

AGENDA

MEETING OF THE BOARD OF TRUSTEES OF SOUTHERN ILLINOIS UNIVERSITY

Thursday, February 10, 2022
10:00 a.m.

Stone Center, Large Dining Room
Southern Illinois University System Office
Carbondale, Illinois,
live stream video at siusystem.edu via Youtube
and through Zoom

Call to Order by Chair

Roll Call

Annual Election of Officers, Executive Committee, and Board Representatives, and
Annual Appointments by the Chair

Tuition and Fees Discussion

Office of Community Engagement Update

Motion to Close the Meeting to the Public (Executive Session)

EXECUTIVE SESSION

Consideration of and information regarding certain matters stated in the meeting notice

Meeting of the Board of Trustees recesses for Board Committee Meetings

Meeting of the Board of Trustees resumes

Approval of Minutes of the Meetings Held December 2, 2021

BOARD OF TRUSTEES ACTIVITIES

- A. Trustee Reports
- B. Committee Reports
 - (1) Executive Committee

EXECUTIVE OFFICER REPORTS

- C. President, Southern Illinois University
- D. Chancellor, Southern Illinois University Carbondale
 - (1) Dean and Provost, Southern Illinois University School of Medicine
- E. Chancellor, Southern Illinois University Edwardsville

PUBLIC COMMENTS AND QUESTIONS

RECEIPT OF INFORMATION AND NOTICE ITEMS

- F. Report of Purchase Orders and Contracts, October, November, and December, 2021, SIUC
- G. Report of Purchase Orders and Contracts, October, November, and December, 2021, SIUE

RATIFICATION OF PERSONNEL MATTERS

- H. Changes in Faculty-Administrative Payroll - SIUC
- I. Changes in Faculty-Administrative Payroll – SIUE
- J. Change in Faculty-Administrative Payroll – Office of the President and University-Wide Services

ITEMS RECOMMENDED FOR APPROVAL BY THE PRESIDENT

- K. Endorsement of the SIU System Strategic Plan 2022-2026
- L. Proposed Amendments to Board Legislation
[Amendment to III Bylaws of the Board 3] and [Amendment to 2 Policies of the Board B.2]
- M. Approval of Salary and Appointment: Executive Director, University Communications and Marketing, SIUC
- N. Designation of Real Estate as Surplus and Authorization to Sell Real Estate, Edwardsville, IL, SIUE
- O. Approval to Acquire Real Estate: Wabash Avenue, Springfield, School of Medicine, SIUC
- P. Award of Contract: Richard H. Moy, M.D. Building, Interior Renovations for Outpatient Teaching Clinics, School of Medicine, SIUC

Q. Award of Contracts: Chiller Replacement, East Campus Chiller Plant,
Carbondale Campus, SIUC

Adjournment

Southern Illinois University
Board of Trustees
February 10, 2022

SUMMARY REPORT OF PURCHASE ORDERS AND CONTRACTS
AWARDED DURING THE MONTH OF OCTOBER 2021
SOUTHERN ILLINOIS UNIVERSITY CARBONDALE

Section	Quantity	Amount
Less than the State Required Bid Limit	39	\$1,044,916.18
State Required Bid Limit to \$999,999.99	5	\$1,053,470.58
\$1,000,000.00 and Over	0	\$0.00
Total	44	\$2,098,386.76

SOUTHERN ILLINOIS UNIVERSITY CARBONDALE
DETAILED REPORT OF PURCHASE ORDERS AND CONTRACTS OF
LESS THAN STATE REQUIRED BID LIMIT
AWARDED DURING THE MONTH OF OCTOBER 2021

<u>Transactions Under State Required Bid Limit</u>	<u>Quantity</u>	<u>Amount</u>
	39	\$1,044,916.18

SOUTHERN ILLINOIS UNIVERSITY CARBONDALE
DETAILED REPORT OF PURCHASE ORDERS AND CONTRACTS OF
STATE REQUIRED BID LIMIT TO \$999,999
AWARDED DURING THE MONTH OF OCTOBER 2021

<u>Purchase Orders and Contracts of State Required Bid Limit to \$999,999:</u> <i>State Appropriated and Income Funds for General Educational Operations</i>			
<u>No.</u>	<u>Vendor</u>	<u>Description</u>	<u>Amount</u>
142390	Centro Inc. Chicago, IL	Digital advertising services for the period through August 31, 2022.	\$200,000.00
142458	Agilent Technologies Santa Clara, CA	Seahorse XFe24 Analyzer	\$125,192.96

<u>Purchase Orders and Contracts of State Required Bid Limit to \$999,999:</u> <i>Non-State Appropriated and Income Funds for General Educational Operations</i>			
<u>No.</u>	<u>Vendor</u>	<u>Description</u>	<u>Amount</u>
142581	CoachComm LLC Auburn, AL	Football Game Day communications system	\$212,430.00

SOUTHERN ILLINOIS UNIVERSITY CARBONDALE
DETAILED REPORT OF PURCHASE ORDERS AND CONTRACTS OF
STATE REQUIRED BID LIMIT TO \$999,999
AWARDED DURING THE MONTH OF OCTOBER 2021

Purchase Orders and Contracts of State Required Bid Limit to \$999,999: <i>Restricted Funds for General Educational Operations</i>			
<u>No.</u>	<u>Vendor</u>	<u>Description</u>	<u>Amount</u>
142621	Illumina Inc. San Diego, CA	MiSeq System Sequencer	\$142,857.60

Purchase Orders and Contracts of State Required Bid Limit to \$999,999: <i>Multi-Account Distributions</i>			
<u>No.</u>	<u>Vendor</u>	<u>Description</u>	<u>Amount</u>
142566	City of Carbondale Carbondale, IL	Annual fire protection services for the period through June 30, 2022. <i>State Appropriated and Income Funds for General Educational Operations</i> \$108,700.00 <i>Service Department Funds</i> \$264,290.02	\$372,990.02

SUMMARY REPORT OF PURCHASE ORDERS AND CONTRACTS
AWARDED DURING THE MONTH OF OCTOBER 2021
SOUTHERN ILLINOIS UNIVERSITY SCHOOL OF MEDICINE

Section	Quantity	Amount
Less than the State Required Bid Limit	49	\$728,753.50
State Required Bid Limit to \$999,999.99	1	\$112,000.00
\$1,000,000.00 and Over	0	\$0.00
Total	50	\$840,753.50

SOUTHERN ILLINOIS UNIVERSITY SCHOOL OF MEDICINE
DETAILED REPORT OF PURCHASE ORDERS AND CONTRACTS OF
LESS THAN STATE REQUIRED BID LIMIT
AWARDED DURING THE MONTH OF OCTOBER 2021

<u>Transactions Under State Required Bid Limit</u>	<u>Quantity</u>	<u>Amount</u>
	49	\$728,753.50

SOUTHERN ILLINOIS UNIVERSITY SCHOOL OF MEDICINE
DETAILED REPORT OF PURCHASE ORDERS AND CONTRACTS OF
STATE REQUIRED BID LIMIT TO \$999,999
AWARDED DURING THE MONTH OF OCTOBER 2021

<u>Purchase Orders and Contracts of State Required Bid Limit to \$999,999:</u> <i>Non-appropriated Funds General Educational Operations</i>			
<u>No.</u>	<u>Vendor</u>	<u>Description</u>	<u>Amount</u>
140638	Pfizer Incorporated Atlanta, GA	Pharmaceutical supplies for SIU Center of Family Medicine Springfield for the period of July 1, 2021 through June 30, 2022.	\$112,000.00

SUMMARY REPORT OF PURCHASE ORDERS AND CONTRACTS
AWARDED DURING THE MONTH OF NOVEMBER 2021
SOUTHERN ILLINOIS UNIVERSITY CARBONDALE

Section	Quantity	Amount
Less than the State Required Bid Limit	38	\$1,224,639.52
State Required Bid Limit to \$999,999.99	4	\$1,044,351.00
\$1,000,000.00 and Over	0	\$0.00
Total	42	\$2,268,990.52

SOUTHERN ILLINOIS UNIVERSITY CARBONDALE
DETAILED REPORT OF PURCHASE ORDERS AND CONTRACTS OF
LESS THAN STATE REQUIRED BID LIMIT
AWARDED DURING THE MONTH OF NOVEMBER 2021

<u>Transactions Under State Required Bid Limit</u>	<u>Quantity</u>	<u>Amount</u>
	38	\$1,224,639.52

SOUTHERN ILLINOIS UNIVERSITY CARBONDALE
DETAILED REPORT OF PURCHASE ORDERS AND CONTRACTS OF
STATE REQUIRED BID LIMIT TO \$999,999
AWARDED DURING THE MONTH OF NOVEMBER 2021

<u>Purchase Orders and Contracts of State Required Bid Limit to \$999,999:</u> <i>State Appropriated and Income Funds for General Educational Operations</i>			
<u>No.</u>	<u>Vendor</u>	<u>Description</u>	<u>Amount</u>
142712	Qualisys North America Buffalo Grove, IL	Arqus scientific cameras	\$103,985.00

<u>Purchase Orders and Contracts of State Required Bid Limit to \$999,999:</u> <i>Restricted Funds for General Educational Operations</i>			
<u>No.</u>	<u>Vendor</u>	<u>Description</u>	<u>Amount</u>
142718	Marucco Stoddard Ferenbach & Walsh Inc. dba MSF&W Consulting Springfield, IL	Technical assistance and support services to provide system enhancements for the SNAP project for the period through December 31, 2021.	\$249,930.00
142732	Tetra Tech Inc. Langhorne, PA	Federal funds for fishing professionals, marketers, and fish processing plants to remove invasive species from the Ohio and Wabash rivers.	\$586,840.00

Purchase Orders and Contracts of State Required Bid Limit to \$999,999:			
<i>Multi-Account Distributions</i>			
<u>No.</u>	<u>Vendor</u>	<u>Description</u>	<u>Amount</u>
142633	Lotek Wireless Fish & Wildlife Monitoring Newmarket, ON Canada	Wildlife tracking devices and accessories. <i>Non-Appropriated Funds for General Educational Operations</i> \$4,000.00 <i>Restricted Funds for General Educational Operations</i> \$99,596.00	\$103,596.00

SUMMARY REPORT OF PURCHASE ORDERS AND CONTRACTS
AWARDED DURING THE MONTH OF NOVEMBER 2021
SOUTHERN ILLINOIS UNIVERSITY SCHOOL OF MEDICINE

Section	Quantity	Amount
Less than the State Required Bid Limit	30	\$393,544.40
State Required Bid Limit to \$999,999.99	2	\$368,302.60
\$1,000,000.00 and Over	0	\$0.00
Total	32	\$761,847.00

SOUTHERN ILLINOIS UNIVERSITY SCHOOL OF MEDICINE
DETAILED REPORT OF PURCHASE ORDERS AND CONTRACTS OF
LESS THAN STATE REQUIRED BID LIMIT
AWARDED DURING THE MONTH OF NOVEMBER 2021

<u>Transactions Under State Required Bid Limit</u>	<u>Quantity</u>	<u>Amount</u>
	30	\$393,544.40

SOUTHERN ILLINOIS UNIVERSITY SCHOOL OF MEDICINE
DETAILED REPORT OF PURCHASE ORDERS AND CONTRACTS OF
STATE REQUIRED BID LIMIT TO \$999,999
AWARDED DURING THE MONTH OF NOVEMBER 2021

<u>Purchase Orders and Contracts of State Required Bid Limit to \$999,999:</u> <i>Non-appropriated Funds General Educational Operations</i>			
<u>No.</u>	<u>Vendor</u>	<u>Description</u>	<u>Amount</u>
142578	Central Illinois Kidney & Dialysis Association SC Springfield, IL	University contract for academic and administrative services for Internal Medicine; contract amended to extend through June 30, 2022.	\$225,000.00
142032	Allsteel Incorporated Muscatine, IA	Furniture for Office of Correctional Medicine.	\$143,302.60

SUMMARY REPORT OF PURCHASE ORDERS AND CONTRACTS
AWARDED DURING THE MONTH OF DECEMBER 2021
SOUTHERN ILLINOIS UNIVERSITY CARBONDALE

Section	Quantity	Amount
Less than the State Required Bid Limit	32	\$940,353.60
State Required Bid Limit to \$999,999.99	8	\$2,390,262.59
\$1,000,000.00 and Over	0	\$0.00
Total	40	\$3,330,616.19

SOUTHERN ILLINOIS UNIVERSITY CARBONDALE
DETAILED REPORT OF PURCHASE ORDERS AND CONTRACTS OF
LESS THAN STATE REQUIRED BID LIMIT
AWARDED DURING THE MONTH OF DECEMBER 2021

<u>Transactions Under State Required Bid Limit</u>	<u>Quantity</u>	<u>Amount</u>
	32	\$940,353.60

SOUTHERN ILLINOIS UNIVERSITY CARBONDALE
DETAILED REPORT OF PURCHASE ORDERS AND CONTRACTS OF
STATE REQUIRED BID LIMIT TO \$999,999
AWARDED DURING THE MONTH OF DECEMBER 2021

<u>Purchase Orders and Contracts of State Required Bid Limit to \$999,999:</u> <i>Non-Appropriated Funds for General Educational Operations</i>			
<u>No.</u>	<u>Vendor</u>	<u>Description</u>	<u>Amount</u>
142802	SHI International Corporation Somerset, NJ	Turnitin software license for the period of December 31, 2021 through December 30, 2024.	\$152,652.63
142859	Air Planning LLC Salem, NC	Charter air travel for men's basketball team for the 2021-2022 season.	\$120,600.00
142865	Hines Oil Company, Inc. Murphysboro, IL	Various fuels for University Farms for the period of January 1, 2022 through December 31, 2023.	\$126,684.00

<u>Purchase Orders and Contracts of State Required Bid Limit to \$999,999:</u> <i>Service Department Funds</i>			
<u>No.</u>	<u>Vendor</u>	<u>Description</u>	<u>Amount</u>
142815	Presidio Holdings, Inc. dba Presidio Networked Solutions Group LLC Chicago, IL	Extreme Network ExtremeCloud system.	\$155,321.70

142858	Carrier Corporation Maryland Heights, MO	Labor, material, and equipment for the repair of cooling tower at the J.W. Neckers building.	\$828,457.00
142866	Hines Oil Company, Inc. Murphysboro, IL	Various fuels for Travel Service for the period of January 1, 2022 through December 31, 2023.	\$219,200.00

Purchase Orders and Contracts of State Required Bid Limit to \$999,999:
Restricted Funds for General Educational Operations

<u>No.</u>	<u>Vendor</u>	<u>Description</u>	<u>Amount</u>
142510	Marucco Stoddard Ferenbach & Walsh, Inc., dba MSF&W Consulting Springfield, IL	Ongoing technical assistance in support of Illinois WorkNet Rapid Response for the period through September 30, 2022.	\$172,800.00

Purchase Orders and Contracts of State Required Bid Limit to \$999,999:
Plant Funds-Non-Appropriated

<u>No.</u>	<u>Vendor</u>	<u>Description</u>	<u>Amount</u>
142819	Presidio Holdings, Inc., dba Presidio Networked Solutions Group LLC Chicago, IL	Extreme Networks ExtremeSwitching components.	\$614,547.26

SUMMARY REPORT OF PURCHASE ORDERS AND CONTRACTS
AWARDED DURING THE MONTH OF DECEMBER 2021
SOUTHERN ILLINOIS UNIVERSITY SCHOOL OF MEDICINE

Section	Quantity	Amount
Less than the State Required Bid Limit	27	\$490,191.97
State Required Bid Limit to \$999,999.99	1	\$397,500.00
\$1,000,000.00 and Over	1	\$1,082,000.00
Total	29	\$1,969,691.97

SOUTHERN ILLINOIS UNIVERSITY SCHOOL OF MEDICINE
DETAILED REPORT OF PURCHASE ORDERS AND CONTRACTS OF
LESS THAN STATE REQUIRED BID LIMIT
AWARDED DURING THE MONTH OF DECEMBER 2021

<u>Transactions Under State Required Bid Limit</u>	<u>Quantity</u>	<u>Amount</u>
	27	\$490,191.97

SOUTHERN ILLINOIS UNIVERSITY SCHOOL OF MEDICINE
DETAILED REPORT OF PURCHASE ORDERS AND CONTRACTS OF
STATE REQUIRED BID LIMIT TO \$999,999
AWARDED DURING THE MONTH OF DECEMBER 2021

<u>Purchase Orders and Contracts of State Required Bid Limit to \$999,999:</u> <i>Non-appropriated Funds General Educational Operations</i>			
<u>No.</u>	<u>Vendor</u>	<u>Description</u>	<u>Amount</u>
142309	Azara Healthcare LLC Burlington, MA	Azara DRVS Patient Population Health and Care Management Platform Implementation and setup fees for Family and Community Medicine, Springfield.	\$397,500.00

SOUTHERN ILLINOIS UNIVERSITY SCHOOL OF MEDICINE
DETAILED REPORT OF PURCHASE ORDERS AND CONTRACTS OF
\$1,000,000 AND OVER
AWARDED DURING THE MONTH OF DECEMBER 2021

<u>Purchase Orders and Contracts of \$1,000,000 and Over:</u> <i>Non-appropriated Funds General Educational Operations</i>			
<u>No.</u>	<u>Vendor</u>	<u>Description</u>	<u>Amount</u>
142629	LocumTenens Com LLC Atlanta, GA	University Contract for call coverage for weekends and 24 hour call for Surgery, Springfield for the period of November 1, 2021 through June 30, 2022.	\$1,082,000.00

Southern Illinois University
Board of Trustees
February 10, 2022

SUMMARY REPORT OF PURCHASE ORDERS AND CONTRACTS
AWARDED DURING THE MONTH OF OCTOBER 2021
SOUTHERN ILLINOIS UNIVERSITY EDWARDSVILLE

Section	Quantity	Amount
Less than the State Required Bid Limit	3,046	\$2,642,444.30
State Required Bid Limit to \$999,999.99	3	\$659,343.18
\$1,000,000.00 and Over	0	\$0.00
Total	3,049	\$3,301,787.48

SOUTHERN ILLINOIS UNIVERSITY EDWARDSVILLE
DETAILED REPORT OF PURCHASE ORDERS AND CONTRACTS OF
LESS THAN STATE REQUIRED BID LIMIT
AWARDED DURING THE MONTH OF OCTOBER 2021

<u>Transactions Under State Required Bid Limit</u>	<u>Quantity</u>	<u>Amount</u>
	3,046	\$2,642,444.30

SOUTHERN ILLINOIS UNIVERSITY EDWARDSVILLE
DETAILED REPORT OF PURCHASE ORDERS AND CONTRACTS OF
STATE REQUIRED BID LIMIT TO \$999,999
AWARDED DURING THE MONTH OF OCTOBER 2021

<u>Purchase Orders and Contracts of State Required Bid Limit to \$999,999:</u> <i>State Appropriated and Income Funds for General Educational Operations</i>			
<u>No.</u>	<u>Vendor</u>	<u>Description</u>	<u>Amount</u>
142504	University of Illinois Champaign, Illinois	Membership fee and I-Share Assessment for Consortium of Academic & Research Libraries in Illinois (CARLI). 7/1/2021 – 6/30/2022	\$338,799.14

<u>Purchase Orders and Contracts of State Required Bid Limit to \$999,999:</u> <i>Multi Account Distribution</i>			
<u>No.</u>	<u>Vendor</u>	<u>Description</u>	<u>Amount</u>
142521	Jackie Joyner-Kersee Foundation East Saint Louis, Illinois	Lease for the Jackie Joyner-Kersee Center Heat Start Center 8/1/2021 – 7/31/2022	\$218,600.04
142601	New Life in Christ Inter-denominational Church Lebanon, Illinois	Lease for the New Life in Christ Interdenominational Church Head Start Center July 1, 2021 – June 30, 2022	\$101,944.00

SUMMARY REPORT OF PURCHASE ORDERS AND CONTRACTS
AWARDED DURING THE MONTH OF NOVEMBER 2021
SOUTHERN ILLINOIS UNIVERSITY EDWARDSVILLE

Section	Quantity	Amount
Less than the State Required Bid Limit	2,759	\$1,908,306.00
State Required Bid Limit to \$999,999.99	1	\$131,500.00
\$1,000,000.00 and Over	0	\$0.00
Total	2,760	\$2,039,806.00

SOUTHERN ILLINOIS UNIVERSITY EDWARDSVILLE
DETAILED REPORT OF PURCHASE ORDERS AND CONTRACTS OF
LESS THAN STATE REQUIRED BID LIMIT
AWARDED DURING THE MONTH OF NOVEMBER 2021

<u>Transactions Under State Required Bid Limit</u>	<u>Quantity</u>	<u>Amount</u>
	2,759	\$1,908,306.00

SOUTHERN ILLINOIS UNIVERSITY EDWARDSVILLE
DETAILED REPORT OF PURCHASE ORDERS AND CONTRACTS OF
STATE REQUIRED BID LIMIT TO \$999,999
AWARDED DURING THE MONTH OF NOVEMBER 2021

<u>Purchase Orders and Contracts of State Required Bid Limit to \$999,999:</u>			
<i>Service Cash</i>			
<u>No.</u>	<u>Vendor</u>	<u>Description</u>	<u>Amount</u>
142762	Bel-O Sales and Service Incorporated Belleville, Illinois	Furnish all labor, materials and equipment to replace AHU (Air Handling Unit) S-1 in the Morris University Center.	\$131,500.00

SUMMARY REPORT OF PURCHASE ORDERS AND CONTRACTS
AWARDED DURING THE MONTH OF DECEMBER 2021
SOUTHERN ILLINOIS UNIVERSITY EDWARDSVILLE

Section	Quantity	Amount
Less than the State Required Bid Limit	2,078	\$1,459,990.03
State Required Bid Limit to \$999,999.99	3	\$519,451.44
\$1,000,000.00 and Over	0	\$0.00
Total	2,081	\$1,979,441.47

SOUTHERN ILLINOIS UNIVERSITY EDWARDSVILLE
DETAILED REPORT OF PURCHASE ORDERS AND CONTRACTS OF
LESS THAN STATE REQUIRED BID LIMIT
AWARDED DURING THE MONTH OF DECEMBER 2021

<u>Transactions Under State Required Bid Limit</u>	<u>Quantity</u>	<u>Amount</u>
	2,078	\$1,459,990.03

SOUTHERN ILLINOIS UNIVERSITY EDWARDSVILLE
DETAILED REPORT OF PURCHASE ORDERS AND CONTRACTS OF
STATE REQUIRED BID LIMIT TO \$999,999
AWARDED DURING THE MONTH OF DECEMBER 2021

<u>Purchase Orders and Contracts of State Required Bid Limit to \$999,999:</u> <i>State Appropriated and Income Funds for General Educational Operations</i>			
<u>No.</u>	<u>Vendor</u>	<u>Description</u>	<u>Amount</u>
142800	SIU Edwardsville Foundation Edwardsville, Illinois	Provision for payment to the SIUE Foundation for Fundraising and Alumni Membership Services in accordance with the terms and conditions of the Master Contract	\$190,000.00

<u>Purchase Orders and Contracts of State Required Bid Limit to \$999,999:</u> <i>Auxiliary Funds</i>			
<u>No.</u>	<u>Vendor</u>	<u>Description</u>	<u>Amount</u>
142727	Top Job Cleaning Service LLC Manchester, Missouri	Provision for full and partial cleaning service for Cougar Village Apartments.	\$206,000.00
142870	ERB Equipment Company of Illinois Incorporated Mitchell, Illinois	John Deere 410L Backhoe Loader.	\$123,451.44

Southern Illinois University
Board of Trustees
February 10, 2022

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.)

	<u>Name</u>	<u>Rank/Title</u>	<u>Department</u>	<u>Effective Date</u>	<u>Salary</u>
1.	Brummer, Thomas E.	Interim Director Touch of Nature (previously Assistant Director Facilities and Operations)	Touch of Nature	11/01/2021	\$ 5,478.00/MO \$65,736.00/FY (Previous salary – \$ 4,980.00/MO \$59,760.00/FY)
2.	Martino, Fred	Executive Director	Broadcasting Service	12/06/2021	\$ 10,416.67/MO \$125,000.04/FY
3.	Owens, Mark T.	Director	Facilities and Energy Management	12/01/2021	\$ 10,500.00/MO \$126,000.00/FY
4.	Page, Cheryl	Assistant Professor	School of Law	01/01/2022	\$ 10,000.00/MO \$120,000.00/FY
5.	Spreng, Jennifer E.	Assistant Professor	School of Law	01/01/2022	\$ 9,500.00/MO \$85,500.00/AY

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

C. Awards of Tenure:

	<u>Name</u>	<u>Title on Effective Date of Tenure</u>	<u>Department/School</u>	<u>Effective Date</u>
1.	Hunter, Yvonne	Associate Professor	School of Education	08/16/2021

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. Koester, Jill	Licensed Clinical Professional Counselor	Family & Community Medicine/Springfield	11/01/2021	\$ 5,833.33/MO \$ 69,999.96/FY
2. Mundi, Neil	Assistant Professor	Otolaryngology	11/01/2021	\$ 18,750.00/MO \$225,000.00/FY

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

- C. Awards of Tenure:

<u>Name</u>	<u>Title on Effective Date of Tenure</u>	<u>Department/School</u>	<u>Effective Date</u>
1. Metz, Anneke	Associate Professor	Medical Education	07/01/2022

- D. Promotions:

<u>Name</u>	<u>Title on Effective Date of Promotion</u>	<u>Department/School</u>	<u>Effective Date</u>
1. Black, Erik	Associate Professor of Clinical Psychiatry	Psychiatry/Adult Psychiatry	07/01/2022
2. Connolly, Michael	Associate Professor of Clinical Family and Community Medicine	Family and Community Medicine	07/01/2022
3. El Bitar, Youssef	Associate Professor of Clinical Surgery	Surgery/ Orthopedics	07/01/2022
4. Hickey, Anna	Associate Professor of Clinical Pediatrics	Pediatrics/Developmental Behavioral	07/01/2022
5. Jean-Louis, Magali	Professor of Clinical Pediatrics	Pediatrics/Neonatology	07/01/2022

6.	Manek, Megha	Associate Professor of Clinical Family and Community Medicine	Family and Community Medicine	07/01/2022
7.	Metz, Anneke	Associate Professor	Medical Education	07/01/2022
8.	Prashanth, Porayette	Associate Professor of Clinical Pediatrics	Pediatrics/ Gastroenterology	07/01/2022
9.	Robinson, Kathy	Research Associate Professor	Internal Medicine/ Hematology Oncology	07/01/2022
10.	Sapra, Amit	Associate Professor of Clinical Family and Community Medicine	Family and Community Medicine	07/01/2022
11.	Scott, Marcia Kate	Associate Professor of Clinical Family and Community Medicine	Family and Community Medicine	07/01/2022
12.	Takahashi, Ayame	Associate Professor of Clinical Psychiatry	Psychiatry/Child and Adolescent Psychiatry	07/01/2022
13.	Tripathy, Shreepada	Associate Professor of Clinical Pediatrics	Pediatrics/Hospital Medicine	07/01/2022
14.	Wolf, Kari	Professor of Clinical Psychiatry	Psychiatry/Adult Psychiatry	07/01/2022

Southern Illinois University
Board of Trustees
February 10, 2022

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.	Kusi, Joseph	Assistant Professor	Environmental Sciences	1/01/2022	\$7,000.00/mo \$63,000.00/AY
2.	Lewis, Au'Janee	Hall Director	Housing	10/11/2021	\$3,000.00/mo \$36,000.00/FY
3.	McCart, Mario	Admissions Coordinator (previously: Counselor)	Graduate & International Admissions	11/16/2021	\$3,333.34/mo \$40,000.08/FY
4.	McDavid, Shelly	Director/Asst. Professor (previously: Assistant Professor)	Lovejoy Library	1/01/2022	\$6,666.66/mo \$79,999.92/FY
5.	Merritt, Patricia	Assistant Director for Media & Community Relations (previously: Assistant to the Director for Media & Community Relations)	Marketing & Communications	9/01/2021	\$5,500.00/mo \$66,000.00/FY

6.	Tayeh, Ralph	Assistant Professor	Construction	1/1/2022	\$8,000.00/mo \$72,000.00/AY
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B. Leaves of Absence With Pay –

	<u>Name</u>	<u>Type of Leave</u>	<u>Department</u>	<u>% of Leave</u>	<u>Date</u>
1.	Archer, Kimberly	Sabbatical	Music	100%	8/16/2022-12/31/2022
	<u>Purpose:</u> Professor Archer will be writing a textbook to address a critical gap in music education literature on concert band orchestration, providing a valuable resource to educators at all levels.				
2.	Berkley, Robyn	Sabbatical	Management & Marketing	100%	8/16/2022-12/31/2022
	<u>Purpose:</u> Professor Berkley will test a theory which explains the gap in the literature regarding the emotional context of disclosing a stigmatized identity by using a diary study methodology.				
3.	Bouvier, Dennis	Sabbatical	Computer Science	50%	8/16/2022-8/15/2023
	<u>Purpose:</u> Professor Bouvier's project is to develop a new cognitive tutor authorizing framework and cognitive tutors to enhance student learning in introductory computing course topics and thereby improve Computer Science education.				
4.	Brown-Amilian, Stacey	Sabbatical	Geography	100%	1/01/2023-5/15/2023
	<u>Purpose:</u> Professor Brown-Amilian will map all food available in sixty-six low income, low access "food desert" tracts in the St. Louis region for applications regarding health, food security and accessibility.				
5.	Del Rio, Lora	Sabbatical	Lovejoy Library	100%	1/01/2023-5/15/2023
	<u>Purpose:</u> Professor Del Rio's project will formalize an innovative diversity recruitment and retention program for libraries and CTE programs to replicate in communities across the United States.				
6.	Denhouer, John	Sabbatical	Art & Design	100%	8/16/2022-12/31/2022
	<u>Purpose:</u> Professor Denhouer will complete a series of plein air and studio oil landscape paintings depicting important industrial sites in the Metro East, for submission to public exhibits.				

7. DiSalvo, Susanne Sabbatical Biological Sciences 100% 1/01/2023-5/15/2023

Purpose: Professor DiSalvo will research the symbiosis of bacterially-infected amoeba populations, with implications for understanding immune responses, human microbiomes, and developing bacterial infection treatments, resulting in a research article.

8. Gopalan, Chaya Sabbatical Applied Health 100% 8/16/2022-12/31/2022

Purpose: Professor Gopalan plans to conduct flipped teaching research at Rural College, India and complete data analysis disseminate research findings as manuscripts and presentations.

9. Hoelscher, Jamie Sabbatical Accounting 100% 8/16/2022-12/31/2022

Purpose: Professor Hoelscher will complete and revise a data analytics textbook for use in accounting programs, including end of chapter cases, exercises and problems.

10. Jack, Bryan Sabbatical Historical Studies 100% 1/01/2023-5/15/2023

Purpose: Professor Jack will research and write an article on Black like in Parsons, Kansas, focusing on cultural development within a segregated community. This will contribute to Midwest history, a growing scholarly field.

11. James, Susanne Sabbatical Special Education 100% 8/16/2022-12/31/2022

Purpose: Professor James's project will validate the conceptual framework of the Give, Exhibit and Teach Model and the four domains of feedback teacher educators provide adult learners.

12. Kohn, Luci Sabbatical Biological Sciences 100% 1/01/2023-5/15/2023

Purpose: Professor Kohn will study the effects of genetics and environment on skeletal structure of monkeys, with implications for understanding human development and health, resulting in a public data set.

13. Li, Shi Sabbatical Mass Communications 100% 1/01/2023-5/15/2023

Purpose: Professor Li will research the transformation of Chinese media industry and transcultural communication since the 1960's through prominent photojournalists and their work. Anticipated outcomes are two manuscripts.

14. Logue, Jennifer Sabbatical Educational Leadership 100% 8/16/2022-12/31/2022

Purpose: Professor Logue will work on her ongoing book project, "Knowing and Teaching Ignorance" and will produce sample chapters to be presented at conferences as well as prepared for publication in journals.

15. Love, Mary Sue Sabbatical Management & Marketing 100% 1/01/2023-5/15/2023

Purpose: Professor Love will investigate two factors, emotional intelligence (EI) and reflective thinking, and their impact on negotiation outcomes.

16. Lozowski, Andrzej Sabbatical Electrical & Computer Engineering 100% 8/16/2022-12/31/2022

Purpose: Professor Lozowski will experiment the active ripple cancellation for high-power electric vehicle batter charges. The low ripple battery current can be produced while improving control speed of the charger.

17. Manuel, Jeffrey Sabbatical Historical Studies 100% 1/01/2023-5/15/2023

Purpose: Professor Manuel will document local energy histories and transitions between fuels in a digital archive, with applications for understanding future energy systems and responses to climate change.

18. Mishra, Suman Sabbatical Mass Communications 100% 8/16/2022-12/31/2022

Purpose: Professor Mishra will research and understand the influence of religion and spirituality on marketing practices in a key global market resulting in a peer-reviewed conference presentation and article.

19. Neath, Andrew Sabbatical Mathematics & Statistics 100% 1/01/2023-5/15/2023

Purpose: Professor Neath will develop and evaluate techniques for improved statistical and predictive modeling, with broad applications across scientific disciplines with planned research article and conference presentation.

20. Pendergast, John Sabbatical English Language & Literature 100% 8/16/2022-12/31/2022

Purpose: Professor Pendergast will appraise the importance of amateurs to Shakespearean studies with specific attention to early editors, amateur theater companies, patrons, and implications for modern pedagogy.

21. Poole-Jones, Katherine Sabbatical Art & Design 100% 1/01/2023-5/15/2023

Purpose: Professor Poole-Jones study will go towards a manuscript on socio-political, artistic factors influencing construction of public monuments in post-bellum St. Louis; relevant to current debates surrounding statues and civic spaces.

22. Ragsdale, Corey Sabbatical Anthropology 100% 8/16/2022-12/31/2022

Purpose: Professor Ragsdale will work on a innovative and unique bio-archaeological study of human migration throughout Medieval Central Europe that will be important in understanding cultural processes on population movements over time.

23. Rice, Laurie Sabbatical Political Science 100% 1/01/2023-1/15/2023

Purpose: Professor Rice's research will produce scholarly articles on young adult political participation and civic engagement during the 2022 midterm elections of key importance to understanding current sociopolitical issues.

24. Schunke, Matthew Sabbatical Philosophy 100% 1/01/2023-5/15/2023

Purpose: Professor Schunke will complete an article from the study of philosophical approaches to understanding how humans experience the sensation of taste, with reference to prior seminal philosophers.

25. Seltzer, Catherine Sabbatical English Language & Literature 100% 8/16/2022-12/31/2022

Purpose: Professor Seltzer will complete a literary biography that draws from interviews and archival materials to consider the tumultuous life of the American novelist and memoirist Pat Conroy.

26. Strand, Laura Sabbatical Art & Design 100% 8/16/2022-12/31/2022

Purpose: Professor Strand will create and plan an exhibition of textiles woven with a Jacquard handloom, the most complex handweaving tool and will document the processes fundamental to the art of weaving.

27. Vogrin, Valerie Sabbatical English Language & Literature 100% 8/16/2022-12/31/2022

Purpose: Professor Vogrin will complete two short stories for publication in prestigious literary journals. To connect with a broader readership, the stories focus on issues under-represented in contemporary fiction.

28. Wei, Chin-Chuan Sabbatical Chemistry 100% 1/01/2023-5/15/2023

Purpose: Professor Wei will conduct research on oxygen-derived highly reactive chemicals that are important for human health, relevant to understanding cancer and cardiovascular disease and provide insight for treatments.

C. Awards of Tenure – None to report

D. Awards of Promotion - None to report

Southern Illinois University
Board of Trustees
February 10, 2022

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

The following change in faculty-administrative payroll is 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 President. Where appropriate, salary is reported on a monthly basis and on either an academic year (AY) or fiscal year (FY) basis.

- A. Term 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.	McNeese, Wesley	System Executive Director for Diversity Initiatives	Office of the President	01/01/2022* *Term Appointment through June 30, 2022	\$7,150/mo; \$42,900/FY*

Southern Illinois University
Board of Trustees
February 10, 2022

ENDORSEMENT OF SIU SYSTEM STRATEGIC PLAN 2022-2026

Summary

This matter requests the endorsement of the Southern Illinois University Board of Trustees of the document SIU System Strategic Plan 2022-2026, a document designed to guide Southern Illinois University System for the next five years.

Rationale for Adoption

In March 2020 President Mahony and the SIU Board of Trustees recognized the need to have a comprehensive strategic plan for the SIU System. Shortly after President Mahony began his tenure, the SIU System embarked on a systemwide strategic planning effort. Beginning in late spring 2020, eight working groups developed reports on possible system-wide efforts to inform the strategic planning process in the following areas: Academic Program Development, Student Success, Diversity and Inclusion, Employee Satisfaction, Community Impact, Partnerships, Research, and Shared Services.

A system-wide strategic planning committee, represented by constituent and community groups from all SIU campuses was formed with the input of each SIU campus in September 2020. Care was taken to have representation of diverse groups as well as the major stakeholder groups on each campus [faculty (tenure and non-tenure), staff (civil service, professional staff, etc.), students, community members, representation of different areas such as academic affairs, student affairs, administrative affairs, Board of Trustees, etc.] The committee was chaired by System Vice President Gireesh Gupchup and co-facilitated by Dr. Lakesha Butler of SIUE and Dean John Pollitz of SIUC.

The system-wide committee worked on creating the vision, mission and goal themes. To inform the committee further, a survey was created using key themes identified in the working group reports. This survey was administered to SIU System stakeholder groups, students, faculty, staff, alumni and key community leaders. A total of 3,912 stakeholder responses were received providing the committee with voluminous and rich information. The committee met with the SIUC Applied Research Consultants (ARC) staff several times to help interpret the data and discuss the analyses conducted by the ARC.

After significant opportunities for feedback, including two town hall meetings in February 2021, the SIU System vision reads: "Empower people. Transform the world." The mission is: "The Southern Illinois University System enriches students and diverse communities through inclusive excellence, experiential education and innovation. The system creates and shares knowledge that enables stakeholders to achieve their full

potential, serves as an economic catalyst for the region and state, and advances global change, opportunities and social justice.”

The Goal Themes are: 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; 6. Infrastructure.

Since the goal themes or priorities were broad in nature, specific objectives, strategies and metrics needed to be developed to help operationalize them. Goal committees were formed with individuals representing all campuses with expertise in each of the six goal theme areas. The Goal committees were formed based on suggestions from the chancellor’s offices. Care was taken to have representation of each campus (Carbondale, Springfield, Edwardsville, East St. Louis, Alton). The Goal committees were formed with special attention to diversity and at least one member of the strategic planning committee served on each Goal committee to ensure continuity.

The objectives, strategies and metrics were submitted in July 2021 by the goal committees. A sub-committee of the strategic planning committee refined the strategic plan and the plan was approved by the strategic planning committee on December 6, 2021. After input from President Mahony, the strategic plan is presented to the BOT for endorsement.

Considerations Against Adoption

University officers are aware of none.

Constituency and Stakeholder Involvement

The process afforded all SIU System constituency groups and stakeholders opportunities for participation in and contribution to the development of the SIU System Strategic Plan 2022-2026.

Resolution


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

The Board of Trustees hereby expresses its support and endorsement of The SIU System Strategic Plan 2022-2026.

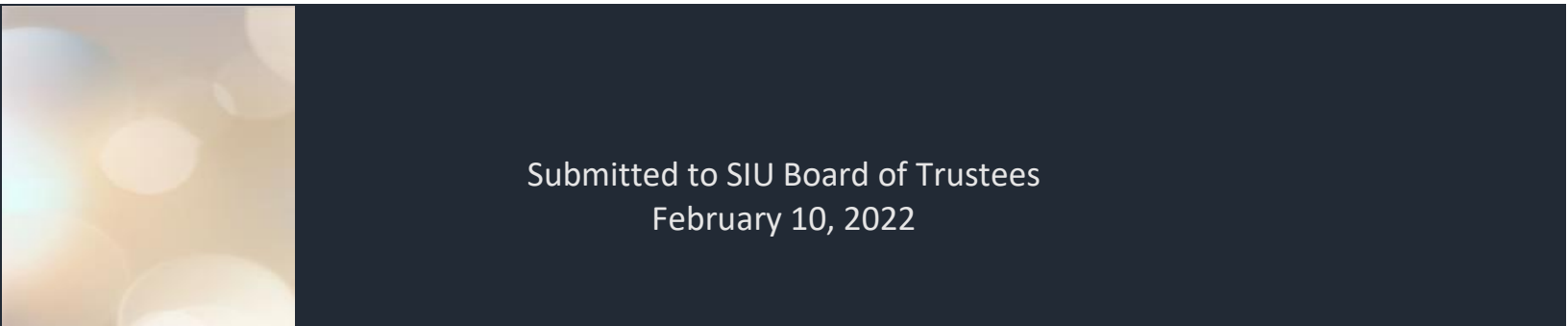
The Board of Trustees recognizes and hereby expresses its sincerest appreciation to the system-wide strategic planning committee, campus leaders, and numerous faculty, staff, students, alumni and supporters who contributed to the development of the strategic plan and thereby establishing a path to future excellence and success.

The Board of Trustees acknowledges that the successful implementation of this plan will require commitment and resolve by the Board of Trustees, system-wide campus leaders, faculty, staff, students, and other stakeholders.

BE IT FURTHER RESOLVED, That this resolution be entered into the minutes, and copies thereof, signed by the Chair of the Board of Trustees, to ensure that The SIU System Strategic Plan 2022-2026 is promulgated as the guiding planning document for Southern Illinois University System.



SIU System Strategic Plan
2021-2026
Report



Submitted to SIU Board of Trustees
February 10, 2022

Introduction:

This report includes the process involved in the creation of the SIU System Strategic Plan 2021-2026. Work began on March 2020 and culminated in January 2022. Stakeholder groups across all campuses were involved and the strategic plan is presented to the SIU Board of Trustees for approval on February 10, 2022. Below is an outline of the strategic planning process with pertinent attachments.

A. Working Groups

The Southern Illinois University (SIU) System embarked on a systemwide strategic planning effort shortly after President Dan Mahony began his tenure in March 2020. Beginning in late spring 2020, eight working groups developed reports on possible system-wide efforts to inform the strategic planning process in the following areas: Academic Program Development, Student Success, Diversity and Inclusion, Employee Satisfaction, Community Impact, Partnerships, Research, and Shared Services. All working group reports were received by August 2020. Copies of these reports can be found at: <https://siusystem.edu/about/strategic-plan/reports.shtml>.

B. System-wide Strategic Planning Committee

The system-wide strategic planning committee, represented by constituent and community groups from all SIU campuses was formed with the input of each SIU campus in September 2020. Care was taken to have representation of diverse groups as well as the major stakeholder groups on each campus [faculty (tenure and non-tenure), staff (civil service, professional staff, etc.), students, community members, representation of different areas such as academic affairs, student affairs, administrative affairs, Board of Trustees, etc.] The committee was chaired by System VP Gireesh Gupchup and Co-Facilitated by Dr. Lakesha Butler of SIUE and Dean John Pollitz of SIUC. A list of the members of this committee can be found at: <https://siusystem.edu/about/strategic-plan/committee.shtml>. To facilitate collaboration and communication of committee members, zoom meetings and Microsoft Teams were used.

C. Creation of Vision, Mission and Goal Themes

Survey of Stakeholders

The system-wide committee worked on creating the vision, mission and goal themes. To inform the committee further, a survey was created using key themes identified in the working group reports. This survey was administered to SIU System stakeholder groups, students, faculty, staff, alumni and key community leaders. Mailing lists were obtained from each of the SIU System campuses.

Help in creation and analyses of the survey results was obtained from faculty and graduate students at Applied Research Consultants (ARC) on the SIU Carbondale campus (<https://arc.siu.edu/>).

Respondents were asked to rank each of the eight areas that formed the working group reports, and then rank each of the priorities identified by the working groups in their reports. Open ended comments were also solicited. A summary of the results of the survey can be found at <https://siusystem.edu/about/pdf/StrategicPlanningSurveySummarywithcharts102320.docx.pdf>.

A total of 3,912 stakeholder responses were received providing the committee with voluminous and rich information. The committee met with the ARC staff several times to help interpret the data and discuss the analyses conducted by the ARC.

Information Used in Creating Vision, Mission and Goal Themes

In addition to the above-mentioned survey, current strategic plans on each campus, minutes of Board of Trustees (BOT) sessions on strategic planning and the previous strategic improvement objectives were evaluated by the committee. This collective information was used in the development of the SIU System vision, mission and goals. A detailed Strategic Planning Guide was created by Dr. Gupchup and the Co-Facilitators to help the committee in the process.

Vision

In developing the vision the committee considered how we are going to leave an impact on students and the community (and beyond). Also, the committee asked the following questions:

- What does the SIU System want to be at some future point?
- What is a guiding image of success formed in terms of contribution to society?

After significant deliberation the following vision was developed:

“Empower people. Transform the world.”

Mission

The mission, or a clear, concise declaration of how the SIU System will achieve its vision was developed by asking the following questions:

- What do we do?
- How do we do it?
- Whom do we do it for?
- What value are we bringing?

The committee also considered: the definition of the present state or purpose of the SIU System, and a) what we do? b) who we do it for? c) how we do what we do?

The mission statement developed was as follows:

“The Southern Illinois University System enriches students and diverse communities through inclusive excellence, experiential education and innovation. The system creates and shares knowledge that enables stakeholders to achieve their full potential, serves as an economic catalyst for the region and state, and advances global change, opportunities and social justice.”

Goal Themes

A strategic goal theme is usually comprised of a theme that allows an organization to help operationalize strategic plans. Organizations that have strategic themes may have an average of four to six different ones. In essence, the committee considered the stakeholder information available to prioritize themes important to the SIU System. Additionally, an operational statement was developed to explain each goal theme.

The following points were considered by the committee in formulating the goal themes:

- 1) Look at the mission: Do our goals cover the concepts included in the mission of the SIU System?
- 2) Look at previous goals (SIU Strategic Improvement Plan – President Dunn). Are they relevant? Should they change?
- 3) List our priorities. These can become our themes.

The following questions need to be considered as well:

- 4) What achievements or strengths do we want to build on?
- 5) What weaknesses or risks do we need to address/remedy?
- 6) What new opportunities should we pursue?
- 7) Once we have gone through the above process we should have listed all pertinent themes/priorities.
- 8) We now need to answer the question: Which are your most important themes/priorities?
- 9) Since we are in a virtual setting we would need to conduct a survey for the committee members to select the most important themes/ priorities. THESE BECOME OUR GOALS
- 10) The final step is to ask the committee to write a short description to operationalize the goal. In essence an explanation (in a sentence or two) of what concepts the goal includes. This will help guide the next step where we will set objectives.

After significant deliberation, the following goal themes with operational statements were developed by the strategic planning committee:

Goal Theme 1: Academic Innovation and Student Success

Our innovative and accessible academic programs will provide interdisciplinary and experiential components that empower our students to address regional, national, and global challenges.

While maintaining the strengths of each campus, we will engage in system-wide collaboration to create new opportunities for students and support lifelong learning.

Goal Theme 2: Anti-Racism, Diversity, Equity and Inclusion

We will be a national model of anti-racism and anti-oppression that promotes diversity, inclusion and equitable access and opportunity for all individuals.

Goal Theme 3: Community Impact

We will collaboratively create sustainable solutions, utilizing the collective strengths of the system to improve the quality of life for all that we serve.

Goal Theme 4: Research, Creative Activity and Partnerships

We will build collaborative opportunities to expand research, scholarship and creative activities through internal and external partnerships that fulfill our mission.

Goal Theme 5: Faculty and Staff

To foster an equitable environment where our diverse faculty and staff can be successful and satisfied.

Goal Theme 6: Infrastructure

We will build and maintain a sustainable infrastructure through continuous improvement, transparency and accountability.

D. Town Hall Feedback Meetings

Once the strategic planning committee had developed the vision, mission and goal themes, it was deemed necessary to conduct Town Hall meetings with SIU System stakeholders to receive feedback and suggestions. Accordingly, two Town Hall meetings were conducted by zoom (February 15 and 17, 2021). Committee members updated stakeholders on the progress made by the committee, the process followed in developing the vision, mission and goal themes. The feedback received was used to modify the vision, mission and goal themes. The versions included above are those approved by the committee after modifications.

E. Goal Committees

Since the goal themes or priorities were broad in nature, specific objectives and strategies needed to be developed to help operationalize them. Goal committees were formed with individuals representing all campuses with expertise in each of the six goal theme areas. The Goal committees were formed based on suggestions from the chancellor's offices. Care was taken to have representation of each campus (Carbondale, Springfield, Edwardsville, East St. Louis, Alton). The Goal committees were formed with special attention to diversity and at least one member of the strategic planning committee served on each Goal committee to ensure continuity. A listing of Goal committees can be found at:

<https://siusystem.edu/about/strategic-plan/GoalCommitteeMembers1.pdf>.

F. Development of Objectives, Strategies and Metrics

Goal committees worked from April to July 2021 to develop the objectives, strategies and metrics associated with each goal theme. Microsoft Teams was used to facilitate communication within and among Goal committees. Additionally, Goal committee co-chairs had two zoom meetings to discuss any overlap that might occur.

Goal committees were requested to develop 3-5 objectives that were considered most important in the achievement of each goal theme. Specific strategies (action plans) were then developed to help achieve the objectives. Timelines for the completion of each strategy, resources required to complete each strategy, and the office/department/individual/committee responsible to monitor achievement of the strategy responsible offices were outlined. Metrics were developed to help operationalize the completion of each strategy. Periodic metrics were set if the strategy will take more than a year to complete.

G. Refinement of Objectives, Strategies and Metrics

The Goal committee reports were evaluated by a sub-committee of the strategic planning committee to reduce overlapping concepts and to refine the objectives, strategies and metrics to ensure consistency in the strategic plan document. A listing of the members of this sub-committee that worked on this refinement process from August to November 2021 can be found below.

1. Lakesha Butler (SIUE, co-chair)
2. John Pollitz (SIUC, co-chair)
3. Valerie Griffin (SIUE)
4. Gireesh Gupchup (System)
5. Gary Kinsel (SIUC)
6. Jill Kirkpatrick (SIUC)
7. Nancy Lutz (SIUE)
8. Bethany Peppers (SIUC)
9. Kim Rendfeld (SIUC)
10. Kamran Shavezipur (SIUE)
11. Shelley Tischkau (SOM)
12. Maddie Walters (SIUE)

H. Strategic Planning Committee Approval of the Strategic Plan

The SIU System Strategic Planning Committee reviewed the refined objectives, strategies and metrics and after discussion and suggestions approved the strategic plan to forward to President Mahony for comments on December 6, 2021.

I. President Comments and Final Report

The President provided input in December 2021 and the report was prepared in January 2022 for presentation to the SIU Board of Trustees on February 10, 2022.

J. Board of Trustees Updates

Periodic updates with an opportunity for comment were provided at the Board of Trustees meetings on the following dates:

- August 17, 2020: The Chair of the Strategic Planning Committee and co-facilitators were introduced and the charge to the committee was discussed.
- December 3, 2020: 12.03.20 – The Board was informed that the Strategic Planning Committee surveyed SIUC and SIUE stakeholder groups consisting of faculty, staff, students, alumni, and community members and the data collected were used to form a “working” vision, mission, and goal themes that was shared with the Board. SIUC’s Applied Research Consultants were acknowledged for their analyses that helped the Committee conceptualize the data received through the survey. The Committee continues to review data and will conduct “town halls” to get additional input from stakeholders on the vision, mission, and goal themes.
- February 11, 2021: The draft Goal themes and working vision, mission were presented. The open comment period and Town Halls for stakeholders was mentioned. The formation of Goal committees to create objectives, strategies and metrics was also mentioned.
- April 29, 2021: The System Strategic Planning Committee developed the vision, mission and six goal themes. Goal Committees are formed and will develop objectives, strategies, and metrics, as well as identify responsible officers and individuals and estimate resources needed for each of the strategies. The Goal Committees will provide their final reports to the SIU System Strategic Planning Committee by June 15, 2021. They have already started their work.
- July 15, 2021: The goal committees’ draft reports outlining objectives, strategies and metrics were received and will be shared with the SIU System Strategic Planning Committee for fine-tuning. The objectives for each of the goal themes were shared with the Board.
- August 16, 2021: The co-facilitators provided a brief update on the progress and developments of the SIU System Strategic Plan.
- December 2, 2021: – An update on the SIU Strategic Plan to the Board of Trustees. The plan now goes to the President.

K. Website

A strategic planning website was created as an information portal to the progress being made by the strategic planning committee. This website will be updated as developments

occur (<https://siusystem.edu/about/strategic-plan/index.shtml>). The website contains all relevant reports, a process diagram, and progress updates.

L. Strategic Plan for Presentation to BOT

The strategic plan for BOT endorsement can be found in Appendix A.

M. Monitoring of the Strategic Plan

The strategic planning committee will monitor the progress of the strategic plan yearly. As a “living plan” any modifications will be made to the plan by the committee on an as needed basis.

To help in the monitoring of the strategic plan using a data analytics approach to make recommendations to both the strategic planning committee as well as the SIU System administration, the Center for Predictive Analytics(C-PAN) at SIUE will be contracted with. The C-PAN will also help with periodic reports and development of an “interactive website” with “real-time” updates for the strategic plan.

A draft high-level metrics scorecard that will be used to continually monitor strategic plan achievements is presented in Appendix B. The finalized list of metrics will be presented to the Board of Trustees at the April meeting. However, as with other metrics, this scorecard may change to reflect the nature of the “living plan.”

SIU SYSTEM STRATEGIC PLAN 2022-2026

Abbreviations

ADC	Alternative Digital Credentials
CIOs	Chief Information Officers
CAC	Community Advisory Council
EWD	Economic Workforce Development
HR	Human Resources
IRH	Institute for Rural Health
LEED	Leadership in Energy and Environmental Design
LAC	Local Advisory Councils
OCE	Office of Community Engagement
SBDC	Small Business Development Center
SIUC	Southern Illinois University Carbondale
SIUE	Southern Illinois University Edwardsville
VP ADEI	Vice President for Anti-Racism, Diversity, Equity and Inclusion
VC of DEI	Vice Chancellor for Diversity, Equity and Inclusion
VC of EDI	Vice Chancellor for Equity, Diversity and Inclusion
URM	Underrepresented Minority

Goal 1: Academic Innovation and Student Success

Our innovative and accessible academic programs will provide interdisciplinary and experiential components that empower our students to address regional, national, and global challenges. While maintaining the strengths of each campus, we will engage in system-wide collaboration to create new opportunities for students and support lifelong learning.

Objective 1: Create and Implement flexible coordinated program to increase college degree attainment for Southern Illinois (i.e. SIU System Flex Program).

Strategy	Metrics/Timeline	Who is Responsible	Resources Needed
<p>a. Expand market driven and workforce analysis for desired employment skills.</p> <ul style="list-style-type: none"> – Integrated/University Studies <p>b. Create and implement an incentive/revenue sharing program to reward participating units.</p> <p>c. Expand system-wide coordination for Pre- and Post-Baccalaureate certificate programs, micro-credentialing, badge programs, and create additional certificate, credential stacking, and continuing education capacities for Post-Graduate and Professionals connected with industry.</p> <p>d. Explore a system for work experience credit as well as work study in program field to help reduce education costs.</p> <p>e. Form intercampus groups to coordinate programs and share ideas across the system.</p> <ul style="list-style-type: none"> – Advising – Financial Aid – Human Resources – Teaching Loads, etc. <p>f. Develop a system-wide mechanism and infrastructure for tracking, managing, and measuring the impact of new educational opportunities.</p>	<p>Yr 1-5</p> <ul style="list-style-type: none"> • Number of degrees and credentials granted each year • Participation in the SIU System Flex Program • Increase degree attainment over five years 	<ul style="list-style-type: none"> • Academic Affairs • Student Affairs • Vice Chancellors for Administration • System Vice President • Career Development Services • Continuing Education and Conference Services • Industry Partnerships 	<ul style="list-style-type: none"> • Existing Resources • Need investments in Tracking, Managing, and Measuring capacities and infrastructure • Will require an investment in personnel to manage and maintain

Objective 2: Create a system to promote entrepreneurial initiatives among students, staff, and faculty.

Strategy	Metrics/Timeline	Who is Responsible	Resources Needed
<p>a. Leverage student design programs/projects.</p> <ul style="list-style-type: none"> – Venture Capitalists – Intellectual Property <p>b. Create and implement an incentive program and merit capacities for those who participate in research and creative activities and/or community engagement/outreach services that bring recognition and/or revenues to SIU.</p> <p>c. Define guidelines and reporting systems for consulting activities.</p> <p>d. Build template contracts, MOUs, Liability & Risk Management, and general agreements that are readily available and adaptable to new initiatives as they arise.</p> <p>e. Streamline legal processes.</p> <p>f. Build funding capacities to support multiple levels of product delivery from exploration, development, publishing and advertising, to market delivery.</p>	<p>Yr 1-5</p> <ul style="list-style-type: none"> • Increase the number of patents/patent applications generated per year • Increase entrepreneurial activity per year as reported to SIU System Office of Technology Management and Industry Relations • Increase consulting activities as defined by system research officers group • Increased and recognized societal impacts as reported by the media and shared through university and community outlets • Increase Industry partnerships to support programs, research development, and scholarships 	<ul style="list-style-type: none"> • Academic Affairs • Student Affairs • Vice Chancellor for Administration • System Vice President • SIU Legal Counsel • Vice Chancellor for Research (SIUC)/Graduate Dean (SIUE) • Industry Partnerships • SIU System Office of Technology Management and Industry Relations: https://siusystem.edu/tech-transfer/ • Office of Innovation & Economic Development SIUC • Campus Small Business Development Centers • Center for Workforce Development https://cwd.siu.edu/ • SIU Successful Community Collaborative, etc. • SIU SOM External Relations 	<ul style="list-style-type: none"> • Existing Resources • Will require an investment in dedicated personnel to manage and maintain

Objective 3: Create a system to expand access to high impact practices for student success and retention.

Strategy	Metrics/timeline	Who is Responsible	Resources Needed
<p>a. Form intercampus groups to coordinate programs across the system for student success.</p> <ul style="list-style-type: none"> – Recruitment – Advising – Job Placement/Career Counseling – Student Wellbeing/Support, etc. <p>b. Promote the development and implementation of high impact practices across the SIU system.</p> <ul style="list-style-type: none"> – Industry Partnerships, – Internships – Study Abroad – Student Leadership Development Programs, etc. <p>c. Explore and implement a dual credit program with high schools that is accepted across the system.</p>	<p>Yr 1-5</p> <ul style="list-style-type: none"> • Monitor the effectiveness of high impact practices as decided by the intercampus groups • Increase the number of high impact practice opportunities • Number of faculty and staff from each campus participating in training opportunities 	<ul style="list-style-type: none"> • Academic Affairs • Student Affairs • Vice Chancellor for Administration • System Vice President • SIU Legal Counsel • Vice Chancellor for Research (SIUC)/Graduate Dean (SIUE) 	<ul style="list-style-type: none"> • Existing Resources

Note: The SIU System supports the activities of the System wide Student Advisory Committee.

Goal 2: Anti-Racism, Diversity, Equity, and Inclusion

We will be a national model of anti-racism and anti-oppression that promotes diversity, inclusion and equitable access and opportunity for all individuals.

Objective 1: Communication – Develop system-wide statement and clearly and regularly communicate on SIU’s commitment to anti-racism, diversity, equity, and inclusion (ADEI).

Strategy	Metrics/timeline	Who is Responsible	Resources Needed
<ul style="list-style-type: none"> a. Create a collaborative system-wide ADEI statement. b. Review policies, handbooks and internal/external communication documents to ensure discrimination-free and harassment-free language is included and explicit. c. Communicate diversity initiatives via SIUS Diversity Webpage. d. Continue with monthly Conversations of Understanding (COU). e. Expand Diversity Advisory Council high-profile speaker series. f. Develop a comprehensive system calendar including all significant cultural and religious dates and send suitable messages recognizing dates to system constituents 	<p>Yr 1-2</p> <ul style="list-style-type: none"> • Develop system-wide statement by end of Spring 2022 for all SIU campuses • Review by end of Fall 2022 • Continue in Fall and Spring • Add another DAC lecture in Spring starting Spring 2022, continue speaker in Fall • Develop comprehensive system calendar by Fall 2022 	<ul style="list-style-type: none"> • SIU System VP of Antiracism, Diversity, Equity, Inclusion and • SIU System Diversity Advisory Council • SIUE Office of Vice Chancellor for Equity, Diversity and Inclusion • SIUC Office of the Vice Chancellor for Diversity, Equity and Inclusion • SIU SOM Office of Equity, Diversity and Inclusion • SIU System General Counsel 	<ul style="list-style-type: none"> • Existing resources • Webpage

Objective 2: Education and Training – Educate and equip SIU students, faculty, staff and constituents with knowledge about anti-oppression, the many forms of diversity present in our communities and skills to advance inclusion and promote equity through Southern Illinois and beyond.

Strategy	Metrics/timeline	Who is Responsible	Resources Needed
<ul style="list-style-type: none"> a. Create an online training on ADEI required for all 1st year students, new graduate and transfer students. b. Create an online training on ADEI required for all faculty and staff completed annually. c. Develop a ADEI course available to all undergraduate and graduate students of all majors/disciplines. d. Audit each campus’ offerings of student co-curricular activities that provide students with skills to enact equity and dismantle oppressive systems; develop additional offerings where needed. e. Audit each campus’ offerings of faculty/staff professional development workshops/trainings to enact equity and dismantle oppressive systems; develop additional offerings where needed. f. Develop a system-wide repository of ADEI teaching resources to be accessed by faculty/instructors to incorporate into courses/workshops across system. 	<p>Yr 1-2</p> <ul style="list-style-type: none"> • Complete by end of fall 2022, begin offering 2022-2023 academic year • Complete by end of Spring 2022, begin offering 2022-2023 academic year <p>Yr 2 -3</p> <ul style="list-style-type: none"> • Complete by end of Spring 2023, begin offering academic year 2023-2024 • Complete audit by end of Spring 2023, enact new offerings academic year 2022-2023 and continue developing additional offerings each year • Complete audit by end of Spring 2022, enact new offerings academic year 2022-2023 and continue developing additional offerings each year • Begin work Fall 2022 and continue 	<ul style="list-style-type: none"> • SIU System VP of Anti-Racism Diversity, Equity, and Inclusion • SIU System Diversity Advisory Council • SIUE Office of Vice Chancellor for Equity, Diversity and Inclusion • SIUC Office of the Vice Chancellor for Diversity, Equity and Inclusion • SOM Office of Associate Dean for Equity, Diversity and Inclusion • Academic Affairs: SIUE/SIUC/SOM Provost’s Office 	<ul style="list-style-type: none"> • Existing resources • Supports as needed: <ul style="list-style-type: none"> -Faculty release time to develop/review trainings and courses -Graduate student support and/or additional administrative support to campus offices

Objective 3: EDI Infrastructure and Organization – Create infrastructure to support the growth and success of all students, faculty and staff, emphasizing the representation of historically marginalized individuals via equitable pathways.

Strategy	Metrics/timeline	Who is Responsible	Resources Needed
<ul style="list-style-type: none"> a. Conduct yearly equity audits of each unit, analyze data and report to system Chief Diversity Officer. b. Conduct exit interviews, collect and analyze anonymous 360 evaluations on all employees and identify systemic bias in evaluation processes. c. Create an accountability process for employees whose evaluations reveal systemic bias and racism. d. Develop structures focused on recruiting diverse talent and ensuring processes embrace system’s commitment to ADEI. e. Create a system-aligned diversity ambassador/mentor program which awards student scholarships and provides faculty/staff stipends for service. f. Develop and implement system-wide ADEI research and professional development symposium for undergraduate/graduate students, faculty and staff. g. Develop equitable pathways for historically underrepresented students to engage in research/scholarly initiatives h. Create diversity fellowship/internship/externship opportunities for students, staff and faculty in partnership with university leadership, academic units and community partners. i. Create an ADEI liaison/administrative position in each academic unit 	<p>Yr 1-5</p> <ul style="list-style-type: none"> • Yearly assessment of overall growth and increase in employee satisfaction/retention • Decrease in percentage/number of occurrences and reported bias incidents • Increase in scholarships and stipends awarded to students, faculty and staff for ADEI service • Increase in percentage of students, faculty and staff participating in professional development opportunities • Increase in historically underrepresented students participating in research/scholarly initiatives 	<ul style="list-style-type: none"> • System VP of ADEI • Vice Chancellors/CDOs • Human Resources • Academic Affairs • Financial Aid • Student Affairs 	<ul style="list-style-type: none"> • Existing resources • Fiscal and administrative support as needed

<p>(College/School) and administrative divisions responsible for DEI programs, policy review and accountability</p> <p>j. Develop and implement comprehensive climate surveys to facilitate data-informed ADEI actions.</p>			
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Objective 4: Recruitment and Retention – Increase recruitment and retention of underrepresented students, staff and faculty through a system-wide process.

Strategy	Metrics/timeline	Who is Responsible	Resources Needed
<p>a. Create and fund 4-year scholarships based on financial need for students to improve retention and graduation rates.</p> <p>b. Evaluate financial aid policies and award procedures</p> <p>c. Ensure marketing materials represent URM and the cultural climate of campus/system.</p> <p>d. Examine international student admission policies and tuition fee rate and revise where necessary to ensure equity.</p> <p>e. Evaluate and revise search committee training and processes to improve URM recruitment and decrease bias in the hiring process.</p> <p>f. Hire faculty/staff/administrators of color to reflect diverse populations</p> <p>g. Recruit/retain students from diverse backgrounds.</p> <p>h. Create minority employee resource groups within HR on all campuses to improve engagement, retention and promotion.</p> <p>i. Require each college, school, and department to submit a retention and promotion plan to increase and</p>	<p>Yr 1-5</p> <ul style="list-style-type: none"> Complete strategies within 3-5 years 	<ul style="list-style-type: none"> Enrollment Management System/university marketing Academic affairs VP and Vice Chancellors of ADEI SIU System Diversity Advisory Council Human Resources Financial Aid Alumni Associations System Government Relations 	<ul style="list-style-type: none"> Existing resources

<p>sustain diversity.</p> <ul style="list-style-type: none">j. Require each college, school, and department to submit salary data to ensure equity in payk. Develop structured mentoring and professional development opportunities for URM faculty and staff to cultivate and prepare them for administrative and leadership roles throughout the system.l. Advocate statewide to address the system inequities and bias in the current civil service system.m. Create a standard interview prompt/question for all positions to have applicants speak to their commitment to ADEI.			
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Goal 3: Community Impact

We will collaboratively create sustainable solutions, utilizing the collective strengths of the system to improve the quality of life for all that we serve.

Objective 1: To synergistically revitalize communities in Central and Southern Illinois, the SIU System should establish an Office of Community Engagement (OCE) that centers on revitalizing our communities.

Strategy	Metrics/timeline	Who is Responsible	Resources Needed
a. Establish an OCE with appropriate staff.	<ul style="list-style-type: none"> • Yr1: Appoint Director/ Interim • Yr1-2: Create operating documents – mission, objectives, procedures • Yr 2-3: Hire project coordinator, grant writer, administrative assistant 	<ul style="list-style-type: none"> • Interim director • President’s office liaison 	<ul style="list-style-type: none"> • Salaries • office space • office equipment and supplies
b. Create intercampus teams and appoint liaisons on each campus.	<ul style="list-style-type: none"> • Yr 2: Appoint campus liaisons/coordinators • Yr 2-3: Develop intercampus team roles and responsibilities around Illinois Legislative Black Caucus’ Four Pillar Agenda to Rid Illinois of Systemic Racism 	<ul style="list-style-type: none"> • Interim director • President’s office liaison 	<ul style="list-style-type: none"> • Salaries • Travel
c. Start a system-wide advisory council, communication and media plan.	<ul style="list-style-type: none"> • Yr 2: Define role of Community Advisory Council (CAC) • Yr 2-3: Create CAC • Yr 3-5: Create Local Advisory Councils (LAC) – project based • Yr 2-5: Create and implement communication and media plan • Yr 2-5: Monitor number of, and success of community engagement projects and communicate success 	<ul style="list-style-type: none"> • Interim director • Campus Liaisons • President’s office liaison 	<ul style="list-style-type: none"> • Supplies • Travel

Objective 2: Improve collaboration among university-based programs and regional health and social service partners to improve access to quality/optimal health care, education and patient and provider engagement through the Institute of Rural Health (IRH).

Strategy	Metrics/timeline	Who is Responsible	Resources Needed
a. Create the Institute for Rural Health (IRH)	<ul style="list-style-type: none"> • Yr 1: Appoint Director/Interim • Yr 1-2: Build operating procedures, Advisory Committees and appoint campus liaisons • Yr 2: Apply for IBHE Temporary Center status • Yr 2-3: Hire grant writer, administrative staff • Yr 2-5: Monitor number of, and success of rural health projects and communicate success 	<ul style="list-style-type: none"> • Interim Director • Campus Liaisons • President's office 	<ul style="list-style-type: none"> • Salaries • office space • office equipment and supplies
b. Facilitate collaborative engagement and action to improve the health status of rural Illinois	<ul style="list-style-type: none"> • Yr 2: Identify industry-specific partners • Yr 2-3: Establish forums for real-time partner and community input and feedback • Yr 2-3: Identify system resources and staff to engage in discussion related to improving health status, reducing health disparities, aligning education and workforce training needs, expanding rural health research, policy and leadership development • Yr 2-3: Identify opportunities for the creation, growth and expansion of regional resources through partnerships • Yr 2-5: Monitor success of collaborative endeavors 	<ul style="list-style-type: none"> • IRH • campus partners 	<ul style="list-style-type: none"> • Travel • meeting and engagement resources
c. Align system resources to address health disparities and health inequities	<ul style="list-style-type: none"> • Yr 2: Identify industry-specific partners 	<ul style="list-style-type: none"> • IRH • campus partners 	<ul style="list-style-type: none"> • Travel

	<ul style="list-style-type: none"> • Yr 2-5: Convene partners (community impact advisory board/partner meeting) and identify regular convening schedule and communication system • Yr 2: Identify industry-specific needs from regional partners • Yr 2-5: Assess status and sources of health disparities and inequities • Yr 2-5: Identify, plan, and complete one high-impact project per industry per year • Yr 2-5: Research evidence-based best practices to address health disparities and inequities • Yr 2-5: Create discussion forums for cross-campus teams and industry-specific partners • Yr 2-5: Create alignment strategies across campuses • Yr 2-5: Monitor success of collaborative endeavors 		<ul style="list-style-type: none"> • meeting and engagement resources
<p>d. Rural Health Education and Workforce alignment</p>	<ul style="list-style-type: none"> • Yr 1-5: Engage regional partners to identify gaps in education programs and services • Yr 1-5: Identify regional workforce needs • Yr 1-5: Assess capacity of SIU System to address program gaps and workforce needs • Yr 1-5: Research best practice strategies for rural healthcare workforce development • Yr 1-5: Monitor success of collaborative endeavors 	<ul style="list-style-type: none"> • IRH • campus partners 	<ul style="list-style-type: none"> • Travel • meeting and engagement resources

Objective 3: Increase the SIU System’s economic impact by connecting businesses with university and community resources, strengthening relationships and fostering success for the purpose of business and economic development and retention.

Strategy	Metrics/timeline	Who is Responsible	Resources Needed
<p>a. Increase the SIU System’s economic impact by helping businesses in southern Illinois start, grow, and succeed by establishing a mechanism for collaboration/communication between SIU System business development offices</p>	<ul style="list-style-type: none"> • Yr 2: Communication between SBDCs, Economic Development campus representatives established • Yr 2-3: Outreach plan for university and community established • Yr 2-5: Monitor number of university/community relationships built 	<ul style="list-style-type: none"> • OCE • Economic Development Campus offices • Office of Technology Management and Industry Relations 	<ul style="list-style-type: none"> • Travel • meeting and engagement resources; grants
<p>b. Create opportunities for intentional business/industry collaboration and communication through development of SIU System-led, industry-focused convenings to inform needs and identify annual impact projects (Example focus areas: Agriculture, Tourism, Advanced Manufacturing, Clean Energy/Sustainability, Security, Health Care, etc.)</p>	<ul style="list-style-type: none"> • Yr 2-5: Industry-specific partners identified • Yr 2-5: Regular industry-specific partner convening schedule identified, and communication system created • Yr 3-5: One high-impact project per industry identified, planned, and completed in each year 	<ul style="list-style-type: none"> • OCE • Economic Development Campus offices • Office of Technology Management and Industry Relations • Regional Economic Development Chambers 	<ul style="list-style-type: none"> • Travel • meeting and engagement resources • grants • convening costs

Objective 4: Collaborate on the development and expansion of education and workforce training services and programs to ensure quality K-12 education systems and that residents have access to the training necessary to obtain in-demand careers with family-sustaining wages.

Strategy	Metrics/timeline	Who is Responsible	Resources Needed
<p>a. Workforce Development - Coordinate between SIUC EWD, SIUE Office of Online Services and Education Outreach to expand workforce programs, including registered apprenticeship and alternative digital credentials (ADC) programs to meet regional workforce needs and enhance undergraduate and graduate student employment competitiveness</p>	<ul style="list-style-type: none"> • Yr 1-2: Coordinative relationship between SIUC EWD and SIUE established • Yr 2-5: Number and success of workforce development programs 	<ul style="list-style-type: none"> • SIUC Economic and Workforce Development • SIUE Office of Online Services and Education Outreach • President’s office - coordination 	<ul style="list-style-type: none"> • Workforce development program development and implementation • grants
<p>b. Educational Programs and Services - Create an Educational Coordinating Work Group to catalog existing educational programs and services across the system, identify a coordinating office on each campus, survey school districts to identify needs, evaluate current SIU system capacity to meet their needs, develop and prioritize new programs and services and work collaboratively to develop an annual scope of work for the system’s educational growth strategy</p>	<ul style="list-style-type: none"> • Yr 1: Working group created to catalog workforce education programs across system • Yr 1-2: Workforce education programs across system cataloged • Yr 2: Coordinating office on each campus identified • Yr 2-3: Survey conducted and SIU System capacity determined to meet needs • Yr 3-5: Collaborative educational programs developed and success monitored – Number and success of educational programs 	<ul style="list-style-type: none"> • Identified Working Group • Identified offices on campuses • President’s office - coordination 	<ul style="list-style-type: none"> • Education program development and implementation • grants

Objective 5: Telling our Story - Extend the impact of System-wide programs and practices impacting the communities we serve, by continuing to promote and share this work.

Strategy	Metrics/timeline	Who is Responsible	Resources Needed
a. Establish a system-wide Marketing and Communications Task Force/ Working Group	<ul style="list-style-type: none"> Yr 1: System-wide task force/working group created Yr 2: System media and communications plan created including possible system branding Yr 3-5: Monitor success of media and communications plan 	<ul style="list-style-type: none"> President's Office Executive Directors and/or liaisons from Marketing Offices from SIUC, SIUE and SOM 	<ul style="list-style-type: none"> Resources for media and communications plan
b. Reestablish a system-wide alumni event held in Springfield (or other location) each year	<ul style="list-style-type: none"> Yr 2-3: Conduct themed alumni and friends events Yr 3-5: Monitor success of events by attendance and surveys 	<ul style="list-style-type: none"> President's Office Campus Alumni Offices 	<ul style="list-style-type: none"> Resources to support event
c. Create a strong SIU system presence during Higher Education Lobby Day	<ul style="list-style-type: none"> Yr 2-5: Monitor success of events by attendance and surveys 	<ul style="list-style-type: none"> President's Office (Government Affairs) Campus Alumni Offices System Faculty, Staff and Student Advisory Committees 	<ul style="list-style-type: none"> Resources to support event
d. Continue to promote and grow the annual Technology Innovation Expo in Chicago	<ul style="list-style-type: none"> Yr 2-5: Monitor participation rate and success 	<ul style="list-style-type: none"> Office of Technology Management and Industry Relations 	<ul style="list-style-type: none"> Resources to participate in and promote event

Goal 4: Research, Creative Activities and Partnerships

We will build collaborative opportunities to expand research, scholarship and creative activities through internal and external partnerships that fulfill our mission.

Objective 1: Increase the quantity and quality of SIU’s research and creative activities to significantly contribute to knowledge in ways that have both a regional and global impact.

Strategy	Metrics/timeline	Who is Responsible	Resources Needed
a. Provide system-wide research support opportunities. b. Collaborate and share ideas across the system on campus policies related to faculty release time for research initiatives. c. Establish a system-wide mechanism for tracking research and creative activities.	Yr 1-5 <ul style="list-style-type: none"> • Number of journal articles published per year • Number of citations of published work per year • Number and value of grants/research expenditures, patents, etc. 	<ul style="list-style-type: none"> • System Research Directors • CIOs • Academic Affairs 	<ul style="list-style-type: none"> • Funds for system-wide SEED grants. • ITS development of tracking system

Objective 2: Promote system and external partnerships to result in broader, more impactful research and creative activity.

Strategy	Metrics/timeline	Who is Responsible	Resources Needed
a. Acquire and/or develop a front-end web app to search for collaborators across the System. b. Host inter-system networking events for faculty in areas of research innovation. c. Conduct quarterly meetings of Research Office leadership personnel to facilitate partnerships and promote collaborative research	Yr 1-5 <ul style="list-style-type: none"> • Number of inter-campus activities should increase by 10% • Number of external partnerships should increase by 10% • Number of jointly hosted activities: conferences, workshops, exhibitions, and concerts should increase 	<ul style="list-style-type: none"> • System Research Directors • CIOs • Academic Affairs 	<ul style="list-style-type: none"> • Funds to support web app design or acquire existing software • Funds to host networking events

Objective 3: Leverage resources across the system to ease collaboration, reduce administrative burden, and improve compliance, resulting in a higher quantity and quality of grant and contract submissions.

Strategy	Metrics/timeline	Who is Responsible	Resources Needed
<p>a. Acquire and/or create a PI financial dashboard to ease grant administration.</p> <p>b. Implement system-wide PI training opportunities in grant development and compliance.</p>	<p>Yr 3-5</p> <ul style="list-style-type: none"> • Number of financial queries and number of over expenditures should decrease • Number of faculty and staff from each campus participating in training opportunities should increase • Number of submitted and successful proposals should increase • Number of compliance issues should decrease 	<ul style="list-style-type: none"> • ITS • Research Offices • Primary Investigators 	<ul style="list-style-type: none"> • Funds to support design and programming for application research and development (connect to AIS and banner) • Funds for external speakers and workshop facilitators

Objective 4: Develop public relations mechanisms to increase campus, public, and governmental awareness of campus and system research and creative activities.

Strategy	Metrics/timeline	Who is Responsible	Resources Needed
<p>a. Establish an inter-system marketing team to highlight research impacts, network with legislators, and advertise partnership opportunities.</p> <p>b. Establish recognition program(s) to acknowledge intercampus projects.</p> <p>c. Highlight and promote collaborative scholarly outcomes at jointly hosted events with targeted audiences.</p>	<p>Yr 1-5</p> <ul style="list-style-type: none"> • Number of joint press releases covering collaborative research efforts and other scholarly activities should increase • 5% overall increase in system-wide social media activity, including followers and post likes 	<ul style="list-style-type: none"> • Marketing • Research Offices • System Government Relations 	<ul style="list-style-type: none"> • System-wide faculty, staff or students with marketing experience recruited to develop marketing strategy for system research.

Objective 5: Strengthen current SIUC-SIUE cooperative Ph.D. programs (History, Computer Science, Environmental Resources and Policies, and Pharmacology and Neurosciences) and expand to include additional programs.

Strategy	Metrics/timeline	Who is Responsible	Resources Needed
<p>a. Establish a viable web-based communication portal among SIUC, SIUE, and School of Medicine faculty and Graduate School staff.</p> <p>b. Hold semi-annual cooperative PhD program meetings: one hosted by SIUC and one by SIUE (for periodic program review and assessment).</p> <p>c. Identify potential cooperative Ph.D. programs and facilitate development of new co-op programs.</p>	<p>Yr 2-5</p> <ul style="list-style-type: none"> • Increase in student enrollment • Increase in student retention rate • Time-to-degree • Increase in number of degrees awarded • Number of new cooperative Ph.D. programs • Number of participating graduate faculty 	<ul style="list-style-type: none"> • ITS • Graduate schools • Faculty • students 	<ul style="list-style-type: none"> • Funds for graduate assistantships and scholarships • Adequate personnel resources to provide quality cooperative graduate programs • IT support to make Teams easily cross-institutional

Goal 5: Faculty and Staff

To foster an equitable environment where our diverse faculty and staff can be successful and satisfied.

Objective 1: Develop a System-wide focused effort, with a commitment of appropriate support to enhance recruitment of diverse faculty and staff which will enrich our community.

Strategy	Metrics/timeline	Who is Responsible	Resources Needed
a. Conduct a comprehensive assessment of current diversity statistics to determine gaps and where recruitment areas need to be focused.	<ul style="list-style-type: none"> Yr1: The System coordinates outline of a consistent template to be shared in order for each campus to determine current assessment across the System Yr2: Based on current state, each campus will conduct a preliminary needs assessment and present results to campus administration 	Assessment conducted by: <ul style="list-style-type: none"> Vice President ADEI Campus VC's DEI/EDI Unit leadership: directed by campus Chancellors 	<ul style="list-style-type: none"> Coordinated policy and procedure manual for assessment process to ensure uniformity that reflects system principles It is important that manual includes consequences for non-compliance Guiding Principles from the Diversity Offices Staff time to focus on this work
b. The System will support each campus to develop and monitor a diversity recruitment plan to actively recruit a more diverse pool of candidates.	<ul style="list-style-type: none"> Yr3: The SIU system should develop monitoring tools to ensure consistent and compliant implementation and an ongoing commitment to the recruitment plan 	Developed and monitored by: <ul style="list-style-type: none"> Campus VC's DEI/EDI HR General Counsel Campus Chancellors VCs and VP ADEI 	<ul style="list-style-type: none"> Development of SIU System-wide Process Staff time/FTE to dedicate to this work.

Objective 2: SIU System will support the development and implementation of a targeted advancement plan for faculty and staff, with a commitment of appropriate resources that focuses on equity and inclusion.

Strategy	Metrics/timeline	Who is Responsible	Resources Needed
a. Promote development and implementation of a mentorship path for career advancement with a focus on equity.	<ul style="list-style-type: none"> Yr 1: Develop voluntary mentoring program for each new faculty or staff in their job classification and/or unit Yr 2-5: Monitor number of faculty/staff that avail of the mentorship program 	<ul style="list-style-type: none"> Vice President for ADEI Campus VCs for DEI/EDI Directors of schools or Department chairs Unit heads 	<ul style="list-style-type: none"> Guideline document for mentors at faculty and at staff levels Training program for mentors Compensation in form of course or duty release or stipend for mentors

	<ul style="list-style-type: none"> Yr 2-5 Monitor faculty/staff satisfaction with mentoring program 	<ul style="list-style-type: none"> HR: Directed by campus VCs of Academic Affairs, VCs-Administration 	
<p>b. Promote the creation and implementation of a reward system that recognizes commitment and excellence that is grounded in equity and inclusion with a view to remove implicit bias.</p>	<ul style="list-style-type: none"> Yr 1: Review existing standards and processes for rewards and recognition to suggest changes and recommendations Yr 2: Implement changes to reflect the outcome of the review and ensure equity Yr 3-5: Continuous assessment to avoid reward system envy Yr 2-5 Record rewards and recognitions received each year 	<ul style="list-style-type: none"> Vice President for ADEI Campus VCs for DEI/EDI Provost's / Chancellor's office HR Offices (to coordinate across various offices) VCs for Administration 	<ul style="list-style-type: none"> Financial resources Publicity/Marketing Foundational or System-wide structure
<p>c. Establish transparent and accessible communication of all benefits afforded to each class of employee during their tenure in the SIU system and upon retirement.</p>	<ul style="list-style-type: none"> Yr 1- 2: List of attributes can be developed and shared across system, especially shared with all hiring units, hiring personnel, and hiring committees Yr 3: Designated administrative leader, should confirm that 'use of list' is becoming standardized practice in hiring process Yr 4-5: Annual monitoring once implemented 	<ul style="list-style-type: none"> Campus HR Offices (and associated Equity Advisors); 	<ul style="list-style-type: none"> Time allotted for specified HR Personnel to complete development of list.

Objective 3: Develop training plan that supports employee professional development and advancement.

Strategy	Metrics/timeline	Who is Responsible	Resources Needed
<p>a. Assess capacity and commitment to support faculty and staff professional development efforts. Create an incentive pool to promote attendance at workshops, and training.</p>	<ul style="list-style-type: none"> Yr 1-2: Create an assessment tool/survey to understand gaps and needs Yr 3-4: Develop and implement professional development structure and criteria with continuous feedback tool 	<ul style="list-style-type: none"> Unit Administrators VCs for Administration HR: <p>Directed by Chancellors and VCs</p>	<ul style="list-style-type: none"> Financial Commitment Staffing resources for focus on this work

<p>b. Provide supervisor and leadership training for all employees to support their promotional pathways.</p>	<ul style="list-style-type: none"> • Yr 1: Compile inventory of current training modules Yr 2-3: Create additional training modules to meet needs • Yr 3-5: Number of employees who complete supervisory training • Yr 3-5: Percentage of employees who have completed the supervisory training prior to applying for a position 	<ul style="list-style-type: none"> • SIU System Office • VCs of Administration • VCs of Academic Affairs • Campus HR 	<ul style="list-style-type: none"> • Financial • Training capacity • Staff / faculty time
<p>c. Design and implement professional development training modules across the SIU system that support employee career competence, satisfaction and promotional pathways.</p>	<ul style="list-style-type: none"> • Yr 1: Compile inventory of current trainings and research training modules • Yr 2-3: Create training modules and disseminate • Yr 4-5: Employee feedback, including supervisors and line personnel, on the training modules effectiveness • Yr 4-5: The percentage of modules that are used across the SIU system (collect campus specific data) 	<ul style="list-style-type: none"> • President – SIU System • System Advisory Committees (Staff, Faculty) • VCs of Administration • VCs of Academic Affairs • Campus HR 	<ul style="list-style-type: none"> • Financial • IT • Staff
<p>d. Provide supervisors equity and inclusion training in regard to equitable workloads, evaluations, and promotional opportunities.</p>	<ul style="list-style-type: none"> • Yr 1: Develop training plan utilizing internal and external partners and trainers • Yr 2-3: Implement and track training • Yr 4-5: Percentage of supervisors have had the training • Yr 4-5: Employees' evaluation of supervisors 	<ul style="list-style-type: none"> • VCs of Administration • VCs of Academic Affairs • VP ADEI • VCs of DEI/EDI 	<ul style="list-style-type: none"> • Training capacity • Staff Capacity to attend trainings

NOTE: The SIU System supports shared governance at the campuses and the activities of the System wide Faculty and Staff Advisory Committees.

Goal 6: Infrastructure

We will build and maintain a sustainable infrastructure through continuous improvement, transparency and accountability.

Objective 1: Leverage technology to support, sustain, and advance the SIU system

Strategy	Metrics/timeline	Who is Responsible	Resources Needed
a. Encourage and support technology innovation across the SIU system	<ul style="list-style-type: none"> • Yr 1: Create a system-wide technology group that meets semi-annually focused on technology initiatives and, efficiencies, collaboration, and sharing • Yr 2-3: Develop a system-wide strategic technology plan • Yr 4-5: Establish a sustainable system-wide technology funding model 	<ul style="list-style-type: none"> • Campus CIOs and staff. • University and System administrations 	<ul style="list-style-type: none"> • Establish funding for system-wide projects. • Existing staff time • Existing technologies
b. Apply system-wide administrative, academic, service, and financial efficiencies to digitally transform the SIU system	<ul style="list-style-type: none"> • Yr 2-3: Develop a plan to strategically identify and align tools, resources, and services to be shared system wide • Yr 2-3: Negotiate and implement inter-institutional agreements with other Illinois public higher-education institutions focused on collaboration, shared services and purchases, and efficiencies • Yr 2-3: Implement technology to improve operational efficiencies • Yr 4-5: Create a shared service model for appropriate administrative operations such as Human Resources and Procurement 	<ul style="list-style-type: none"> • Campus CIOs and staff. • University and System administrations • Campus Stakeholders • Cooperating Illinois university CIOs and staff 	<ul style="list-style-type: none"> • Establish funding for system positions, support staff, and operating budget • Existing staff time

c. Establish system-wide research governance for technology infrastructure.	<ul style="list-style-type: none"> YR 1: Create a research technology governance structure focused on collaboration, shared initiatives, and opportunities in research and grant areas 	<ul style="list-style-type: none"> Campus research administration Campus research stakeholders Campus CIOs University and System administrations, as needed 	<ul style="list-style-type: none"> Existing staff time
d. More effectively use system-wide data by establishing a data analytics program and governance.	<ul style="list-style-type: none"> Yr 1: Establish governance structure for system-wide data sharing focused on establishing data standards, procedures, policies, sharing, and appropriate use Yr 1-2: Identify key, system-wide data that can be used to align SIU's strategic advantage across the state and create opportunities within the system Yr 2-3: Develop an analytics program including appropriate shared technologies and promote its use 	<ul style="list-style-type: none"> Campus data stakeholders including IR offices, faculty, staff, and administration Campus CIOs and staff. University and System administrations 	<ul style="list-style-type: none"> Establish funding for system-wide projects. Existing staff time
e. Initiate and execute collaborative partnerships with technology corporations.	<ul style="list-style-type: none"> Yr 1-2: Build potential corporate-university alliances Yr 2-3: Initiate strategic corporate partnerships and programs 	<ul style="list-style-type: none"> Campus CIOs and staff. University and System administrations 	<ul style="list-style-type: none"> Existing staff time
Objective 2: Ensure long-term financial sustainability			
Strategy	Metrics/timeline	Who is Responsible	Resources Needed
a. Allocate resources based on the System's mission and priorities.	<ul style="list-style-type: none"> Yr 1: Establish a target balance for unrestricted operating and infrastructure reserves and a timeline for achieving the target balances 	<ul style="list-style-type: none"> Existing staff Consulting firm Establish funding for system-wide initiatives 	<ul style="list-style-type: none"> System and University Leadership

	<ul style="list-style-type: none"> • Yr 1-2: Review and update funding model for allocating operating funds • Yr 2-3: Develop a formal process for system prioritization of physical & technological infrastructure needs 		
b. Increase existing revenue streams and identify new funding streams	<ul style="list-style-type: none"> • Yr 1-3: Work with the Illinois Commission on Equitable Public University Funding to develop a more predictable funding model aligned with state and system priorities. • Yr 1: Establish a System Office focused on increasing federal, state, and private support for community engagement including providing social services to local communities and exploring partnerships with private foundations, local businesses, and major corporations • Yr 1-2: Develop a model for evaluating tuition and fee pricing flexibility to ensure rates are appropriately set 	<ul style="list-style-type: none"> • System and University Leadership 	<ul style="list-style-type: none"> • Existing staff time • Consulting firm • Establish funding for new system position • Additional support staff • Operating budget

Objective 3: Advocate and lead efforts for environmental sustainability and stewardship

Strategy	Metrics/timeline	Who is Responsible	Resources Needed
a. Expand efforts to create a sustainable enterprise	<ul style="list-style-type: none"> • Yr 1: Achieve LEED certification on all new construction and renovations • Yr 1-5: Reduce the carbon footprint of system vehicles by increased fuel efficiency or more alternative fuel vehicles • Yr 4-5: Minimize food service waste by 10 percent 	<ul style="list-style-type: none"> • VCA administrations and staff • Student Affairs administrations and staff • University and System administrations 	<ul style="list-style-type: none"> • Establish funding for system-wide projects. • Existing staff time

	<ul style="list-style-type: none"> • Yr 4-5: Reduce reliance on fossil fuels as an energy source 		
b. Create a system-wide sustainability working group and means for coordinating sustainability efforts across the system.	<ul style="list-style-type: none"> • Yr 1: Create a system-wide sustainability working group. 	<ul style="list-style-type: none"> • VCA administrations and staff • Campus sustainability stakeholders • Campus stakeholders • University and System administrations 	<ul style="list-style-type: none"> • Establish funding for additional personnel time needed • Existing staff time
c. Create a system-wide advertising campaign to increase recycling efforts and reducing physical campus waste across all sites.	<ul style="list-style-type: none"> • Yr 1: Create a marketing campaign • Yr. 4-5: Increase number of recycled materials and reduce non-recyclable waste 	<ul style="list-style-type: none"> • Campus Marketing administrations and staff • University and System administrations 	<ul style="list-style-type: none"> • Existing marketing services

Objective 4: Maintain critical infrastructure, while anticipating future needs and opportunities.

Strategy	Metrics/timeline	Who is Responsible	Resources Needed
a. Promote system-wide operational sustainability.	<ul style="list-style-type: none"> • Yr 1-2: Create a system-wide continuity of operations task force • Yr 2-3: Create a system-wide continuity of operations plan • Yr 2-3: Update or create campus continuity of operations plans • Yr 1: Explore ways elements of the system can assist and share during an emergent situation 	<ul style="list-style-type: none"> • VCA administrations and staff • Campus stakeholders • University and System administrations 	<ul style="list-style-type: none"> • Existing staff time
b. Promote physical infrastructure that sufficiently supports the teaching, research, and service missions of the University system.	<ul style="list-style-type: none"> • Yr 1: Create a system-wide working group dedicated to focusing on the curricular, research, and service physical infrastructure topics and needs • Yr 2-3: Create a system-wide physical infrastructure plan to continually maintain, update, and explore new areas to sustain the mission of the University system 	<ul style="list-style-type: none"> • VCA administrations and staff • Campus stakeholders • Campus CIOs and staff. • University and System administrations 	<ul style="list-style-type: none"> • Existing staff time • Establish funding for system-wide projects.

	<ul style="list-style-type: none"> • Yr 4-5: Create sustainable budget plan to support these on-going initiatives • Yr 1-2: Conduct an analysis of current space utilization to identify potential opportunities and efficiencies 		
<p>c. Promote system-wide physical infrastructure maintenance, stability, and growth.</p>	<ul style="list-style-type: none"> • Yr 1: Create a database and infrastructure map for existing facility/equipment across the system so future expansions can be decided accordingly • Yr 1: Create a system-wide working group dedicated to focusing on physical infrastructure including the prioritization of new construction, renovations, demolition, and deferred maintenance • Yr 4-5: Create sustainable budget plan to support these on-going initiatives 	<ul style="list-style-type: none"> • VCA administrations and staff • Campus stakeholders • University and System administrations 	<ul style="list-style-type: none"> • Existing staff time • Establish funding for system-wide projects.

Draft Strategic Plan Metrics Scorecard for Future Dashboard – SIU System 011122*

Goal 1

1. Number of degrees and credentials granted
2. Number of participants in SIU System Flex Program
3. Number of students taking classes in system from institution other than home institution
4. Number of patent applications per year
5. Number of industry partnerships to support academic programs and research and scholarship
6. Number of high impact students participating high impact practices
7. Percent of graduates in jobs or graduate school within 6 months

Goal 2

1. Percentage of students of color
2. Graduation rates for students of color
3. First year retention rates of students of color
4. ADEI certificate completers
5. Student satisfaction overall and among faculty/staff of color

Goal 3

1. Number of community engagement partnerships
2. Number of programs to support local businesses
3. Number of workplace development program participants
4. Number of collaborative educational programs with school systems
5. Public perception of the SIU System
6. Enrollment in joint and new healthcare academic programs

Goal 4

1. Number of journal articles (total and joint)
2. Total grants/research expenditures (total and joint)
3. Number of joint creative activities
4. Number of joint funding proposals submitted
5. Collaborative activities in the media (social and traditional)
6. Number of students in joint research/creative activities
7. Number of students in joint academic programs

Goal 5

1. Number of tenure-track faculty members of color
2. Employee satisfaction overall and among faculty/staff of color
3. Percentage of employees of color
4. Retention of employees of color
5. Employees completing supervisory training
6. Percentage of supervisors with ADEI training

Goal 6

1. Financial savings in IT from collaboration
2. Financial savings from other areas of collaboration
3. Increased revenue from collaboration
4. Total cash position
5. Percentage decrease in food waste
6. Decrease in carbon footprint

***Note:** This document is a draft. The list of scorecard metrics may change as operationalization of each metric is researched. Also, as with other metrics in the SIU System Strategic Plan the scorecard metrics might change based on the advise of the Strategic Planning Committee due to the “living plan” nature of the plan.

Southern Illinois University
Board of Trustees
February 10, 2022

PROPOSED AMENDMENTS TO BOARD LEGISLATION
[AMENDMENT TO III BYLAWS OF THE BOARD 3]
AND
[AMENDMENT TO 2 POLICIES OF THE BOARD B.2]

Summary

This matter seeks approval by the SIU Board of Trustees to amend III Bylaws of the Board 3- Finance Committee and 2 Policies of the Board B.2 – Faculty and Staff Services Policy. These changes will remove language added in fiscal year 2012 and return Board By-Laws and Policies to their original form.

Rationale for Adoption

Board Policy was amended in December 2011 adding the requirement for Board approval of the initial appointment and any subsequent salary compensation changes for all Professional Staff receiving an annual salary of \$150,000 or more. Board Bylaws was amended in March 2012 adding this same requirement stating that the Finance Committee shall review and approve the initial appointment and any subsequent salary compensation changes for all Professional Staff receiving an annual salary of \$150,000 or more.

The lead time needed for the review and approval of the initial appointment and subsequent salary compensation changes creates delays in hiring critical professional staff and has become an administrative burden.

The President and Senior Vice President for Financial and Administrative Affairs recommend that the language requiring Finance Committee review and Board approval of the initial appointment and any subsequent salary compensation changes for all Professional Staff receiving an annual salary of \$150,000 or more be stricken from both Board Bylaws and Policies.

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: Board of Trustees III Bylaws of the Board 3 and 2 Policies of the Board B.2 hereby be amended as per the attached.

BE IT FURTHER RESOLVED, That the President of Southern Illinois University be and is hereby authorized to take whatever actions may be required to incorporate the changes to Board Legislation.

Article III. Committees of the Board

Section 3. Finance Committee

Purpose: The committee shall be concerned with investments; financial reports submitted to and issued by the Board; external financing; and the planning and development of major policies related to operating budgets.

Authority: The Committee shall:

1. Approve general philosophies and strategies for investment practices;
2. Review investment reports;
3. Suggest improvements in financial reporting to the Board;
4. Represent the Board in preliminary discussions of and planning for issuance of revenue bonds and other external financing;
5. Review and recommend to the Board the annual operating budgets, guidelines for salary administration, tuition increases, general student fees increases, and other policies related to major financial decisions; and
6. Review and approve the initial appointment and any subsequent salary and compensation changes, except for raises from salary pools established during budget development, for ~~all Professional Staff receiving an annual salary of \$150,000 or more,~~ all Board-appointed officers, all Administrative and Professional Staff Employees in the Office of the President, the Vice Chancellors at SIUC and SIUE, the Dean and Provost of the SIU School of Medicine, the Dean of the SIU School of Dental Medicine, and the Dean of the SIU School of Pharmacy.

Composition: The Finance Committee shall consist of not less than three members of the Board appointed by the Board Chair, who shall also designate one member as the Committee Chair. Members shall be appointed annually at the meeting when Board officers are elected, with vacancies to be filled by appointment by the Board Chair as they occur. The Committee shall be staffed through the Office of the President. The Chair of the Committee will call meetings as appropriate, with the Executive Secretary handling the scheduling and appropriate notices.

(11/08/07, 03/22/12, 3/24/16, 12/13/18, 3/28/19, 2/10/22)

Section 2: Faculty and Staff Services

B. *Appointment to Positions and Position Approval*

2. Creation of Positions and Approval or Ratification of Appointments, Title Changes, Tenure, and Leaves
 - a. The Board of Trustees shall approve the creation and appointment of a position of employment reporting directly to it. (3/13/03)
 - b. Prior to its public announcement, the Board of Trustees shall approve a position of employment created by the President which is within two reporting levels of the President, but which is neither under the jurisdiction of a Chancellor nor a part-time, term, Civil Service or student appointment. The appointment to any such position is tentative pending ratification by the Board. If a search waiver request is generated or initiated by the President, such search waiver must be reviewed and approved by the respective equal opportunity office at the campus that will otherwise process the position's appointment. In addition, such search waiver request generated or initiated by the President must be signed, or otherwise approved in writing, by the Chair of the Board of Trustees or Trustee designated by the Chair. (3/13/03, 12/08/11, 3/28/19)
 - c. ~~Upon recommendation for approval by the Finance Committee, Board of Trustees approval shall be obtained prior to the appointment of professional staff receiving an annual salary of \$150,000 or more.~~ The authority of the Finance Committee is retained to recommend approval of all Board appointed officers, all professional staff in the Office of the President, the Vice Chancellors at SIUC and SIUE, the Dean and Provost of the School of Medicine, the Dean of the SIU School of Dental Medicine, and the Dean of the SIU School of Pharmacy. (12/08/11, (3/24/16, 3/28/19, 2/10/22)
 - d. ~~Upon recommendation for approval by the Finance Committee, Board of Trustees approval shall be obtained prior to increasing the annual salary of professional staff to \$150,000 or more.~~ The authority of the Finance Committee is retained to recommend approval of all increases for all Board appointed officers, all professional staff in the Office of the President, the Vice Chancellors at SIUC and SIUE, the Dean and Provost of the School of Medicine, the Dean of the SIU School of Dental Medicine, and the Dean of the SIU School of Pharmacy, except for annual raises from salary pools established during budget development. (12/08/11, (3/24/16, 3/28/19, 2/10/22)
 - e. The President shall approve prior to its public announcement a position of employment created by the Chancellor which is within two reporting levels of a Chancellor or which reports directly to a Vice Chancellor, but is not a part-time, term, Civil

Service or student appointment. The appointment to any such position is tentative pending ratification by the President, and by the Board if required under h. (3/13/03)

- f. The Chancellors have delegated authority to take final action of employment administration for SIUC and SIUE employees except as otherwise provided by Board policy. The President has delegated authority to take final action on employment administration for employees of the Office of the President except as otherwise provided by Board policy. (3/13/03)
- g. The Board of Trustees shall approve prior to its public announcement the title change in a position of employment which is changed by the President within two reporting levels of the President. The President shall approve prior to its public announcement the title change in a position of employment which is changed by a Chancellor within two reporting levels of a Chancellor or which reports directly to a Vice Chancellor. The change in title is tentative pending ratification by the President and the Board. (3/13/03, 3/28/19)
- h. The following personnel actions are also tentative pending ratification by the Board:
 - 1. initial appointments of faculty to tenured and tenure track positions;
 - 2. promotions of tenured and tenure track faculty;
 - 3. the grant of academic tenure;
 - 4. initial appointments and promotions of professional staff;
 - 5. the grant of a leave with pay.
(3/13/03)
- i. A tentative appointment is an appointment made by an executive officer pending ratification by the Board or the President or both. A tentative appointment will expire if it has not been ratified, as required, as of the close of the day of the second Board meeting following the inception of the appointment, unless extraordinary circumstances have been demonstrated to and certified by the President. No reappointment of the same individual may then be made without prior Board approval, unless extraordinary circumstances have been demonstrated to and certified by the President.

Southern Illinois University
Board of Trustees
February 10, 2022

APPROVAL OF SALARY AND APPOINTMENT:
EXECUTIVE DIRECTOR, UNIVERSITY COMMUNICATIONS AND MARKETING, SIUC

Summary

This matter presents for approval the salary and appointment of Jim Potter as the Executive Director of the Office of University Communications and Marketing, SIUC.

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 Chief Marketing Officer reports directly to the Chancellor and is a member of the Chancellor's Cabinet. Mr. Potter will serve as senior advisor to the Chancellor regarding brand building, strategic marketing and organizational communications. Working collaboratively across campus, this position will build an architecture to ensure that the brand, image and culture of the University are effectively communicated and consistent in all communications and ensure that the presentation in advertising, social media, publications, the University's website and other vehicles is relevant, accurate, engaging and highly creative.

Mr. Potter has more than 25 years of integrated marketing, branding and communications experience for world class brands like Nestle Purina, SBC, Proctor & Gamble and Delta Airlines. He brings experience from the advertising agency and corporate perspectives and has led double-digit sized teams throughout his career and has experience collaborating with a variety of stakeholders simultaneously.

The Chancellor has recommended this matter to the President.

Constituency Involvement

A campus search committee worked with an executive search firm to evaluate the applicants. Five finalists participated in on campus interviews and feedback from the interview process was considered in making this decision.

Resolution

BE IT RESOLVED, By the Board of Trustees of Southern Illinois University in regular meeting assembled, That: Jim Potter be appointed to the position of Executive Director of the Office of University Communications and Marketing, SIUC, with an annual salary of \$179,004, effective January 31, 2022.

Southern Illinois University
Board of Trustees
February 10, 2022

DESIGNATION OF REAL ESTATE AS SURPLUS
AND AUTHORIZATION TO SELL REAL ESTATE, EDWARDSVILLE, IL, SIUE

Summary

This matter proposes the section of property located in the Northeast section of the SIUE campus crossing and in the vicinity of Yellow Hammer Road, as illustrated in Figure 1 (attached), be deemed surplus real estate by the Board of Trustees. In addition, this matter further authorizes the sale of the property to Madison County Transit (hereafter "MCT") for \$1 and other considerations.

Rationale for Adoption

The State Property Control Act (30 ILCS 605/7.8) allows the Board of Trustees of any Illinois public institution of higher education, including Southern Illinois University, to sell, lease, or otherwise transfer or convey to a bona fide purchaser for value all or a part of real estate deemed by the Board of Trustees to be surplus real estate. The Act permits the university to retain the proceeds from such transactions but requires that such proceeds be maintained in separate account in the Treasury of the university for the purpose of deferred maintenance and emergency repair of University property.

The matter proposes the section of property located in the Northeast section of the SIUE campus crossing and in the vicinity of Yellow Hammer Road, as illustrated in Figure 1 (attached), be deemed "surplus real estate" and sold to MCT for \$1 and other consideration. This property is identified as Parcel Number 14-1-15-10-00-000-006 by Madison County and is approximately 4.86 acres. The entire property is currently vacant with no current or future planned use and is a maintenance and legal liability. In addition, this section of property is not developable for any use other than the extension of the Delyte Morris Trail.

As part of this transaction, Madison County Transit (MCT) is planning to extend the bike trail system and construct a new bridge to facilitate the direct connection of the SIUE Delyte Morris Trail with the Goshen Trail. MCT has been awarded grant funding for the direct connection of the SIUE Delyte Morris Trail to the MCT Goshen Trail. Making this connection enhances the quality of and improves the safety of the National Trails System and enhances the value and usability of the SIUE Delyte Morris Trail. Expanding the trail system is consistent with SIUE's objectives and purposes. Sale of the property to MCT provides MCT added flexibility in the configuration of the bike trails, eliminates SIUE's expenses related to upkeep and maintenance on the property and is in the best interest of SIUE.

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

Resolution

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

(1) The property located in the Northeast section of the SIUE campus crossing and in the vicinity of Yellow Hammer Road, as illustrated in Figure 1, is deemed to be surplus real estate.

(2) The sale of the property to Madison Country Transit for \$1 and other consideration is authorized.

(3) Sale proceeds will be deposited in a separate account for the purpose of deferred maintenance and emergency repair of University property, all in accordance with state law, and

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

Yellow Hammer Property

Parcel ID 14-1-15-10-00-000-006

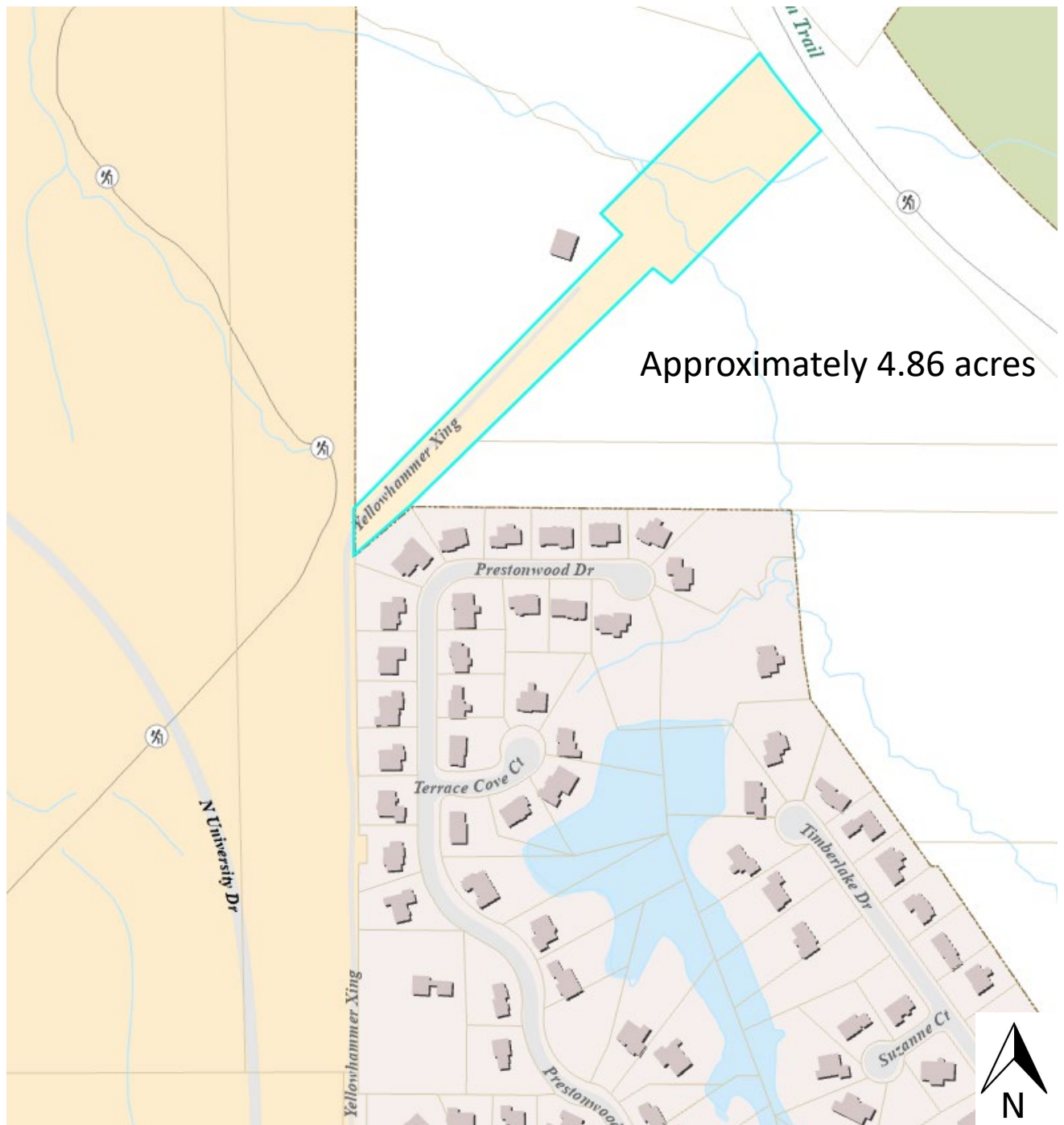


Figure 1

Southern Illinois University
Board of Trustees
February 10, 2022

APPROVAL TO ACQUIRE REAL ESTATE: WABASH AVENUE, SPRINGFIELD
SCHOOL OF MEDICINE, SIUC

Summary

This matter seeks approval to acquire unimproved real estate located at the Southeast corner of Wabash Avenue and proposed Bradfordton Road, Springfield, Illinois, for the School of Medicine.

Rationale for Adoption

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

The School of Medicine wishes to acquire property for the future expansion of the Springfield campus. The acquisition of this approximately 8.991-acre lot would allow the School of Medicine to construct a medical office building for use in clinical teaching programs at some future date. This property is located approximately eight miles from the School of Medicine main campus in Springfield with proximal access to Interstate 72 and areas of new housing and anticipated population growth.

The proposed purchase agreement shall obligate the seller to develop, at its sole cost, all infrastructure necessary to utilize the 8.991 acre lot including all curb cuts and intersection signalization at Bradfordton and Wabash. The infrastructure shall include all utilities being brought to the property line of the parcel including gas, sewer, electric, storm sewer systems as well as providing the detention basin for the property. The University has obtained an appraisal of the property, and the total appraised value for the property is \$2,350,000. The owner has agreed to sell the property for \$2,350,000. The offer is consistent with other recent property purchases in the vicinity. It is estimated that approximately \$27,500 in additional funding will be required for costs associated with closing on the property.

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

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

Resolution

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

(1) The request to acquire 8.991 acres of unimproved real property at the Southeast corner of Wabash Avenue and proposed Bradfordton Road, Springfield, Illinois, be and is hereby approved at a total cost of \$2,350,000 plus associated closing costs.

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

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

Southern Illinois University
Board of Trustees
February 10, 2022

AWARD OF CONTRACT:
RICHARD H. MOY, M.D. BUILDING, INTERIOR RENOVATIONS FOR OUTPATIENT
TEACHING CLINICS, SCHOOL OF MEDICINE, SIUC

Summary

This matter seeks award of contract in the amount of \$4,369,189 for the Richard H. Moy, M.D. Building Teaching Clinic Renovations.

Rationale for Adoption

At the December 2, 2021, meeting, the Board of Trustees approved a budget and project scope for interior renovations for outpatient teaching clinics of the Richard H. Moy, M.D., Building at an estimated cost of \$4,260,300. This award in the amount of \$4,369,189 exceeds the approved budget by \$108,889.

The 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.

The State Purchasing Officer has approved the use of Job Order Contracting for this project per IPHEC award contract #1708. Job Order Contracting uses pre-approved and pre-qualified contractors to perform renovation, repair, and minor construction projects when delivery times and the type and quantity of work are well defined enabling the timely delivery and low overhead cost of construction procurement and execution. Costs are based on standard pricing and specifications using a published unit price book.

Funding for this project will come from non-appropriated funds. If the total project budget increases by 10% or more, board approval for a budget increase will be requested as required by 6 Policies of the Board B.1.a. This matter is recommended by the Chancellor and the Dean and Provost of the School of Medicine.

Considerations Against Adoption

This project will require the temporary relocation of outpatient teaching clinics to other owned and leased property on the School of Medicine campus while work is completed.

Resolution

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

(1) The contract for construction work including general construction, electrical, HVAC and signage for the Richard H. Moy, M.D., Building Outpatient Teaching Clinic Renovations be and is hereby awarded to CORE Construction, Peoria, IL, in the amount of \$4,369,189.

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

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

Southern Illinois University
Board of Trustees
February 10, 2022

AWARD OF CONTRACTS:
CHILLER REPLACEMENT, EAST CAMPUS CHILLER PLANT
CARBONDALE CAMPUS, SIUC

Summary

This matter seeks to award the contracts for the replacement of the chillers at the East Campus Chiller Plant. Bids were received and the award of contracts is now requested.

Rationale for Adoption

At the December 2, 2021, Board of Trustees meeting, the project to replace the three chillers that provide cooling for Schneider Hall, Mae Smith Hall, Neely Hall, Grinnell Hall, and Trueblood Hall was approved.

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 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 university will make every effort to mitigate the negative impact on students, faculty and staff during this critical infrastructure upgrade project.

Bids for this project were received and are shown on the attached bid tabs. The project 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 was approved by the Illinois Board of Higher Education at their meeting on December 14, 2021.

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

Resolution


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

(1) The contract for the HVAC work for the replacement of the chillers at the East Campus Chiller Plant, Carbondale Campus, SIUC, be and is hereby awarded to Southern Illinois Piping Contractors, Inc., Carbondale, IL, in the amount of \$1,298,000.


(2) The contract for the Electrical work for the replacement of the chillers at the East Campus Chiller Plant, Carbondale Campus, SIUC, be and is hereby awarded to W. J. Burke Electric Company, Inc., Murphysboro, IL, in the amount of \$473,500.

(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.

BID TABULATION						
IFB M122321	GIR 21081	East Campus Chiller Replacement				
HVAC		Bid Opening: 1/25/2022				
 <p>Invitations: No Bid: 0 No Reply:</p> <p>BIDDERS</p>		A L T E R N A T I V E	A L T E R N A T I V E	A L T E R N A T I V E		T O T A L A C C E P T E D
		B A S E B I D	B I D H-1	B I D H-2	B I D H-3	
Southern Illinois Piping Contractors, Inc PO Box 3130 Carbondale, IL 62901	\$1,242,000	\$196,000	\$16,000	\$40,000		\$1,298,000
A & W Plumbing & Heating, Inc. 11 Alliance Avenue Murphysboro, IL 62966	\$1,312,500	\$1,538,000	\$13,600	\$52,000		\$1,378,100

- Alt H-1 Add Magnetic Bearings
- Alt H-2 Add Butterfly Valves
- Alt H-3 Add Chilled Water Piping

BID TABULATION					
IFB M122321	GIR 21081	East Campus Chiller Replacement			
Electrical			Bid Opening: 1/25/2022		
 <p>Invitations: No Bid: 0 No Reply:</p> <p>BIDDERS</p>		B A S E B I D			T O T A L A C C E P T E D
W. J. Burke Electric PO Box 462 Murphysboro, IL 62966		\$473,500			\$473,500
Martin Electric 1005 E 9th St Johnston City, IL 62951		\$509,000			\$509,000