

MINUTES  
Board of Trustees of Illinois State University  
December 11, 2021

Trustee Louderback: Now being 10:30 a.m., I will now call the December 11, 2021 Special Meeting of the Board of Trustees of Illinois State University to order. I note for the record that notice of today's meeting was posted in accordance with the Illinois Open Meetings Act and that the public has been notified of the date, time, and location of this meeting. Trustee Bohn, would you please call the roll.

Trustee Bohn: Trustee Bohn. Present. Trustee Dobski.

Trustee Dobski: Present.

Trustee Bohn: Trustee Donahue.

Trustee Donahue: Present.

Trustee Bohn: Trustee Jones.

Trustee Jones: Present.

Trustee Bohn: Trustee Louderback.

Trustee Louderback: Present.

Trustee Bohn: Trustee Navarro.

Trustee Navarro: Present.

Trustee Bohn: Trustee Paoni.

Trustee Paoni: Present.

Trustee Bohn: Chairperson Louderback, we have a quorum.

Trustee Louderback: Thank you, Trustee Bohn.

**APPROVAL OF AGENDA**

Trustee Louderback: You have before you the agenda for today's meeting. May I have a motion and a second to approve the agenda?

Trustee Donahue: So moved.

Trustee Jones: Second.

Trustee Louderback: Moved by Trustee Donahue. Seconded by Trustee Jones. All those in favor say aye.

Multiple people: Aye.

Trustee Louderback: Opposed. The agenda is approved.

**PUBLIC COMMENTS**

Trustee Louderback: Next on the agenda is public comments. We have several persons who have indicated an interest in making public comments to the Board today. In accordance with the policy, the Board of Trustees will open up to 30 minutes in total for public comments and questions during a public meeting. An individual speaker is permitted five minutes for his or her presentation. If more than two persons wish to speak on a single item, it is

recommended they choose one or more persons to speak for them. The Board of Trustees will accept copies of the speakers' presentations, questions, and other relevant written materials. If you have any written materials you want to share with the trustees, you may send them to [bot@ilstu.edu](mailto:bot@ilstu.edu). When appropriate, the Board of Trustees will provide a response to a speaker's questions within a reasonable amount of time. So, first we have... At this time I invite Renee Nestler. Did I say that right?

Renee Nestler: Yes.

Trustee Louderback: Okay, please proceed with your comments to the board.

Renee Nestler: All right. Good morning. I'm Renee Nestler, staff representative with AFSCME Council 31. I'm going to start out today with a comment that I find disturbing that you had a public meeting in a room of a capacity of 32. So by the time you take a look at how many are on the board and other staff that are invited to be here, it seems that there is no intention of having other people coming to attend. On a happier note, with us today is Trevor Rickerd. I would like to congratulate him and the Grad Worker Unions graduates that successful completion on their academic accomplishments here but most importantly the achievement they have made in the labor movement and the mark they've left on labor history here at ISU.

So, today, I'm here on behalf of Local 1110. This local includes the building service workers, dining center workers, grounds workers, and other workers that make this campus happen. They make sure the buildings and the grounds are maintained and students fed. Our union represents the lowest paid civil service workers here on campus but are essential to the functioning of the university. These workers can't work from home and have been on campus throughout the pandemic. Their wages hover narrowly above minimum wage, and in some cases student workers make more. Lately the university has been experiencing a shortage of these workers, making it hard to get work done. This is a nationwide phenomenon. The good employers, however, are generally able to attract and retain sufficient workers, while the not-so-good employers are having problems. Workers are leaving the bargaining unit much more quickly than are coming in, and there appears to be no end of this pattern in sight.

The fact that ISU is having problems, frankly, is its own fault. Instead of behaving like an enlightened institution and treating its workers and their union with respect, ensuring that these workers have the dignity that is due to workers and provide essential services, it appears that if Illinois State University, recently stating it is a business, is trying to emulate the money-grubbing profit and maximizing billionaires in this country who state workers are disposable merely objects to be gotten as cheaply as possible and used as much as possible before being tossed aside. We are sick and tired of it. We have been telling the university for years that it needed to give bigger increases to our members and treat workers with respect. All of this has fallen on deaf ears while the treatment of workers only worsens. Because of the staffing shortages, workers are finding it difficult to get much-needed time off, including for medical appointments, and are having time-off requests denied. Workers are having to cover the jobs in areas of multiple people due to the number of vacancies and having only a few extra help workers which were once plentiful. Our budget post that has been circulating by throwaway, a dining center worker reports to the current working conditions at ISU and the level of morale.

We are sick and tired of being told no at the bargaining table in response to a very modest wage increase proposal. We are sick and tired of ISU's lip service but no action behind it. Local 1110 began bargaining over a wage earlier this year, and it remains unresolved because ISU won't give the necessary increases to show respect to workers, support a living wage, and remain competitive with area employers. ISU has had every opportunity this year to help workers and help itself but hasn't. The message being sent to our members by this kind of behavior is clear – it's we don't value and we don't think you are important. There are consequences to ISU behaving in this manner. The normal level and quality of services are not being maintained. This affects our members' morale. In addition to the damage to the university's reputation, the university may soon find that workers upon whom it relies on are not there to provide services anymore. Because these workers now know how valuable they are. Every day that passes at this point makes the situation more dire. Workers don't have to put up with poor compensation and disrespect, and our union certainly won't either. Illinois State University had better realize that their attitudes towards workers and their workers unions need to change. Not only is there competition for workers, there is competition for students. Students won't come here if the services are poor. The services will be poor if the university doesn't treat its workers fairly. We demand fair compensation respected, and we won't settle for less. Thank you.

Trustee Louderback: Thank you, Renee. Trish Gudeman.

Trish Gudeman: Good morning.

Trustee Louderback: Good morning.

Trish Gudeman: I am Trish Gudeman. Can you hear me? I'm from AFSCME 3236 Clerical. I am the secretary and membership chair. Several years ago today, a very similar group stood in solidarity before you, comprised of students, grad students, faculty, staff, and community members – all of us together pleading you, the President, and the Board of Trustees to listen and respond sympathetically, positively, and actively to our needs. And they weren't just requests. They were needs. AFSCME 3236 Clerical was bargaining in contract without success. And we came to you because we wanted you to help us, because it is your name, the Board of Trustees, that is on our contracts. It is with you and with whom the union employees at ISU hold a contract. So we, together, are here again, and I am proud to be the AFSCME clerical representative to stand with our brothers and sisters from 1110 as they faithfully stood with us several years ago. Their needs are not unreasonable, and we all know that ISU stands strong and is fully capable of providing what they ask. It is a slap in the face to be denied. It is disrespectful and inhumane even to shun, to put off their human needs. If the budget doesn't allow it, then please adjust the budget. Become a public university that invests in its employees, a university that leads the way in employee retention and respect. Become a university that we can all be proud of and actively work for a fair resolution together at the bargaining table for AFSCME Local 1110.

Trustee Louderback: Thank you, Trish. Darcy Allred.

Darcy Allred: Kweh Darcy izatših, Wa<sup>n</sup>dat <sup>n</sup>di?, Yarəhisérunə? aye?tarú?tə? I extend gratitude to the many lands I currently inhabit, on those of the Kiikaapoi (Kickapoo), Kaskaskia, Očhéthi Šakówiŋ, Peoria, and Myaamia. I also express honor to those Indigenous peoples who might be excluded due to euro-centric historical inaccuracies. These lands are the birthright of Indigenous peoples who were, and many of their living descendants still are, forcibly displaced and dispossessed due to centuries of invasion, assault, genocidal measures, and complacent/complicit settler values that adhere to the very core of the U.S. government's colonial goal to erase Indigenous peoples and knowledges in order to more successfully take their lands.

I would like to express gratitude for the honor and privilege to occupy these traditional lands and commit myself to building relationships with their living native communities to help reconnect our people amid ongoing destruction caused by historical and contemporary settler enterprise. So I'm here to represent TRIBE at ISU. I'm a doctoral student here at ISU, and I'm native, and TRIBE is a native-led indigenous-led RSO. So I'm here to speak on behalf of our organization and for those who are not able to be here and to advocate for themselves. I've been informed, also, that one of our public comment participants asked a question that, due to prior etiquette, especially when student perspectives pose concerns about race and ethnicity, community issues on campus that the President and the Board of Trustees are to answer the questions to the best of their ability. So, given this knowledge, I have some specific questions and would appreciate a response to the issues I raise here today in this meeting. So if you don't have any answers, that's fine. I would like to be... I would like that to be verbalized and to ensure a followup. This was not done at the last meetings that I spoke at, and I would really appreciate it if people would actually listen to student perspectives and talk with us. So my statements are not merely performance but opportunities to express the needs that have gone unmet of native students and overarching resonances of systemic inequalities and inequities that many other marginalized and invisibilized student populations struggle through, too, on campus. So at TRIBE we are officially asking that the land acknowledgment be removed from the ISU President's website. We have never heard the President recite this acknowledgment and do not have any evidence that the admin has made any working relationships with the peoples listed on the land acknowledgement, which is the central purpose of the tradition. Although land acknowledgements are relatively new in the U.S., they are an indigenous tradition leading back centuries. So we believe, as it's being used now at ISU, our tradition is being appropriated and merely serving as a boilerplate statement. They are not a metaphor. So I plead with your admin to seek resources like the Native Governance Center which provides straightforward step by step guides of what to do versus what not to do while making an acknowledgment. The needed steps include self-reflection, research, using appropriate language, using past, present, future tenses, avoiding a grim tone, refraining from asking an indigenous person to make a welcome statement for the institution, and this is key to build relationships with indigenous peoples in the communities on the land acknowledgment as well as natives like me and Nitakechi Muckintubbee who are guests on this land. And to

also compensate indigenous people for their collaboration and to find out how displacement factors in and refrain from merely imitating other land acknowledgements. So I can e-mail you this resource along with this written statement, and please reach out if you would like to further consult us, you know, from TRIBE, our faculty advisor Nitakechi. Until we have an improved settler-native relationship on campus, we feel ISU's use of the land acknowledgement is inappropriate and dishonoring the tradition.

So, the second issue I'd like to raise is on the eSports developments. A number of student body leaders, both undergrad and graduate, have vocalized concerns about this development. We're asking for transparency from the admin. Perhaps Mr. Levester Johnson could provide demographic data of the students who are the focus of recruitment based on last year's survey of the 2,500 students interested in eSports that he referenced in an interview with the Pantagraph. So this is not to, you know, no shade to eSports players since probably some of them are marginalized in some ways.

Trustee Louderback: Could you please wrap up?

Darcy Allred: But an investment in this eSports arena is a direct disinvestment in the backlogged needs of under-served student populations and in other areas involved with academia.

Trustee Louderback: Darcy, could you please wrap up. Your five minutes are over.

Darcy Allred: Yes. Okay. I'll just leave with that.

Trustee Louderback: Thank you. Thank you, Darcy. Next, Robert Tones? Is that right? I don't know. What's your last name?

Trustee Louderback: Toms. I'm sorry. That's you. You're next. Thank you. I apologize. You're next, Robert.

Robert Toms: No. No. I just have hearing issues. I didn't know... I thought it was going to be closer.

Unknown person: He's passing on making a public statement.

Trustee Louderback: You're passing. Okay. Well, with that point that wraps up our public comment. We thank all of you for coming in.

Trevor Rickerd: I had signed up for a public comment. I sent an e-mail.

Trustee Louderback: Did he have one up there? Okay. Trevor. Are you Trevor?

Trevor Rickerd: I am Trevor.

Trustee Louderback: Congratulations on your graduation.

Trevor Rickerd: Thank you. And instead of being at the graduation ceremony I decided to be here today because this seems a lot more important, honestly. Um, my name is Trevor Rickerd. I am a Ph.D. graduate from the School of Biological Sciences at ISU here. I'm also a member of the ISU Graduate Workers Union. We recently earned our contract after two years of negotiations with the university. A total of four years combining our organizing and negotiating efforts to get to the point where we are today where we're actually paying workers a little bit above minimum wage, which is pretty good. Unfortunately, what I learned recently is that the administration decided to not give the appropriate funding to the subsequent departments where these raises are going to be given in order for those departments to be able to actually do what they need to do, pay the people at the appropriate rates, and hire enough people to actually perform the labor to do the jobs for the university. Right? If you make those raises in the wages but you don't give the funding to the department to make actually make those wages higher, we are stuck with a problem. That's a structural issue within the department in terms of how they are going to actually fund their functions. That's going to cut your quality, and that's going to lay bare the labor issues that we're already having even further. Right? We already know that low wages are causing problems, not just in TA positions but in other categories of workers in the university as well. Right? We just heard from folks in AFSCME here about there are

issues in staffing with the dining folks and with sanitation workers among other workers on campus because they're not getting adequate wages. Right? People will go elsewhere because wages are going higher elsewhere because workers are recognizing that their labor is worth something for this university. When the university is going to be taking in all the surplus value from the labor that we do and people recognize how much money is actually there and how much we are not getting from the work that we are doing, there's a little bit more consciousness coming up right now in terms of what's actually going on with this university. Right? You can say that we don't have enough money to pay for higher wages, but then the credit rating goes up because we're doing so good throughout this pandemic. We're doing so good with our money because we're not spending money. But then you can spend \$11,500,000 on a dome for a football field, right? Where are our priorities right now as a university? Seriously. What is the narrative here? Are we able to help out our workers, or are we not able to and we can't spend our money because we're so fiscally conservative, right? What is really going on with the priorities in this university? That's the question that we have as workers, because we don't feel like we are prioritized. People are going elsewhere for a reason. Staffing issues are accruing for a reason. Wages are too low. It's very obvious, and it's very simple. Raise the wages, and these problems go away. It's not hard. And we've been talking about it for years. Just do the right thing. Be responsible adults. Because otherwise this looks like gross negligence or bad-faith actions against the workers, the poor folks who advocated for themselves. Thank you.

(Applause)

Trustee Louderback: That should end our public comments. Thank you all for being able to be here, and hopefully you'll be able to hear the rest of the meeting.

#### **CHAIRPERSON'S REMARKS**

Trustee Louderback: Good morning, everyone, and thank you for joining us this December 11, 2021 special meeting of the Board of Trustees. Thank you to my fellow trustees for being here this morning. I know that we have many commitments today and a short window of time before the next commencement ceremony, which is something we all totally enjoy. So I will keep my remarks extremely brief. On behalf of the Board of Trustees I want to extend our congratulations to our December graduates, to their parents and their family members. We applaud their accomplishments and wish them the best for their future endeavors. This is an exciting time for our students and the university, and it is wonderful to be able to safely participate in in-person commencement ceremonies once again and to share the pride we all feel in our December graduates. I will now turn to President Kinzy for her remarks.

#### **PRESIDENT'S REMARKS**

President Kinzy: Thank you, Chairperson Louderback. I'd like to make a few brief comments as well. First, on behalf of the university community, I want to take a moment to express our most sincere sympathies to the family and friends of Danielle Fairchild, who passed away just last week as a result of injuries sustained after being struck by a vehicle on College Avenue. Danielle was a first-year student in the highly competitive nutrition graduate program and dietetic internship in the Department of Family and Consumer Sciences in this very building. She had already graduated magna cum laude from the University of Wisconsin at Stout with her bachelor's degree in nutrition, so please join me in a moment of acknowledging Danielle. Thank you.

I'd like to talk about other health and safety issues at the university, particularly as is related to COVID-19 and our continued commitment to the health and safety of our campus community. The university continues to closely monitor public health information regarding Omicron, the latest COVID variant. As a scientist, I have to say we will continue to see variants, and we will continue to be diligent in looking into their characteristics and how they impact transmissibility and outcomes for people that get COVID-19 as well as the efficacy of vaccines. Updates to the university's approach to Coronavirus will always be based on the science, the best data available, and that which is provided by authoritative public health officials. Now I'm very proud of our students, faculty, and staff where we currently are with campus vaccination rates, particularly faculty and staff who are now at 94% vaccination. And I do want to reiterate to anyone that's watching or here in the room that vaccination continues to be the best and most effective way to protect yourself and others from Coronavirus. There is a lot of new data, and I encourage people who have not yet received the vaccine or their third dose or booster, depending on your circumstances – wintertime is a great time to follow up and get that done. It's widely available everywhere. I also want to take a moment and congratulate the Illinois State University women's volleyball team on their third straight Missouri Valley Conference Volleyball Tournament Championship on November 27<sup>th</sup>. It was a moment to be proud for all Redbirds. Their win

took them to the NCAA Volleyball Tournament for their fourth straight appearance. So congratulations to these amazing young women, their coaches and support staff, and the team in Athletics that supports them. Lastly, I want to congratulate the following individuals who have accepted positions within the university or new permanent positions. Katy Killian has been named Chief of Staff, effective December 1<sup>st</sup>. She served in interim roles in the President's Office since September of 2020. She's also served the university in many other roles before, most recently as Assistant Vice President for Student Affairs, and she's been with us for more than 26 years, not counting the time she was here as a student. So as a Redbird alum and as a dedicated worker here at the university, I want to thank Katy for her service and welcome her in her new role as Chief of Staff. I'd also like to congratulate Dr. Noelle Selkow, who's been named Director of the Graduate School, effective January 1 of next year. She has served in that role in an interim basis since January of 2019. She's been at the Illinois State University since 2011 and is a full professor in the School of Kinesiology and Recreation. And, lastly, I'm happy to announce that Dr. Brent Teasdale, Chair of Criminal Justice Sciences, has just been named a university professor. But my last congratulations are that I would like to join with Chairperson Louderback and I know our entire board in congratulating our December graduates as well as their parents, family, friends and support networks. I have to say it's wonderful to see the students and their families on campus, taking advantage of Redbird Stage Crossing, which is an amazing location, taking graduate photos all across campus, and celebrating as we just did in the ceremony that ended at 9:45, and we look forward to seeing the rest of our students at 1. I personally share overall excitement, and I am so proud of the accomplishments of our students. And, with that, Chairperson, if I have your permission, I will proceed with the resolutions.

Trustee Louderback: You may proceed.

**Resolution 2021.12.56: Authorization for Athletics Indoor Practice Facility Financing and Construction**

President Kinzy: An athletic indoor practice facility space is necessary for the well-being of our student athletes to provide a positive impact on recruiting success for sports and to provide much-needed program and activity scheduling relief within the current Horton Fieldhouse. The new facility will provide necessary athletic activity coverage during inclement weather for football, baseball, softball, and soccer. The addition of this facility will not only provide our student athletes with a first-class practice facility, but it will help to relieve the significant scheduling pressure for use of the current Horton Fieldhouse. Horton Fieldhouse currently supports academic programming and other activities for the greater campus community, most specifically campus recreation, the School of Kinesiology and Recreation within the College of Applied Science and Technology, our reserve officer training candidates in the ROTC, and our University High School. It's important to note the new facility will also provide access and recreational benefit to the greater Bloomington-Normal community. The athletics indoor practice facility with an air-supported structure that will be situated on the current ISU football practice field north of Horton Fieldhouse. The project's statistics include but are not limited to 78,993 gross ft<sup>2</sup>, a 100-yd practice football field with a single end zone and runoff area, artificial turf, and retractable and removable netting for dividing the field into smaller practice areas. Intercollegiate athletics has been publicly fundraising for this project for several years and will continue to actively fundraise additional donor commitments as well as identifying other material resources such as selling the facility naming rights and Athletic Department revenue sources only to support the total project cost. With board approval, intercollegiate athletics will proceed with project design, bidding, construction, and financing on an athletic indoor practice facility for a total project cost not to exceed \$11,500,000. Authority to proceed with project construction will be contingent upon the verified identification of at least 70% or \$8,050,000 of the total project cost based on public bids, funds received through private donations, and other intercollegiate Athletic Department fiscal resources dedicated to the project. I ask for your approval of this resolution.

Trustee Louderback: May I have a motion and a second to approve the resolution?

Trustee Donahue: So moved.

Trustee Bohn: Second.

Trustee Louderback: Move by Trustee Donahue. Seconded by Trustee Bohn. Is there any discussion?

Trustee Donahue: I have a couple of questions if I may. First off, I'm very supportive of this, and I'm planning to vote yes, so my questions are not about my intent to vote for this. But my question is really more, I think, to Vice

President Stephens and the financing of this. Because as I read the resolution I see part of it is going to be financed through AFS. Can you tell us what those funds can be used for?

Vice President Stephens: Yes, thank you, Trustee Donahue. In the AFS system, the university essentially has LAC guidelines. The funds that are provided by the state for state appropriation of tuitions are used for our academic missions, for our athletic facilities, for our housing and dining, for the Bone Center in those areas. Those are in what's called the Auxiliary Facility System. So in this particular case, the revenue streams that come through, the ticket sales, as you said the naming right – those will all be packaged together in working with Athletic Director Kyle Brennan to support all of their athletic facilities together. We'll be issuing debt unto the AFS system probably somewhere between... I'm hoping probably 20-year amortization debt with an early call to allow for the continued fundraising efforts and, most importantly, the ability for naming rights. Because once the facility is built, then you have the greater ability to draw in those types of funds to try to package this entire deal. We're just simply using the financing to get the project started and completed and then take those private resources and future external resources in those areas to essentially extinguish that debt.

Trustee Donahue: So, not being the expert in finance, but what I thought I heard you say is these AFS funds could not be used for our general revenue funds, could not be used for the university budget, has to be used for either athletics or dormitory or facilities. Is that what I heard you say?

Vice President Stephens: That is absolutely correct.

Trustee Donahue: So the board approving this today is those funds are in their own little lane, not (my term) all money is green. And we couldn't use these for other purposes. Is that a fair statement?

Vice President Stephens: That is correct. That's within the State of Illinois' legislative audit guidelines.

Trustee Donahue: All right. Thank you.

Trustee Dobski: Vice President Dan, with our current inflation going on in the economy and supply chain and all that, is this number going to be revised periodically or something again as we get closer, or how is that going to affect, or is that going to be looked at?

Vice President Stephens: Thank you, sir. Actually, what we've done is we did conceptual designs, a lot of research with this, not only in talking to potential companies out there that could procure this type of construction, but we also worked with an external estimation firm. We have not completed the construction documents, as we wanted to make sure we got board approval first. If we get board approval today, we will then move to the next steps of doing final design, final construction documents, and then take those to public bid. It is at that point in time from the public bid environment, if we've raised the amount of funds reaching the 70%, we'll actually have the final cost. We are just bringing you a not-to-exceed. We do believe, in talking with some of the vendors that the materials themselves are available. We've just got to reach that point of fundraising efforts ahead. And once we do that we'll have the bids in place, and we'll bring back the final contract amounts to you. Actually at the time, I will be requesting for the financing for this particular...

Trustee Dobski: So, realistically, it could be a lot more than what we've written, right?

Vice President Stephens: We actually it may even be a little bit less. But, again, given the environment, we've got a healthy contingency in there. But we wanted to be safe. We did not want to come back to the board. If the amounts come in lower, then we will simply just spend whatever that amount is. We will not be...

Trustee Dobski: So it's padded a little bit, basically?

Vice President Stephens: Yes, sir. Based on estimates that we've received in the last few weeks as we were putting this resolution together, working with an external firm that we're getting a little bit better belief that this project may come in a little bit lower, but we want to make sure we give a little bit of contingency there just in case when the bids come back that we're able to not have to come back for board approval. But we will only spend whatever is actually bid.

Trustee Louderback: I have a question, and I don't know if this is you or if this is Athletics Director Brennan. So, just to clarify, we've already done the AFS, which can only go in one lane. But ideally, none of this is public money. That you're going out and raising private funds. Is that... I mean I'm reading the 70%. Is that what's happening or is that... Why don't you fill up...

Vice President Stephens: Yes, that's correct.

Trustee Louderback: I mean I just want to clarify that this is not, you know, as Trustee Bohn says, where's the money from. So I just want to make sure that we know that this is private fundraising, private money. It's not state money which is the biggest part that we've to pay this. And then in the other part of it you talk about being able to rent and bring money in along with naming rights but also with the community being able to use it.

Vice President Stephens: Correct.

Trustee Louderback: Is that a correct way...

Kyle Brennan: They're all fair statements. You know, our intention is to do private donations for all funding for this project. The rentals that you talked about would be used to cover O&M, R&R and those types of things to make sure that when the field itself may wear out or the building needs repair that we have the funds in place to take care of that in the private sector.

Trustee Louderback: So we are voting on no state money, public money, GRF. Not GAF but GRF.

Kyle Brennan: That's correct.

Trustee Louderback: Okay. Just wanted to clarify that point.

Trustee Paoni: Yeah, I just wanted to clarify that this is really just appraised of like fundraising from the Athletic Department, and we would continue to be able to fund raise the remaining and things like that. Right?

Vice President Stephens: Correct.

Trustee Louderback: Any other questions? If not, all those in favor, please say aye.

Trustees: Aye.

Trustee Louderback: Opposed. The resolution is approved. Congratulations.

President Kinzy: This concludes our resolutions for today.

#### **MOVE TO EXECUTIVE SESSION**

Trustee Louderback: Thank you. 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 120/2C1, Collective Negotiating Matters Between the University and Its Employees 5ILCS Section 120/2C2, Litigation Which Has Been Filed and is Pending Before a Court or Administrative Tribunal or as Probable or Imminent as Allowed in 5ILCS Section 120/2C11 in the Purchase or Lease of Real Property as allowed in 5ILCS Section 120/2C5. May I have a motion and a second?

Trustee Jones: So moved.

Trustee Navarro: Second.

Trustee Louderback: Jones moved, seconded by Navarro. All those in favor, aye.

Trustees: Aye.



Trustee Louderback: Opposed. The motion carries. We will now move into Executive Session. Following the Executive Session, the board will move back into Public Session solely for the purpose of adjournment and then headed to our next commencement. Thank you very much for coming.

**RETURN TO PUBLIC SESSION**

Trustee Bohn moved and Trustee Donahue seconded that the public meeting be adjourned. Motion made, seconded, and votes recorded as all members voting aye.