

III. ACTION ITEMS

A. **Approval of Minutes**

June 12 – 13, 2005 Board Retreat

December 14, 2005 Board Meeting

B. Revisions to Board *Policies and Regulations* [Final Reading]

1. Faculty and Administrative Employees [FINAL READING]

Terminology change from “Termination with Notice” to “Nonrenewal of Contract” to reflect the true description of the process, reduce confusion, distinguish nonrenewal based on no further need for an individual’s services from termination for cause based on misbehavior and remove the perceived stigma implied from a “termination”

This change to the Board *Regulation* was introduced at the December 14, 2005 Board of Trustees meeting and is presented to the Board for final consideration.

[See revised text on following pages.]

It is recommended that the Board of Trustees approve the revision to Board *Regulation* [II.B.4.b.].

B. Revisions to Board *Policies and Regulations* [Final Reading] (Cont.)



REGULATIONS

Issued: July 12, 1999

Section: B. Faculty and Administrative Employees

Subsection: 4.b. Termination With Notice

b. ~~Termination With Notice~~ Nonrenewal of Contract

- (1) The President shall be employed by and serve at the pleasure of the Board unless employment contract specifies otherwise. If the President agrees, the Board may accept a resignation in lieu of termination or to terminate nonrenewal of the contract of the President without stated reasons. Unless the employment contract specifies otherwise, the President shall receive written notice of ~~termination~~ nonrenewal, signed by the Chairperson of the Board, as follows:
 - (a) in the first or second year of employment as President, not later than six (6) months prior to the ~~termination~~ final date of employment specified in the notice;
 - (b) in the third or subsequent year of employment as President, not later than twelve (12) months prior to the ~~termination~~ final date of employment specified in the notice.
- (2) Other employees, ~~Employees, other than employees~~ *except those* with a temporary appointment (including employees whose appointment is supported by grant or contract funds), who by mutual agreement of the employee and Board, tender a resignation in lieu of termination or termination without stated reasons, shall receive written notice of ~~termination~~ nonrenewal signed by the President as follows:
 - (a) in the first year of employment at the University, not later than three (3) months prior to the ~~termination~~ final date of employment specified in the notice;
 - (b) in the second through fifth year of employment at the University, not later than six (6) months prior to the ~~termination~~ final date of employment specified in the notice; and
 - (c) in the sixth or subsequent year of employment at the University, not later than twelve (12) months prior to the ~~termination~~ final date of employment specified in the notice.

B. Revisions to Board *Policies and Regulations* [Final Reading] (Cont.)

- (3) Employees whose contracts are not renewed ~~terminated~~ in accordance with this paragraph b. shall not be entitled to invoke the procedures for hearing provided in paragraph c. below. If such employees have academic rank (but not tenure) they shall not be entitled to return to a teaching position. If such employees have academic rank with tenure, they shall be entitled to return to a teaching position but not at his/her administrative salary. *Unless an employment contract specifies otherwise, ¶*the starting salary for such teaching position shall be at the sole discretion of the President, or in the case of the President at the sole discretion of the Board, with the exercise of such discretion to be made after consultation with the Dean of the College where the employee will be assigned to teach. The provisions for prior notice set forth in this paragraph b. shall not be applicable in cases involving termination for cause, in which cases the procedures specified in paragraph c. below shall apply. The President shall consult with the Board Chairperson prior to issuing a written notice of termination to a Provost/Vice President of Academic Affairs. This paragraph b. does not apply to the removal from office of Chairpersons.

B. Revisions to Board *Policies and Regulations* [Final Reading] (Cont.)

2. Tuition and Mandatory Fees – Study Abroad Fee Structure [FINAL READING]

The following proposed change in the Study Abroad Fee structure would provide that establishment of charges for study abroad is consistent with all other fees.

This change to the Board *Regulation* was introduced at the December 14, 2005 Board of Trustees meeting and is presented to the Board for final consideration.

[See revised text on following page.]

It is recommended that the Board of Trustees approve the revision to Board *Regulation* [V.J.8.].

B. Revisions to Board *Policies and Regulations* [Final Reading] (Cont.)



REGULATIONS

Issued: April 16, 2001

Section: V. Administrative Affairs

Subsection J. Tuition and Mandatory Fees

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8. ~~Students who are permitted to retain enrolled status at the University while attending a foreign university or studying under a University program abroad, in which they are paying foreign instructional costs, shall be charged a single fee equal to tuition for a two-hour course.~~

All students who are permitted to enroll for study abroad shall be charged a single fee which shall be approved following the procedures for all other non-mandatory fees.

B. Revisions to Board *Policies and Regulations* [Final Reading] (Cont.)

3. Honorary Degrees [FINAL READING]

The Board is asked to consider increasing the number of honorary degrees awarded each year from two to four. As the number of alumni increase every year, the opportunities to recognize their distinguished accomplishments also increase.

This change to the Board *Regulation* was introduced at the December 14, 2005 Board of Trustees meeting and is presented to the Board for final consideration.

[See revised text on following page.]

It is recommended that the Board of Trustees approve the revision to Board *Regulation* [III.B.2.b.].

B. Revisions to Board *Policies and Regulations* [Final Reading] (Cont.)



REGULATIONS

Issued: April 21, 1997

Section: III. Academic Affairs

Subsection B.2. Honorary Degrees

b. Procedure

Honorary degrees may be awarded only by approval of the Board upon the recommendation of the President. The President shall establish a representative committee, composed of faculty and academic staff, which shall recommend to the President proposed honorary degree recipients selected from nominations by the faculty, students, staff, and alumni. Before requesting Board approval, the President shall submit to the Chairperson written information concerning the candidate's achievements and any significant contributions to the University, the Board, higher education, or the State of Illinois. Unless an exception is approved by the Chairperson, Board approval of candidates must be obtained at least two months prior to the award of the degree and not more than ~~two~~ **four** honorary degrees may be awarded by the University each year.

C. Labor Agreement

1. Successor Agreement – American Federation of State, County and Municipal Employees (AFSCME) Local #981 Service Unit

Labor Agreement: A tentative agreement was reached with AFSCME Local #981 Service Unit, representing approximately 175 employees, on January 23, 2006. The tentative agreement includes a three-year wage package with minor language changes. The wage provisions would be effective for the period September 15, 2005 through September 14, 2008. The Union ratified the agreement on January 30, 2006.

Cost of Settlement: Under terms of the agreement, bargaining unit members would receive a three (3) percent across-the-board increase effective September 15, 2005, a three (3) percent across-the-board increase effective September 15, 2006 and a three (3) percent across-the-board increase effective September 15, 2007. The parties also agreed to increase shift pay \$0.05 per hour each contract year for a total of fifteen cents (\$.15) over the term of the agreement. The effective date for the implementation of shift differential payments would be the date the agreement is approved by the Board.

Estimated cost effective September 15, 2005	\$156,330.00
Estimated cost effective September 15, 2006	\$161,020.00
Estimated cost effective September 15, 2007	\$165,020.00

It is recommended that the Board of Trustees approve this labor agreement.

D. Housing Rates

RESIDENCE HALLS & GREEK COURT Effective Fall Semester 2006

School Year Room and Board	<u>CURRENT</u>	<u>INCREASE</u>	<u>PROPOSED</u>	
7 Plus Meal Option/Semester 7 Dining Center Meals per week plus \$200 Dining Dollars per Semester	\$2,749	\$206	\$2,955	(Rm \$2068/Bd \$887)
10 Plus Meal Option/Semester 10 Dining Center Meals per week plus \$60 Dining Dollars per Semester	\$2,871	\$215	\$3,086	(Rm\$2068/Bd \$1018)
12 Plus Meal Option/Semester 12 Dining Center Meals per week plus \$100 Dining Dollars per Semester	\$2,979	\$224	\$3,203	(Rm \$2068/Bd \$1135)
15 Plus Meal Option/Semester 15 Dining Center Meals per week plus \$140 Dining Dollars per Semester	\$3,098	\$232	\$3,330	(Rm \$2068/Bd \$1262)

The Plus Meal Option permits each student with a board plan to use a specified number of Dining Dollars for any of the following: 1) Purchases at the Food Court, Java B & B and Panther Pantry within the University Union; 2) Purchases at our two residence hall convenience centers; 3) Meals for a guest in any Dining Center when accompanied by the student; 4) Additional meals for the student in any Dining Center.

Double Room as Single (per Semester)	\$750	\$0	\$750
Triple as Double (per Semester)	\$400	\$0	\$400

Summer Room and Board

2007 Summer - 4 Week - Single Room	\$639	\$48	\$687
2007 Summer - 4 Week - Double Room	\$512	\$38	\$550
2007 Summer - 6 Week - Single Room	\$959	\$72	\$1031
2007 Summer - 6 Week - Double Room	\$767	\$58	\$825
2007 Summer - 8 Week - Single Room	\$1279	\$96	\$1375
2007 Summer - 8 Week - Double Room	\$1023	\$77	\$1100

NOTE: Included in this rate is the 12 Plus Meal Option and it is the only option offered during Intersession and Summer Sessions

D. Housing Rates (Cont.)

UNIVERSITY APARTMENTS (Monthly rates will be effective August 15, 2006.)

<u>9.5 MONTHS:</u>	<u>CURRENT</u>	<u>INCREASE</u>	<u>PROPOSED</u>
1 1/2 Room Apartment (efficiency)	\$3,586	\$108	\$3,694
2 Room Apartment (one bedroom)	\$3,770	\$114	\$3,884
Super Efficiency	\$3,356	\$100	\$3,456
<u>PER MONTH:</u>			
1 1/2 Room Apartment (efficiency)	\$378	\$11	\$389
2 Room Apartment (one bedroom)	\$397	\$12	\$409
Super Efficiency	\$353	\$11	\$364

UNIVERSITY COURT - 2006-2007 Academic Year Rates (Effective August 15, 2006)

Per resident, per semester, based on double occupancy

	<u>CURRENT</u>	<u>INCREASE</u>	<u>PROPOSED</u>
2 Bedroom, 1 Bath, No Balcony	\$2,210	\$0	\$2,210
2 Bedroom, 1 Bath, Balcony	\$2,344	\$0	\$2,344
1 Bedroom, 1 Bath, Balcony	\$2,796	\$0	\$2,796
2 Bedroom, 1 1/2 Bath, No Balcony	\$2,400	\$0	\$2,400
2 Bedroom, 1 1/2 Bath, Balcony	\$2,487	\$0	\$2,487
1 Bedroom, 1 Bath, No Balcony	\$2,554	\$0	\$2,554
Studio	\$2,093	\$0	\$2,093
3 Bedroom, 1 Bath	\$2,824	\$0	\$2,824
Fall 2006 Semester Only Contracts			
2 Bedroom, 1 Bath, No Balcony	\$2,431	\$0	\$2,431
2 Bedroom, 1 Bath, Balcony	\$2,578	\$0	\$2,578
1 Bedroom, 1 Bath, Balcony	\$3,076	\$0	\$3,076
2 Bedroom, 1 1/2 Bath, No Balcony	\$2,640	\$0	\$2,640
2 Bedroom, 1 1/2 Bath, Balcony	\$2,736	\$0	\$2,736
1 Bedroom, 1 Bath, No Balcony	\$2,809	\$0	\$2,809
Studio	\$2,302	\$0	\$2,302
3 Bedroom, 1 Bath	\$3,106	\$0	\$3,106

D. Housing Rates (Cont.)

Summer 2007 (Effective May 2007)

Monthly Rate

2 Bedroom, 1 Bath, No Balcony	\$416	\$0	\$416
2 Bedroom, 1 Bath, Balcony	\$445	\$0	\$445
1 Bedroom, 1 Bath, Balcony	\$447	\$0	\$447
2 Bedroom, 1 1/2 Bath, No Balcony	\$445	\$0	\$445
2 Bedroom, 1 1/2 Bath, Balcony	\$462	\$0	\$462
1 Bedroom, 1 Bath, No Balcony	\$416	\$0	\$416
Studio	\$417	\$0	\$417
3 Bedroom, 1 Bath	\$472	\$0	\$472

It is recommended that the Board of Trustees approve the above room and board rates for FY2007.

E. Honorary Degree

This item will be presented to the Board by addendum at the meeting.

F. Naming of University Property

This item will be presented to the Board by addendum at the meeting.

IV. INFORMATION ITEMS

A. **Update on Campus Construction**

The Board of Trustees will hear a presentation regarding various construction projects taking place on campus.

B. Financial Aid Programs Report

In fiscal year 2005, 78.8 percent of Eastern's student body received some form of financial assistance – loans, scholarships, grants, tuition waivers and/or employment – from various federal, state and university programs. Financial aid in FY 2005 totaled \$68,863,268 at Eastern; 59.1% came from federal sources, 14.4% from the State, 17.3% from institutional sources and 9.2% from other sources.

	FY2004	FY2005	Percent Change
Total number financial aid recipients	9056	9180	1.4%
Percent of enrollment receiving aid	78.6%	78.8%	0.2%
Total dollars received	\$62,697,276	\$68,863,268	9.8%
Average amount received by each recipient	\$6,923	\$7,501	8.3%
Federal programs	\$38,114,276	\$40,725,775	6.9%
Illinois Programs	\$9,518,161	\$9,918,092	4.2%
Other Sources	\$4,750,785	\$6,314,302	32.9%
Institutional Sources	\$10,314,054	\$11,905,099	15.4%
Grants, Scholarships, Waivers	\$23,423,273	\$24,544,887	4.8%
Loans	\$34,104,789	\$38,634,772	13.3%
Total Work	\$5,169,214	\$5,683,609	10.0%

C. Summary of Purchases \$100,000 - \$249,999

<u>Vendor</u>	<u>Type of Purchase</u>	<u>Bids</u>	<u>Amount</u>
Kam Services, Inc.	Asbestos abatement services.	2	\$150,000

D. Deposit & Investment Report

Eastern Illinois University Deposit and Investment Report For the Three Months Ending December 31, 2005

Operating Funds Investment Performance:

	Quarterly	Year to Date
Average Daily Cash Balance	\$ (2,976,685.28)	\$ (3,140,807.96)
Average Daily Invested Balance	<u>43,253,915.32</u>	<u>40,841,444.31</u>
Net Average Daily Balance	<u>\$40,277,230.04</u>	<u>37,700,636.35</u>
Total Interest Earned on Investments	<u>\$ 400,325.46</u>	<u>\$ 715,587.09</u>
Percentage of Net Average Daily Balance Invested	<u>107.39%</u>	<u>108.33%</u>
Annualized Average Yield	<u>3.94%</u>	<u>3.77%</u>
Benchmark – 90 Day Treasury Bill	<u>3.89%</u>	<u>3.66%</u>

Investments are in U.S. treasury notes, government agencies (e.g., Federal Home Loan Bank, FNMA, etc.), money market funds, depository accounts and commercial paper. Earnings rates range from 2.50% to 4.37%

Endowment Funds Investment Performance:

		Quarterly		Year to Date
Previous Portfolio Market Value	9-30-05	\$481,221.30	6-30-05	\$456,373.20
Interest and Dividends Income Reinvested		10,172.93		12,990.71
Change in Value of Investments		1,958.01		23,988.33
Withdrawal				
Service Charges				
Present Portfolio Market Value	12-31-05	<u>\$493,352.24</u>	12-31-05	<u>\$493,352.24</u>
Total Return on Investments		<u>2.52%</u>		<u>8.00%</u>

Endowment Funds Asset Allocation – Schwab Institutional Brokerage Account:

	Market Value		Market Value	
	12-31-05		6-30-05	
Equity Funds:				
Vanguard 500 Index	\$63,680.39		\$55,758.22	
Vanguard Value Index	29,211.42		31,344.24	
Vanguard Mid-Cap Index	34,625.83		36,842.61	
Vanguard Small-Cap Index	18,319.45		60,005.41	
Vanguard Developed Index	75,788.75		25,108.30	
Vanguard Emerging Markets	53,463.81		49,801.38	
Pimco Commodity Real Return	6,933.39		0.00	
DFA US 6-10 Value	9,026.29		36,355.49	
DFA Intl Small Company	<u>41,060.28</u>		<u>47,226.87</u>	
Total Equity Funds	\$332,109.61		\$342,442.52	
Bond Funds:				
Vanguard Inflation Protected	71,577.77		0.00	
Vanguard Total Bond Mkt Index	<u>71,025.36</u>		<u>112,908.67</u>	
Total Bond Funds	142,603.13		112,908.67	
Other Funds:				
Goldman Sachs Natural Resource	6,889.74		0.00	
Wilshire Streetracks REIT	<u>9,517.50</u>		<u>0.00</u>	
Total Other Funds	16,407.24		0.00	

D. Deposit and Investment Report (Cont.)

Cash Funds:				
Cash	18.42			
Schwab Money Market Fund	<u>2,213.84</u>		<u>1,022.01</u>	
Total Cash Funds:		2,232.26		1,022.01
Total Schwab Institutional Brokerage Account		<u>\$493,352.24</u>		<u>\$456,373.20</u>

E. President's Report

Ms. Brenda Majors, Director of Admissions will make a presentation to the Board regarding Transfer Students.

F. Report from Constituencies

1. Mr. Ryan Berger – Student Government

G. Report from Board Chair

H. Committee Reports

Finance/Audit Committee:

Dr. Robert Webb
Mr. William O'Rourke

Board Relations Committee:

Mr. Roger Kratochvil

Executive/Planning Committee:

Ms. Julie Nimmons
Mr. Don Yost

Academic and Student Affairs Committee:

Mr. Leo Welch
Mr. Andrew Berger

Board Regulations Committee:

Mr. Leo Welch

I. Other Matters

J. Public Comment

K. University Highlights

AROUND CAMPUS

Doudna Project Architect Wins Prestigious Award. Antoine Predock, architect for the Doudna Fine Arts Center expansion, has received the American Institute of Architects' Gold Medal. Past winners of the elite honor include Thomas Jefferson, Frank Lloyd Wright and I.M. Pei. The Doudna Fine Arts Center is scheduled to be completed in the summer of 2007. The building makes generous use of angles, with an abundance of glass and copper. "Charleston and Eastern Illinois University are not used to seeing architecture of this level," Jeffrey Lynch, associate dean of the EIU College of Arts and Humanities, told the *Charleston Times-Courier*. "Frankly, we're lucky to catch him (Predock) on his ascendancy."

EIU Receives Rare Copy of Newest Hubble Telescope Image. EIU is one of 72 institutions in the world to own a copy of one of the largest and most magnificent images ever taken by the Hubble Space Telescope. The image provides a breathtaking view of the Orion Nebula, with never-before-seen features of the star-forming region. Just hours after NASA revealed the image to an international audience last month, EIU officials unveiled the university's 4-foot-by-4-foot poster. The poster is displayed in the Physical Science Building alongside photographs taken from EIU's own observatory, including a time-lapse picture of the Orion Nebula at almost the same scale as the Hubble image. EIU's observatory played a direct role in allowing the university to secure the image. The posters were released to institutions providing outreach education, such as the public viewings held monthly at the observatory.

Toys for Tots Benefits Hundreds of Children. More than 700 local children received toys from the 2005 Toys for Tots campaign, hosted by EIU. Graduate student Tony Kwiatkowski spearheaded the efforts to bring the university and the Coles County area community together to brighten the holiday season for hundreds of youngsters. Volunteers collected 2,163 items, surpassing last year's collection of 1,312. In addition, the group collected 270 used toys and 320 books. Two university student groups' fund-raising efforts resulted in more than \$600 in financial assistance.

FACULTY/STAFF HAPPENINGS

Roche Named General Manager of WEIU. Denis Roche was named general manager of WEIU television and radio on Jan. 1, after a year on the job in an interim capacity. Roche has led the conversion of WEIU-TV to digital transmission capability, which should become apparent to the public when the service goes live in February. He is proud that the stations' top-notch quality benefits the students. "We are, I think, one of the top two or three schools in the country for broadcast news," Roche said. "Anything you want to learn in television and radio, you can be trained in here."

K. University Highlights (Cont.)

STUDENT SPOTLIGHT

Education Major Becomes Pageant's National Spokesmodel. EIU junior education major Tina Groff has received the title of national spokesmodel in the National American Miss Pageant, based on her communication skills. The organization's events "are not at all like typical 'beauty' pageants," according to its Web site. "In fact, (the) majority of the scoring in our pageant is based on communication. Good communication and presentation skills are what we want to recognize and encourage." Groff plans to eventually complete a master's degree in educational administration and become a school principal.

Martin Luther King Jr. Honored. Nearly 200 people participated in EIU's annual tribute to Martin Luther King Jr. on Jan. 16. The annual event included a candlelight march from Thomas Hall to the Martin Luther King Jr. University Union, where speakers included Jeff Collier, former president of the Black Student Union and former member of the Student Senate. Collier was instrumental in the creation of the timeline of King's life that was placed in the union last year.

ALUMNI ACHIEVEMENTS

Three EIU Alumni Lead NFL Teams. EIU has recently garnered much attention in the world of the National Football League, as three alumni are serving as head coaches and two others as assistant coaches. In January, former EIU All-American quarterback Sean Payton '87 was named head coach of the New Orleans Saints, and Brad Childress '88 was hired as head coach of the Minnesota Vikings. Payton, who still holds 11 passing records at EIU, was most recently assistant head coach with the Dallas Cowboys. Childress had been offensive coordinator for the Philadelphia Eagles. Mike Shanahan '74, head coach of the two-time Super Bowl champion Denver Broncos, was a quarterback with the Panthers in the early 1970s, and then returned as offensive coordinator for the EIU team that won the 1978 NCAA Division II National Championship. In January, Shanahan hired his college roommate and former New York Jets offensive coordinator, Mike Heimerdinger '74, as assistant head coach in Denver. Also on the NFL sidelines from EIU is Randy Melvin '81, a member of EIU's 1978 championship team, who is the defensive line coach for the Cleveland Browns.

FOCUS ON ATHLETICS

EIU Teams Record Impressive GPAs. Eleven EIU athletic teams topped 3.0 grade point averages (on a 4.0 scale) for the fall semester. Women's tennis led with a 3.54 GPA, followed by men's golf, women's soccer, women's basketball, softball, women's golf, volleyball, women's track, women's swimming, men's cross country and women's cross country. Fifty-two percent of the 477 student-athletes earned a GPA of more than 3.0, including 43 student-athletes who recorded GPAs of 4.0. Each team had at least one-third of its student-athletes over 3.0.

K. University Highlights (Cont.)

Graduation Rate for EIU Athletes Above National Average. EIU student-athletes graduate at an 80 percent success rate, better than the national NCAA average of 76 percent. Four EIU women's teams – basketball, golf, softball and swimming – graduated 100 percent of their student-athletes. The figures are from the 2005 NCAA graduation report, based on students who entered the university from 1995 to 1998. The NCAA graduation success rate includes student-athletes who either earn a degree at Eastern or leave the university in good standing.

Three Football Players Receive All-American Honors. Junior linebacker Clint Sellers, junior safety Tristan Burge and junior linebacker Lucius Seymour have each lined up post-season All-American honors in NCAA I-AA. Sellers was named First Team All-American by the American Football Coaches Association and Second Team by The Sports Network; Burge earned Second Team All-American from The Sports Network; and Seymour was named Third Team All-American by *The Football Gazette*. The players helped the 15th-ranked Panthers (9-3) win the Ohio Valley Conference with an 8-0 record and earn a playoff berth.

Volleyball Team Nets National Recognition. EIU volleyball finished third nationally in digs per game this season and was one of five squads tabbed as the premier Deep Digging Teams in the country by Collegiate Volleyball Update magazine. EIU, which averaged 20 digs per game, was one of four teams to receive national honorable mention recognition, joining Yale, Duke and Stephen F. Austin.