

**MINUTES**  
**Board of Trustees**  
**Illinois State University**  
**October 24, 2008**

The Board of Trustees convened at 9:00 a.m. on Friday, October 24, 2008, in the Old Main Room of Bone Student Center, Illinois State University, Normal. Chairperson McCuskey called the meeting to order and Trustee Maitland called the roll.

The following members were present.

Trustee Jay Bergman  
Trustee Anne Davis  
Trustee Bob Dobski  
Trustee Betty Kinser  
Trustee Joanne Maitland  
Trustee Mike McCuskey  
Trustee Geno Bagnuolo

A quorum was declared. Also present for the public session were:

President Al Bowman  
Vice President and Provost Sheri Everts  
Vice President for Finance & Planning Steve Bragg  
Vice President for University Advancement Dianne Ashby  
Assistant to the President Jay Groves  
Board Legal Counsel Jane Denes

Others in attendance included representatives of the media, faculty, staff, and Mr. Mboka Mwilambwe of the Campus Communication Committee.

**APPROVAL OF AGENDA**

Chairperson McCuskey: We need to approve the revised meeting Agenda. Trustee Bergman so moved and was seconded by Trustee Maitland. Motion made, seconded and vote recorded as all members present voting aye.

**APPROVAL OF MINUTES**

Chairperson McCuskey: The Minutes of the July 25, 2008, meeting are before the Board for review. Is there a motion to approve? Trustee Davis so moved and was seconded by Trustee Bagnuolo. Motion made, seconded and vote recorded as all members present voting aye.

Chairperson McCuskey: Good morning everyone, and thank you so much for coming today. I want to start by thanking the Campus Communication Committee for organizing this morning's Discussion Hour, and I want to say on behalf of the Board how impressed I am with the Solar Car Project. The team is an outstanding example of how our faculty, staff and students work together on so many aspects of teaching, learning and research. I know our Physics Department has an outstanding international reputation and the Team Mercury effort on the Solar Car Project also shows the University's commitment toward a future of sustainability.

I know that all of our Trustees and even former members of our Board participated in what was probably the most well-attended Homecoming week ever at ISU. There was a huge crowd for the parade, and I know every tailgate lot was packed, which produced a great crowd for our football game.

The Grand Unveiling for the Alumni Center was an excellent event. The naming of the conference room for former Trustee and alumnus Carl Kasten was a moving, and well-deserved tribute to someone who has been such a devoted graduate and leader at Illinois State.

Special congratulations to President Bowman. Just a few weeks ago, we learned he is the only Illinois education leader to be named a member of the nation's first Higher Education Cabinet, a creation of the *New York Times* and *The Chronicle of Higher Education*. The Cabinet, composed of presidents and leaders from 76 universities and related associations, will identify trends and direct discussions about the most pressing issues facing higher education today.

I also want to congratulate President Bowman, Student Trustee Geno Bagnuolo and Student Body President Ted Mason for two items that combine administrative and student leadership. The first was the groundbreaking for the Student Fitness and Kinesiology Recreation Building that occurred last week. This is a project that would not have happened had we waited for state capital support. Instead, the generosity of our students and the vision and planning of Dr. Bowman and consultation of a student, faculty and staff committee, have made Illinois State's biggest project ever a reality.

The other item is the news I heard over the weekend about the University's latest graduation percentage. We have learned that our new graduation rate is 69.9 percent, which is up more than 4 percent over last year. That number puts us among the national leaders in public universities—and a graduation rate higher than a number of Big 10 universities, and that is something we can all be very proud of.

I know we have a very busy agenda, but I would like to ask the Trustees if they would like to comment on any activities they have participated in since our July meeting.

Trustee Dobski: Being a new member and not involved in Homecoming that much, I thought it was like that every year, but from what I am hearing it was a great turnout and again thanks to everyone on campus for their efforts, and hopefully it will continue every year with that enthusiasm.

Trustee Bergman: I attended Homecoming and enjoyed all of it – I think this was the sixth Homecoming that I had participated in as a Trustee. The one thing that I like is that it seems that more and more of our students are really taking part. A number of years ago you didn't see the number of tailgaters that you see out there now at Homecoming or any of our other games. It seems students are getting more and more involved with Homecoming and our athletic activities and I think that is great.

Trustee Davis: Like the others I certainly enjoyed the activities for Homecoming. The enthusiasm was at a fevered pitch and rightfully so. I would like to compliment Dianne Ashby and others who were responsible for the organizing of the events for the weekend and they do get better and better. I don't know if you want us to talk about any of our other visits at this point?

Chairperson McCuskey: That is a good point – anything else you want to add since our July 25 meeting that you have been involved in.

Trustee Davis: While I was unable to attend the dinner at the Alumni Center I did do the unveiling earlier and it is really a marvelous center and it is great that we are able to provide that space for our Foundation as well as the Alumni Association, so all who were involved in the organizing and plans for that center, great job. As I mentioned the alums, I failed at the last meeting to talk about a really wonderful dinner that I had an opportunity to attend and that was a dinner which was sponsored by the Black Colleagues Association at Navy Pier in August. I would like to compliment them for a wonderful evening of fun, the food was spectacular and thanks to Jay Groves and his staff for all of the logistics that they handled. I am looking forward to next summer to attend that dinner as well.

Another thanks I would like to send out is to Dr. Rosenthal and his staff for my Trustee-In-Residence visit whereby a wealth of information was shared regarding recruitment and retention of minority students as well as the financial aid programs that are available to those students. The Board is aware that I have questioned before regarding the recruitment and retention of minorities as well as the supporting programs that we have for addressing their academic and financial needs. I am thrilled to hear that not only are our numbers for graduation increasing but also the minority numbers are increasing. So thank you to all who are involved with those programs. The visit that I had with the staff certainly did enhance my understanding of the many

efforts that are being put forth in that program. I think the faculty really should be applauded for all that you are doing. I am happy to see that we are beginning to make the strides that we are with our student enrollment and graduation, although we still have some ways to go, but progress is there so thank you so very much for that. I had a special treat of having lunch with some of our students and they were able to express the real benefits and positive impact of these academic programs that you hear about all of the time and you are really wondering – do they really make a difference in the lives of the students – well they convinced me really well that those programs made a difference in terms of what they do here at the University and their progress and achievements. The other highlights for my Trustee-In-Residence visit was having the opportunity to spend some time with Provost Everts. I appreciated the time that you did give me and talking about your goals, your laudable goals – I am excited about you being here and looking forward to working with you as well. I also had the opportunity to tour the Julia Visor Academic Center under construction in Vrooman Hall and I am sure the students, the same as I, will be really excited and happy about having the academic services in their residence hall. I think that is just a great idea. Again, thanks to Dr. Rosenthal, faculty and staff for spending the time, sharing the information that you did – I really appreciate it.

Trustee Maitland: It's always a pleasure to start off the school year by attending Dr. Bowman's State of the University Address, which is always very informative and upbeat, and this year played to a full house. I also was honored to be part of the groundbreaking for the new Student Fitness & Kinesiology Recreation Building. I also had the opportunity the week before to attend a reception for the Construction Management Celebration of their career day, as I understand they have an all day event where the students can go to the different construction companies that are represented there and visit with them and that evening they invite five students to come to the dinner and reception. I also got to meet and visit with the general contractor of the new building and I told him how every day when I would drive by before they had it completely torn down, I would see these big columns and I thought they would look so nice somewhere. He informed me that there was much recycling done on the building. The columns from Walker Hall will be used as benches in the yard and many of the entrance doors and so forth were saved, and also the recycling of the brick and concrete for aggregate that they will do right there on the grounds, so that was very interesting to know that we are recycling a lot of that.

I also attended many of the Homecoming lunches and breakfasts and so forth and they are always very exciting and to see different distinguished alums honored and so forth. I have not done my Trustee-In-Residence yet, I will be doing that in November, and I just want to say thank you to the maintenance crew – I don't know how they ever got the parking lots cleaned up after the Homecoming. It was a very nice Homecoming so thank you to all who participated and planned in that.

Chairperson McCuskey: Before I go to the other side of the table I didn't know if Trustee Dobski or Trustee Bergman had any further comments about other activities other than Homecoming.

Trustee Dobski: Not for me.

Trustee Bergman: I have not yet had my Trustee-In-Residence but I am looking forward to doing so.

Chairperson McCuskey: Mine is going to be next month also. Before I go over to Trustee Bagnuolo, my comment would be at Homecoming I watched the athletic department and how they treat people who are here for Homecoming who are special guests and Erin and all the people in the athletic department went out of their way to honor and spend the day with Marian Kaneer, who we recently named the softball diamond after. I had a chance to join her for lunch and what a wonderful person – I talked to her about the movie "A League of Their Own" as to whether she was involved in professional baseball because she had a wonderful history with the Caterpillar Dieselettes, which was one of the outstanding fast-pitch softball teams of the country and she said they asked her to play in the league and when they said that she had to wear a skirt – she said I don't want to do that. So she had a great history of baseball/softball and was a fitting person to name the diamond after. But it was watching the athletic department really go out of their way to make her day special that really made me feel good and I told Sheahon Zenger at the end of the day and I thought I would mention that also here.

Trustee Bergman: Could I add something? I think Leanne you arranged for me to meet this lady too and I just want to say that I was very impressed with her. I didn't have as long with her as you did, Mike, but it was a wonderful thing that she helped the university financially in the way that she did, but even if she had not, she certainly deserves the honor that was accorded to her.

Trustee Bagnolo: I just wanted to commend everyone that had anything to do with the Homecoming celebration last week. I had a little bit different experience because I was a member of the Homecoming court so that was a very enjoyable week for me. I really want to congratulate the campus's University Program Board for everything that they did putting together all the events – I think a lot of students had a lot of fun during the week too – not just in preparation of the game on Saturday. I also want to commend everyone in the Dean of Students Office and Student Affairs – I really enjoy the opportunities when we get together for student leader dinners and the efforts they do to get student leaders together. I also want say thank you to Campus Dining Services and the Green Team – one of the best experiences that I have had since our last meeting was a local food dinner they hosted earlier in the semester – it was pretty impressive. They wanted to display the sustainability efforts that ISU is going through right now but they also had the opportunity to show off locally grown foods in the area and I think it was just a really neat opportunity to get people together to kind of see what this campus and the area can do. I also want to echo something about the groundbreaking – I think as a student trustee it is a very important thing for me and the rest of the student body for the future of this university and I thought it was important to just sit back and look around at that area and notice the change of what was a thriving residence hall area and to what it will become with a multi-million dollar building that all the students will get to enjoy – I think the transition is amazing and awe inspiring.

Trustee Kinser: The first thing I did for Homecoming was I was asked to speak at the Wellness luncheon and I am thinking – wellness – I guess I am well so I can speak at the luncheon and the most important thing is walking, walking, walking and drinking Ensure because that is why I survived – I always walk three miles every morning so that was a really important luncheon for me. As far as Homecoming I want to thank Jay Groves and Julie Barnhill as well as Jill Jones because I could not attend all the football games and athletic events that I have without their help and the golf cart. It has really been very nice and I have encouraged and invited alumni to come with me to football games. I have a group of 7 or 8 people that I have encouraged to get season tickets to volleyball and they have all started coming, so I think that is important for them to see that side of the athletic programs and what is going on. I have to say one of the really exciting events I went to was the opening of the Chiller Plant and if you haven't been there and haven't seen it, you need to do that to find out what is going on there. It was pretty impressive and I know Jay said it was going to be a hot spot of the day to go to the Chiller Plant and it was – it was very interesting. I too am very proud of a outstanding alumni, Kendra Bull, who came to the dinner and lives in the area now. She was an art major and was selected an outstanding alumni from ISU. The other event that I went to was the Horticulture Center – the children's activities and opening, which was a great event and well attended by the community and the University and if you haven't had a chance to go there, you need to go and Jessica Chambers is doing a really good job there.

Chairperson McCuskey: Any further comments from the Trustees before I turn it over to President Bowman?

### **PRESIDENT'S REMARKS**

First of all I would like to recognize Representative Dan Brady and thank him for coming here today. Representative Brady was on campus Wednesday night for an Academic Senate meeting and provided an overview of some of the challenges facing the General Assembly and the state and I appreciate your support for Illinois State.

I want to add my thank you to the Campus Communication Committee and the Solar Car Team for this morning's discussion hour. Teaching and learning have always been the hallmarks of Illinois State—but our research and scholarly productivity are also very important and very impressive aspects of our campus. You will notice in your packets this morning that university work beyond the classroom is the subject of a publication produced by our Media Relations Department. The publication—which was distributed on and off campus, highlights just a few of the many areas of important research that happens every day on this campus.

Also included in your materials is the hot-off-the-press *Educating Illinois* strategic plan booklet. I want to thank the Educating Illinois Coordinating Team, and especially Deb Smitley and Jan Murphy for assembling this wonderful publication, as well as the team from University Marketing and Communications for their design and print work.

I want to congratulate Dianne Ashby, and her staff and everyone who devoted so much time to planning and producing the best Homecoming Week ever at Illinois State. Participation by Town of Normal businesses, and attendance at our many events by students, faculty, staff members and community residents was by far, the highest I have ever seen.

The event to unveil our new Alumni Center was absolutely elegant and I can only hope the Food Channel does not steal away our Executive Chef, Phillip Cade. He and his crew did a fantastic job.

I also want to thank our facilities and grounds staff for making the campus such a beautiful environment for Homecoming. The facilities and grounds crews have won numerous local, state and national awards—most recently two awards for the Genevieve Green Gardens—so thank you and congratulations. And while we may have asked for a better scoreboard outcome—we couldn't have asked for a more beautiful and exciting game day—and I thank everyone in Athletics for a great afternoon in and outside of Hancock Stadium.

Last night I attended the NAACP Freedom Fund Banquet, and it was my great pleasure to introduce the keynote speaker—our own Chief of Police Ronald Swan. Chief Swan spoke on the topic of the 1908 Springfield Race Riots and how that event served as a catalyst for the formation of the NAACP. Ron did an excellent job—so thank you Chief.

I want to congratulate Dr. James Major, our interim dean of the College of Fine Arts since May of 2007. Jim has been named the continuing dean of the College effective November 1, following the unanimous recommendation of the College of Fine Arts Council. Jim has earned the respect of his College of Fine Arts colleagues and the entire Illinois State community, so we congratulate him on his continuing appointment.

As we conclude our search process for the continuing Dean of the College of Applied Science and Technology and step up our College of Business Dean search, I also wanted to let the Board know we are conducting 57 tenure-track faculty searches this year for hire in 2009. For comparison, this is nine more than we had just two years ago and 22 more than we had three years ago. Last year's 57 tenure-track appointments included three colleagues at the rank of full professor, and another six at the rank of associate professor.

We are well past the mid-point of our fall 2008 semester, and we are enjoying a robust and academically talented student population. Our total enrollment of 20,450 includes 3,394 new freshmen and 1,704 transfer students. Graduate enrollment increased to 2,501 students. As planned, the freshman class was slightly larger than last year's class. It was also a more diverse group with the number of freshmen from underrepresented groups increasing by 13 percent. Applications to the University were up 11 percent over last year, and our retention rate is at a historic high of 83.4 percent—and we feel pretty good about the quality of students who are attracted to Illinois State and who are enrolling. I understand that applications for next fall, its early in the process but it looks as though they are very strong and running ahead of where they were this time a year ago.

Although the FY2009 state appropriation included a modest operating increase for public universities—the state and national economy demands a cautious spending approach. As in past years, faculty and staff compensation remains my first priority. We were able to offer faculty and staff merit-based salary increases associated with the beginning of the fiscal year, and I plan to continue my salary enhancement plan with an announcement about the enhancement sometime early next semester. In addition, it has been 14 years since we have been able to provide a general cost increase to departments and units. As critical as salaries are to maintaining and strengthening our faculty and staff resources, we cannot overlook the operational support of our departments. For many faculty and staff, cuts to travel, equipment, supplies and even copying budgets have accumulated far too long. During my State of the University Address in September, I announced a budget that includes a 3 percent funding increase for operational costs.

Also during the Address, I reflected on the opportunities and challenges of a rapidly changing national population and how those changes will affect the makeup of our student, faculty and staff. Over the next ten years, the population of high school graduates in Illinois will begin to shrink. It has already shrunk in states around us including Missouri, Iowa and Indiana. Right now, more than 65 percent of high school graduates are Caucasian, about 16 percent are African-American, and just over 13 percent are Hispanic. In 2018, it is predicted that the Caucasian high school graduate population will drop below 60 percent, the African-American high school graduate population will dip to 14 percent, and the Hispanic high school graduate population will rise to over 19 percent—an increase of 44 percent. Illinois State will work to position itself to compete for students in an overall decreasing high school environment. We will also find new ways to recruit and retain students from diverse backgrounds.

To that end, I announced the formation of a new Recruitment and Retention Committee, represented by a diverse cross-section of faculty, staff members and students, and chaired by Dr. Jon Rosenthal, Assistant Vice President for Enrollment Management and Academic Services. Their charge includes examining current recruitment and admission practices, exploring avenues for outreach to middle schools and high schools, developing more effective methods of transitioning underrepresented students from application—to admission—to enrollment. The group will also examine costs, support services and ways to build better relationships from the university and community perspectives.

Campus enhancements continue at a rapid pace. Contractors continue their work on Life-Safety Improvements in Stevenson and Turner Halls. Occupants of the 3<sup>rd</sup> and 4<sup>th</sup> floors were moved back into Stevenson prior to the beginning of fall semester. Occupants of the 1<sup>st</sup> and 2<sup>nd</sup> floors of Stevenson Hall were moved to their temporary locations in Williams Hall in May, allowing the contractors access to a completely empty building during the summer months to replace and upgrade the entire electrical system. Work is continuing on the basement, 1<sup>st</sup> and 2<sup>nd</sup> floors. Occupants of 1<sup>st</sup> and 2<sup>nd</sup> floors should be moved back into Stevenson prior to fall semester 2009.

Work will begin on Turner Hall in 2009 and is expected to be completed in 2010. When this \$23.3 million state funded project is completed, both buildings will have new and upgraded life-safety, mechanical and electrical systems.

Students moved into the newly renovated Hewett Hall for the fall semester. Work is continuing in Vrooman Center and Manchester Hall. Vrooman is on schedule to open in January 2009 as the main entrance into Hewett and Manchester. In addition, it will be the new home for the University Center for Learning Assistance and MSAC programs. Also included in the building will be conference rooms, classrooms and other support spaces for the University. This \$31 million rehabilitation of the East Campus Residence Complex will be completed in fall of 2009, which will coincide with the completion and re-opening of Manchester Hall.

Construction is expected to begin on the South University Street Parking Deck Expansion in early November. This \$6 million expansion will create an additional 425 parking spaces in a multi-story structure connected to the existing deck on South University Street. This addition will address anticipated parking needs associated with the new Student Fitness and Kinesiology/Recreation Building in addition to the needs of the Center for Performing Arts in the south district of campus.

Progress continues to be made in the Athletics Department. For the second-straight year, Red Alert memberships have surpassed the 4,000 mark. This year, Red Alert set a new record with 4,500 members, making it the largest student fan organization in the state of Illinois. Early season ticket sales for Redbird men's basketball are also going well. As of Tuesday of this week, 94 percent of the lower bowl at Redbird Arena has been sold for the season. That is an 11 percent increase from a season ago and there is a 20 percent increase in upper bowl season ticket sales as well. Work also continues on the baseball stadium at Duffy Bass Field. The structure continues to shoot out of the ground with noticeable changes each day. This week, the contractors began placing the steel beams for the press box as this impressive facility begins to take shape.

That takes care of my initial comments this morning. I would now like to call the Chair of the Campus Communication Committee, Mboka Mwilambwe, to the podium for a report.

#### **CAMPUS COMMUNICATION COMMITTEE**

Good morning. The Campus Communication Committee would like to thank Professor Brian Clark, Tony Battaglia and Ryan Meitl for an enlightening presentation on the solar car project. It is yet again another example of how our faculty members are at the forefront of their field and give our students an edge by actively engaging them in cutting edge projects.

As President Bowman noted in his State of the University Address, Illinois State University continues to thrive despite a challenging economic environment. Accomplishments include historic highs in the six-year graduation rate and retention rates. Those accomplishments and many others are vivid examples of the University's judicious use of its resources.

President Bowman's recent appointment to the nation's first higher education cabinet shows that national leaders also believe that great things are happening at this University. As a result, we are asking the state to reward our accomplishments by fully funding the University's budget request included in the Board packet today.

The Campus Communication Committee applauds President Bowman and other members of the community's response to an act of intolerance at a construction site on campus earlier this fall. We invite all members of our community to join in the efforts President Bowman has outlined to ensure that Illinois State University continues to be the welcoming community that so many of us have enjoyed. You may recall that the Campus Communication Committee sponsored a discussion hour in May that focused on campus diversity initiatives. We are very pleased that the discussion led Trustee Davis to participate in a Trustee-in-Residence visit to take a further look at those initiatives. All of the above send a clear message that all segments of the University will be fully engaged in this area.

We also appreciate the naming of the UCLA/MSAC facility and a conference room in the new Alumni Center in honor of Dr. Julia Visor and Carl Kasten respectively. It is a wonderful way to recognize their contributions to the betterment of Illinois State University.

The Campus Communication Committee would like to express its strong disapproval of the Illinois Board of Higher Education's draft public agenda. We believe that the agenda reduces higher education to little more than vocational education and puts it at odds with one of the University's core values: the pursuit of learning and scholarship. As the agenda is currently in its public comment phase, we invite all members of our community to demonstrate their civic engagement by expressing their views through the IBHE web site. As Civic Engagement is one of our core values, the upcoming elections are also another opportunity for us to demonstrate it by exercising our civic duty. Early voting is already under way and should provide ample opportunity for all of us to plan accordingly.

Finally, we would be remiss if we did not mention Homecoming celebrations. The sight of alumni descending upon campus is a great reminder of what Illinois State University means in the lives of so many. We are thankful for such a wonderful and meaningful tradition as it inspires us to renew our commitment to this institution. Thank you.

#### **LEGISLATIVE UPDATE**

Mr. Adams: Thank you and good morning. As you might imagine there is virtually nothing going on in capitol these days. However, they will be back in November for the veto session. They reduced it from six days to three. The administration seems to be in full bunker mentality. You may have seen in the paper recently that they are refusing to give information to some press outlets on the health program that the Governor implemented without legislative authority that the courts have thrown out – that FOI is going to land up in the courts and they are probably going to lose that one. The approval ratings are hovering around 10-12%, so it looks as though we are going to suffer through this for some time to come. After the election, they will come in for three days and hopefully get a couple of bills passed. We do have a bill that we need to get introduced and get passed in the next session that is a federal guideline for spending university's

foundation funds that unfortunately would not be an issue but for the current market situation, which is getting worse as we are standing here. It requires us to get this thing adopted so that we can continue using those monies for purposes such as tuition and that sort of thing. So we hope to get that done when they come back in the next session.

One thing that I would note is the fund-sweeps bill and the appropriation bill did pass but the Governor has not at this point signed the portion that would allow for the spending of those monies that are causing the closing of the historic sites and parks and that sort of thing. There is a lot of pressure to get that done but it hasn't moved him yet. So that will be something that will certainly be taken up during that three-day period also. Other than that I would be happy to answer any questions.

## **REPORTS**

I have five reports for you this morning. With your approval, Trustee McCuskey, I will move to these reports.

### **Report 2008.10/4000.02: Promotions, Tenure and Sabbatical Leave Report**

Promotion, tenure and sabbatical decisions that take effect in FY2009 are completed in the fall and spring of FY2008. This report outlines the application and review process for those decisions. Also provided in the report are summary data on this year's applications, rank distribution over the past decade for tenured faculty and lists of the FY2009 changes in status.

### **Report 2008.10/4000.03: Oral English Proficiency Report**

In 1986, the Illinois General Assembly moved to require that University governing boards ensure the oral English proficiency of all personnel providing classroom instruction. Illinois State immediately put a mechanism in place to comply with the legislative action.

Information about our policies and procedures is distributed to all students each semester in the Class Registration Directory. During the 2007-2008 academic year, no complaints were filed about the English speaking ability of instructors at Illinois State.

### **Report 2008.10/1000.03: Affirmative Action Plan**

The FY2009 Affirmative Action Plan is a document that expresses Illinois State University's commitment to achieving equal opportunity in employment, as well as a representation of the University's affirmative duty to provide a positive multi-cultural experience to our students, faculty and staff members.

Represented in the plan, that is included in your packets, are the University's efforts to increase the visibility of employment opportunities to traditionally underrepresented groups, educate faculty and staff on the recruitment resources and funding available to assist in the advertisement of employee vacancies, highlight the advancements and setbacks in our efforts and set forth expectations for improvements. I would like to thank our Director of Diversity and Affirmative Action, Shane McCreery, for preparing this report.

### **Report 2008.10/2100.01: Campus Safety Report**

As you can imagine, awareness about campus security has heightened on college campuses across the country and throughout the world in the wake of tragic incidents at institutions in the past 18 months. These incidents have varied in nature from acts of violence to natural disasters. It is not unusual to get inquires about campus safety planning, procedures and technologies.

At Illinois State, we have a very safe campus, and I am able to accurately tell our students and their families that our campus and community environment is actually safer than the environment in the cities students come from. Still, security—in a variety of senses—is a priority at Illinois State, where we constantly review and update our proactive and reactive safety policies and procedures. Here to give you a report on campus security is Vice President for Student Affairs Steve Adams.

Mr. Adams: Thank you very much Dr. Bowman. You see before you a power point opening slide that is presented by me but it is on behalf of my vice presidential colleagues, Sheri Everts, Dianne Ashby and Steve

Bragg. This is not just a student affairs issues, this is not just an academic affairs issue, this is not just a finance & planning issue, this is not just a university advancement issue, this is a university-wide issue.

I want to tell you that campus security and campus safety is a serious issue nationwide and at Illinois State University we take it very seriously. So let me go through a series of facts here. First, the question arises, why must we take it seriously? Well consider these facts: Illinois State University has 20,458 some odd students, close to 20,500 on campus – there are 1,200 faculty members and 2,300 staff members and we found that 80% of the villages, towns and cities in the State of Illinois, Illinois State is larger. The Illinois State Campus covers 850 acres, approximately 100 buildings, soon to be 101 and more than 20 miles of sidewalks and on snowy, icy days it seems like 120 miles. Just so you will know those 100 buildings have approximately 400 exterior doors, 10,000 windows and approximately 90,000 locks and there are more than 80,000 keys assigned to faculty, staff and students.

The Illinois University campus is indeed a thoroughfare for both the Bloomington/Normal communities and throughout central Illinois. We figure that more than 6,000 vehicles use our community and our rural streets and roads to travel to and from the campus daily. So let's draw a conclusion – Illinois State University is truly a community unto itself albeit, and I stress this, a unique community. What makes Illinois State University unique? Illinois State University is faced with many of the same issues – water, power, protection, garbage pickup and maintenance just to name a few and challenges that the Town of Normal, City of Bloomington and countless other communities face. By the same token our faculty, staff, students and visitors make for a very interesting mix – indeed an eclectic mix. And why is it eclectic – because Illinois State University students range in age from 17 to 75, but the age range of 18-24, that traditional college student, dominates with more than 86% fitting into this category.

It is very important to recognize that our students experience, when they come on this campus, a life altering transition. They have new found freedoms – examples: they do not have check in, they do not need to show up for class – in many cases attendance is not taken, they don't have to return to the residence halls and they don't have to show up for work. We have a problem – this campus has a lot of freedom. The result is a variety of threats that challenge campus safety and security. I want to emphasize that there are indeed a variety of these threats. ISU is committed to the safety and welfare of the campus community. That is a powerful statement, a very powerful commitment that our University makes and it is very prevalent on the website of the Office of Environmental Health & Safety and also on our website as a university. We have a commitment to safety and the welfare of this community.

Many campus emergencies are unforeseen situations that threaten our university employees and the one that gets the most attention without a doubt are the acts of violence. The Virginia Tech situation, the situation at Northern Illinois University – the active shooter – that is the dreaded phrase these days. But there are also sexual assaults, robberies and other crimes of violence that are committed against our university communities. Those exist on Illinois State University's campus just as much as they do at other institutions. Those percentages as far as the types of crimes and so on are part of your packet as you look at the security report that is put out by our ISU police department. Illinois State University does look at the public health concerns from isolated cases of infectious diseases all the way to pandemics – Illinois State procedures coordinate with the McLean County Department of Health.

Things like tornadoes and floods – President Bowman mentioned the floods that occurred at the University of Iowa, the tornado that hit Union University in Jackson, TN – destroyed residence halls and classroom buildings and devastated a campus community. We also are faced with a serious threat of disruption of utilities and technological resources. It affects our continuity of business – it could devastate our continuity of business. We have systems set up for off-site banking, we have systems set up for backup computing. All of those things are taken into consideration with the plan that Illinois State University has. Fires occur. Illinois State had one in an apartment building about five years ago – most of the fires can occur in those off-campus housing areas, particularly fraternities and sororities. They are all serious threats.

Along with the threats we face serious challenges and I will not deny it – those challenges in some cases are insurmountable, but I want to emphasize that it becomes the responsibility of the entire campus to make sure that we are ready and able to meet the responsibilities that we have to overcome the threats. It is very

important that we have effective communication. It has to be timely, it has to be accurate and it has to go to all groups. This is the uniqueness of the ISU community that makes this difficult. Because we are unique, it is difficult for that communication to filter down to all of the people that it needs to filter down to. We must create a culture of care and concern on this campus. It is not an easy thing to do but it is absolutely essential. In addition to that, we all know the argument of privacy vs. the need-to-know. You have heard of FERPA, you have heard of HIPPA, you have heard of the Illinois mental health regulations – all of these things are things that in many ways get in the way, but it is privacy vs. the need-to-know. In many cases the need-to-know trumps the privacy act situations.

There is freedom of movement on this campus and that is a challenge. We cannot restrict freedom of movement – we cannot keep all of those buildings – all of those doors locked 24 hours a day, seven days a week. We cannot and we are not a gated community with restricted access. The freedom of movement on this campus allows anyone to set foot on this campus without passing through a guard gate or something that prohibits their entrance to the campus.

Another challenge is educating our campus community on the protocol – and I think the protocol is more important in my view than the policies and procedures. We have to have policies and procedures in place but how we go through that protocol, what we do and what we do instinctively is something that is so vitally important to meeting the challenges. Again, we have a shared responsibility, but more than anything, and as these instances occur on our campus, do not underestimate the value of common sense. We all must think about what we should be doing as individuals instead of looking to someone else. In situations where our safety is threatened, we turn to protocol, yes, but we also turn to common sense.

We are also faced with other challenges and those include a myriad of legislative mandates imposed on colleges and universities and no additional funding provided to implement those mandates. We expect that. After the Northern Illinois University tragedy, the Governor's Task Force on Safety was created and that has led to revisions of the Illinois Campus Security Act. But with a changing environment and high expectations during these very critical times, the Illinois State University Police Department is faced with extensive demands in a very, very complex environment. ISU has a relatively small police force, smaller than institutions of our size in the State of Illinois and across the country. At the present time and with the intention of adding more police officers – we have 23 sworn officers on our staff. That compares to 35 at SIU Carbondale and 62 at Northern Illinois University. But let's take in consideration the fact that we live in a twin cities community of approximately 125,000 and with that our police force, and we are very fortunate to have one, is supplemented by an excellent relationship with the Normal Police Department, Bloomington Police Department, State Police and the Sheriff's Police. So it is a combined effort that we go through.

Now, meeting those challenges, and I placed this photograph in the presentation today to illustrate that we do draw large crowds at Illinois State University – not only at football tailgating but also at speaking engagements such as what occurred a week ago when Eli Wiesel was on our campus. There were 3,500 people in Braden. In addition to that on the same evening there was a college fair that was going on in the Brown Ballroom – so we had more than 5,000 people in this building. When you talk about 12-15,000 spectators at Hancock Stadium or when you talk about 10,000 in Redbird Arena – those large events that we have – crowd control is our major issue. It taps virtually all of our resources when we have large groups together. It is not an easy thing. Therefore, a coordinated comprehensive approach is necessary to meet our challenges at Illinois State University. How we meet them – there are a variety of ways. First, let's talk about the preventative means in which we meet those challenges. Threat assessment – Illinois State University two to two-and-a-half years ago officially formed the Student Behavioral Intervention Team (SBIT). It has ten members and meets on a regular basis. It is chaired by senior Associate Vice President for Student Affairs Brent Paterson. Other members of that group include the Director of Student Counseling Center, our Psychiatrist, the Director of University Housing Services, Associate Provost, the Illinois University Police Department, a representative from Intercollegiate Athletics and our General Counsel. What this group does is again it comes to the issue of privacy vs. the need-to-know. It monitors the unusual behavior of students and it again begs the question – how do we get away with this – how do we make this thing go? We make it go because it is for the best of the University. Again, we feel it is most important that we monitor situations. We have done this over the years. There have been individuals who have been deported from our campus because of this monitoring of unusual behavior, we have not hesitated – we have gotten them off the campus,

we have gotten them out of the country. This is a situation that we take seriously and we do it with strong actions.

There is also a Human Resources Threat Assessment Team, which exists for the faculty and the staff. Not only do the students present dangers, the faculty and staff members can present dangers as well. Several years ago there was a shooting in one of the dining centers of Illinois State in a domestic dispute, and it was not a situation that was anticipated but none the less faculty and staff being involved in that situation in many ways is just as critical as is the SBIT.

Our campus safety programs are many and these are just a few that exist. Members of the Board of Trustees, there is an envelope that is not labeled in your packet, which has in it this card – helping students get help. This was distributed to every faculty/staff member on campus. If a student is behaving in an unusual manner, there are procedures on that card that tell the faculty/staff member which offices handle which situations. It is a critical piece and it is not just a print copy – there is also information about this on our website. The suicide prevention training – the student counseling center trains a variety of people – all of our resident assistants, all of our hall coordinators, all of our area coordinators. There are more than 500 people who have gone through this training for suicide prevention. In addition to that, crime and sexual assault prevention workshops are held frequently. These are done in the residence halls and all across the campus.

Several years ago we instituted a campus shuttle-bus service – the Redbird Express. When I was director of Admissions I used to brag about the fact that we had a small compact campus. We were not a campus that needed a bus service. Now we have one of the most successful bus services that exist on any campus in the country. These buses are everywhere and they are full all the time. We deserve a tremendous amount of recognition for putting that into place and I look to the Division of Finance and Planning for instituting that. There is also Nite Ride and also a Late Nite Ride. These students can be together on these buses to get to west campus or to get to wherever they want to go.

Also fire alarm and sprinkler systems – by December 31, 2012, all of our residence halls must be what we call “sprinkle.” As we have gone through this Long-Range Housing and Dining Plan, we have taken that as a major thrust to make sure that those buildings are protected against fire. We do all we can in these high-rise residence halls, which are not easy places to protect.

In addition to that, we don’t just talk about it, we do it with emergency preparedness exercises. We do it in coordination with the City of Bloomington, the County, the Town of Normal, and many others. This summer we had one of the largest exercises that we have ever had when the Dunn-Barton/Walker site was open for those exercises to take place. So it is not just a table-top exercise, but something that goes beyond that into these preparedness exercises.

Meeting challenges also includes responsive in addition to preventive. Our emergency management team planned and revised in 2008 the Emergency Management Plan. The team coordinates communication between agencies – this is so vitally important for us to meet the mandates that exist and coordinate this. We are implementing the campus emergency notification system. This is something that is new to us but only compliments all of the things that we already have in place. For years we have had in place email blasts. President Bowman has done this on a number of cases in a number of situations. There is a tremendous web presence, there are emergency radios, there are PA systems in every residence hall, Bone Student Center, Redbird Arena and other buildings throughout the campus. There are other communication methods being looked at. There is also the old antiquated phone tree that still exists on our campus and rightfully so. While I say the emergency notification system compliments our current systems, it will be the most sophisticated of all of them. The initial phase of the emergency notification system will be that we will be able to text message every student on campus. When we get this in place very soon we will have that benefit. Groups are now at work preparing for its implementation. There are three work groups – protocol group, technical group and marketing group. This entire operation is headed up by J C Crabill. It could be 6-12 months before this is implemented but that does not mean that we cannot phase this in over a period of time. If you are wondering why it has taken this long for Illinois State to formerly purchase one of these systems – it is because this has been a very arduous and methodical process. A lot of schools jumped in on day one right after those tragedies at Virginia Tech and Northern Illinois. We chose to leave our current notification systems in place and we

chose to go about this in a very methodical way, and we are convinced now after seeing a number of presentations of a number of vendors that we have the right system for Illinois State University.

The Critical Incident Response Team (CIRT) has been very effective. The Dean of Students Dr. Jan Paterson and her team are members of the CIRT team. It is active 24/7 while the academic year is in session. It is designed to assist a student or students and their families during critical incidents like accidents, deaths, fire and countless others. We have had those accidents on our campus, deaths that occur unfortunately as every academic year opens and closes – CIRT is on the spot during those incidences. Environmental Health & Safety, again, plays a major role in meeting the challenges in a responsive way. The ISU police department – we have already talked about that. We have also already talked about the emergency response agreements that we have with the Town of Normal, City of Bloomington and the County, and a cooperative agreement between the McLean County Health Department and the University.

And now to the future. This, again, is a very critical issue. It has to be on top of Illinois State University's priority list – the care and well being of our students, faculty and staff. In order for it to succeed we must strive to do these things: establish a coordinated centralized system, address campus security, effectively communicate, utilize technological advances, affect the culture of the institution through educational and training programs and continue to evaluate our policies and procedures and processes. Illinois State University gets it. We understand the importance of campus safety and security. We must approach campus safety and security in partnership with students, faculty and staff. And finally we are determined to affect the culture of this institution. It must become a culture of caring and concern. I would be happy to entertain questions from members of the Board.

Trustee Davis: You mentioned having university-wide emergency drills and I believe earlier this fall we had a university-wide emergency disaster drill and I guess the question I would like to ask is how were we informed by that drill?

Mr. Adams: First of all it got a lot of publicity in the local media. All of the agencies around the county including the police, fire department, state police worked with a group on campus to make sure that through the vice presidents – in fact I received a call from President Bowman who then in turn I called someone else on the cabinet and it filtered down that way.

Trustee Davis: What did we learn from the drill – the successes or failures?

Mr. Adams: Let me call Brent Paterson who played a key role to the podium.

Mr. Paterson: First of all I want to say Environmental Health & Safety and J C Crabill were very involved in organizing. I think that what we have learned as an institution is the importance of the communications and really the coordinated communications between the emergency responders in the community and then from there the communications that need to go out to the various persons on campus and the responsibilities that all of us have in responding to the incidence. So my impressions were the emergency responding agencies did very well in the coordinated response. What we need to continue to work on are our responsibilities at the University – how do we work with the students and those that are affected by a situation – being sure that we have the right people in place. We have learned a lot about communications and how to get information out accurately and timely. We will continue to work on that and it is a big focus of the campus emergency notification system. We are working right now on how do to get accurate information as fast as possible to people and knowing communication doesn't stop with the first notification. It would need to continue over a period of several hours and perhaps several days depending upon the incident. We are trying to look at what are all the possibilities. If we would lose power, if the cell phone network would go down. We can't rely on any one mode of communication – we need to rely on many modes to the point of you might have to have runners going around campus to share information if we had some major incident that knocks out power and other modes of communication. I think we have learned the importance of working together as an institution – the emergency response team – knowing what each of our responsibilities are – who coordinates that and how we need to get the information to our staffs so they can perform their duties.

Trustee Dobski: Steve you mentioned since those recent tragic incidents there is a new department that was set up to re-evaluate things like that in the University system?

Mr. Adams: Well nationwide there were a number of things but following Katrina, the National Incident Management System was put into effect and requires all colleges and universities to be compliant and we are with our emergency management plan.

Trustee Dobski: Has there been a new set of standards that we have to meet as a university and are we meeting all those minimums and standards?

Mr. Adams: First let me give you my response to that and then if anyone else wants to add anything to it they can. I believe Illinois State, because of the fact that it had its emergency management plan, was compliant with virtually all of the federal and state mandates that were put in place. Because of that we were not required to do anything more, so I will defer to J. C. Crabill or Brent Paterson or others.

Mr. Crabill: The National Incident Management System is a standard protocol for emergency response agencies to respond to any type of emergency – it's an all hazard approach. So in years past we might have our own set of protocol and procedures we used to address certain situations and the Normal Police Department might have a different set of protocol and so on. Now with the National Incident Management System the terminology is the same, the protocol is the same so when we have an emergency and call for outside assistance everybody responds and coordinates in a unified fashion and you don't have communication issues on who is doing what and who is going to respond. So it has been a big enhancement. Our entire police force has been trained in the incident command training – there are like six different models that you have to be trained in. Our entire Health & Safety department has been trained in that and folks on the emergency management team are currently being trained in two or three of those models – primarily for familiarity so that they understand what is going on and why it's going on – not that they are going to directly be involved in that.

Trustee Dobski: Well looking forward then – if you already met the minimum or even more, financially it was mentioned before about mandates and so on – is there going to be a concern for budgets in the future for upcoming needs as far as security measures?

Mr. Adams: I think there is always that concern because they are continuing technological advances that occur from year to year. So as systems become more sophisticated we may want to get ourselves into a position where we upgrade the system that we have in place and with those upgrades come additional costs.

Trustee Bergman: I think the Trustees wonder what is required or what we have to do. As you alluded to, the Governor had a campus safety task force that issued a report earlier this year. I presume you have the report, if not you can get it from the BHE. You may want to get a copy of that and distribute it to the Trustees and it may answer some of the questions that I am hearing. My question is meeting challenges – emergency preparedness exercises – I know we talked about one we had earlier this year, what is the plan and frequency and the types of exercises that you have in mind?

Mr. Adams: Well we had a unique opportunity this summer with the availability of the Dunn-Barton/Walker site for us to bring a lot of people to do a lot of things we ordinarily would not be able to do. In addition to those types of exercises just this week there was a tabletop exercise where a discussion took place. Those continue on a fairly regular basis. As far as something to duplicate what we did on campus, all of those agencies get together on a regular basis to determine what type of additional training that we need to do. This is not an easy process to educate all of our people within those agencies and it is certainly not an easy process to educate our students, faculty and staff, but I can assure you that this is not a group that stands idle. This is a group that will continue on a regular basis – whenever an opportunity presents itself such as a site becoming available and not talking about demolition of residences but an open area where an exercise can be conducted, we will do that.

Trustee Bergman: So forgetting the table top exercises, you basically had one exercise?

Mr. Adams: No, let me clarify by saying on a regular basis in the residence halls we have announced and unannounced fire drills on a regular basis. The RA's go through extensive training to work with their students. So on the 6,000 students who are in the residence halls, this year they have been through a significant amount of exercises to know what to do in case of certain emergency events.

Chairperson McCuskey: I do agree with Trustee Bergman that it would be helpful to the Board to have the Governor's task force recommendations circulated to the Board members.

Trustee Kinser: With all of the construction and contractors, are there any differences or accommodations for that kind of working relationship with contractors?

Dr. Runner: Prior to the start of the commencing of actual construction on any project on the Illinois State University campus, the University administration meets with all the contractors, reminding the Board that we in the State of Illinois have multiple prime contractors – at least seven and their subs – these are called pre-construction meetings. During those meetings we go over all the housekeeping concerns about how they do business on a college campus today. We talk about safety and mundane things like parking and delivery of materials, but we also talk about their mode of operation and the behavior of their staff and individual workers. So every project we do, we go through a whole series and there are a number of administrative offices that we call in to help assist in that process.

#### **Report 2008.10/1100.02: A Public Agenda for College and Career Success**

This report represents the continuation of a process that you were alerted to at the May meeting and discussed during the July meeting. Legislation approved by the General Assembly in 2007 calls for a new master plan for higher education that defines public needs, reviews existing policies for alignment with the defined public needs, and sets forth statewide goals and priorities for higher education. The latest revision of the Public Agenda is currently on the IBHE web site, and you earlier received information pertaining to that update as preparation for today's discussion.

Trustee Bergman: First of all I note that the Campus Communication Committee, and I am reading from their document, would like to express its strong disapproval of the IBHE's draft public agenda. I agree completely. I disagree with the master plan also, not for what it says, but for what it doesn't say. However, we are here to talk today about what it does say and also let me say that the Campus Communication Committee mentioned that at the IBHE web site there is an area where you can post comments – I would invite people who have concerns to post their comments. I also remind everyone that I have an ISU email address and any comments that you would like somebody to know, send them to me.

Before we start talking about the goals, let me give you a little history about what is going on here. The first statewide higher education master plan was put together in 1961 or 1962. As a result of the plan Illinois State University changed from being a teacher's school to an all encompassing wide-ranging campus as we are now. It also caused some of our other universities in Illinois to do the same – reason being that was the beginning of preparing for the baby boom generation to enter college. That is when the Illinois Board of Higher Education was also formed. In 1976 there was a second master plan for higher education in Illinois. I am really not familiar with it. Former President Strand indicated to me recently that they had a plan and all of the universities and administration hated the plan. Recently there was a House/Senate joint resolution that caused an updated master plan to be drafted. This was to be drafted by two bodies – the IBHE having the legal responsibility and something called a Higher Education Commission, which is basically a group that is currently in existence that is also participating in the plan.

The way the system works is we hired a consulting firm that has a lot of experience in putting together not only master plans for states in the United States, but also countries globally. They primarily gathered data from other state agencies, distributed the data throughout the state, and had a series of hearings to get feedback. I chaired two of the hearings, one at the College of DuPage for Chicago area political and business leaders, and another one for all university trustees that Trustee Davis attended and ably represented Illinois State University. In fact that was a good meeting. We had trustees from ISU, U of I, Northern, Southern, Eastern, Western and Chicago State there. Anyway the results of these hearings were compiled and developed four draft goals. These are documents that my colleagues received recently and hopefully the rest

of you folks are familiar with. After the first draft was developed the members of the Commission and IBHE broke down into four working groups, each to address one of the goals. The plan was to have a revised list of draft goals out by the 17<sup>th</sup> of this month. My colleagues know that from time-to-time you have gotten emails from me stating we are going to have something by this date and then I write and say, no. Nor did the revised draft goals get out by the 17<sup>th</sup> of this month.

What is happening now with these goals is that there is another set of hearings currently being held at universities throughout Illinois. So the idea now is to gather comments on the draft goals, which I am going to ask for any from my colleagues this morning and then to get together again and try to make further revisions and the Higher Education Commission is going to meet on a Monday in December and the IBHE will meet the next day on Tuesday and vote on the new master plan. I have been approached by some other universities and a community college to basically listen to their comments, so I was at another university this past Tuesday morning with their president and a working group. I have a couple more obligations in that regard. But in any event, that is the background of this. So I guess I would like to ask my colleagues if they have any comments or questions on any of the goals that I can take back to the IBHE.

Chairperson McCuskey: When can we expect the revised goals?

Trustee Bergman: To be frank, I don't know. They were supposed to be out on the 17<sup>th</sup> – on the 16<sup>th</sup> I received an email that said we didn't get to them because we are involved in budget meetings.

Chairperson McCuskey: Well wouldn't the consulting firm, which wouldn't be involved in the budget meetings, have some input into it?

Trustee Bergman: Well it's kind of a funny situation. The consulting firm hasn't been seen for a couple of months. Anyway, any comments or questions on any of these goals?

Chairperson McCuskey: That is what I was waiting for – the revision – so that is probably my failure to not have prepared waiting for the revision.

Trustee Bergman: Trustee Davis, you had some very good points at that all trustees meeting that we had – is there anything you would like to bring up?

Trustee Davis: Well as I mentioned at our last meeting and the same as our Chairperson, I am waiting for the goals to be finalized or at least something to come to us so that I can see that those comments that were made are included. My first concern, however, would be how do these goals coincide with our *Educating Illinois*. I will admit that I have had not had the chance to sit down and make that comparison. I believe President Bowman as you spoke about this before, you said they pretty much patched, but that would be my first question.

President Bowman: Yes, there is a great deal of overlap and the sort of primary global goal of *Educating Illinois* is to help the University produce a more academically talented graduate, a graduate who is responsive to the work force needs of the state. So there is certainly overlap, but there are distinct differences because the statewide strategic plan should address our historic funding issues, teacher quality, the dismal high school graduation rate, the dismal high school preparation for students entering college, and the report talks about many of those problems and the debate is what do we do next?

Trustee Bergman: I would like to add something and this is nothing that is on paper but relates to the last Commission meeting and the last IBHE meeting, I think the thought currently is that whatever comes out of these documents is not an end product. It's the end of the beginning because these documents contain a number of statements, but that is it. Where do we go from here? So, again, this is not something that has been totally decided but I think probably in some form things will continue. I might mention that there is a change in the law that was made that calls for a new entity called the P-20 Committee. P-20 Committee has not yet been activated. The Governor needs to appoint a chair and as a separate entity it needs funding and doesn't have any. But what that does is it takes representatives from the Illinois State Board of Education, which is P-12, the Illinois Board of Higher Education, which is everything over high school, and the Community College Board of Illinois, which is in a sense a subset of the Illinois Board of Higher Education, but they do a lot of their own things. Anyway, it takes representatives from those boards and from other constituencies from around the state and it will be a coordinating committee that will try to get a handle on the problems in

education and deal with them in a coordinated way starting with pres-school all the way up through the university process. When you refer to high school students, that has been a big problem that we all know. You ask the universities what is the problem with our students and one of the universities said one-third of their freshmen class is in remedial classes. So what happens, the university is going to say the high schools did not send us students that are prepared properly, and the high school says when they came to us from grade school they were way behind to start out with and so on. They are all correct to a point, but that doesn't mean we are getting students out at the end that are properly qualified to go into the workforce, so the P-20 committee is going to try to coordinate these three boards and have more coordination to achieve a better goal at the end.

President Bowman: The P-20 initiative is extremely important. The problems with college preparation don't begin at the high school level and the people spend their lives studying these things know that the social emotional environments that children are raised in have tremendous impact on academic achievements and many of the skills that are required are literally already in place by the time kids hit first grade, so any P-20 initiative that is going to have to make a meaningful difference will have to address the pre-school environments and the societal issue of the declining of family environments that have declined since the 1960s.

Trustee Bergman: Any other questions or comments regarding the goals? I would just invite not only my fellow trustees, but anyone else in the University community to send my any thoughts or questions. I can't tell you when the revised goals are going to come out but I can tell you it's unlikely that there is going to be any significant change in philosophies, if you want to call it that. The changes such as goal one were more in certain strategies and performance measures, not what we are trying to achieve, but how better to achieve them and then to measure what has happened.

Trustee Maitland: I would like to comment on that. Reading the first page of the goals sound pretty unrealistic and when you say how to obtain them?

Trustee Bergman: Yes, you are right but a lot of things you see are unrealistic. And I don't disagree with you but what really gets down to the nitty gritty and this is what these don't do to any extent is – okay you can make a statement – we would like our high school students to be better prepared to go to college – nobody in this room disagrees with that statement but that statement alone in here means nothing. What we have to have is a plan and not just everyone needs to train their kids better, we have to have a more nitty gritty plan and that is something that has become very apparent in the last couple of meetings, that even the final goals as approved is not going to be the end of the master plan, it's only going to be the end of the beginning.

Chairperson McCuskey: Is this intended to be merely goals that we always talk about that we know what we would like to have but realistically we know we are not going to succeed, or are they actual plans that can be implemented with concrete success?

Trustee Bergman: I would say that some of the preamble here is perhaps something that is unrealistic, however, the actual plans where you get back into the strategies and the performance measures are more concrete. Now, they need to be more concrete and expanded, but yes, these are more concrete.

#### **ACTION ITEMS**

There are four resolutions for the Board's consideration this morning. With your approval, Trustee McCuskey, I will move to them now.

#### **Resolution 2008.10/31: FY2009 Internal Budget**

The Illinois Board of Higher Education, as part of its accountability efforts, requires that the Board of Trustees review and approve a line-item internal budget each fall. The specific line-items are provided by the IBHE and match those in our appropriation bill. Also included in this item is a summary of FY2008 projected and actual revenues. Summary tables provide budget and expenditure information by sources of funds.

I would like to point out a few of the more pertinent features in this report. Table 1 shows that we are projecting about a \$21 million increase in revenue in FY2009—about a six percent increase over what we generated last year. About three-quarters of that increase is in what we call our appropriated funds—most of that in tuition revenue. The increase in tuition revenue is driven by three factors—the step-wise increase

across the class levels by the “truth-in-tuition” legislation, the increase in billable credit hours generated by higher retention rates that I referenced earlier and a increase in new students this year—about 300 more than last year.

Table 2 in your report shows that 45 percent of our resources are spent on the core functions of instruction, organized research and public service. When academic support is added—a category that includes Milner Library—the proportion reaches 50 percent.

Table 3 provides another look at how our revenue is spent. This table shows that almost 60 percent of our resources are spent on personal services and benefits. It underscores how people-intensive a University is—and this is just an average. The proportion of our instructional area is closer to 72 percent. Contractual services, the second largest category, include our utility expenditures.

Most of our increased revenue, then, will be spent on providing faculty and staff salary increases. This includes a continuation of my mid-year program to bring salary averages up to the median levels of peer group institutions. We have made significant progress over the life of this program and continue to reduce that discrepancy. We will also devote some of this revenue to start our Ph.D. in nursing—for which we had requested state support. We will also allocate some of these resources to restore some of the on-line journals our library has had to forego during budget cuts and to meet utility cost increases.

Finally, as I indicated in my opening comments, Illinois State had not been in a position to provide general cost increases to our departments for more than a decade. Through careful budgeting and reallocation efforts, we were able to provide departments with an average 3 percent increase in base operating budgets. I ask your approval of this resolution.

Chairperson McCuskey: Do I have a motion to approve? Trustee Davis so moved and was seconded by Trustee Dobski. Any discussion? Motion made, seconded and vote recorded as all members present voting aye.

#### **Resolution 2008.10/32: FY2010 Appropriated Budget Request: Operating and Capital**

Each year at this time the University asks the Board to approve its appropriated funds operating budget request and its capital appropriation request to the Illinois Board of Higher Education.

For FY2010, Illinois State is seeking an additional \$7.9 million in state appropriated funds to support core programs and services, an increase of 9.4 percent over the FY2009 appropriation. Consistent with my highest priority and the goals outlined in *Educating Illinois* is funding for faculty and staff salary increases. We have requested \$3.9 million for salary increases, which represents 3 percent of the appropriated funds personal services base.

Utilities continue to be our largest contractual expenditure, and we anticipate increased utility costs in FY2010. The University recently extended its contract for electrical service through December of 2011. The University has requested \$1 million, which is about 12 percent of the appropriated fund utility base.

As you know, maintaining new and existing facilities is critical to the University, and our needs continue to increase. Our backlog in deferred maintenance on campus exceeds \$450 million and it is in the State’s best interest to protect their investment in State-built facilities.

The FY2010 request includes \$2.1 million in deferred maintenance funds, which is about one percent of the general revenue deferred maintenance backlog.

In addition, we are requesting just over \$600,000 to support the Mennonite College of Nursing Doctoral Program. The state estimates that by 2020, Illinois could be facing a shortage of over 21,000 nurses. Many students interested in becoming students are turned away from Illinois nursing programs each year because of faculty shortages—and our program is designed to address that shortage. Because this is a high priority program for the University and the State, we allocated a portion of our new revenue for FY2009 to start this program. If the State appropriates these funds for us, we can accelerate the implementation and reallocate the start-up funds we allocated.

We are also requesting an additional \$300,000 to support Milner Library's efforts to provide even greater online access to electronic journals and research materials.

On the capital side of the equation, we request \$238.95 million in state appropriations for FY2010. This request represents two types of projects—five major capital improvement projects and one capital renewal project.

The capital projects include the Fine Arts Complex Rehabilitation, Information Commons & Milner Library Rehabilitation, Williams Hall Renovation, College of Education Facilities Rehabilitation and Mennonite College of Nursing construction.

Information about each project is in your packet.

The capital renewal project is the Capen Auditorium Rehabilitation. Located in Edwards Hall, Capen Auditorium is the largest assembly room on campus, seating over 700. Although the space has undergone modest improvements over the last decade, it is in need of major renovation. Again, a short description of the project is in your packet. I would like to thank Barb Blake and Dick Runner for preparing this item. I ask your approval for this resolution.

Chairperson McCuskey: Is there a motion to approve? Trustee Maitland so moved and was seconded by Trustee Bagnuolo. Any discussion? My question would be in the six years that you have been president, how many capital appropriation requests has the General Assembly approved?

President Bowman: Two major requests. The first being the Schroeder project, which was just under \$20 million and the second one is underway right now – the Turner/Stevenson project, which is now \$23.3 million – so in some sense we have did better than many of the other public universities.

Chairperson McCuskey: I don't think anybody has received a capital appropriation request for any university in recent years.

President Bowman: We have done very well. Representative Dan Brady and Representative Jay Hoffman as well as the President of the Senate Emil Jones and the Governor have been very supportive of those projects, and it's nearly \$50 million in state appropriated projects over the last six years.

Trustee Bergman: Just to comment on what was just said, I don't know if it was six years ago, but there have not been any new capital funds for any universities appropriated for the first time in a number of years. I believe that the last ones, the Turner and Stevenson Halls, originally approved in '03 or '04. That was the last year that any of the universities had new budget capital expenditure approvals by the legislature, and this kind of gets back to the comment I made at our last meeting. Asking for this in wonderful but it's not going to happen. The answer in my mind is that we need to come up with a dedicated source of funding for capital expenditures for all of our universities and then develop a formula to divvy it up. Legislature doesn't have the money to grant it anymore, but if we can get a tax or something that would go into a separate fund that will be divided up between our 12 primary campuses in this state – that is the only way it is going to happen. I might add when we are talking about what is not going to happen, I really wouldn't plan on this 9.4% increase either. The current year we got an increase that has been higher than we have had in many, many years and it was 2.7%. We will be lucky to get that.

Trustee Dobski: I was going to ask, being new on the Board, is this similar to other university requests, as far as the amounts with the legislature?

President Bowman: They pretty much just vary by size of the institution, but everyone has a similar backlog of deferred maintenance that we do – particularly the institutions that are older. Chicago State as a newer institution has had a lot of new facilities and probably has a deferred maintenance bill that is a little bit lower than ours. But this is a statewide problem for higher education and for all the state agencies too.

Chairperson McCuskey: Motion made, seconded and vote recorded as all members present voting aye.

#### **Resolution 2008.10/33: Authorization to name the UCLA/MSAC Facility**

This is a resolution that is very dear to the University community, and one I discussed during my State of the University Address. Dr. Julia Visor served as Coordinator for the University Center for Learning Assistance

from 1997 until her untimely death in 2001. She was an outstanding tutor and mentor, and exuded a passion for helping first-generation college students make the transition to a higher education environment. She was a faculty member in the English Department, teaching courses in composition and rhetoric and African-American literature. She received the David A. Strand Award for Diversity Achievement and an essay award is named in her honor in the English Department.

Following a vote by our Facilities Naming Committee and my concurrence, I ask your approval to name the University Center for Learning Assistance and the Minority Student Academic Center in her honor and memory.

Chairperson McCuskey: Is there a motion to approve? Trustee Kinser so moved and was seconded by Trustee Davis. Any discussion?

Trustee Kinser: I would just like to say that I am really honored to be able to approve this because she was extremely helpful to my son as a graduate student and he still speaks very highly of Dr. Visor.

Chairperson McCuskey: I want to comment on something that you said at the last Trustee meeting, or if not, before and that is I think it is very appropriate that we honor not only those people who give the University money for naming right but also for those people who have done wonderful works for the University through teaching and other efforts to make this a better place. It wasn't President Boschini or President Strand – it was a president years ago in a discussion I had when I was young and naïve and made a comment to a former president and he said, when we start naming buildings, we start collecting money. I don't think that is the thrust of the Board today or the attitude of the University. Not everybody who does good works has money and not everybody who has money has necessarily done good works and we need to look and make sure that when we name buildings that we name them for the right reasons and this is certainly for the right reason. Motion made, seconded and vote recorded as all members present voting aye.

#### **Resolution 2008.10/33: Presidential Compensation**

Chairperson McCuskey: Each year, as you know, the Board of Trustees reviews in Executive Session the level of compensation for the President in conjunction with its evaluation of the President's performance for the past academic year. The Board has determined that President Bowman has tirelessly and effectively served the interest of Illinois State University. I think tirelessly and effectively are both good words. The resolution is for the Board to set the salary level for President Al Bowman at \$360,000 commencing July 1, 2008, with related benefits. Is there a motion to approve? Trustee Bagnuolo so moved and was seconded by Trustee Bergman. Any discussion?

Trustee Bergman: I would only add to what you said, Mr. Chairman, is that when the Board in Executive Session considered an increase in salary for President Bowman we looked at the salaries of the other presidents of the universities here in Illinois. Obviously they are all not the same. It would be a mistake to compare President Bowman's salary to perhaps someone at the University of Illinois, but looking at the other universities I would say that in relationship to the others at best President Bowman is on par and if anything he may still be a little underpaid when you adjust for differences in student population and quality and such.

Chairperson McCuskey: Last year when compensation came before the Board of Trustees I made the statement that it was my desire that President Bowman be compensated as the second highest university president in Illinois because I believed it was hard to compare us with the University of Illinois with 70,000 students and three campuses. But when you compare all the similarly situated universities after that and you look at retention rate, you look at the quality of students that are coming in, you look at the campus in the six years – there is no question in my mind we are head and shoulders above the other campuses. I doubt necessarily that this compensation is going to put President Bowman head and shoulders above that, but I do believe it is a significant statement on our behalf that is what we think of his work in the last six years. While this comes during hard economic times it would be inappropriate for the Board of Trustees to ignore where we are at and the hard work that President Bowman has done.

Trustee Bagnuolo: I was just going to say that this was not a topic that I could discuss with the rest of the student body but I think they would completely support this because I think as a student body I have never heard an ill word about President Bowman's performance and we do all appreciate his tireless effort.

Trustee Maitland: I think the comment was made at one of the luncheons too that there would be no other university who would have a president who is as well known on the campus to the students as President Bowman is.

Chairperson McCuskey: I don't read the paper until late in the day, and yesterday there was a headline "Trustees to Discuss White's Contract". I am going to take a couple of the paragraphs here and take out Joe White's name and the University of Illinois and it says, I am confident after nearly six years as University President, President Bowman remains very enthusiastic, dedicated and committed to leading this major university system and its mission of providing high quality accessible and affordable education for Illinois families. So all I had to do is change a couple of words and it is exactly true. Then later in the article one of the trustees said that dedication to the University of Illinois is the reason Joe White has declined to be a candidate for a position at any other institution, and it talks about the national averages. Folks, we lost a good president because the market out there clearly will out pay Illinois State University. Dr. Bowman has not looked for another position where he will be far better paid. The president at the University of Illinois has homes in Urbana and in Chicago. It says he has a car and we do provide as a part of the benefit package the University residence, a vehicle – but you also get a driver at the University of Illinois – membership to the Bloomington Country Club is included and a \$20,000 contribution to the State of Illinois Employees Deferred Compensation Plan. You say, oh, that's another \$20,000. Well let me tell you what the University of Illinois will be doing at the end of Joe White's five-year contract. He will receive a bonus of \$475,000 for staying five years. We have no bonus to offer you at the end of six years. And then it said the Chronicle of Higher Education in its annual review of executive compensation found the minimum compensation for top executives at public research universities is around \$450,000 and then to give the trustees an idea of where they are going to go – we will have to see – it says last year Ohio State University hired Gordon Gee as president for a \$775,000 annual salary with his compensation package being valued at \$1 million. I don't think that the additional 20,000 to the State of Illinois Deferred Compensation Plan, the University residence, a vehicle and membership to Bloomington Country Club in addition to \$360,000 salary will put you in that category, but it certainly shows that the Board believes that you should be compensated for your hard work and effort.

Trustee Davis: I could not concur more with all of what has been said by my colleagues here at this meeting. Also, as I look at the fact that our morale here at the University, both student and faculty and staff, is very positive. You think about the fact that we have an increase in student enrollment and as I look at some reports for some of our universities starting with SIU where the numbers are going down as ours goes up. All of the capital improvement that we are looking at, the grants, and I know that the state is in a fiscal financial crisis, but we continue to get the grants and funding. And just the overall commitment that I have observed on the part of President Bowman. I was in the airport as a matter of fact two weeks ago and it was very crowded and who did I see but President Bowman – he is just everywhere. And I thought my goodness does this man ever stop and take a rest. I am certainly very supportive of this increase and wish in fact we could give more but just very pleased with the leadership that you have exhibited here at the University.

Trustee Bergman: A couple of clarifications. You mentioned a contribution to the pension plan – this is not a new thing – we have done this since the time Dr. Bowman became President Bowman and Boschini also had it. Secondly, you mentioned the Bloomington Country Club – the dues are not paid by the University – they are paid by the Illinois State University Foundation, so it is not a cost to the University.

Chairperson McCuskey: And one of the things that we are doing today – transparency is the hallmark of this Board – another university president this past year had a freedom of information act situation and a refusal and at the time I asked President Bowman – do you have any problem with showing anyone the contract that the Board has with you and he answered – not at all – it should be a matter of public record and that is exactly what we are doing today.

Trustee Dobski: I just have to agree with everything that has been said today about President Bowman – we are really lucky to have him here but I think we would be remiss in not mentioning his better half of being a part of the University too and everything she does.

Chairperson McCuskey: Motion made, seconded and vote recorded as all members present voting aye.

President Bowman: Thank you and I appreciate all the kind remarks. I just told Mike a few minutes ago that the last six years have been the happiest of my life and I look forward to many more years of service.

Chairperson McCuskey: That concludes this morning's resolutions. I would now entertain a motion to move into Executive Session for the purpose of considering the appointment, employment, compensation, discipline, performance, or dismissal of specific employees pursuant to 5ILCS, Section 120/2 (c)(1); collective negotiating matters between the University and its employees, 5ILCS, Section 120/2 (c)(2); litigation which has been filed and is pending before a court or administrative tribunal, as allowed in 5ILCS, Section 120/2 (c)(11); and the purchase or lease of real property as allowed in 5ILCS, Section 120/2 (c)(5). Is there a motion? Trustee Davis so moved and was seconded by Trustee Kinser. Motion made, seconded and vote recorded as all members present voting aye.

We will now move into Executive Session. At the close of Executive Session, the Board will reconvene in public session for the purpose of an educational discussion of the Division of Academic Affairs with Provost Sheri Everts. There will be no Board action taken during this discussion and we will adjourn immediately after. Thank you all for coming today and we stand adjourned.

At 1:00 p.m. a motion to return to public session for the purpose of educational discussion was made by Trustee Dobski and seconded by Trustee Davis. The vote by roll call was unanimous. At 2:25 p.m. the meeting was adjourned; the motion to adjourn was made by Trustee Davis and seconded by Trustee Kinser. The vote by roll call was unanimous.