



Special Meeting
of the
Board of Trustees

May 9, 2024

**Special Meeting of the
BOARD OF TRUSTEES OF NORTHERN ILLINOIS UNIVERSITY
12:30 p.m. – Thursday – May 9, 2024
Board of Trustees Room
Altgeld Hall 315**

AGENDA

1. Call to Order and Roll Call
2. Verification of Quorum and Appropriate Notification of Public Meeting
3. Meeting Agenda Approval.....Action..... i
4. Chair's Comments/Announcements
5. Public Comment*
6. President's Report No. 176
 - a. Recommendations for Faculty Tenure and/or Promotion Effective 2024-2025.....Action.....1
 - b. Appointment of Dean of the College of Business.....Action.....3
 - c. Appointment of Vice President for Research and Innovation Partnerships.....Action.....4
 - d. Reappointment of Acting Dean of the College of Education.....Action.....5
 - e. Division of Human Resource Services Purchase of Time Keeping and Absence Management Solution.....Action.....6
7. Other Matters
8. Next Meeting Date
9. Closed Session
10. Adjournment

*Individuals wishing to make an appearance before the Board should consult the [Bylaws of the Board of Trustees of Northern Illinois University](#), Article II, Section 4 – *Appearances before the Board*. Appearance request forms can be completed [online](#) in advance of the meeting or will be available in the Board Room the day of the meeting. For more information contact Crystal Doyle ccoppel@niu.edu.

Anyone needing special accommodations to participate in the NIU Board of Trustees meetings should contact Crystal Doyle, ccoppel@niu.edu or (815) 753-1273, as soon as possible.

**RECOMMENDATIONS FOR FACULTY TENURE AND/OR
PROMOTION EFFECTIVE 2024-2025**

NAME COLLEGE/DEPARTMENT/SCHOOL

**Promotion from Clinical Assistant Professor to Clinical Associate Professor
(For Informational Purposes Only)**

Kimberly Hart Counseling and Higher Education

Promotion from Associate Professor to Professor

Jahred Adelman	Physics
Hamid Bateni	Allied Health and Communicative Disorders
Melissa Adams-Campbell	English
April Clark	Political Science
James Cohen	Curriculum and Instruction
Abdoulaye Diallo	Interdisciplinary Health Professions
Mary Lynn Morrissey-Doherty	School of Music
Christopher Einolf	Sociology
Amanda Ferguson	Management
Joseph Flynn	Curriculum and Instruction
Rosemary Feurer	History
Lynn Herrmann	Health Studies
Courtney Hughes	Health Studies
Linda Matuszewski	Accountancy
Daniel McConkie	College of Law
Ismael Montana	History
David Rosenfeld	College of Law
Alicia Schatteman	Public Administration

Tenure and Promotion from Assistant Professor to Associate Professor

Xinyan Cao	Operations Management and Information Systems
Shondra Clay	Interdisciplinary Health Professions
Bethany Cockburn	Management
Katherine Coulter	Nursing
Wenlian Gao	Finance
Jaehee Jong	Public Administration
Xueying Lu	Physics
Eric Michel	Management
Beth Moxley	Nursing
Gudrun Nyunt	Counseling and Higher Education
Julie Patterson	Health Studies
Charles Pudrith	Allied Health and Communicative Disorders
Mona Rahimi	Computer Science
Pallavi Singh	Biological Sciences
Jifu Tan	Mechanical Engineering
Laura Vilardell	World Languages and Cultures

Promotion from Assistant Professor to Associate Professor

Evan Bernick College of Law

Tenure Only

Sarah Fox
Shaine Henert

College of Law
Kinesiology and Physical Education

Hired at the Rank of Professor with Tenure

Stephen Miller
Richard Mocarski
Chang Soo (CS) Nam
Joan Phillips-Hernandez

College of Law
Communication
Industrial and Systems Engineering
Marketing

Recommendation: The Academic Affairs, Student Affairs, and Personnel Committee recommends Board of Trustee approval of the request for Recommendations for Faculty Tenure and/or Promotion Effective 2024-2025.

APPOINTMENT OF DEAN OF THE COLLEGE OF BUSINESS

Summary: Following a national search and pending Board of Trustees approval, Dr. Joan M. Phillips-Hernandez has accepted an offer to be the Dean of the College of Business.

Background: Dr. Phillips-Hernandez was a Professor of Marketing in the College of Business Administration at the University of Missouri-St. Louis where she served as dean and professor. As dean she advanced Cybersecurity, Entrepreneurship, FinTech, Supply Chain Analytics, and degree (DBA, MBA Online) and non-degree Executive Programs as strategic priorities. In addition, she integrated the Center of Excellence for Financial Counseling and Planning into the College of Business and led the launch of the M.B.A. Online, M.S. FinTech, and Ph.D. in Supply Chain Analytics degrees and customized non-degree executive programs. In addition, she increased the diversity of the College's faculty and staff while creating an inclusive culture committed to advancing impactful research and student success.

Prior to her appointment at UMSL, Joan served as Dean and Professor at Barry University's Andreas School of Business. While at Barry she led the successful launch of online MBA programs, received AACSB re-accreditation, established entrepreneurship, and analytics labs, and transitioned the Bachelor of Public Administration and Master of Public Administration programs targeted at adult learners into the Business School. Dr. Phillips-Hernandez also held administrative positions at Loyola University Chicago including Special Assistant for Academic Innovation and Strategic Financial Planning, Associate Dean of Business, Department Chair, Graduate Program Director, and Professor of Marketing.

Dr. Phillips-Hernandez earned her B.A. in Political Science from State University of New York at Albany, an M.B.A. from the Darden Graduate School of Business at The University of Virginia, and a Ph.D. in Business Administration (in marketing and statistics) from the University of Illinois at Urbana-Champaign.

Recommendation: The Academic Affairs, Student Affairs, and Personnel Committee recommends Board of Trustee approval of the request for the Appointment of Dean of the College of Business.

APPOINTMENT OF VICE PRESIDENT FOR RESEARCH AND INNOVATION PARTNERSHIPS

Summary: Dr. Richard Mocarski has been selected to serve as the Vice President for Research and Innovation Partnerships.

Background: Dr. Mocarski currently serves San José State University as the Associate Vice President of Research with responsibility as the Institutional Official for Research Compliance, Authorized Official for Sponsored Projects, and Vice President of the Board of Directors for the San Jose State University Research Foundation.

Dr. Mocarski has two decades of progressive experience in research administration, including experience collaborating and working across disciplines to solve problems and to advance research, scholarship and artistry. Over the course of his career, Dr. Mocarski has played a leadership role in securing and administering more than \$700 million in external funding.

During our 2023 national search, NIU stakeholders were highly impressed by his significant experience as a federally funded principal investigator, his deep appreciation for evolving forms of scholarship, and his commitment to facilitating the success of faculty, staff and students. They recognized his documented success at developing strategy, building relationships and using data to inform decisions.

Dr. Mocarski holds bachelor's degrees in English and psychology from the University of Michigan and a master's degree in communication studies and Ph.D. in communication and information sciences from the University of Alabama.

Recommendation: The Academic Affairs, Student Affairs, and Personnel Committee recommends Board of Trustee approval of the request for the Appointment of Vice President for Research and Innovation Partnerships.

REAPPOINTMENT OF ACTING DEAN OF THE COLLEGE OF EDUCATION

Summary: Pending Board of Trustees approval, Dr. William Pitney will be reappointed as Acting Dean of the College of Education effective July 1, 2024 through June 30, 2025.

Background: Due to the search for the Executive Vice President and Provost position in Spring 2024, a national search for the next Dean of College of Education could not be started.

Dr. Pitney has done an excellent job the last year as Acting Dean and his reappointment will give the Executive Vice President and Provost sufficient time to launch a national search.

Executive Vice President and Provost Elish-Piper consulted with the College of Education senate and college council, who support Dr. Pitney's reappointment for another year.

Recommendation: The Academic Affairs, Student Affairs, and Personnel Committee recommends Board of Trustee approval of the request for Reappointment of Acting Dean of the College of Education.

DIVISION OF HUMAN RESOURCE SERVICES PURCHASE OF TIME KEEPING AND ABSENCE MANAGEMENT SOLUTION

Summary: The Division of Human Resource Services (HRS) requests permission to engage UKG (formerly Kronos) to procure a multi-year contract for timekeeping and absence management processes. This will not only automate and produce efficiencies in the production and maintenance of timesheets and the recordation of absences for all employees but also significantly reduce the administrative burden for those who manage the processes. The amount requested is not to exceed \$1.1M over the period of May 1, 2024, through April 1, 2029, inclusive of a one-time implementation fee and system access.

Background: In 2021, the university engaged the campus in an administrative efficiency study to determine where the university could realize efficiencies to allow employees to focus on more strategic and transformational services. As a result of this study, timekeeping, and absence management were identified as the priorities for transitioning to a more efficient process.

Currently, our timekeeping and absence management processes are paper-based, which poses significant challenges. In addition to two employees who manage the payroll process in HRS, more than 150 administrative support professionals spend 15 hours a week managing, capturing, reminding employees, and reporting those data points to HRS.

UKG offers the university a cloud-based, modern experience to replace the current processes, allowing for automation and centralized control of the capturing of time and absence management data from employees.

Funding: Institutional Funds

UKG via CDW\$1,100,000

Recommendation: The Finance, Audit, Compliance, Facilities and Operations Committee recommends Board of Trustee approval of the request for Division of Human Resource Services Purchase of Time Keeping and Absence Management Solution.