of this resolution and to execute and enact said Chancellor Employment Agreement.

CHANCELLOR EMPLOYMENT AGREEMENT

This Chancellor Employment Agreement (“Agreement”) is made and entered into this 2nd day of December, 2021 (“Effective Date”), by and between the Board of Trustees of Southern Illinois University, a body politic and corporate of the State of Illinois, hereinafter the “University,” and Dr. James Minor. The University and Dr. Minor may hereinafter be referred to, individually, as a “party” or, collectively, as the “parties.”

Article I

THE UNIVERSITY’S AGREEMENTS WITH THE CHANCELLOR

1.1 Employment. The University appoints and employs Dr. Minor to be Chancellor of Southern Illinois University Edwardsville, hereinafter “Chancellor.” The Chancellor shall serve as the chief executive officer of Southern Illinois University Edwardsville, hereinafter “SIUE,” under the supervision and direction of the President of Southern Illinois University, hereinafter the “President.” The Chancellor accepts and agrees to such employment.

The Chancellor shall commence his duties March 1, 2022. The date upon which the Chancellor commences his duties shall hereinafter be referred to as the “Commencement Date.” Any salary, benefits, or other rights granted to the Chancellor under this Agreement shall not begin until the Commencement Date.

1.2 Duties. The University and Chancellor agree that as Chancellor of SIUE, he shall perform all duties required by law, this Agreement, the legislation of the Board of Trustees, University Guidelines, and custom and practice of the University as well as the following duties:

- a. Remain responsible to the University for the execution and enforcement of all policies and procedures of the Board of Trustees (“Board”), President, and SIUE as now exist or are hereinafter amended, including carrying out approved policies, guidelines, and regulations, governing the management of academic, business, and student affairs, and delegating execution to administrative aides and heads of appropriate functional areas;
- b. Serve as chief executive officer for SIUE, including but not limited to, providing general leadership and coordination for SIUE, its policies, programs, and operation;
- c. Develop and recommend budgets to the President and control the allocation of expenditures for SIUE within the framework of budgets approved by the President and the Board;
- d. Assist in formulating policies for adoption by the Board;
- e. Develop and recommend to the President a strategy for meeting the goals and objectives of SIUE;
- f. Assume primary responsibility for the internal organization of SIUE administration, including academic, business, and student affairs, and the development and management of physical plant and auxiliary services;
- g. Appoint all academic and non-academic employees within the limitation of powers delegated by the Board and the President;
- h. Within reasonable timeframes, respectively, inform the President of all material matters important to operation, management, control, and maintenance;
- i. At the direction of the President, represent SIUE in its relationship to external entities, including but not limited to local, state, and federal government;

- j. Assume primary responsibility for the external relations activities of fund raising and alumni relations;
- k. Understand and oversee SIUE's obligations and responsibilities for its intercollegiate athletics program as required by the University, SIUE, the National Collegiate Athletic Association ("NCAA"), and any athletic conferences of which SIUE is a member, now or in the future; and
- l. Perform such other duties as may be assigned.

1.3 Compensation. The University and Chancellor agree that as consideration for the Chancellor's employment, the Chancellor shall receive the following:

- a. Compensation in the form of an annualized base salary in the amount of three hundred forty thousand dollars (\$340,000), payable in equal installments in accordance with the appropriate University payroll schedule. During the term of his employment, Dr. Minor's annualized base salary may be increased but not decreased without his consent, and further provided that nothing herein precludes Dr. Minor from voluntarily decreasing his salary. On or before July 1, 2023, this annualized base salary will be revisited by the Board and Chancellor, subject to negotiation of a possible upward adjustment. Nothing herein guarantees the Chancellor an increase in his annual base salary. In the event the Board approves a salary increase plan for any given fiscal year which includes SIUE, the Chancellor will be eligible to receive such approved salary increase, subject to the parameters and eligibility requirements for said approved plan.
- b. Retirement benefits, health insurance benefits, sick leave, paid vacation, and other usual and customary benefits accorded to administrative and professional employees of the University that are authorized by law or policy.
- c. Reimbursement or stipend for reasonable actual moving and transition living/housing expenses during the eighteen (18) month period following the Commencement Date, with the aggregate amount of all such reimbursement/stipend not to exceed Thirty-Five Thousand Dollars (\$35,000.00); provided, that if the University is required by law to make a deduction or withholding with respect to any such reimbursement/stipend, the amount of the payments by the University shall be appropriately adjusted so that the amount of such payments, reduced by the amount of all withholdings payable, shall equal the amount of the total reimbursements which the Chancellor would otherwise be entitled to receive pursuant to this sentence (*i.e.*, up to \$35,000.00).
- d. An automobile for SIUE business use. This automobile shall be maintained by the University and fuel for business use thereof shall be paid by the University. The University shall be responsible for insurance coverage for the automobile.
- e. A tenured appointment at SIUE at the rank of Professor in the School of Education, Health, and Human Behavior. If Dr. Minor's appointment as Chancellor terminates, other than pursuant to Section 4.1 herein, and duties as a Professor commence, Dr. Minor shall then be paid a salary amount that is commensurate with his assigned duties and rank, consistent with other members of the faculty with similar rank and experience, as determined by the Dean of the School of Education, Health, and Human Behavior and SIUE policy, and subject to the approval of the President and Board of Trustees; provided, however, that notwithstanding the foregoing or any other provision of this Agreement, Dr. Minor's salary for service as a Professor pursuant to this Section 1.3.e. shall not exceed the annual compensation, as in effect at the time that Dr. Minor's

- duties as Professor commence hereunder, of the highest-paid employee within the School of Education, Health, and Human Behavior at SIUE.
- f. The University shall reimburse the Chancellor for reasonable entertainment, travel, and other expenses incurred by the Chancellor in the performance of his duties as Chancellor in accordance with University policies, as now exist or are hereafter amended. Further, the Chancellor may attend educational conferences, conventions, seminars, and professional growth activities, and other meetings to advance the interests of the University, in accordance with University policies as now exist or are hereafter amended, and the reasonable expenses connected herewith shall be reimbursed, including membership in appropriate professional service organizations. Chancellor understands that the University may reimburse travel and associated expenses of the Chancellor's spouse, if applicable, in accordance with University policies, as now exist or are hereafter amended, but only when the presence of the spouse is necessary to further the interests of the University, and is pre-approved by the President in his or her sole discretion. All expenses referenced herein shall be subject to audit by the University.
- g. All compensation, payments, reimbursements, and the like, made pursuant to this Agreement shall include deductions for local, state, and federal taxes and employee benefits, as applicable.

Article II

THE CHANCELLOR'S AGREEMENTS WITH THE UNIVERSITY

2.1 Acceptance of Chancellorship. For and in consideration of the promises of the University as stated in this Agreement, Dr. Minor agrees to serve as Chancellor of Southern Illinois University Edwardsville. The Chancellor agrees to remain accountable and responsible to the President for the execution of the duties enumerated in this Agreement, Board legislation, University Guidelines, and SIUE policies, procedures, guidelines, and regulations as they exist or may, from time to time, be amended. The Chancellor shall be subject to all applicable terms and conditions of employment of the Board legislation, University Guidelines, SIUE policies, procedures, guidelines, and regulations, and all applicable law. The Chancellor agrees to regularly meet with and report to the President, as appropriate, the status and progress related to the implementation of major policy, budget, operational, and other material matters as determined by the President.

2.2 Devotion of Best Efforts. The Chancellor agrees to faithfully and industriously, with the best and maximum use of his effort, experience, ability, and talent with due regard for the mission of the University, devote full-time attention and energies to perform all of the duties required under this Agreement and those responsibilities delegated to him, and other reasonable requests made by the President.

2.3 Outside Employment. The Chancellor further agrees not to render services of any professional nature for any person or entity for remuneration or otherwise (other than the University) without the President's prior written consent. The Chancellor shall comply with all policies, laws, rules, guidelines, and regulations related to conflict of interest or conflict of commitment. This provision does not prohibit the making of personal investments or the conduct of private business affairs so long as these activities do not conflict with the Chancellor's responsibilities or duties to the University or reflect negatively upon him or the University.

Article III
TERM OF APPOINTMENT

3.1 Term. This Agreement shall be for a term of four (4) years, commencing on the Commencement Date first written above (i.e., March 1, 2022) and terminating at the end of the day immediately preceding the fourth (4th) anniversary thereof (i.e., February 28, 2026) (the “Term”), subject, however, to prior termination as provided in this Agreement. Any salary, benefits, or other rights granted to the Chancellor under this Agreement shall not begin until the Commencement Date.

Article IV
TERMINATION

4.1 Termination for Just Cause. The University may terminate this Agreement at any time for “just cause,” which would result in the immediate termination of all University obligations under this Agreement. “Just cause” shall include the following:

- a. A serious violation of the duties set forth in this Agreement, or willful refusal to perform such duties in good faith;
- b. A material violation by Chancellor of any of the other terms and conditions of this Agreement not remedied after thirty (30) days’ written notice thereof;
- c. Any conduct of the Chancellor that constitutes moral turpitude, or that would tend to bring public disrespect, contempt, or ridicule upon the University;
- d. A violation of Section 2.3 of this Agreement;
- e. A serious violation of any law, rule, regulation, Constitutional provision, Board legislation, University Guidelines or campus guidelines, policy, or procedures, Presidential directive, or local, state, or federal law, which violation, in the sole reasonable judgment of the University, would tend to bring public disrespect, contempt, or ridicule upon the University;
- f. Prolonged absence from duty without the President’s consent; or
- g. Misconduct as defined in the Government Severance Pay Act (5 ILCS 415/5).

4.2 Disability. Regardless of any other provision of this Agreement, this Agreement shall terminate automatically if Chancellor dies or becomes totally disabled, or totally incapacitated or incapable of carrying out the duties as Chancellor, as defined by the University.

- a. If the university deems the Chancellor disabled, totally incapacitated, or incapable of carrying out the duties as Chancellor, the University reserves the right to require Chancellor to submit to a medical examination, either physical or mental.
- b. If Chancellor becomes incapable of carrying out the duties of office due to permanent disability or incapacity and is terminated, the University shall be liable to Chancellor or Chancellor’s personal representative, as the case may be, for any accrued but unpaid compensation together with a proportionate part of any other applicable benefits which would be due and payable to Chancellor, or personal representative, as the case may be, by reason of death or incapacity during employment by the University. The payment liability of the University shall terminate as of the date of death or determination of permanent disability or incapacity.

- c. If the Chancellor becomes disabled or incapacitated, the University shall provide all reasonable and appropriate assistance, in the sole discretion of the University, to the Chancellor or his personal representative to enable him to secure appropriate disability and related benefits, if any.

4.3 Termination Without Just Cause. The University may, in its sole discretion, terminate this Agreement in accordance with Board legislation. Immediately following such a termination, the University shall assign Dr. Minor as tenured Professor in SIUE's School of Education, Health, and Human Behavior in accordance with Section 1.3.e or, with Dr. Minor's consent, assign Dr. Minor's other responsibilities. In the event University terminates this Agreement without just cause during the term of the Agreement, the University shall pay to Dr. Minor the equivalent of twenty (20) weeks' worth of his annualized base salary, payable in equal installments in accordance with the appropriate University payroll schedule as provided in Section 1.3.a, reduced by any compensation the Chancellor receives as a faculty member of SIUE or for any other position for the University for work performed during the twenty (20) weeks immediately following his termination without just cause as Chancellor, as his sole compensation and remedy for such termination. If termination occurs with less than twenty (20) weeks remaining in the Term, the University shall pay to the Chancellor the amount of his annualized base salary as Chancellor for the remainder of the Term, payable in equal installments in accordance with the appropriate University payroll schedule, reduced by any compensation the Chancellor receives as a faculty member of SIUE or for any other position for the University for the period remaining in the Term. Such compensation shall not be paid if termination is for just cause, as reflected in Section 4.1 of this Agreement or misconduct otherwise defined in the Government Severance Pay Act (5 ILCS 415/1 et seq.). In the event the Chancellor obtains employment from a subsequent employer after termination without cause by the University, said amount payable under this Section shall be reduced by any compensation or salary paid to the Chancellor through such employment during the period of time when he is receiving severance pay from the University pursuant to this Section. In consideration of payment pursuant to this Section by the University, the Chancellor expressly agrees to release, waive, and hold harmless the Board, the University, and its trustees, officers, agents, servants, employees, and representatives from any or all claims the Chancellor may have arising out of his employment or termination from employment as Chancellor.

4.4 Termination by Chancellor. This Agreement may be terminated without cause by Chancellor giving the President one hundred twenty (120) days advance written notice of the termination of employment. The Chancellor agrees that if he leaves without providing one hundred twenty (120) days advance written notice of his resignation, unless a shorter period of notice is mutually agreed upon by the parties in writing, then the termination shall result in harm to the University. Although the harm and damage to the University cannot be accurately determined, the parties agree that the Chancellor shall pay to the University an amount equal to three (3) month's salary as provided in Section 1.3.a herein if he fails to provide the appropriate notification as detailed in this Section.

4.5 Exclusion of Consequential or Other Damages. The parties have bargained for and agreed to the foregoing provisions. In no case shall the University be liable to the Chancellor for any damages, or loss of any collateral business opportunities or any other benefits, or income from any other source. The provisions for payment upon termination as provided in this Agreement are the sole and exclusive legal and equitable remedies for termination and shall constitute adequate and reasonable compensation for any damages or injury suffered because of such termination by either party. Regardless of the severance pay provisions of Section 4.3 herein, the Chancellor agrees to mitigate the University's obligations to pay severance under this Agreement and to make reasonable and diligent

efforts to obtain employment upon termination, including, but not limited to, exercising his right to the tenured faculty position at SIUE.

Article V
OTHER MUTUAL AGREEMENTS

- 5.1 Entire Agreement. This Agreement constitutes the entire understanding of the parties hereto with regard to the subject matter and supersedes any and all prior or contemporaneous representations or agreements, whether written or oral, between the parties, and cannot be changed or modified unless in writing, signed by the parties hereto.
- 5.2 Choice of Law. This Agreement shall be interpreted and construed in accordance with the laws of the State of Illinois without regard to its choice of law provisions. The parties agree that all claims against the University are subject to the Illinois Court of Claims Act, and disputes against the University arising under this Agreement shall be exclusively brought before the Illinois Court of Claims.
- 5.3 Waiver. No delay or failure to enforce any provision of this Agreement shall constitute a waiver of any subsequent breach of the same or other provision or rights enforceable under this Agreement.
- 5.4 Non-Assignment. This Agreement is not assignable but shall be binding upon heirs, administrators, representatives, and successors of each party.
- 5.5 Captions. The captions are for reference purposes only and have no force or effect in determining the rights or obligations of any of the parties to this Agreement.
- 5.6 Severability. The terms of this Agreement are severable such that if any term or provision is declared by a court of competent jurisdiction to be illegal, void, or unenforceable, the remainder of the provisions of the Agreement shall continue to be valid and enforceable.
- 5.7 Interpretation. The parties acknowledge that (i) each party has reviewed the terms and provisions of this Agreement and had the opportunity to consult with their own counsel or advisors as they deem appropriate; (ii) the rule of construction to the effect that any ambiguities are resolved against the drafting party shall not be employed in the interpretation of this Agreement; and (iii) the terms and provisions of this Agreement shall be construed fairly as to both parties and not in favor or against any party, regardless of which party was generally responsible for the preparation of this Agreement.
- 5.8 Notices. Any notices required hereunder shall be hand delivered, or sent (i) via certified mail, return receipt requested, or (ii) via a nationally recognized courier or delivery service to the President or Chancellor, respectively, with documentation of confirmed receipt to the following:

For the University:
President
Southern Illinois University
1400 Douglas Drive, MC 6801

Chancellor:
Office of the Chancellor
Southern Illinois University Edwardsville
3316 Rendleman Hall

Carbondale, Illinois 62901

Campus Box 1151
Edwardsville, Illinois 62026-1151

5.9 Non-Disparagement. The parties agree not to make comments that injure or damage the reputation or character of the other party, or otherwise disparage the other party, during or after the term of this Agreement. Unless otherwise required by law, any statement made or released by a party must be agreed to by the other party in writing, except for an announcement related to the basis of termination of the Agreement.

5.10 Ratification by Board of Trustees. This Agreement shall be subject to ratification by the Board of Trustees of Southern Illinois University prior to it being enforceable against University. Upon said ratification, the Agreement shall be in full force and effect and shall bind each party to the terms and conditions herein as of the date of first written above.

IN WITNESS WHEREOF, the University, acting through the President, and Dr. James Minor have executed this Chancellor Employment Agreement below.

BOARD OF TRUSTEES OF
SOUTHERN ILLINOIS UNIVERSITY:

CHANCELLOR:

BY: _____
Dr. Daniel Mahony, President

Dr. James Minor

Trustee Simmons made a motion to approve the item. Trustee Hightower seconded the motion. The motion carried by the following recorded vote: aye, Ms. Shaylee Clinton, Mr. Ed Curtis, Hon. J. Phil Gilbert, Dr. Ed Hightower, Dr. Subhash Sharma, Mr. John Simmons, Mr. Roger Tedrick, Ms. Maddie Walters; nay, none.

Chair Gilbert announced that the next Board of Trustees meeting was planned for February 10 at Southern Illinois University Edwardsville. Further, he reported that a news conference would be held immediately following the meeting.

Trustee Simmons made a motion to adjourn the meeting. Trustee Sharma seconded the motion. The motion carried by the following recorded vote: aye, Ms. Shaylee Clinton, Mr. Ed Curtis, Hon. J. Phil Gilbert, Dr. Ed Hightower, Dr. Subhash Sharma, Mr. John Simmons, Mr. Roger Tedrick, Ms. Maddie Walters; nay, none.

The meeting adjourned at 2:35 p.m.

Misty D. Whittington, Executive Secretary