



**GOVERNORS STATE
UNIVERSITY**

**Board of Trustees Quarterly
Meeting**

October 23, 2023

Engbretson Hall

Table of Contents

<u>Tab 1</u>	
Agenda.....	4
<u>Tab 2</u>	
Meeting Minutes from 8/25/23 Committee of the Whole Meeting.....	11
<u>Tab 3</u>	
Informational Items.....	16
<u>Tab 4</u>	
Resolution 24-04 re Tenure.....	60
<u>Tab 5</u>	
Resolution 24-05 re Faculty Emeritus Status.....	115
<u>Tab 6</u>	
Resolution 24-06 re Meeting Schedule	119
<u>Tab 7</u>	
Resolution 24-07 re Operating Budget for FY2024	122
<u>Tab 8</u>	
Resolution 24-08 re Operating Appropriations Budget for FY2025	130
<u>Tab 9</u>	
Resolution 24-09 re Capital Improvement Budget for FY2025	140
<u>Tab 10</u>	
Resolution 24-10 re Contract re Website Development.....	<i>See Supplement</i>
<u>Tab 11</u>	
Resolution 24-11 re Honorary Degrees.....	<i>See Supplement</i>
<u>Tab 12</u>	
Resolution 24-12 re President's Review and Compensation.....	<i>See Supplement</i>
<u>Tab 13</u>	
Resolution 24-13 re Union Contract.....	<i>See Supplement</i>
<u>Tab 14</u>	
Meeting Minutes from 8/25/23 Committee of the Whole Meeting.....	158

Tab 1

**GOVERNORS STATE UNIVERSITY
BOARD OF TRUSTEES COMMITTEE OF THE WHOLE
AND
BOARD OF TRUSTEE MEETING**

October 23, 2023 – Committee of the Whole at 9:00 am in Engbretson Hall

and

October 23, 2023 – Board Meeting at 2:00 pm in Engbretson Hall

As of May 11, 2023, there is no longer an emergency option for meeting attendance previously permitted by Section 7(e) of the Illinois Open Meetings Act, 5 ILCS 120/7. A virtual option for viewing is available.

October 23, 2023 – Committee of the Whole

Chair pro-tem Kevin Brookins

Time		Item	Tab #'s
9:00 am*	I.	CALL TO ORDER AND ROLL CALL	
9:01 am	II.	PUBLIC COMMENT** Consistent with Public Act 91-0715 and reasonable constraints determined by the Board of Trustees, at each regular or special meeting of the Board or its committees that is open to the public, members of the public may request a brief time on the approved agenda of the meeting to address the Board on relevant matters within its jurisdiction.	
9:07 am	III.	CHAIR'S COMMENTS <i>Chair pro-tem Kevin Brookins</i>	
9:10 am	IV.	APPROVE PROPOSED AGENDA FOR OCTOBER 23, 2023 COMMITTEE OF THE WHOLE MEETING	1

		<p>Schedule for 2024 and 2025 <i>Presenter: Dr. Janelle Crowley, Chief of Staff and Head of Strategic Initiatives</i></p>	
		<p>4. Resolution 24-07: Approve Fiscal Year 2024 Operating Budget and Authorize Submission to the Illinois Board of Higher Education (“IBHE”) 7 <i>Presenter: Dr. Corey S. Bradford, Sr., Vice President for Administration and Finance</i></p>	
		<p>5. Resolution 24-08: Approve Fiscal Year 2025 Operating Appropriations Budget and Authorize Submission to IBHE 8 <i>Presenter: Dr. Corey S. Bradford, Sr., Vice President for Administration and Finance</i></p>	
		<p>6. Resolution 24-09: Approve Fiscal Year 2025 Capital Improvement Budget and Authorize Submission to IBHE 9 <i>Presenter: Dr. Corey Bradford, Vice President for Administration and Finance</i></p>	
		<p>7. Resolution 24-10: Approve Contract in Excess of \$250,000 for Website development, design and implementation 10 <i>Presenter: Mr. William Davis, Vice President, External Affairs</i></p>	
		<p>8. Resolution 24-11: Approve the Honorary Degree Nominations 11 <i>Presenter: Mr. William Davis, Vice President, External Affairs</i></p>	
		<p>9. Resolution 24-12: Approve President’s Annual Performance Assessment for Fiscal Year 2023, President’s Performance Incentive Compensation for Fiscal Year 2023 based on Annual Assessment, and President’s Base Salary Increase for fiscal Year 2024 based on the Annual Assessment 12 <i>Presenter: Mr. Joshua Allen, Vice President for Human Resources</i></p>	
		<p>10. Resolution 24-13: Approve Metropolitan Alliance of Police Union Contract for the Department of Public Safety 13 <i>Presenter: Mr. Joshua Allen, Vice President for Human Resources</i></p>	

11:05 am	VIII.	CLOSED MEETING	
		<p>According to Section 2(c) of the Illinois Open Meetings Act, 5 ILCS 120, the Board may meet in closed session to consider certain topics, including but not limited to:</p> <ul style="list-style-type: none"> • The appointment, employment, compensation, discipline, performance, or dismissal of specific employees pursuant to Section 2(c)(1) • Union Negotiation Information and Update (5 ILCS 120/2(c)(2)) • President's Assessment, Performance Incentive Payment, and/or Base Salary (5 ILCS 120/2(c)(1)) • Meetings between internal and external auditors in accordance with generally accepted auditing standards of the United States of America (5 ILCS 120/2 (c)(29)) 	
11:15 am	IX.	BACK IN SESSION FOLLOWING CLOSED SESSION	
11:20 am	X.	ADJOURN THE COMMITTEE OF THE WHOLE MEETING	

Notice to GSU Community and Members of the Public: Committee of the Whole

1) If you require accommodations to participate fully in the meeting, please contact Therese King Nohos (contact info below) to request them.

2) If you wish to watch the meeting remotely via Zoom, a link is provided below for your use. The Chair kindly asks anyone who is attending virtually to log on and into the meeting ten (10) minutes prior to the meeting, to minimize disruption once the meeting is in session.

3) If you wish to make a public comment, please register in advance by contacting Therese King Nohos by 5 pm on Thursday, October 19, 2023.

You are invited to a Zoom webinar.

Committee of the Whole: Monday, October 23, 2023, at 9:00 AM [Central Time – US and Canada]

Please click on the General Invitation link below to join the Committee of the Whole webinar:

<https://us02web.zoom.us/j/89198253651?pwd=bGNZdTRSOXFrNkY5U2Y2MW83NnQyQT09>

Passcode: 671507

Webinar ID: 891 9825 3651

Contact Information: Therese King Nohos; tnohos@govst.edu; 708.855.1553.

LUNCH: 11:30 – 12:30 pm

RIBBON CUTTING CEREMONY (Social Justice Initiative) – Hantack House at 1:00 PM.

Chair pro-tem Kevin Brookins

BOT007

	<p><i>Presenter: Dr. Beverly Schneller, Provost and Vice President for Academic Affairs</i></p>	
5.	<p>Resolution 24-06: Approve Board of Trustee meeting schedule for 2024 and 2025 <i>Presenter: Dr. Janelle Crowley, Chief of Staff and Head of Strategic Initiatives</i></p>	6
6.	<p>Resolution 24-07: Approve Fiscal Year 2024 Operating Budget and Authorize Submission to the Illinois Board of Higher Education ("IBHE") <i>Presenter: Dr. Corey S. Bradford, Sr., Vice President for Administration and Finance</i></p>	7
9.	<p>Resolution 24-08: Approve Fiscal Year 2025 Operating Appropriations Budget and Authorize Submission to IBHE <i>Presenter: Dr. Corey S. Bradford, Sr., Vice President for Administration and Finance</i></p>	8
10.	<p>Resolution 24-09: Approve Fiscal Year 2025 Capital Improvement Budget and Authorize Submission to IBHE <i>Presenter: Dr. Corey S. Bradford, Sr., Vice President for Administration and Finance</i></p>	9
11.	<p>Resolution 24-10: Approve Contract in Excess of \$250,000 for Website development, design, and implementation and implementation <i>Presenter: Mr. William Davis, Vice President, External Affairs</i></p>	10
12.	<p>Resolution 24-11: Approve the Honorary Degree Nominations <i>Presenter: Mr. William Davis, Vice President, External Affairs</i></p>	11
13.	<p>Resolution 24-12: Approve President's Annual Performance Assessment for Fiscal Year 2023, President's Performance Incentive Compensation for Fiscal Year 2023 based on Annual Assessment, and President's Base Salary Increase for fiscal Year 2024 based on the Annual Assessment <i>Presenter: Mr. Joshua Allen, Vice President for Human Resources</i></p>	12
14.	<p>Resolution 24-13: Resolution 24-13: Approve Metropolitan Alliance of Police Union Contract for the Department of Public Safety <i>Presenter: Mr. Joshua Allen, Vice President for Human</i></p>	13

		<i>Resources</i>	
2:28 pm		OLD BUSINESS/NEW BUSINESS	
2:30 pm	VIII	ADJOURN	

Notice to GSU Community and Members of the Public: Board of Trustee Meeting

1) If you require accommodations to participate fully in the meeting, please contact Therese King Nohos (contact info below) to request them.

2) If you wish to watch the meeting remotely via Zoom, a link is provided below for your use. The Chair kindly asks anyone who is attending virtually to log on, and into the meeting, 10 minutes prior to the meeting, to minimize disruption once the meeting is in session.

3) If you wish to make a public comment, please register in advance by contacting Therese King Nohos by 5 pm on Thursday, October 19, 2023.

You are invited to a Zoom webinar.

Board of Trustees Meeting: Monday, October 23, 2023, at 2:00 pm, following the Committee of the Whole meeting [Central Time - US and Canada] and the Groundbreaking Ceremony.
Please click the General Invitation link below to join the webinar:

<https://us02web.zoom.us/j/82125742887?pwd=ZGNDVnlrRE9ReHVoL3VTTjVvN3BVZz09>

Passcode: 298384

Webinar ID: 821 2574 2887

Tab 2

**MINUTES OF
THE BOARD OF TRUSTEES OF GOVERNORS STATE UNIVERSITY
REGULAR MEETING**

The regularly scheduled meeting of the Board of Trustees of Governors State University (the “Board” and “GSU,” respectively), an Illinois body politic and corporate, meeting as a committee of the whole, was held in person and via audio-videoconference at GSU’s University Park Campus in Engbretson Hall on August 25, 2023 beginning at approximately 9:00 am. The purpose of the meeting was to conduct the business described in the Agenda posted for public notice before 9:00 am on August 23, 2023 in accordance with Section 120/2.02 of the Illinois Open Meetings Act. 5 ILCS 120/2.02. Before the meeting, each Trustee received a book with materials corresponding to action and discussion items, a copy of which is maintained with the Board records.

I. MEETING DETAILS

Meeting Chair: Angela M. Sebastian

Minutes Recorded By: Therese King Nohos, General Counsel

II. ATTENDEES

Chair Sebastian confirmed a quorum was present given the presence of the following four (4) Trustees¹ in attendance in person at the start of the meeting:

- Kevin Brookins, Trustee and Vice Chair;
- Lluvia Hernandez Aguirre, Student Trustee;
- James Kvedaras, Trustee; and
- Angela M. Sebastian, Trustee and Chair.

President Cheryl Green, Ph.D., *ex-officio* Board member and chief executive officer of GSU, was present as were the following members of the President’s Cabinet:

- Joshua R. Allen, MPS, SHRM-SCP, Vice President of Human Resources

¹ Six trustees are currently seated; therefore, four trustees constitute a quorum.

- Corey S. Bradford, Sr., PhD, Vice President of Administration and Finance
- Janelle A. Crowley, PhD, Chief of Staff, President's Office
- William A. Davis, MS, Vice President, Institutional Advancement, Marketing and Communications
- Maureen Kelly, Executive Director for Government Affairs
- Paul McGuinness, MA, Vice President for Student Affairs and Enrollment Management
- Therese King Nohos, JD, Vice President, General Counsel
- Joi F. Patterson, PhD, Chief Diversity Officer
- Beverly Schneller, PhD, Vice President, Provost and Chief Academic Officer

III. ABSENCES

John Brudnak

Anibal Taboas

IV. CALL TO ORDER

The meeting was called to order by Chair Sebastian at approximately 9:00 am.

V. PUBLIC COMMENTS

Monique Burey-Ballard made a public comment.

VI. CHAIR COMMENTS/APPROVAL OF AGENDA

Chair Sebastian welcomed all to the meeting and noted that Trustee Hernandez-Aguirre was reelected for a second term. She thanked the administration for conducting posthumous degree award ceremonies for recently departed students. Chair Sebastian called for a motion to approve the proposed agenda. Trustee Brookins so moved, and Trustee Kvedaras seconded. The motion passed upon unanimous vote.

VII. APPROVAL OF MEETING MINUTES

Chair Sebastian asked for a motion to approve the meeting minutes from the June 9, 2023 meeting of the committee of the whole. Trustee Kvedaras noted a correction regarding the numbering of resolutions and moved to approve them as amended. Trustee Hernandez-Aguirre seconded. The motion passed upon unanimous vote.

VIII. INFORMATION ITEMS

Chair Sebastian asked for any questions or comments regarding the written reports included in the Board book. There were none. Chair Sebastian noted that, going forward, she would like any report to include the context of performance relative to the prior year and/or relative to the end of the contract at issue.

Certain of the Agenda's informational items were presented as indicated in the Agenda and as follows:

1. Vice President Allen gave the report on the Civil Service Merit Board meeting. No issues arose regarding GSU specifically; however, the Merit Board is considering some rule changes that may be presented in October.
2. Don Powell and Mike Lambert from Old National gave the investment report. They reported earnings net of fees of \$610,918, which they reported as outperforming applicable benchmarks. An extended question-and-answer period ensued.
3. Emily Renee gave the report on the Hanover Economic Impact Study. She reported that the University had a gross output impact of \$120 million. The trustees then

engaged in questions and answers with Ms. Renee. (At this point, Dr. Schneller left the meeting.)

IX. PROPOSED ACTION ITEMS

After hearing the information items, the Chair then called for all action items to be presented for discussion (but not vote) at this meeting. All action items reflected in the Agenda were presented and discussed as follows:

1. Vice President Nohos presented Resolution 24-01 regarding the election of officers and delegates for Academic Year 2023-24.
2. Vice President McGuinness presented Resolution 24-02 regarding approval of a contract in excess of \$250,000 with Advocate Health Aurora.
3. Vice President Allen presented Resolution 24-03 regarding approval of a leave for an administrator.

X. VIII. CLOSED SESSION

There was no closed session.

XI. OLD/NEW BUSINESS

Chair Sebastian called for any old or new business. There being none, she called for a motion to adjourn. Trustee Brookins so moved, and Trustee Hernandez-Aguirre seconded. The motion passed unanimously. The meeting adjourned at approximately 10:05 am.

Approved this 23rd day of October, 2023

By: _____

Kevin Brookins, Chair *Pro Tem*

Tab 3

Faculty Senate Report to Board of Trustees
October 25, 2023
Dr. Stephen Wagner, President

Chair Sebastian, Honorable Trustees, Dr. Green, Members of the President's Cabinet, Mr. Fung, Mr. Parks and faculty and staff colleagues, I am honored to have the opportunity to report on behalf of the esteemed faculty at GSU.

I'm Steve Wagner and in August I was elected GSU's twentieth Faculty Senate President. I'm a Professor of Management entering my 13th year at GSU and my 25th year working in higher education. My research and professional background has focused on the psychology of work and the capabilities I've developed in my career will be an asset to me in this role. My goal as Faculty Senate President is to ensure that shared governance at GSU is meaningful and a point of pride for everyone. I've served in many service roles at GSU and been actively involved in planning and implementing many of our new academic programs, including the General Education Program, the Interdisciplinary Leadership Doctoral Program, the Online MBA, and most recently the Masters of Science in Human Resource Management. I love teaching. I have taught students at all academic levels at GSU, including first-year undergraduate students, upper-division undergraduates, and graduate students at the masters and doctoral levels. Like all my GSU colleagues, I am fully invested in GSU's mission to offer an exceptional and accessible education that leads to student success.

I'm fortunate to have a group of experienced and committed leaders helping me as I learn my role. Immediate Past President of the Faculty Senate, Dr. Li-Wei Peng, has been generous with her time and considerate in her mentorship. I'm also comforted by the good wishes and offers of support from other Past Presidents of the Faculty Senate. Most of the members of the Faculty Senate Executive Committee, including chairs of our standing committees and college representatives are returning to roles they held last term. Returning to Faculty Senate leadership roles are Dr. Natalia Rekhter as Vice President and Dr. Leonis Wright as Secretary. This group of returning shared governance leaders have been actively collaborating with the university administration to improve processes for curriculum, program, and policy review. My goal is to facilitate these ongoing efforts, first by listening and then by supporting implementation efforts to convert good ideas into effective and sustainable change that advances us toward our vision of being a model of academic excellence, innovation, diversity, and responsible citizenship.

I'm thrilled that as Faculty Senate President I will be able to play an active role in upholding our most cherished traditions, like Convocation and Commencement. Last month marked the first Convocation I participated in as President of the Faculty Senate. Meeting our new students and listening to the sage advice that alumna Ms. Kayla Siam had for them was inspirational. Inaugural recipients of the DEI mini grant were introduced. This program supports our faculty and staff in their efforts to make GSU an exemplar of belonging, inclusion, and fairness. The announcements of the Excellence Awards and the Baysore Award are a personal favorite for me. Witnessing the well-earned recognition of the wonderful work of my colleagues and the joy it brings to them brings me to the brink of tears. This year the Excellence Awards were granted to Drs. Ben Almassi, Valarie Cronin-Fisher, and Danielle Osmelak while Chief Of Police James McGee received the Baysore Award. While these awards represent important recognition of exceptional individuals, they are an important time to appreciate our excellence as an institution. This year's Excellence Awards winners emphasize the opportunities GSU provides for students to learn from highly devoted faculty who are accomplished scholars and practitioners in their disciplines. The recognition of Chief McGee with the Baysore Award highlights how his efforts help us maintain one of the safest campuses in Illinois. Reflecting on this year's Commencement ceremony made me very proud to be associated with GSU, a university that creates an environment that is safe and inclusive and fair and provides opportunities for learning with a spectacular faculty that is fully committed to student success.

I'm looking forward with enthusiasm to collaborating with the Board of Trustees as Faculty Senate President and continuing GSU's tradition of innovating higher education through shared governance to promote student success. Thank you.

**INFORMATION ITEM
REPORT ON FISCAL YEAR 2022 AUDIT AND FINANCIAL RESULTS
EXECUTIVE SUMMARY**

The State of Illinois Office of the Auditor General (OAG) is required by the Illinois State Auditing Act (30 ILCS 5/) to conduct an annual Financial Audit, Federal Compliance Audit (Single Audit), and State Compliance Audit (“Audits”) of every State agency.

The audits for the Fiscal Year Ended June 30, 2022, were conducted on behalf of the OAG by the independent auditing firm of Adelfia LLC, in the first fiscal year of their 6-year audit engagement. This firm also audits other Illinois state public universities and agencies.

The Financial Audit Report and the Federal/Single Audit Report were released by OAG on March 30, 2023, while the State Compliance Audit Report was released by OAG on July 20, 2023. These reports are available publicly on the OAG website and are also included in the board packet.

Management’s Responsibility

- Preparation and fair presentation of financial statements in accordance with accounting principles generally accepted in the United States of America.
- Design, implementation, and maintenance of internal controls relevant to the preparation and fair presentation of financial statements that are free from material misstatement, and over compliance with State and Federal requirements.

Auditors’ Responsibility

- Perform the audits in accordance with auditing standards generally accepted in the United States of America; the standards applicable to financial audits and attestation engagements contained in Government Auditing Standards issued by the Comptroller General of the United States; attestation standards established by the American Institute of Certified Public Accountants; the Audit Guide for Financial Audits and Compliance Attestation Engagements of Illinois State Agencies as adopted by the OAG; the Illinois State Auditing Act; and the audit requirements of Title 2 U.S. Code of Federal Regulations, Part 200, Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards.
- Review internal controls over financial reporting and over compliance with Federal and State requirements.
- Form and express an opinion about whether the financial statements are prepared, in all material respects, in conformity with the applicable financial accounting framework; and form an opinion on the University’s compliance with Federal and State requirements.

Audit Results*Clean Audit Opinion on University Financial Statements*

The auditors have expressed an unmodified opinion (clean opinion) on the University's financial statements, which is the best possible outcome. GSU's financial statements as of and for the year ended June 30, 2022, are presented fairly, in all material respects, in accordance with the accounting principles generally accepted in the United States of America.

Fiscal Year 2022 financial position and results of operations as compared to Fiscal Year 2021

<i>(Amounts in '000)</i>	Financial Position (Balance Sheet)			
	FY 2022	FY 2021	\$ Change	% Change
Total Assets	\$ 194,076	\$ 194,996	\$ (920)	-0.5%
Total Liabilities	65,381	66,726	(1,345)	-2.0%
Net Deferred Inflows (Outflows) of Resources	3,069	3,931	(862)	-21.9%
Total Net Position	\$ 125,626	\$ 124,339	\$ 1,287	1.0%

- Net position represents the University's equity and is a way to measure the financial health of the University.
- The University's financial position shows stronger financial resources as the University amortized debt and grew its net assets.
- Cash & cash equivalents/investments and capital assets represent a significant portion of the University's assets.
- Long-term debt (Revenue Bonds and Certificates of Participation) represents a significant portion of the University's liabilities.
- Deferred inflows and outflows pertain to the changes in actuarial calculation related to pension and other post-employment benefits (OPEB), as provided by the State of Illinois. The decrease was mostly attributable to the actuarially determined changes in proportion and differences between employer contributions and proportionate share of contributions during FY 2022 as compared to FY 2021.
- Details/components of the FY 2022 University assets and liabilities, along with the analysis of changes as compared to FY 2021 balances, were included in the board packet.

<i>(Amounts in '000)</i>	Results of Operations (Income Statement)			
	FY 2022	FY 2021	\$ Change	% Change
Total revenues	\$ 127,224	\$ 133,180	\$ (5,956)	-4.5%
Total expenses	125,937	128,706	(2,769)	-2.2%
Net Income (Loss)	\$ 1,287	\$ 4,474		

- The University has generated positive operating results for both FY 2022 and FY 2021.
- Tuition & fees, grants & contracts, and State appropriations (including payments on-behalf) represent a significant portion of the University's revenues.
- Salaries and benefits represent a significant portion of the University's expenses.

- The decreases in revenues and expenses are mostly attributable to the decrease in payments made on behalf of the University by the State of Illinois for retirement and medical insurance benefits (recognized both as revenues and expenditures in the financial statements, in accordance with accounting standards).
- Details/components of the FY 2022 University revenues and expenses, along with the analysis of changes as compared to FY 2021 amounts, were included in the board packet.

Audit Report Findings

The University is subject to a large number of laws, rules, and regulations. Just the Illinois Statutory Mandates alone, the University is subject to over 700 mandates. In addition to this, the University is also required to comply with the Illinois Administrative Rules, Federal Laws/Regulations, Accounting Principles/Standards, and the Information Systems and Cybersecurity Standards.

Since FY 2016, the University has made significant progress in addressing audit findings. For FY 2022, the University's audit ended with 9 report findings; a significant improvement compared to 15 audit report findings in FY 2021. There were NO new report findings issued to the University during the Fiscal Year 2022 audit.

	FY22	FY21	FY20	FY19	FY18	FY17	FY16
Number of Findings	9	15	11	12	19	19	20
Repeated Findings	9	8	8	8	12	13	5
Corrected Findings (Not Repeated)	6	3	4	11	7	7	2
New Findings	-	7	3	4	7	6	15

The average number of findings received for all nine Illinois public universities during FY 2022 was 13 reported findings. GSU had the second lowest number of findings of all the nine Illinois public universities.

The University takes these findings seriously and corrective actions are being taken to address these findings. We are confident that with the hiring of a University Compliance Officer and an internal auditor staffer, along with strengthening various University processes and procedures, the University will continue to make progress in all areas of compliance. It should be noted that seven (7) of GSU's audit findings are similar to the findings of other Illinois State institutions (i.e., findings 2022-001 inadequate internal controls over census data, 2022-004 time sheets not properly maintained, 2022-005 weaknesses in cyber security programs and practices, 2022-006 computer security weaknesses, 2022-007 lack of review of internal controls over service providers, 2022-008 remote access to University information systems, and 2022-009 weaknesses with payment card industry data security standards).

Details of the FY 2022 audit findings, along with the related corrective action plans were included in the board packet. The University is committed to instituting corrective actions that will affect positive change, increase accountability, and foster compliance with all laws, regulations, and policies that govern the University.

Resource/Contact: Dr. Corey S. Bradford, Vice President for Administration and Finance, cbradford2@govst.edu, 708.235.7421; and Villalyn Baluga, Associate Vice President for Finance, vbaluga@govst.edu, 708.534.4039.



**GOVERNORS STATE UNIVERSITY
A Component Unit of the State of Illinois**

**REPORT REQUIRED UNDER
GOVERNMENT AUDITING STANDARDS
For the Year Ended June 30, 2022**

**Performed as Special Assistant Auditors for the
Auditor General, State of Illinois**

GOVERNORS STATE UNIVERSITY
A Component Unit of the State of Illinois
Report Required Under *Government Auditing Standards*
For the Year Ended June 30, 2022

Table of Contents

	Page
University Officials	1
<i>Government Auditing Standards</i> Report	
Summary	2
Independent Auditor's Report on Internal Control Over Financial Reporting and on Compliance and Other Matters Based on an Audit of Financial Statements Performed in Accordance with <i>Government Auditing Standards</i>	3
Schedule of Findings	
Current Finding	5
Other Reports Issued Under a Separate Cover	
The University's <i>State Compliance Examination</i> for the year ended June 30, 2022, will be issued under a separate cover. Additionally, the University's <i>Federal Single Audit</i> for the year ended June 30, 2022 and financial statements as of and for the year ended June 30, 2022, have been issued under a separate cover.	

GOVERNORS STATE UNIVERSITY
A Component Unit of the State of Illinois
Report Required Under *Government Auditing Standards*
For the Year Ended June 30, 2022

UNIVERSITY OFFICIALS

President	Dr. Cheryl F. Green
Vice President for Administration and Finance (October 11, 2021 to Present)	Dr. Corey S. Bradford
Vice President for Administration and Finance (July 1, 2021 to October 15, 2021)	Dr. W. Paul Bylaska
General Counsel and Vice President	Ms. Therese Nohos
Chief Internal Auditor	Mr. Kristoffer Evangelista, CPA
Associate Vice President for Finance	Ms. Villalyn Baluga, CPA

OFFICERS OF THE UNIVERSITY BOARD OF TRUSTEES

Chairman (August 5, 2022 to Present)	Ms. Angela Sebastian
Chairman (July 1, 2021 to August 4, 2022)	Ms. Lisa Harrell
Vice Chairman	Mr. Kevin Brookins
Secretary	Mr. James Kvedaras

UNIVERSITY BOARD OF TRUSTEES

Trustee (July 1, 2022 to Present)	Ms. Lluvia Hernandez-Aguirre, Student
Trustee (July 1, 2021 to June 30, 2022)	Ms. Jeanine Latrice Koger, Student
Trustee	Mr. Pedro Cevallos-Candau
Trustee	Mr. Kevin Brookins
Trustee	Mr. John Brudnak
Trustee	Ms. Lisa Harrell
Trustee	Ms. Angela Sebastian
Trustee	Mr. James Kvedaras
Trustee	Mr. Anibal Taboas

UNIVERSITY OFFICE

1 University Parkway
University Park, Illinois 60484

GOVERNORS STATE UNIVERSITY
A Component Unit of the State of Illinois
Report Required Under *Government Auditing Standards*
For the Year Ended June 30, 2022

Summary

The audit of the accompanying financial statements of Governors State University (University) was performed by Adelfia LLC. This report is an integral part of that audit.

Based on their audit, the auditors expressed an unmodified opinion on the University's basic financial statements, issued under a separate cover.

Summary of Findings

The auditors identified a matter involving the University's internal control over financial reporting that they considered to be a material weakness. Further, the auditors identified a noncompliance matter.

<u>Item No.</u>	<u>Page</u>	<u>Last/First Reported</u>	<u>Description</u>	<u>Finding Type</u>
Current Finding				
2022-001	5	2021/2020	Inadequate Internal Controls over Census Data	Material Weakness / Noncompliance

Exit Conference

The University waived an exit conference in a correspondence from Ms. Villalyn Baluga, Associate Vice President for Finance, in a correspondence dated March 15, 2023.



**INDEPENDENT AUDITOR'S REPORT ON INTERNAL CONTROL OVER
FINANCIAL REPORTING AND ON COMPLIANCE AND OTHER MATTERS BASED
ON AN AUDIT OF FINANCIAL STATEMENTS PERFORMED IN ACCORDANCE
WITH GOVERNMENT AUDITING STANDARDS**

Honorable Frank J. Mautino
Auditor General
State of Illinois

and

Board of Trustees
Governors State University

As Special Assistant Auditors for the Auditor General, we have audited, in accordance with the auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States, the financial statements of the business-type activities and the aggregate discretely presented component unit of Governors State University (University), collectively a component unit of the State of Illinois, as of and for the year ended June 30, 2022, and the related notes to the financial statements, which collectively comprise the University's basic financial statements, and we have issued our report thereon dated March 21, 2023. Our report includes a reference to other auditors who audited the financial statements of the Governors State University Foundation, as described in our report on the University's financial statements. The financial statements of the Governors State University Foundation were not audited in accordance with Government Auditing Standards and, accordingly, this report does not include reporting on internal control over financial reporting or compliance and other matters associated with the Governors State University Foundation or that are reported on separately by those auditors who audited the financial statements of the Governors State University Foundation.

Report on Internal Control Over Financial Reporting

Management of the University is responsible for establishing and maintaining effective internal control over financial reporting (internal control).

In planning and performing our audit of the financial statements, we considered the University's internal control as a basis for designing audit procedures that are appropriate in the circumstances for the purpose of expressing our opinions on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of the University's internal control. Accordingly, we do not express an opinion on the effectiveness of the University's internal control.

A *deficiency in internal control* exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, misstatements on a timely basis. A *material weakness* is a deficiency, or a combination of deficiencies, in internal control, such that there is a reasonable possibility that a material misstatement of the entity's financial statements will not be prevented, or detected and corrected, on a timely basis. A *significant deficiency* is a deficiency, or a combination of deficiencies, in internal control that is less severe than a material weakness, yet important enough to merit attention by those charged with governance.

Our consideration of internal control was for the limited purpose described in the first paragraph of this section and was not designed to identify all deficiencies in internal control that might be material weaknesses or significant deficiencies and, therefore, material weaknesses or significant deficiencies may exist that were not identified. We identified a certain deficiency in internal control, described in the accompanying Schedule of Findings as item 2022-001 that we consider to be a material weakness.

Report on Compliance and Other Matters

As part of obtaining reasonable assurance about whether the University's financial statements are free from material misstatement, we performed tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements, noncompliance with which could have a direct and material effect on the financial statements. However, providing an opinion on compliance with those provisions was not an objective of our audit and, accordingly, we do not express such an opinion. The results of our tests disclosed an instance of noncompliance or other matter that is required to be reported under *Government Auditing Standards* and which is described in the accompanying Schedule of Findings as item 2022-001.

University's Response to the Finding

Government Auditing Standards requires the auditor to perform limited procedures on the University's response to the finding identified in our audit and described in the accompanying Schedule of Findings. The University's response was not subjected to the other auditing procedures applied in the audit of the financial statements and, accordingly, we express no opinion on the response.

Purpose of this Report

The purpose of this report is solely to describe the scope of our testing of internal control and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the entity's internal control or on compliance. This report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the entity's internal control and compliance. Accordingly, this communication is not suitable for any other purpose.

Adelfia LLC

Chicago, Illinois

March 21, 2023

GOVERNORS STATE UNIVERSITY
A Component Unit of the State of Illinois
Report Required Under *Government Auditing Standards*
SCHEDULE OF FINDINGS – *GOVERNMENT AUDITING STANDARDS*
For the Year Ended June 30, 2022

2022-01 FINDING (Inadequate Internal Controls over Census Data)

The Governors State University (University) did not have adequate internal control over reporting its census data and did not have a reconciliation process to provide assurance census data submitted to its pension and other postemployment benefits (OPEB) plans was complete and accurate.

Census data is demographic data (date of birth, gender, years of service, etc.) of the active, inactive, or retired members of a pension or OPEB plan. The accumulation of inactive or retired members' census data occurs before the current accumulation period of census data used in the plan's actuarial valuation (which eventually flows into each employer's financial statements), meaning the plan is solely responsible for establishing internal controls over these records and transmitting the data to the plan's actuary. In contrast, responsibility for active members' census data during the current accumulation period is split among the plan and each member's current employer(s). Initially, employers must accurately transmit census data elements of their employees to the plan. Then, the plan must record and retain these records for active employees and then transmit this census data to the plan's actuary.

We noted the University's employees are members of the State Universities Retirement System (SURS) for their pensions and the State Employees Group Insurance Program sponsored by the State of Illinois, Department of Central Management Services (CMS) for their OPEB. In addition, we noted these plans have characteristics of different types of pension and OPEB plans, including single employer plans and cost-sharing multiple employer plans. Additionally, CMS' actuary uses census data for employees of the State's public universities provided by SURS, along with census data for the other participating members provided by the State's four other pensions plans, to prepare their projection of the liabilities of CMS' plan. Finally, SURS' actuary and CMS' actuary used census data transmitted by the University during Fiscal Year 2020 to project pension and OPEB-related balances and activity at the plans during Fiscal Year 2021, which is incorporated into the University's Fiscal Year 2022 financial statements.

During testing, we noted the following:

- The University had not performed an initial complete reconciliation of its census data recorded by SURS to its internal records to establish a base year of complete and accurate census data.
- After establishing a base year, the University had not developed a process to annually obtain from SURS the incremental changes recorded by SURS in their census data records and reconcile these changes back to the University's internal supporting records.
- During our cut-off testing of data transmitted by the University to SURS, we noted 24 instances of an active employee becoming inactive and 1 instance of an inactive employee becoming retired were reported to SURS after the close of the fiscal year in which the event occurred.

We provided SURS' actuary and CMS' actuary with the exceptions we identified during our testing, along with the results of census data testing at the State Employees Retirement System of Illinois, and determined the net effect of these errors, along with the errors of other plan participants, was immaterial to SURS' and CMS' pension and OPEB-related balances and activity at the plans during Fiscal Year 2021.

GOVERNORS STATE UNIVERSITY
A Component Unit of the State of Illinois
Report Required Under *Government Auditing Standards*
SCHEDULE OF FINDINGS – *GOVERNMENT AUDITING STANDARDS*
For the Year Ended June 30, 2022

2022-01 FINDING (Inadequate Internal Controls over Census Data) (Continued)

The Fiscal Control and Internal Auditing Act (30 ILCS 10/3001) requires the University establish and maintain a system, or systems, of internal fiscal and administrative controls to provide assurance funds applicable to operations are properly recorded and accounted for to permit the preparation of reliable financial reports and to maintain accountability over the State's resources.

University officials indicated the base year reconciliation process was not established until Fiscal Year 2021, which is currently being performed by University staff. In addition, they indicated the late reported events were due to the difficulty in timely reporting events which occur near the end of the fiscal year to SURS.

Failure to ensure complete and accurate census data was reported to SURS reduces the overall reliability of pension and OPEB-related balances and activity reported in the University's financial statements, the financial statements of other employers within both plans, and the State of Illinois' Annual Comprehensive Financial Report. (Finding Code No. 2022-001, 2021-001, 2020-001)

RECOMMENDATION

We recommend the University continue to work with SURS to complete the base year reconciliation of Fiscal Year 2021 active members' census data from its underlying records to a report of census data submitted to SURS' actuary and CMS' actuary. After completing an initial full reconciliation, the University may limit the annual reconciliations to focus on the incremental changes to the census data file from the prior actuarial valuation, provided no risks are identified that incomplete or inaccurate reporting of census data may have occurred during prior periods. Any errors identified during this process should be promptly corrected by either the University or SURS, with the impact of these errors communicated to both SURS' actuary and CMS' actuary.

Further, we recommend the University ensure all events occurring within a census data accumulation year are timely reported to SURS so these events can be incorporated into the census data provided to SURS' actuary and CMS' actuary.

UNIVERSITY RESPONSE

The University agrees with this finding and accepts the recommendation. University staff personnel has received a reconciliation training under the guidance of SURS, and a reconciliation process has been established beginning with the Fiscal Year 2021 census data. The University has completed its Fiscal Year 2021 reconciliation; has submitted the reconciliation via the SURS encrypted file submission program; and has provided the related SURS reconciliation certification confirming the University's compliance in a timely manner. In addition, the University has established procedures to ensure census data events are reported to SURS timely and accurately.



GOVERNORS STATE UNIVERSITY

FISCAL YEAR 2022 AUDIT AND FINANCIAL RESULTS

Prepared By: Lyn Baluga, AVP-Finance



AUDIT SUMMARY

- As required by the Illinois State Auditing Act (30 ILCS 5/), the University is subject to Financial Audit, Federal Compliance Audit (Single Audit), and State Compliance Audit (“Audits”) by the State of Illinois Office of the Auditor General (OAG) on an annual basis.
- The audits for the Fiscal Year Ended June 30, 2022 were conducted on behalf of the OAG by the independent auditing firm Adelfia LLC.
- The University is subject to a large number of laws, rules and regulations. Just the Illinois Statutory Mandates alone, the University is subject to over 700 mandates. In addition to this, the University is also required to comply with the Illinois Administrative Rules, Federal Laws/Regulations, Accounting Principles/Standards, and the Information Systems and Cybersecurity Standards.
- The auditors have expressed an unmodified opinion (clean opinion) on the University’s Fiscal Year 2022 financial statements. This means that GSU financial statements present fairly, in all material respects, the financial position and results of operations and cash flows of the University as of and for the year ended June 30, 2022 in accordance with the accounting principles generally accepted in the United States of America.
- For Fiscal Year 2022, the University’s audit ended with 9 audit report findings; a significant improvement from the 15 audit report findings in Fiscal Year 2021. There were NO new report findings during the Fiscal Year 2022 audit. Except for the finding on census data (which was issued to all Illinois State public universities), none of the findings were considered as material weakness.



FINANCIAL POSITION, AT A GLANCE

(Amounts in '000)

	FY 2022	FY 2021	\$ Change	% Change
Total Assets	\$ 194,076	\$ 194,996	\$ (920)	-0.5%
Total Liabilities	65,381	66,726	(1,345)	-2.0%
Net Deferred Inflows (Outflows) of Resources	3,069	3,931	(862)	-21.9%
Total Net Position	\$ 125,626	\$ 124,339	\$ 1,287	1.0%

- Net position represents the University's equity and is a way to measure the financial health of the University.
- The University's financial position shows stronger financial resources as the University amortized debt and grew its net assets.
- Deferred inflows and outflows pertain to the changes in actuarial calculation related to pension and other post-employment benefits (OPEB), as provided by the State of Illinois. The decrease was mostly attributable to the actuarially determined changes in proportion and differences between employer contributions and proportionate share of contributions during FY 2022 as compared to FY 2021.

Note: Amounts shown above were obtained from the FY 2022 and FY 2021 audited financial statements.

COMPONENTS OF ASSETS (Amounts in '000)

	FY 2022	FY 2021	\$ Change	% Change
Cash & Equivalents	\$ 57,615	\$ 59,847	\$ (2,232)	-3.7%
Restricted Cash and Investments	7,934	9,940	(2,006)	-20.2%
Accounts Receivable, Net	4,259	4,200	59	1.4%
Grants Receivable	5,610	5,255	355	6.8%
State Appropriation Receivable	74	-	74	100.0%
Student Loans Receivable, Net	1,055	1,493	(438)	-29.3%
Capital Assets, Net	115,466	112,087	3,379	3.0%
Other Assets	2,063	2,174	(111)	-5.1%
Total Assets	\$ 194,076	\$ 194,996	\$ (920)	-0.5%

Note: Amounts shown above were obtained from the FY 2022 and FY 2021 audited financial statements.

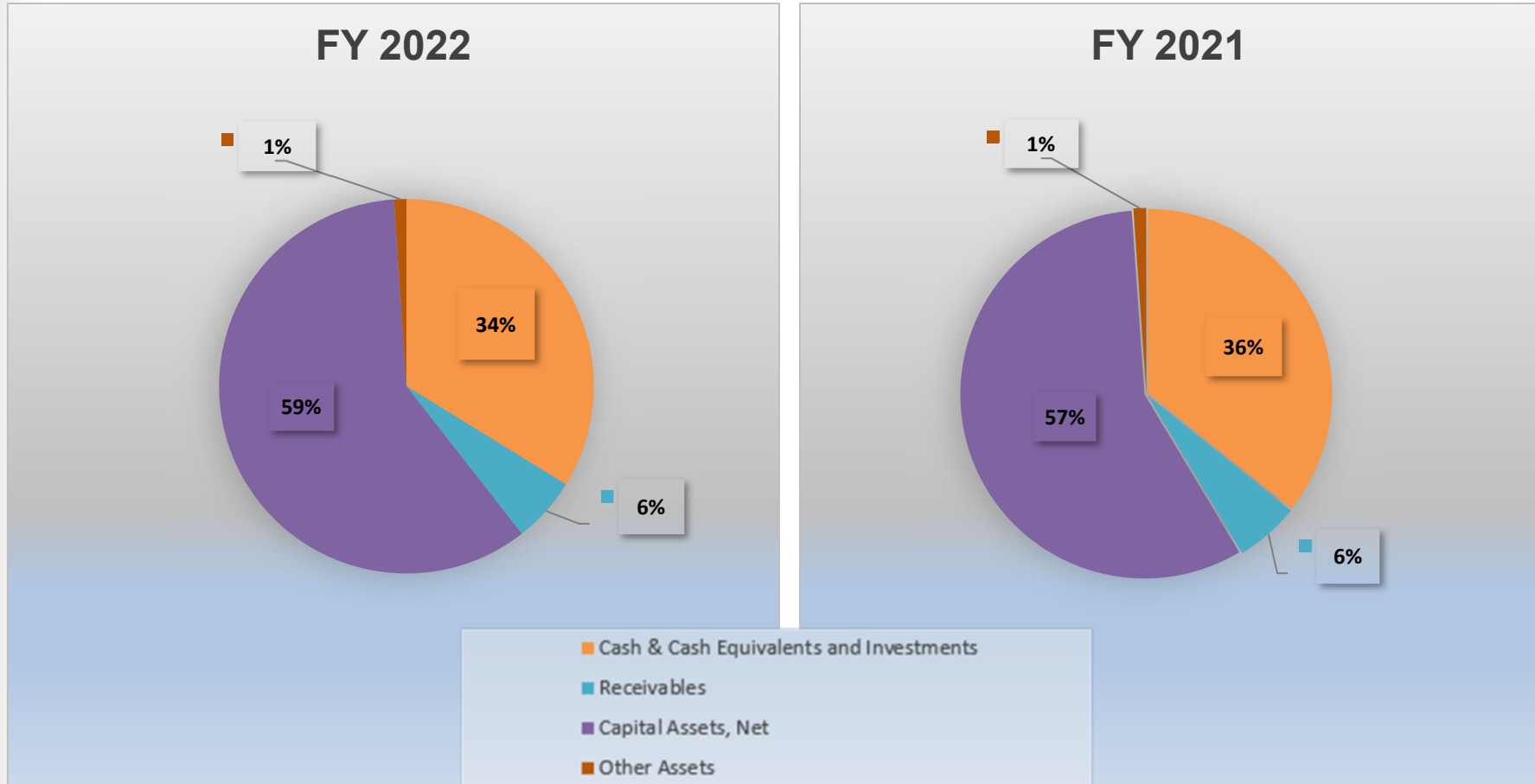
ANALYSIS OF CHANGES IN ASSETS

FY 2022 versus FY 2021

- Cash and equivalents decreased by \$2.2 million (3.7%) mostly attributable to the timing of vendor payments and collections from students.
- Restricted cash and investments represent the proceeds from the University's issuance of Certificates of Participation during FY 2019, which were invested pending expenditure for the University's deferred maintenance projects. Balance decreased by \$2.0 million (20.2%) as the proceeds were spent for deferred maintenance projects.
- Net accounts receivable as of FY 2022 is at the same level as the FY 2021 balance.
- Grants receivable increased by \$0.4 million (6.8%) due to the overall increase in Federal grant funding associated with the COVID-19 relief grants and other new grants awarded to the University, and the related timing of receipt of funds from the grantors.
- State appropriation receivable represents the amounts vouchered against State appropriations that were uncollected as of the end of the fiscal year. The insignificant increase of \$74K was mainly due to the timing of receipt from the State of Illinois. This balance was subsequently received by the University from the State in July 2022.
- Student loans receivable mostly represents Federal Perkins Loans. Balance decreased by \$0.4 million (29.3%) due to loan collections. The U.S. Department of Education has curtailed the awarding of any Federal Perkins Loans after 9/30/17; thus, balance is expected to decline in coming years as existing Federal Perkins Loans are repaid by the students without replacement of new loans to students.
- Net capital assets increased by \$3.4 million (3.0%) primarily due to the \$8.4 million costs incurred during FY 2022 in connection with the various deferred maintenance projects and acquisitions of equipment, computer software and library collections; partially offset by the \$5.0 million depreciation expense recognized during FY 2022.
- Other assets consist of prepaid expenses, inventories, and amount due from GSU Foundation (related to scholarships). Balance decreased by \$0.1 million (5.1%) mostly due to the decrease in inventories related to COVID-19 supplies and decrease in prepaid expenses related to software subscriptions.



CASH & CASH EQUIVALENTS/INVESTMENTS AND CAPITAL ASSETS REPRESENT A SIGNIFICANT PORTION OF THE UNIVERSITY'S ASSETS



COMPONENTS OF LIABILITIES

(Amounts in '000)

	FY 2022	FY 2021	\$ Change	% Change
Accounts Payable	\$ 10,759	\$ 8,275	\$ 2,484	30.0%
Accrued Compensated Absences	4,338	4,459	(121)	-2.7%
Unearned Revenue	2,716	3,604	(888)	-24.6%
Revenue Bonds Payable	21,131	21,263	(132)	-0.6%
Certificates of Participation Payable	17,647	19,415	(1,768)	-9.1%
Other Post Employment Benefits (OPEB) Payable	5,929	6,569	(640)	-9.7%
Refundable Grants	2,103	2,475	(372)	-15.0%
Other Liabilities	758	666	92	13.8%
Total Liabilities	\$ 65,381	\$ 66,726	\$ (1,345)	-2.0%

Note: Amounts shown above were obtained from the FY 2022 and FY 2021 audited financial statements.

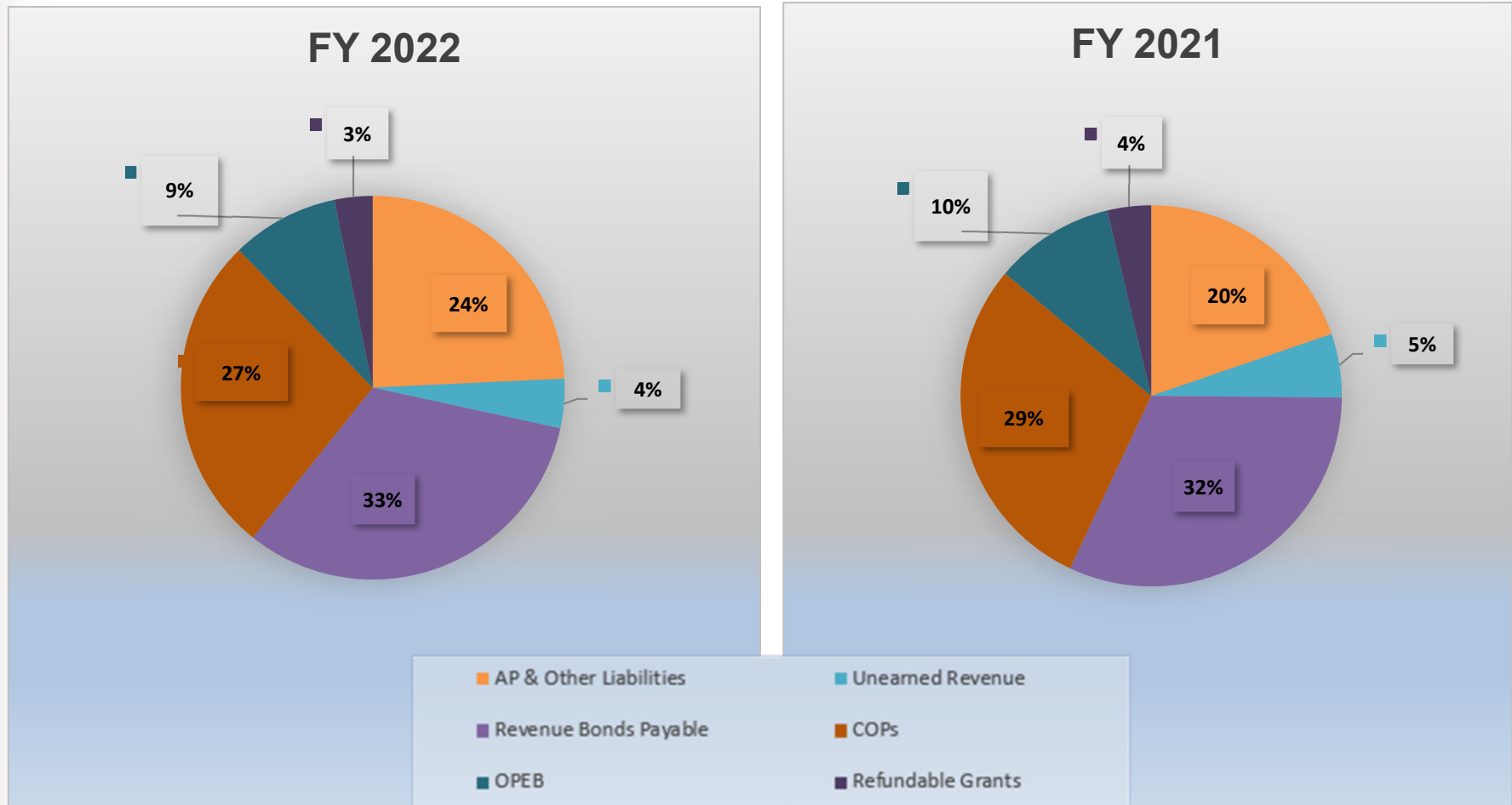
ANALYSIS OF CHANGES IN LIABILITIES

FY 2022 versus FY 2021

- Accounts payable increased by \$2.5 million (30.0%) primarily due to timing of student refunds, and the timing of vendor payments mostly related to the various ongoing construction projects.
- Accrued compensated absences represents the University's liability for unused compensable leave benefits. Balance decreased by \$0.1 million (2.7%) as majority of University employees are now back in the office (from working remotely due to the COVID-19 pandemic) and have started utilizing compensable benefits again.
- Unearned revenue represents revenues collected as of the end of the fiscal year but related to the subsequent accounting period. Balance decreased by \$0.9 million (24.6%) primarily due to the decrease in credit hours for the Summer of 2022 term, coupled with the lower level of collections during the fiscal year that are attributable to the tuition and fees for the following fiscal year.
- Long-term debt (revenue bonds payable and certificates of participation payable) decreased by a total of \$1.9 million (4.7%) mostly due to principal payments made during the year. Note that in September 2021 the University has refinanced all of its callable debts, which resulted in lower future debt service payments and increase in debt capacity.
- Other post employment benefits payable represents the University's allocated share of the State of Illinois' OPEB liability resulting from the adoption of the new governmental accounting standards in FY18. This amount is calculated and provided by the State of Illinois to all Illinois State agencies every year. Balance decreased by \$0.6 million (9.7%) due to the decrease in the University's allocated share of the State's OPEB liability as of the end of FY 2022.
- Refundable grants represent the U.S. Department of Education's (grantor) share of the Federal Perkins Loan Program fund. Balance decreased by \$0.4 million (15.0%) primarily due to the return of Perkins Loan Program's excess funds to the U.S Department of Education during FY 2022.
- Other liabilities mostly consist of the University's obligation related to the acquisition of computer software through a multi-year licensing agreement (intangible assets payable). There is no significant change during FY 2022 as compared to FY 2021.



LONG-TERM DEBT (REVENUE BONDS AND CERTIFICATES OF PARTICIPATION) REPRESENTS A SIGNIFICANT PORTION OF THE UNIVERSITY'S LIABILITIES



COMPONENTS OF NET POSITION (Amounts in '000)

	FY 2022	FY 2021	\$ Change	% Change
Net Investments in Capital Assets	\$ 80,450	\$ 79,294	\$ 1,156	1.4%
Restricted Expendable	2,342	2,178	164	7.5%
Unrestricted	42,834	42,867	(33)	0.0%
Total Net Position	\$ 125,626	\$ 124,339	\$ 1,287	1.0%

- Net investments in capital assets consist of capital assets net of accumulated depreciation, reduced by the outstanding debt obligations that are attributable to the acquisition, construction or improvement of those assets (net of the related unspent proceeds of those debt obligations). Balance increased by \$1.2 million (1.4%) primarily due to the costs incurred during FY 2022 in connection with the various deferred maintenance projects and acquisitions of equipment, computer software, and library collections, net of depreciation expense.
- Restricted expendable consists of resources in which the University is legally or contractually obligated to spend in accordance with restrictions imposed by external third parties. This includes the University's share of the Federal Perkins Loan Program fund, and the amount held for debt service (principal and interest) due July 1st. The increase of \$0.2 million (7.5%) is mostly attributable to the higher amount of scheduled debt service payment (principal + interest) related to COP18.
- Unrestricted consists of resources that are not included in the determination of net investment in capital assets or the restricted component of net position. These resources are used for transactions relating to the educational and general operations of the University and may be used at the discretion of the governing board to meet current expenses for any purpose. Balance as of FY 2022 is at the same level as the FY 2021 balance.

Note: Amounts shown above were obtained from the FY 2022 and FY 2021 audited financial statements.

RESULTS OF OPERATIONS, AT A GLANCE

(Amounts in '000)

	FY 2022	FY 2021	\$ Change	% Change
Total Revenues	\$ 127,224	\$ 133,180	\$ (5,956)	-4.5%
Total Expenses	125,937	128,706	(2,769)	-2.1%
Net Income (Loss)	\$ 1,287	\$ 4,474		

- The University has generated positive operating results for both FY 2022 and FY 2021.
- The decreases in revenues and expenses are mostly attributable to the decrease in payments made on behalf of the University by the State of Illinois for retirement and medical insurance benefits (recognized both as revenues and expenditures in the financial statements, in accordance with accounting standards).

Note: Amounts shown above were obtained from the FY 2022 and FY 2021 audited financial statements.

COMPONENTS OF REVENUES

(Amounts in '000)

	FY 2022	FY 2021	\$ Change	% Change
Net Tuition & Fees	\$ 33,151	\$ 33,438	\$ (287)	-0.9%
Grants and Contracts	31,780	27,283	4,497	16.5%
Auxiliary Enterprises	2,481	1,673	808	48.3%
State Appropriation	24,353	23,193	1,160	5.0%
Payments Made on Behalf	31,032	43,606	(12,574)	-28.8%
Investment Income	157	110	47	42.7%
Capital Appropriations and Grants Provided by the State of Illinois	2,429	2,567	(138)	-5.4%
Other Revenues	1,841	1,310	531	40.5%
Total Revenues	\$ 127,224	\$ 133,180	\$ (5,956)	-4.5%

Note: Amounts shown above were obtained from the FY 2022 and FY 2021 audited financial statements.

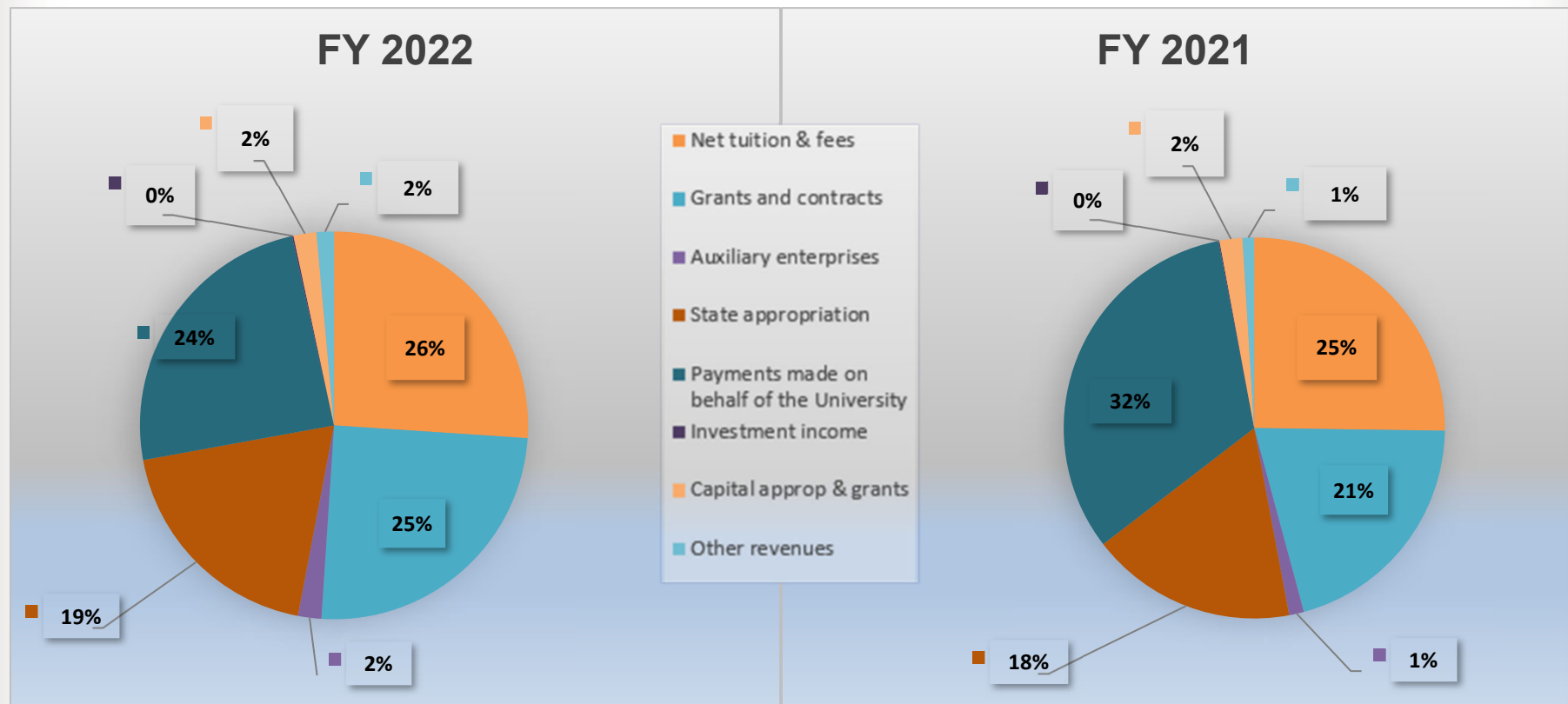
ANALYSIS OF CHANGES IN REVENUES

FY 2022 versus FY 2021

- Net tuition and fees decreased by \$0.3 million (0.9%) due to a 7% decrease in credit hours (from 100,393 in AY 2020-2021 to 92,888 in AY 2021-2022), partially offset by the increase in doctoral and graduate enrollment and the normalized tuition rate charged to out-of-state students. Out-of-state students (including international students), who are normally charged higher tuition rate than in-state students, were charged in-state tuition rate during the AY 2020-2021 since the majority of on-campus courses were provided remotely due to the COVID-19 pandemic; charging the normal out-of-state tuition rate to out-of-state students resumed in Fall of 2021 (AY 2021-2022).
- Grants and contracts increased by \$4.5 million (16.5%) mostly due to the new Federal grants awarded to the University during FY 2022, and the increase in the COVID-19 relief grant funding received from the Federal Government.
- Auxiliary enterprises mostly consist of revenues from housing, parking, bookstore, food service, and center for performing arts operations. Amount increased by \$0.8 million (48.3%) as the University operations have normalized during FY 2022, compared to the economic challenges in FY 2021 caused by the COVID-19 pandemic.
- State appropriation received by the University from the State of Illinois during FY 2022 has increased by \$1.2 million (5.0%) from the appropriation received in FY 2021.
- Payments made on behalf represents the University's proportionate share of State funded retirement and medical insurance (health, life, and dental) benefits. Related expense (the same amount) is also recognized as part of the University's total expenses, in accordance with accounting standards. These amounts are provided by the State of Illinois every year. Amount decreased by \$12.6 million (28.8%) primarily due to the decrease in the University's proportionate share of State funded retirement and medical insurance benefits during FY 2022.
- There is no significant change in Investment income amount during FY 2022 as compared to FY 2021. The University has changed its investment strategy during FY 2023, which will result in higher investment earnings moving forward.
- Capital appropriations and grants provided by State of Illinois pertain to the various construction projects (main building roofing, campus roadway and sidewalk improvements, piping, and arts in architecture projects) funded by the Illinois Capital Development Board (CDB). The \$0.1 million (5.4%) decrease was primarily due to the timing of constructions costs incurred by CDB.
- Other revenues mostly consist of revenues related to the foster pride online programs, tower ground lease, broadband lease of excess channels, and Family Development Center (FDC) childcare fees. Amount increased by \$0.5 million (40.5%) as the University operations have normalized during FY 2022, compared to the economic challenges in FY 2021 caused by the COVID-19 pandemic.



TUITION & FEES, GRANTS & CONTRACTS, AND APPROPRIATIONS FROM THE STATE (INCLUDING PAYMENTS ON-BEHALF) REPRESENT A SIGNIFICANT PORTION OF THE UNIVERSITY'S REVENUES



COMPONENTS OF EXPENSES

(Amounts in '000)

	FY 2022	FY 2021	\$ Change	% Change
Salaries	\$ 56,553	\$ 53,113	\$ 3,440	6.5%
Benefits	32,021	45,342	(13,321)	-29.4%
Total Salaries and Benefits	88,574	98,455	(9,881)	-10.0%
Student Aid	10,996	8,636	2,360	27.3%
Capital Expenditures	2,633	2,142	491	22.9%
Services, Supplies and Others	17,381	13,061	4,320	33.1%
Depreciation	4,992	4,702	290	6.2%
Interest Expense	1,361	1,710	(349)	-20.4%
Total Expenses	\$ 125,937	\$ 128,706	\$ (2,769)	-2.1%

Note: Amounts shown above were obtained from the FY 2022 and FY 2021 audited financial statements.

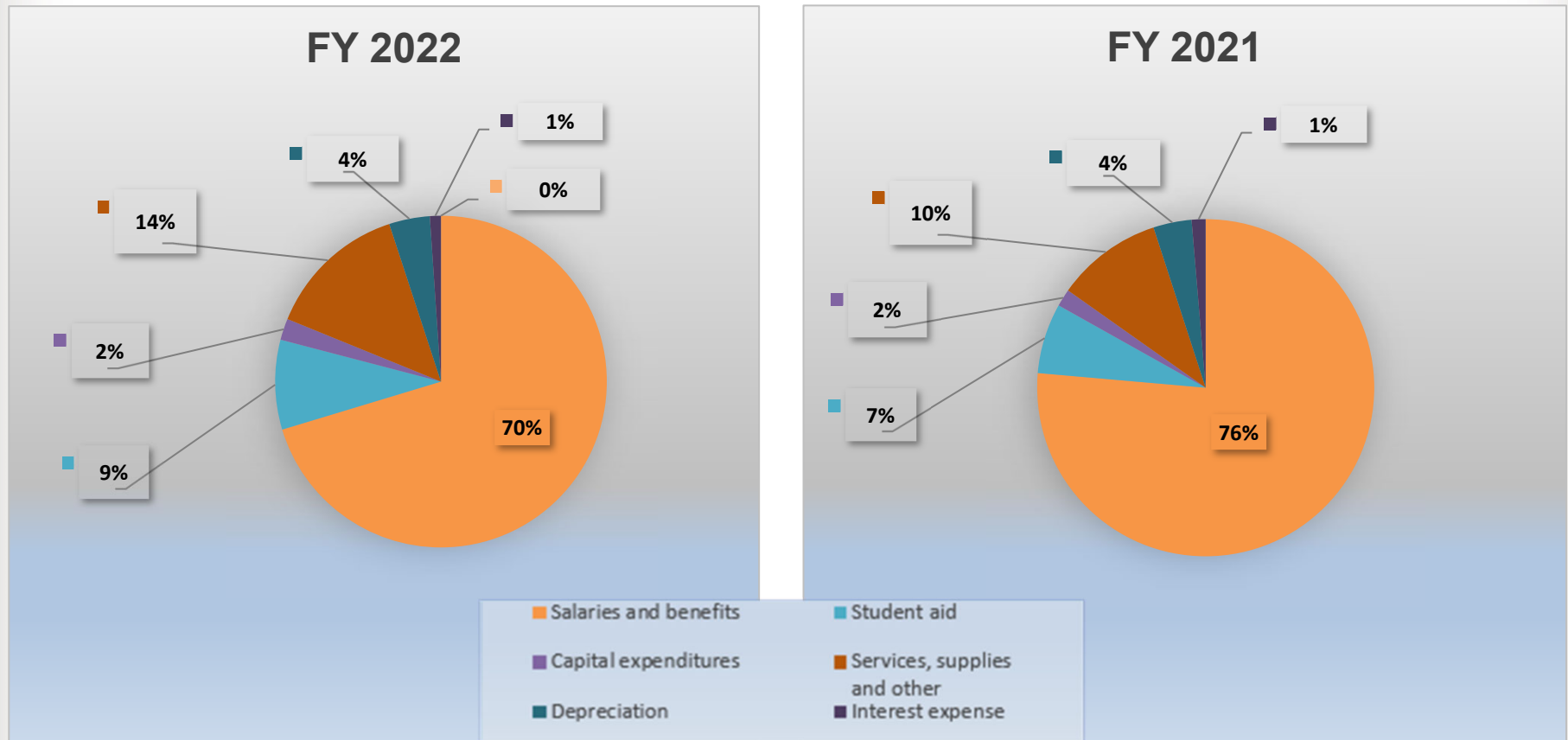
ANALYSIS OF CHANGES IN EXPENSES

FY 2022 versus FY 2021

- Salaries and benefits, representing the University's largest operating expense, decreased by \$9.9 million (10.0%) mostly due to the net decrease in expenses recognized for the University's proportionate share of State funded health care, retirement, and other postemployment benefits, partially offset by the 3.0% across the board salary increase during Fiscal Year 2022.
- Student aid increased by \$2.4 million (27.3%) mostly due to the increase in the Federal and State nonoperating grants attributable to the various COVID-19 relief grant funding received from the Federal Government.
- Capital expenditures increased by \$0.5 million (22.9%) as the University continues with its deferred maintenance project initiatives that were delayed during the budget impasse and COVID-19 pandemic.
- Services, supplies and others include contractual, commodities, travel, telecoms, and all other expenditures other than salaries and benefits, student aid, and capital expenditures. Amount increased by \$4.3 million (33.1%) primarily as a result of normalized operations during FY 2022, coming from the COVID-19 pandemic situation in prior year where reduction of activities occurred.
- Depreciation represents the reduction in the value of a capitalized asset with the passage of time. Amount increased by \$0.3 million (6.2%) as certain deferred maintenance projects are completed and depreciated during the FY 2022.
- Interest expense mostly consist of interest from long-term debt. Amount decreased by \$0.3 million (20.4%) as principal payments were made against the outstanding balance of existing debts. In addition, the University has issued refunding debts in September 2021, which resulted in a lower all-in true interest cost to the University.



SALARIES AND BENEFITS REPRESENT A SIGNIFICANT PORTION OF THE UNIVERSITY'S EXPENSES



AUDIT REPORT FINDINGS - FINANCIAL AUDIT

Finding Number	Finding Title	Finding Description	Corrective Action	Status of Corrective Action
2022-001	<p>Inadequate Internal Controls Over Census Data <i>(Repeat)</i></p> <p><i>(Note: This finding was issued to all the 9 IL public universities)</i></p>	<p>No initial reconciliation performed on employee census data with SURS.</p> <p>No process developed to annually obtain census data changes from SURS and reconcile against University records.</p> <p>25 employees with census data changes not timely reported to SURS (reported in a fiscal year different from the fiscal year the census data changes occurred).</p>	<p>A reconciliation process has already been established and completed beginning with the FY 2021 census data (impacting FY 2023 financials).</p> <p>Procedures have been established to ensure census data events are reported to SURS timely, except for the adjunct faculty members. The University is still working on overhauling the adjunct process that will address timely reporting of census data events to SURS.</p>	Partially Implemented.



AUDIT REPORT FINDINGS - FEDERAL COMPLIANCE

Finding Number	Finding Title	Finding Description	Corrective Action	Status of Corrective Action
2022-002	Enrollment Reporting (Repeat)	Enrollment status changes for 5 students (out of 40 students tested), who were administratively withdrawn after the end of the semester, were not reported timely to the U.S. Department of Education's National Student Loan Data System (NSLDS).	Additional measure added to the enrollment reporting process - the University now reports withdrawn status directly to the National Student Clearinghouse (NSC) for individual students who are administratively withdrawn after the end of the semester, and subsequently to NSLDS as they are processed.	Implemented.
2022-003	Federal Perkins Loan Cohort Default Rate Too High (Repeat)	The Federal Perkins Loan Cohort Default Rate for the past three years (Fiscal Years 2020, 2021, and 2022, for borrowers who entered repayment during Fiscal Years 2019, 2020, and 2021, respectively) is 19.38% which exceeded the 15% threshold.	<p>The University's cohort default rate during the Fiscal Year 2022 (for borrowers who entered repayment during Fiscal Year 2021) was at 11.11%, meeting the 15% threshold.</p> <p>However, since the number of University borrowers who entered repayment during Fiscal Year 2021 were fewer than 30, the current cohort default rate calculation also included the University borrowers who entered into repayment and defaulted for the past three years, in accordance with federal regulations.</p> <p>The University will continue to closely monitor and communicate with students entering on default on a month-to-month basis, in addition to sending defaulted student loans to the Illinois State Comptroller's Offset system.</p> <p>OAG considers this finding as Level 3 (low level), which means no internal control deficiencies as the University has done all the federally required due diligence procedures.</p>	<p>Implemented.</p> <p>The University has made significant improvement in its Perkins cohort default rate; from 38.96% in FY19 and 22.67% in FY20, to 16.67% in FY21 and 11.11% in FY22.</p>



AUDIT REPORT FINDINGS - STATE COMPLIANCE

Finding Number	Finding Title	Finding Description	Corrective Action	Status of Corrective Action
2022-004	Time Sheets Not Properly Maintained (Repeat) (Note: This finding was issued to 6 of the IL public universities)	The University is not maintaining time sheets for its faculty members and advisors in compliance with the State Officials and Employees Ethics Act (Act).	The University is currently developing a policy, revising its procedures, and reviewing existing time reporting requirements for faculty employees and advisors in connection with its implementation of an electronic timekeeping system.	In-progress.



AUDIT REPORT FINDINGS - STATE COMPLIANCE (I.T.)

Finding Number	Finding Title	Finding Description	Corrective Action	Status of Corrective Action
2022-005	Weaknesses in Cybersecurity Programs and Practices (<i>Repeat</i>) (Note: This finding was issued to all the 9 IL public universities)	University has not fully implemented adequate internal controls related to cybersecurity programs and practices.	Currently selecting a risk management methodology to adopt and implement; Data Classification policy has been approved, adopted, and publicly posted with all other University policies; Data inventory and classification efforts are planned; Information Security policy has been approved, adopted, and publicly posted with all other University policies; new policies and changes to existing policies will be communicated as appropriate in future ITS communications; establishment of the project management framework is planned; an RFP process has begun for security event monitoring services, and appropriate policies, standards, and processes will follow; appropriate training is planned to be established for contractors.	Partially implemented. Three remediations were completed. One remediation is 50%-74% complete; another one is 25%-49% complete; and several others are under 25% complete.
2022-006	Computer Security Weaknesses (<i>Repeat</i>) (Note: This finding was issued to 6 of the IL public universities)	Listing of computers not complete and accurate; formal guidelines for configuration of virus detection software were not established.	The University is in the process of building its own inventory of all computing devices, independent of inventories maintained by the property control and procurement offices. In addition, antivirus configurations will be documented and will be used as the basis for future configurations.	In-Progress. One remediation is 75%-99% complete, and the other one is 50%-74% complete.
2022-007	Lack of Complete Review of Internal Controls of Service Providers (<i>Repeat</i>) (Note: This finding was issued to 8 of the IL public universities)	University did not obtain or conduct timely and adequate independent internal controls reviews over its service providers.	A process has been built in which all application administrators are provided with a listing of Complementary User Entity Controls (CUECs), along with guidance for compliance. In addition, a Risk and Compliance Analyst position has been created and filled in the IT department, which has helped to expedite the review process and catch up on a backlog of service provider reviews.	In-Progress. Two remediations are 75%-99% complete.
2022-008	Remote Access to University Information Systems (<i>Repeat</i>) (Note: This finding was issued to 2 of the IL public universities)	University has not developed and documented adequate policies and procedures governing remote access to the University's information systems.	As part of the recently adopted information security program, formal policies and processes regarding the assignment, revocation, and monitoring of remote access privileges will be implemented.	In-Progress. Two remediations are 50%-74% complete, and the other two remediations are under 25% complete.
2022-009	Weaknesses With Payment Card Industry Data Security Standards (<i>Repeat</i>) (Note: This finding was issued to 3 of the IL public universities)	University has not completed all requirements to demonstrate full compliance with the Payment Card Industry Data Security Standards (PCI DSS).	A comprehensive policy has been drafted and is currently being reviewed internally, which establishes formal controls to reduce the scope of payment card environments and more quickly reach full compliance with PCI DSS for each University merchant. Some of the University's less complex merchants have been brought into compliance with PCI DSS, and efforts are underway with others.	Partially Implemented. One remediation was completed. One other remediation is 75%-99% complete, and the other one is 50%-74% complete.



Questions and Answers



GSU Operating Budget to Actual

FY2023

Our strategic enrollment management planning examines the broad market trends across higher education and analyzes how these trends are affecting Governors State University. We continue to experience enrollment progress despite the market pressures; however, net tuition revenues achieved 96.5% of our FY2023 Tuition revenue goal resulting in a revenue shortfall of \$1.2 million compared to budget. GSU plans to use more conservative revenue forecasting in the future until the enrollment targets are fully met. FY2023 expenditures are primarily on target with the original expense budget with a slight overage due to inflation on contractual obligations and fringe benefits tied to salaries.

We anticipate an overall budget shortfall for FY2023 in the amount of \$1,736,373 to be covered by historical operating surplus.

Appropriation monies from the Illinois Office of the Comptroller are fully vouchered and received timely.

**Governors State University
Budget to Actual by Major Category
As of June 30, 2023 (Unaudited)**

Category Name	FY2022 Actual	FY2023 Operating Budget	FY2023 Actuals (Unaudited)*	Projected Ending Balances (Budget-Actual)
Revenues:				
Income Fund	\$33,697,081	\$34,146,700	\$32,932,019	(\$1,214,681)
Appropriation	24,353,300	24,353,300	24,353,300	0
Total Revenues	\$58,050,381	\$58,500,000	\$57,285,319	(\$1,214,681)
Expenses:				
Personnel Services	\$47,317,031	\$48,399,209	\$48,342,465	\$56,744
Fringe Benefits	1,496,299	1,449,578	1,622,828	(173,250)
Contractual	6,979,833	7,007,732	7,402,655	(394,923)
Commodities	598,736	718,875	700,772	18,103
Permanent Improvement	19,131	0	43,413	(43,413)
Travel	150,054	377,931	272,639	105,292
Equipment	367,519	315,105	296,546	18,559
Telecom	123,454	194,195	230,716	(36,521)
Auto Operations	33,313	37,375	60,789	(23,414)
Awards	0	0	48,871	(48,871)
Reserve**	0	0	0	0
Total Expenses:	\$57,085,370	\$58,500,000	\$59,021,694	(\$521,694)
Surplus (Deficit)	\$965,011	\$0	(\$1,736,375)	(\$1,736,375)

Notes: ** Historical Years Surplus adequate funds to support BOT Reserve requirement for FY2023.

Resource/Contact: Sandra Zurawski, Executive Director, Budget & Financial Planning;
szurawski@govst.edu; 708.534.4981

Quarterly Report of Income Producing Contracts of \$100,000 or More
For the Period Ended September 30, 2023 (Q1FY24)
(With Comparative Information For the Period Ended September 30, 2022 - Q1FY23)

Federal Grants:

Provider Name	Type of Contract	Income 9.30.23	Income 9.30.22	Principal Investigator (PI)/ College/Department	Award Period and Award Amount
National Science Foundation (NSF)	NSF Engines Development Award - Advancing Smart Logistics	\$248,851	\$ -	Reggie Greenwood College of Business	Period: 5/15/23 to 4/30/25 Amount: \$1,000,000
U.S. Department of Health & Human Services	Mental and Behavioral Health Education and Training Grants	\$13,779	\$ -	Cheryl Mejta CHHS/Addiction Studies and Behavioral Health	Period: 9/1/21 to 8/31/25 Amount: \$1,424,720
U.S Department of Education	TRIO Educational Opportunities Centers Project	\$1,426	\$ -	Mushtaq Choudhary Dean of Students	Period: 10/1/21 to 9/30/26 Amount: \$1,160,250

State Grants:

Provider Name	Type of Contract	Income 9.30.23	Income 9.30.22	Principal Investigator (PI)/ College/Department	Award Period and Award Amount
IL Department of Human Services	Certified Recovery Support Specialist Success Grant Program	\$57,349	\$ -	Cheryl Mejta CHHS/Addiction Studies and Behavioral Health	Period: 7/1/22 to 6/30/24 Amount: \$1,528,132

Others:

Provider Name	Type of Contract	Income 9.30.23	Income 9.30.22
Various Clients - Extended Learning	Training programs for professional development/ continuing professional education to individuals, school districts, and employees of certain private organizations	\$64,080	\$202,425
Clearwire Spectrum Holdings	Broadband Lease of Excess Channels	\$80,448	\$53,632

Note: The above agreements generate income to the University throughout the fiscal year.

Resource/Contact: Corey S. Bradford, PhD, Vice President for Administration and Finance; cbradford2@govst.edu; 708.235.7421.

INFORMATION ITEM

Procurement Activities of \$100,000 to \$249,999 for the Period of July 1, 2023 through September 30, 2023

<u>Vendor Name</u>	<u>Type of Contract</u>	<u>Total Cost</u>
Midwest Transit	Emergency Purchase-Van for Athletics	\$127,198.00
Midwest Transit	Emergency Purchase-Van for Athletics	\$113,198.00
Double G Excavating	Bid- Renovation of the West Lot	\$138,952.00

Resource/Contact: Lannie Brown-Simon, Interim Assistant Vice President for Procurement and Business Services; obrown-simon@govst.edu; 708.235.7426

October 23, 2023

Re: Governors State University Board of Trustees Human Resources Updates

Recruitment and Retention

Key Positions (Hires, Searches, Promotions)

Position	Employee	Start Date
Director, University Events	Therese Lathus	August 16, 2023
Dean, College of Business	Sonia Dalmia	September 11, 2023
Assistant Vice President and Chief Procurement Officer	**Lannie Brown-Simon	Interim position through December, 2024.

***Internal candidate was hired*

Turnover Rates

GSU had a 4.5% turnover rate in the first quarter of FY24. For comparison, GSU had annual turnover rate in FY23 just above 10%. This can be attributed to stay interviews, new employee check-in, professional development opportunities, and constant communication with departments and our Director of Employee and Labor Relations.

Time to Fill Rates

Human Resources continues to focus on filling vacancies within our departments. Our time to fill metrics (days from job posting to applicant accepting positing) dropped to 55 days in FY24/Q1, down from 201 days in FY21.

Employee Wellness Initiatives

- The Benefits and Employee Engagement team held the annual employee appreciation picnic on September 23, 2023. GSU saw excellent participation throughout the day.
- *Send Silence Packing* was on campus on October 3, 2023, continuing to advocate to end the silence surrounding mental illness and suicide. Each year *Send Silence Packing* visits 60-80 schools and communities catalyzing conversations that contribute to a community's overall positive climate for mental health.

Performance Management Initiatives

- A new digital performance management tool was rolled out October 1, 2023 to document employee performance. NEOED's performance management software automates annual, probationary, and allows for 360 feedback on employee evaluations.
- Performance management evaluations are due October 31, 2023.

Joshua Allen, SHRM-SCP
Vice President of Human Resources

**University Contributions to University-Related Organization
 For the Period Ended September 30, 2023
 (With Comparative Information For the Period Ended September 30, 2022)**

Governors State University (“*University*”) recognizes the Governors State University Foundation (“*Foundation*”) as a University-Related Organization.

The Foundation has an ongoing contract with the University, which includes provisions requiring the Foundation to comply with Section VI of the “University Guidelines 1982 (as amended 2023)” as adopted by the State of Illinois Legislative Audit Commission. The contract requires the University to provide the Foundation with personnel and operational services at no cost. The estimated value of these services, which includes all direct payroll expenses and fringe benefits, for the comparative period ended September 30, 2023 and 2022 is as follows:

September 30, 2023 (Unaudited)	September 30, 2022 (Unaudited)
\$ 86,689	\$ 106,430

**Contributions to the University of \$25K or more
 For the Period Ended September 30, 2023
 (With Comparative Information For the Period Ended September 30, 2022)**

The Foundation provided the University with the following support for the comparative period ended September 30, 2023 and 2022:

	September 30, 2023 (Unaudited)	September 30, 2022 (Unaudited)
Support given to University departments	\$ 139,439	\$ 282,394
Support given for scholarships	243,844	174,932
Total	\$ 383,283	\$ 457,326

Resource/Contact: William A. Davis, Vice President for External Affairs , Chief Executive Officer, GSU Foundation, wdavis3@govst.edu, 708.235.7494; Villalyn Baluga, Associate Vice President for Finance, vbaluga@govst.edu, 708.534.4039.



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September 14, 2023

Sent via electronic communication

Robert Stanley, Ed.D.
Executive Director for Institutional Research and Effectiveness
Governors State University
1 University Parkway G337
University Park IL 60484

Email: rstanley@govst.edu

Dear Dr. Stanley,

Thank you for your communications, both dated July 26, 2023, regarding the proposed creation of two new units – the College of Graduate Studies and the Honors College. Illinois Board of Higher Education (IBHE) staff have received and reviewed the information and follow-up correspondence.

After consideration, it was determined that the Honors College is a reorganization of current administration units, from the Honors Program, and it is not increasing in subunits. Therefore, under Rule #9 – *Reorganization, restructuring, consolidation, elimination and other changes of existing administrative (including departments), research, or public service units that does not result in an increase of subunits*, from the Definitions for Approval of New Programs and Reasonable and Moderate Extension (RME) Request by Public Universities, IBHE Academic Affairs staff determined this is approved via a submission on the Annual Listing of Changes. Please include this note in the next Annual Listing submission.

The creation of the Graduate College is also found to be approved under the same rule, Rule #9 - *Reorganization, restructuring, consolidation, elimination and other changes of existing administrative (including departments), research, or public service units that does not result in an increase of subunits*, from the Definitions for Approval of New Programs and Reasonable and Moderate Extension (RME) Request by Public Universities. The information demonstrated units were reorganized under the College heading, however, it was determined that these efforts were from other parts of campus units. IBHE Academic Affairs staff determined this is approved via submission on the Annual Listing of Changes.

If you have questions, please contact me at gebke@ibhe.org.

Sincerely,

Jill Gebke
Assistant Director Academic Affairs

Tab 4

EXECUTIVE SUMMARY***Regarding*****Resolution 24-04: Tenure for Dr. Shonda Lawrence and Dr. Rupa Potti**

I. ACTION ITEM: To approve the award of tenure upon hire to Dr. Shonda Lawrence as an Associate Professor of Social Work within the College of Health and Human Services, and to Dr. Rupa Potti, Associate Professor of Nursing within the College of Health and Human Services.

II. BACKGROUND: Pursuant to Board Regulation Section II(A)(3)(b)(i), the award of tenure must be approved by the Board of Trustees. Pursuant to the operative collective bargaining agreement by and between the University and the faculty union, University Professionals of Illinois (“UPI”), “[t]enure is a status awarded by the Board upon the positive recommendation of the University President following an extensive evaluation process.” Collective Bargaining Agreement, § 20.1.

Dr. Shonda Lawrence was hired as, and currently serves as, an Associate Professor of Social Work in the College of Health and Human Services. Dr. Lawrence comes to GSU from a position as Ph.D. Program Director and Associate Professor (Tenured) at Clark Atlanta University, Whitney M. Young, Jr., School of Social Work. She holds a Bachelor of Science in Law Enforcement Administration from Western Illinois University; a Master of Science in Corrections/Criminal Justice from Chicago State University; a Master of Social Work from the University of Illinois at Chicago, Jane Addams College of Social Work; and a Doctor of Philosophy in Social Work from the University of Illinois at Chicago, Jane Addams College of Social Work (a terminal degree in the discipline). She meets the criteria for education and prior experience to qualify for tenure on hire under Section 20.7 of the operative collective bargaining agreement.

Dr. Rupa Potti was hired as, and currently serves as, an Associate Professor of Nursing in the College of Health and Human Services. Dr. Potti comes to GSU from a position as a tenured Associate Professor and Interim Chair at Chicago State University, a Bachelor’s degree granting institution accredited by the Higher Learning Commission. She holds a Master of Business Management with a focus on Healthcare Management from ISBM, India; a Master of Nursing as a Clinical Nurse Specialist from Governors State University; and a Doctor of Nursing Practice with a focus on Healthcare Leadership (a terminal degree in the discipline) from Chamberlain University. She meets the criteria for education and prior experience to qualify for tenure upon hire under Section 20.7 of the operative collective bargaining agreement.

Section 20.7 of the operative collective bargaining states:

TENURE UPON HIRE: If in the opinion of the Provost, a candidate for a Unit A Faculty position who is tenured at an accredited, Bachelor’s degree granting institution meets the tenure requirements as set forth in the relevant Division Criteria, the Provost may recommend to the President that the candidate be offered tenure upon initial hire and may

also recommend whether the candidate be hired as an Associate or Full Professor. The Provost shall set forth the reasons for his/her recommendation in writing. The President, upon consideration of the recommendation of the Provost, shall submit her/his recommendation in writing to the Board for consideration.

As set forth in the accompanying proposed Resolution, Dr. Lawrence and Dr. Potti are both eligible for tenure within the College of Health and Human Services pursuant to Section 20.7, and are recommended for tenure by President Green. Their full curricula vitae accompany the proposed Resolution.

III. PROPOSED RESOLUTION: Please see proposed Resolution submitted herewith.

IV. RESOURCE/CONTACT: Provost Beverly Schneller, PhD; bschneller@govst.edu; 708.534.7295.

Resolution No. 24-04

Approval of Tenure for Dr. Shonda Lawrence, Associate Professor of Social Work in the College of Health and Human Services, and Dr. Rupa Potti, Associate Professor of Nursing in the College of Health and Human Services

WHEREAS, The Board of Trustees of Governors State University (the “Board” and “University,” respectively) was created on January 1, 1996, by Public Act 89-4 to operate, manage, control, and maintain Governors State University in accordance with the rights, powers, and duties vested by law in the Board;

WHEREAS, The Board is comprised of eight members, seven of whom are appointed by the Governor of Illinois with the advice and consent of the Senate, and one whom is a Governors State University student selected by student peers;

WHEREAS, The Board is empowered to operate, manage, control, and maintain the University and prescribe the courses of study to be followed pursuant to Sections 15-10 and 15-45 of the Illinois Governors State University Law, 110 ILCS 670/15-1 *et seq.*;

WHEREAS, Pursuant to Board Regulation II(A)(3)(b)(i), Board approval is required for the award of tenure;

WHEREAS, Dr. Shonda Lawrence, and Dr. Rupa Potti is being evaluated for the consideration of tenure based on Section 20.7 of the GSU-UPI Agreement, which states:

20.7 TENURE UPON HIRE: If in the opinion of the Provost, a candidate for a Unit A Faculty position who is tenured at an accredited, Bachelor’s degree granting institution meets the tenure requirements as set forth in the relevant Division Criteria, the Provost may recommend to the President that the candidate be offered tenure upon initial hire and may also recommend whether the candidate be hired as an Associate or Full Professor. The Provost shall set forth the reasons for his/her recommendation in writing. The President, upon consideration of the recommendation of the

Provost, shall submit her/his recommendation in writing to the Board for consideration.

WHEREAS, Dr. Shonda Lawrence was evaluated using the Social Work Department Criteria and found to be highly effective in teaching, highly significant in research, and effective in service;

WHEREAS, The Department Chair of Social work and the Dean of the College of Health and Human Services have recommended the award of tenure at hire to Dr. Lawrence;

WHEREAS, Dr. Rupa Potti was evaluated using the Nursing Department Criteria and found to be highly effective in teaching, highly significant in research, and effective in service;

WHEREAS, The Department Chair of Nursing and the Dean of the College of Health and Human Services have recommended the award of tenure at hire to Dr. Potti; and

WHEREAS, The President, upon advice of the Provost and an independent review of Dr. Lawrence's qualifications and Dr. Potti's qualifications, does hereby recommend that the Board award both Dr. Lawrence and Dr. Potti tenure upon hire.

Now, therefore, it is:

Resolved that the Board approves and recognizes Dr. Shonda Lawrence's expertise and grants her all rights and privileges as an associate professor with tenure upon hire with Governors State University within the Department of Social Work and the College of Health and Human Services.

Resolved that the Board approves and recognizes Dr. Rupa Potti's expertise and grants her all rights and privileges as an associate professor with tenure upon hire with Governors State University within the Department of nursing and the College of health and Human Services.

Approved October 23, 2023

**Kevin Brookins, Chair Pro-tem
Board of Trustees**

**James Kvedaras, Secretary
Board of Trustees**

Curriculum Vitae

Shonda K. Lawrence, Ph.D., LMSW, MS
1227 Arquilla Lane, Flossmoor, IL 60422
601-717-3678 | shondalawrence@gmail.com

EDUCATION

Doctor of Philosophy in Social Work, the University of Illinois at Chicago, Jane Addams College of Social Work, August 2002

Master of Social Work, the University of Illinois at Chicago, Jane Addams College of Social Work, May 1996

Master of Science in Corrections/Criminal Justice, Chicago State University, May 1988

Bachelor of Science in Law Enforcement Administration, Western Illinois University, December 1984

LICENSURES AND CERTIFICATIONS

Licensed Master Social Worker #MSW008073, Georgia Secretary of State, Professional Licensing Division, (October 10, 2017 - present).

Licensed Master Social Worker #M9066, Mississippi State Board of Examiners, (May 12, 2017 - April 30, 2020).

Licensed Master Social Worker #4295G, Alabama Board of Social Work Examiners, (September 7, 2017 - September 30, 2020).

Adolescent SBIRT Certification, University of Chicago, NORC, (June 26, 2016 - Present).

Certified Online Instructor, Clark Atlanta University, tTEC Online Teaching Certification (March 18, 2019 - Present).

Certified Online Instructor, Jacksonville State University, (May 5, 2017 – August 2018).

JSUOnline Certified Online Instructor, Jackson State University, (November 2012- August 2016).

PROFESSIONAL EXPERIENCE

1/03/2023 to present **Associate Professor**, Governors State University,
University Park, Illinois 60484

The main responsibilities of this position are duties related to teaching, research, and university service.

8/1/2020 to 12/31/2022 **Ph.D. Program Director**, Associate Professor
(Tenured), Clark Atlanta University, Whitney M. Young, Jr., School of Social Work

The responsibilities of the director encompass all duties related to the administrative oversight of the Doctor of Philosophy of Social Work program. These duties include, but are not limited to, curriculum revision, hiring, supervision of personnel, faculty evaluations, fundraising, advising, research, service, and teaching.

8/1/2020 to 12/31/2022 **Center for Social Reform, Equity, and
Innovation Director**, Clark Atlanta University, Whitney M. Young, Jr., School of
Social Work

The responsibilities of the director encompass all duties related to the administrative oversight of the Center. Duties include the development and review of proposed programs, identification of research focus, funding strategies and opportunities, evaluation of strategic plans, and recommendation of cross-disciplinary and trans-institutional collaboration between scholars, practitioners, change agents, and the community.

8/6/2018 to 7/31/2020 **BSW Program Director**, Associate Professor,
Clark Atlanta University, Whitney M. Young, Jr., School of Social Work

The responsibilities of the director encompass all duties related to the administrative oversight of the Bachelor of Social Work program. These duties include, but are not limited to, revision of the undergraduate program curriculum, hiring, supervision of personnel, faculty evaluations, fundraising, serving as faculty advisor for the student association, advising, research, service, and teaching.

8/2016 to 8/1/2018 **MSW Program Coordinator**, Associate Professor,
Jacksonville State University, Department of Sociology and Social Work

The responsibilities of the Coordinator encompass all duties related to the administrative oversight of the Master of Social Work program. The main responsibilities of this position are duties related to teaching, research, and university service.

8/2015 – 8/2016 **Graduate Programs Chair**, Associate Professor
Jackson State University, School of Social Work, MSW and Ph.D. Programs

The responsibilities of the Chair encompass all duties related to the administrative oversight of the Master of Social Work and Doctor of Philosophy programs. These duties include, but are not limited to, revision of graduate program curriculums, hiring, supervision of personnel, faculty evaluations, fundraising, advising, research, service, and teaching.

8/1/2014- 7/2015 **BSW Program Chair, Associate Professor**
7/2013 – 8/1/2014 **Interim BSW Program Director**, Assistant Professor
Jackson State University, School of Social Work, BSW Program

The responsibilities of the Chair/Director encompass all duties related to the administrative oversight of the Bachelor of Social Work program. These duties include, but are not limited to, revision of the undergraduate program curriculum, hiring, supervision of personnel, faculty evaluations, fundraising, serving as faculty advisor for student association, advising, research, service, and teaching.

8/2013 – 2016 **Institute Associate**, Jackson State University,
Institute of Government

Provide expertise for projects, meetings, research, etc. through contractual work with persons and entities outside the University community identified as partnering with the Institute of Government for a needed service.

8/2012 – 6/2013 **Assistant Professor**, Jackson State University,
School of Social Work, MSW Program

The main responsibilities of this position are duties related to teaching, research, and university service.

1/2009-4/2010 **Executive Assistant to the President**, Chicago
State University, Office of the President

Provided executive-level support to the University president in articulating and implementing the university's vision and mission, facilitating initiatives, addressing challenges and opportunities, enhancing campus and community relations and fostering organizational development; advised on policy, organizational development, and shared governance; participated in the integrating of budgeting, planning and continuous improvements by connecting budget allocations and reallocations to measurable

outcomes as a member of Chicago State University, Finance Committee; served as fiscal officer on budgets associated with the administration of the President's office, reviewed and approved all contracts, budget change forms, direct payment vouchers, and purchase orders submitted to the President's office for signature; participated in a strategic planning process under the direction of the President and consultant as a member of the Chicago State University, 21st Century Planning Committee; collaborated on the development and implementation of policies/procedures related to university functioning as a member of the President's Executive Council; assessed, evaluated, referred, and resolved all student, staff and faculty issues presented to the Office of the President; used institutional data as the basis for decision making; defined and promoted university/college initiatives through research; Co-Chair of the University-wide Special Events Committee responsible for planning commencement, all student activities related to commencement, and any other special events; participated in curriculum development, oversight of academic programs, and all enrollment, retention and graduation efforts as a member of the Provost Council.

2007- 12/2008

Assistant Professor, Southern Illinois

University Edwardsville, College of Arts and Sciences, Department of Social Work

The main responsibilities of this position were duties related to teaching, research, and university service. Served on the Master of Social Work Committee, College of Arts and Sciences, Department of Social Work, and provided oversight of curriculum development, academic programs, and all enrollment, retention and graduation efforts; served on the College of Arts and Sciences, Department of Social Work, BSW Committee looking at curriculum development and enrollment, retention and graduation rates; served as the Faculty Advisor for the College of Arts and Sciences, Department of Social Work, Phi Alpha Honor Society. The organization promotes academic excellence, and goals and ideals of humanitarianism; served on the Black Heritage Committee. Developed and moderated session recorded as having the largest student participation at an academic session since programming the month-long event was implemented; served as faculty advisor; re-established the National Association of Black Social Work Student Associations on the campus.

2006-2007

Assistant Professor, Jackson State University,

School of Social Work, Ph.D. Program; **2003-2005 Assistant Professor**, Jackson State University, School of Social Work, BSW Program; **Summer, 2004 Acting Director**, Jackson State University, School of Social Work, BSW Program

The responsibilities of the Acting Director included the administrative oversight of the Bachelor of Social Work program. The main responsibilities of the assistant professor position were duties related to teaching, research, and university service. Co-Chaired the School of Social Work Education Policy and Accreditation Standards Committee, Social Work Curriculum Research Content Area; served on the Faculty Policies and Procedures Manual Revision Committee; Developed search committee evaluation tools

for rating faculty candidates; served on the Southern Institute for Mental Health Advocacy, Research, and Training Research Conference Steering Committee; served on the School of Social Work, PhD Admissions Committee; served on the School of Social Work, Library Journal Review Ad Hoc Committee; served on the School of Social Work, BSW Program, Curriculum Committee; served on the School of Social Work, Research Committee; served on the School of Social Work, Technology Committee; served on the School of Social Work, Search Committee (s); served as faculty advisor to the BSW and PhD programs in social work; supervised, monitored and worked with students in planning a trip to Chicago to attend the Council on Social Work Education Annual Program Meeting; doctoral students facilitated a regional conference for doctoral student research presentations; participated in the College of Public Service, School of Social Work Teaching Across School Curriculums Committee which examined, developed and implemented a cross cultural approach to curriculum development; served on the College of Public Service Selection Committee, Rockefeller Brothers Fund Fellowship for Students of Color Entering the Teaching Profession Program; served as the Freshman Class Sponsor for Class of 2005.

Fall 1998 **Visiting Assistant Professor**, Jane Addams College of Social Work, the University of Illinois at Chicago, Chicago, IL

The main responsibilities of this position were duties related to teaching. Taught Introduction to Social Work. Responsible for teaching undergraduate students, advising, grading, and monitoring of student progress.

Nov. 1, 1996-2003 **Project Coordinator**, Jane Addams Center for Social Policy and Research

Coordinated projects, research, seminars, etc. associated with the Center. Processed and monitored all research protocols submitted by faculty and doctoral students to IRB. Supervised graduate research assistants and support staff. Conducted research.

Aug 15 – Oct 30, 1996 **Research Assistant**, the University of Illinois at Chicago, Jane Addams Center for Social Policy and Research.

Coordinated projects, research, seminars, etc. associated with the Center. Provided research support to the Dean of the College.

1995-1997 **Social Worker**, Ingalls Memorial Hospital

Conducted initial patient/family assessment on every inpatient to determine psycho-social needs and discharge plans; provided counseling to patient/family; performed responsibility of discharge planning coordinator; participated in patient/family

education; participated as a member of the interdisciplinary team; assumed the role of case coordinator for inpatients and performed administrative duties and responsibilities.

1995-1996 **Administrative Intern**, Cook County Juvenile Court, Chicago, IL

Formulated and analyzed policies, reorganized support staff department, screened for new personnel, formulated job descriptions and performance appraisals, developed recommendations for organizational design and change, managed personnel, and worked with information systems.

1990-1996 **Probation Officer**, Cook County Juvenile Court, Chicago, IL.

Monitored the progress of court wards under private guardianship and/or minors adjudicated delinquent; developed and implemented permanency and/or treatment plan; connected family and minor with supportive services; filed supplemental petitions for return to parent(s), change of plan, appointment of a new guardian, termination of parental rights; filed petitions of satisfactory and unsatisfactory probation status; and made recommendations to juvenile court judges.

1989 **Case Manager**, Lutheran Child and Family Services, Provided foster care services, home-based services, individual and family counseling, and family life education. Developed and implemented treatment plans and connected family and minor with supportive services.

1989 **Case Manager**, Bobby E. Wright Comprehensive Behavioral Health Center, Chicago, IL.
Provided mental health services to youth under the age of 18. Developed and implemented treatment plans and connected family and minor with supportive services.

1987-1989 **Research/Appropriations Analyst**, Illinois House of Representatives, Springfield, IL.

Analyzed bills introduced by state representatives; maintained close contact with the legislative liaison of assigned agencies; tracked proposed legislation; and made budget recommendations for all Illinois colleges and universities and Illinois Criminal Justice Information Authority.

1987-1988 **Constituent Liaison**, State Representative Mary E. Flowers, 31st District, Chicago, IL.

Supported district office's needs related to legislation, communication, and public relations and attended constituent-related affairs, and meetings for all constituents' benefit and quality of life.

PROFESSIONAL DEVELOPMENT

2021 **Participant**, Howard University, Howard Law Town Hall Meeting, "Attack on the Capital: Where do we go from here?", Virtual.

2020 **Participant**, CAU, Online Course Peer Review

2020 **Participant**, 2020 National Workshop on Data Science Education, UC Berkeley, Virtual.

2020 **Participant**, Justice for All: Pandemic Response to Incarcerated Populations, Community-Campus Partnerships for Health and UNC Center for Health Equity Research, Virtual.

2015 **Participant**, American Council on Education (ACE) Leadership Academy for Department Chairs, La Jolla, CA.

2015 **Participant**, Child Abuse Studies Certified Training

2012-2014 **First Cohort Member**, Health Disparities Research Training Program (Competitive Selection).

2012-2013 **First Cohort Member**, Academy for Research and Scholarly Engagement (Competitive Selection).

2009 **AASCU – Millennium Leadership Initiative Protégé**, Washington, D.C. (Competitive Selection).

RECOGNITION AWARDS/HONORS

2017 **Faculty Spotlight**, Jacksonville State University, Jacksonville, Alabama.

2016 **Appointed** to University's Blue-Ribbon Educational Excellence Committee. Jackson State University

2015 **Appointed** to the Madison Campus Program Committee. Jackson State University.

2013-2014 **Faculty Excellence Award**, Faculty Honoree, Jackson State University, Jackson, Mississippi

2010-2011 **Hall of Fame Inductee**, Hillcrest High School Alumni, Country Club Hills, Illinois

2006 **Faculty Honoree** Higher Education Appreciation Day – Working for Academic Excellence (HEADWAE), Mississippi State Legislature, Jackson, Mississippi

2004-2005 **Social Work Educator of the Year**, Phi Alpha Honor Society, Alpha Kappa Chapter, Jackson, Mississippi

2005 **Alpha Phi Alpha Fraternity Educator Recognition**

Award, Alpha Phi Alpha Fraternity, Eta Eta Chapter, Western Illinois University,

Macomb, Illinois

2004 **Professors at Their Best Recognition**, Jackson State

University, Office of the Provost/Academic Affairs, Jackson, Mississippi

TEACHING

Governors State University, MSW Program, University Park, IL, Practice with Families, Fall 2023

Governors State University, BSW Program, University Park, IL, Human Behavior and the Social Environment I, Fall 2023

Governors State University, MSW Program, University Park, IL, foundation Topic: Licensure Exam, Summer 2023

Governors State University, MSW Program, University Park, IL, Social Work Practice II, Spring 2023

Governors State University, BSW Program, University Park, IL, Interviewing Skills, Spring 2023

Clark Atlanta University, Ph.D. Program, Atlanta, GA, Dissertation Research, Fall 2022

Clark Atlanta University, Ph.D. Program, Atlanta, GA, Seminar I, Fall 2022

Clark Atlanta University, BSW Program, Atlanta, GA, Social Work with Diverse Population, Fall 2022

Clark Atlanta University, Ph.D. Program, Atlanta, GA, Dissertation Research, Spring 2022

Clark Atlanta University, Ph.D. Program, Atlanta, GA, Seminar II, Spring 2022

Clark Atlanta University, Ph.D. Program, Atlanta, GA, Seminar I, Fall 2021

Clark Atlanta University, Ph.D. Program, Atlanta, GA, Dissertation Research, Fall 2021

Clark Atlanta University, Ph.D. Program, Atlanta, GA, Organizational Development, Fall 2021

Clark Atlanta University, BSW Program, Atlanta, GA, Social Work with Diverse Population, Fall 2021

Clark Atlanta University, Ph.D. Program, Atlanta, GA, Planned Change in Complex Organizations, Spring 2021

Clark Atlanta University, BSW Program, Atlanta, GA, Data Science and the African Diaspora, Spring 2021

Clark Atlanta University, Ph.D. Program, Atlanta, GA, Dissertation Research, Spring 2021

Clark Atlanta University, Ph.D. Program, Atlanta, GA, Organizational Development, Fall 2020

Clark Atlanta University, BSW Program, Atlanta, GA, Social Work with Diverse Population, Fall 2020

Clark Atlanta University, Ph.D. Program, Atlanta, GA, Dissertation Research, Fall 2020

Clark Atlanta University, Ph.D. Program, Atlanta, GA, Dissertation Consultation, Fall 2020

Clark Atlanta University, BSW Program, Atlanta, GA, Social Work Theory, Fall 2019

Clark Atlanta University, BSW Program, Atlanta, GA, First-Year Seminar, Fall 2019

Clark Atlanta University, BSW Program, Atlanta, GA, Field Instruction, Spring 2019

Clark Atlanta University, BSW Program, Atlanta, GA, Field Instruction Seminar, Spring 2019

Clark Atlanta University, BSW Program, Atlanta, GA, First-Year Seminar, Spring 2019

Clark Atlanta University, BSW Program, Atlanta, GA, Statistics & Methods of Social Research II: Social Work Research, Fall 2018

Clark Atlanta University, BSW Program, Atlanta, GA, Writing for Social Work, Fall 2018

Jacksonville State University, MSW Program, Anniston, AL, Cultural Competence for Generalist Practice, Fall 2017

Jacksonville State University, MSW Program, Anniston, AL, Generalist Practice with Organizations and Communities, Spring 2018

Jacksonville State University, BSW Program, Anniston, AL, Cultural Diversity & Social Justice, Fall 2016, Spring 2017

Jacksonville State University, BSW Program, Anniston, AL, Social Policy and Services, Spring 2017

Jacksonville State University, BSW Program, Anniston, AL, Social Work Research, Fall 2016, Fall 2017, Spring 2018

Jackson State University, BSW Program, Social Work Field Practicum, Fall 2014

Jackson State University, BSW Program, Independent Study, Spring 2014

Jackson State University, PhD Program, Independent Study, Spring 2014

Jackson State University, BSW Program, Social Work Values and Ethics, Spring 2014

Jackson State University, BSW Program, Professional Development and Licensure Preparation for Social Workers, Fall 2013

Jackson State University, MSW Program, Jackson, Mississippi: Research Methods I, Spring 2013

Jackson State University, BSW Program, Human Behavior I, Fall 2012

Jackson State University, MSW Program, Intervention with Children and Families, Fall 2012

Southern Illinois University Edwardsville, BSW Program, Research Methods, Fall 2008.

Southern Illinois University Edwardsville, MSW Program, Research Methods & Descriptive Statistics, Fall 2008

Southern Illinois University Edwardsville, MSW Program, Fields of Practice: Child & Family Services, Spring 2008

Southern Illinois University Edwardsville, MSW Program, Research Methods, Spring 2008

Southern Illinois University Edwardsville, BSW Program, Diversity and Issues of Social and Economic Justice, Fall 2007, Spring 2008

Southern Illinois University Edwardsville, MSW Program, Advanced Practice with Children and Families, Fall 2007, Fall 2008

Southern Illinois University Edwardsville, MSW Program, Human Behavior in the Social Environment, Fall 2007

Jackson State University, Ph.D. Program, Jackson, Mississippi: Independent Study, 2005-2007

Jackson State University, PhD Program, Jackson, Mississippi: Research Practicum, 2005-2007

Jackson State University, PhD Program, Jackson, Mississippi: Dissertation, 2005-2007

Jackson State University, PhD Program, Jackson, Mississippi: Research Methods I, Fall 2006

Jackson State University, MSW Program, Jackson, Mississippi: Research Methods I, Spring 2007

Jackson State University, MSW Program, Jackson, Mississippi: Social Welfare Policy and Services I, Fall 2005

Jackson State University, BSW Program, Jackson, Mississippi: Social Work Values and Ethics, 2003-2004, 2004-2005, 2005-2006, 2006-2007

Jackson State University, BSW Program, Jackson, Mississippi: Social Welfare Policy I, Spring 2004, Spring 2005, Spring 2006, Spring 2007

Jackson State University, BSW Program, Jackson, Mississippi: Research Methods in Social Work, 2006-2007

Jane Addams College of Social Work, University of Illinois at Chicago, Chicago, Illinois: Introduction to Social Work, 1998

DISSERTATIONS

Clark Atlanta University, Ph.D. Program, Atlanta, Georgia: Dissertation Chair, Sparkles Ransom, 2020 to completion (Graduation May 2023)

Clark Atlanta University, Ph.D. Program, Atlanta, Georgia: Dissertation Chair, Naynette Kennett, 2018 to completion (Graduation December 2020)

Clark Atlanta University, Ph.D. Program, Atlanta, Georgia: Dissertation Chair, Maxine Flood, 2018 to completion (Graduation December 2019)

Clark Atlanta University, Ph.D. Program, Atlanta, Georgia: Dissertation Chair, Camille Cochran, 2020 to 2022

Clark Atlanta University, Ph.D. Program, Atlanta, Georgia: Dissertation Chair, Brittanee Jones, 2020 to 2022

Clark Atlanta University, Ph.D. Program, Atlanta, Georgia: Dissertation Chair, Antoinette Milton-Johnson, 2018 to 2020.

Jackson State University, Ph.D. Program, Jackson, Mississippi: Dissertation Chair, Karen Roberson, 2013 to completion (Graduation Spring 2016).

Jackson State University, Ph.D. Program, Jackson, Mississippi: Dissertation Chair, Turenza Smith, 2013 to completion (Graduation Spring 2016).

Jackson State University, Ph.D. Program, Jackson, Mississippi: Dissertation Chair, Timothy Neyland, 2012 to completion (Graduation Spring 2014).

Jackson State University, Ph.D. Program, Jackson, Mississippi: Dissertation Chair, Cynthia Honore-Collins, 2003 to completion (Graduation Spring 2006).

Jackson State University, Ph.D. Program, Jackson, Mississippi: Dissertation Committee member, Bradley Thomas, 2013 to completion Spring 2017.

Jackson State University, Ph.D. Program, Jackson, Mississippi: Dissertation Committee Member, Cheri Holbrook, 2003 to completion Spring 2005.

Jackson State University, Ph.D. Program, Jackson, Mississippi: Dissertation Committee Member, Andre Lewis, Jackson State University, 2003-2005, ABD.

Jackson State University, Ph.D. Program, Jackson, Mississippi: Dissertation Committee Member, Tanya Edwards, 2013 to 2017.

NON-CREDIT INSTRUCTION

Faculty Mentor, Nathaniel Currie, Assistant Professor, (January 2021 to present). Clark Atlanta University.

Faculty Mentor, Shena Brown, Assistant Professor, (January 2021 to 2023). Clark Atlanta University.

Faculty Mentor, Gerry White, Assistant Professor, (August 2020 to 2023). Clark Atlanta University.

Faculty Mentor, Shadonna Davis, Assistant Professor, (August 2019 to 2023). Clark Atlanta University.

Faculty Mentor, Joi Showell, Assistant Professor (January 2019 – 2023). Clark Atlanta University

Faculty/Student Mentor, Malik Cooper, Graduate/Teaching Assistant, (August 2018 to 2023). Clark Atlanta University.

Faculty Mentor, Jessie Scott, Undergraduate & Graduate Student Research Symposium: Poster Presentation, (March 25-29, 2019). Clark Atlanta University.

Faculty Mentor, Kristie Lipford, Assistant Professor, Rhodes College (August 2014 – Present).

Faculty Mentor, Carlette Lockett, Assistant Professor, Richland College (October 1, 2016 - Present).

Faculty Mentor, Jacqueline Trask, Assistant Professor, Jacksonville State University (October 1, 2016 – August 1, 2018).

Faculty Mentor, Reagan Huff, Student Research Symposium, (February 14-16, 2018). Jacksonville State University.

Faculty Mentor, Sawyer Vernon, Student Research Symposium, (February 14-16, 2018). Jacksonville State University.

Certification, Adolescent SBIRT Training Program, Motivational Interviewing: A Patient Centered Approach, 28 participants. (November 27, 2017) Jacksonville State University.

Certification, Adolescent SBIRT Training Program, 107 participants (March 10, 2017). Jacksonville State University.

Guest Lecture, Tips for Applying to Graduate School, 10 participants (October 2016). Jacksonville State University.

Faculty Advisor, Domestic Awareness Month Forum, the Bachelor of Social Work Student Association (October 2014).

Faculty Advisor, the Blueprint Mississippi Social Business Challenge, JSU Innovate Center (November 12, 2014).

Faculty Mentor, Kristie Squire, NIMH-COR Honors Research Program, BSW Student, Jackson State University, (2004-2005).

Faculty Mentor, Candace Hamilton, Ronald E. McNair Honors Research Program, BSW Student, Jackson State University (2004-2005).

Research Supervisor, Brenda Thomas, Praxis Summer Internship Funding Program, Undergraduate Student, Smith College Northampton, MA at Jackson State University (2004).

PROGRAM/CURRICULUM DEVELOPMENT (Examples)

2020-2021 Clark Atlanta University (Ph.D. Program)

- Curriculum review/mapping
- Course description revision
- Student handbook revision
- Creation of dissertation packet to include required forms, dissertation process, student and faculty expectations, and dissertation logistics.
- Creation of dissertation progress report guidelines
- Revision to approval form for transfer credits
- Curriculum revisions submitted to curriculum committees for approval and implementation for fall 2021.
- Revision of Comprehensive Examination policy and process
- Creation of scholarship page on CANVAS for Ph.D. social work students

2018-2020 Clark Atlanta University (BSW Program)

- Trained BSW faculty on curriculum review/mapping.
- Developed and implemented 15-Step Process for BSW Program Curriculum Mapping to include textbook review, syllabus revision, course description reviews and alignment with student learning outcomes and textbook.
- Presided over BSW Program Meetings every Monday September 2018 to April 2019 to address curriculum issues to include inputting all course assignments in the curriculum map, review of each course, identification legitimization of the number of assignments, identification duplicate assignments, identification of course that could be conducted as classroom activities, identification of significance/relevance of course assignments to preparation for generalist social work practice, elimination of assignments not aligned with course description and student learning outcomes, identification of two major assignments with the option to select a third with justification for inclusion and identification of curriculum gaps.
- Developed new diversity course - CUSW 361: SW with Diverse Populations.
- Curriculum submitted, revised, and approved for implementation Fall 2019.
- Oversight and implementation of Title III funded Writing Intervention project in two Writing for Social Work courses.
- Oversight and implementation Title III funded Incorporation of Nvivo in BSW Curriculum project in two research courses.
- Completed revision of BSW Handbook.
- Created Competency Rubric
- Began preparation of faculty for writing of self-study document.

2020-2021 Clark Atlanta University - AUC Data Science Initiative

- Developed undergraduate introductory data science and the African Diaspora course with team members from Spelman and Morehouse. Pilot course implemented Spring 2021.

2020-2018 Clark Atlanta University - AUC Data Science Initiative

- Developed undergraduate introductory data science course with team members from Spelman and Morehouse.

2018-2021 Clark Atlanta University - AUC Data Science Initiative

- Developing graduate introductory data science with a focus on social work and education disciplines with team members from CAU. Pilot course to be implemented Fall 2021.

2016-2018 Jacksonville State University

- Completed revision of MSW Handbook.
- Lead on the development of a hybrid MSW program.
- Collaborated with Dean on CSWE (accrediting body) EPAS 2015 program candidacy requirements. Acted as lead MSW faculty for development and submission of required documents for the candidacy of the new program.
- Developed online social work simulations for licensure preparation for MSW students.

2012-2016 Jackson State University

- Lead on the School of Social Work Five Year Strategic Plan document
- Created and implemented Licensure Preparation course for the community to generate funds for the School of Social Work
- Created Gerontology Certification Program for the community to generate funds for the School of Social Work
- Developed, led, and implemented an articulation agreement with Holmes Community College for a 2 + 2 program. Increased the number of course offerings at Holmes Community College from four to nine in the second year of implementation.
- Created Interdisciplinary Research Team including programs across the University including Social Work, Psychology, Criminal Justice, Education, Urban Regional Planning, Public Policy, and non-profit community organizations to write for grant funding.
- Chaired the School of Social Work Red Carpet Gala-4/11/15. Raised over \$6,000 for student scholarships/professional development awards

- Developed and implemented a targeted study abroad program for undergraduate social work. Twelve social work students participated in the initiative traveling to Paris.
- The Bachelor of Social Work program reviewed and revised the field placement requirement. The number of hours required to graduate was decreased from 500 to 420 hours keeping in line with the number of hours required by the Council on Social Work Education, our accrediting body.
- The BSW program Increased the number of courses available for online instruction from five to thirteen to give students more options.
- The Bachelor of Social Work program reviewed and revised the entire curriculum to revitalize the program and program offerings. The addition of pertinent social work electives and the removal of course prerequisites for some courses now allow freshmen to be introduced to Social Work earlier in their curriculum. One such example is Human Diversity and Social Justice. This course can be taken by any JSU student toward fulfilling their core curriculum social science requirement.

FUNDED RESEARCH

2023 Co-Principal Investigator, Inclusion, Diversity, Equity, Accessibility, and Belonging (IDEA-B) Survey, **(Funded) for the CSWE-funded**

2022-2024 Principal Investigator, Georgia Resilience and Opportunity Fund, Appalachian State University- Sub-Award, **(Funded)** \$92,789 (Jun1 2022 – June 30, 2024).

2021 Co-Principal Investigator, (J. Fidel Turner, Co-PI), Data Science and K-12 Education, AUC Data Science Initiative Mini-Grant, **(Funded)** \$3,000 (June 1 - August 30, 2021).

2020 Project Coordinator, Rental Assistance Program **(Funded – Subcontract: Student Stipends Only)**, \$10,000 (November 1 – December 31, 2020).

2019 Principal Investigator, Incorporating Data Science in Social Work: Making Sense of the Numbers **(Funded - Clark Atlanta University, UNCF-CPI Grant)**, \$5,000 (May15, 2019 – July 31, 2019).

2018 Administrator, Student Writing Contest on Domestic Violence **(Funded - Bobbi Kristina Foundation Grant)**, \$500 (October 1, 2018 – December 31, 2018).

2018 Co- Principal Investigator, JSU Social Work Program and Health Services Center Service-Learning Project, (Funded - Jacksonville State University), \$3,000 (March 15, 2018 - September 30, 2019).

2017 Co- Principal Investigator, "Social Work Simulations," (Funded - Jacksonville State University), \$2,000.00. (March 15, 2017- May 2018).

2017 Principal Investigator, "Facilitating Success: Interviews with Women Formerly Involved with the Criminal Justice System," **(Funded - Jacksonville State University)**, \$3,000.00. (March 15, 2017 - September 30, 2018).

2016 Principal Investigator, Integrating Adolescent Substance Abuse Screening, Brief Intervention and Treatment (SBIRT) throughout Social Work and Nursing School Education - Jacksonville State University **(Funded - Conrad N. Hilton Foundation)**, \$5,000. (September 1, 2016 – December 31, 2017).

2015 Principal Investigator, Integrating Adolescent Substance Abuse Screening, Brief Intervention and Treatment (SBIRT) throughout Social Work Curriculum - Jackson State University. **(Funded - Conrad N. Hilton Foundation)**. \$10,000 (September 1, 2015 – August 31, 2016).

2016 Slade, P. (PI) & Lawrence, S. (PC) 2016 UNCF Career Pathways Initiative: School of Social Work Licensure Preparation Course/Child Abuse Studies Training Planning **Grant (Funded – United Negro College Fund)**. \$150,000

2007 Brown, V. (PI) & Lawrence, S. (Co-PI), Southern Illinois University – Edwardsville, Permanency Enhancement Project **(Funded – Illinois Department of Children and Family Services)**, \$250,000.

2006 Principal Investigator, Maternal Incarceration and Child Welfare System Involvement Among Adolescent Girls **(Funded – Southern Institute of Mental Health, Advocacy and Training, NIMH)** \$3,000

2005 Co-Investigator, The Resilience to and Coping with Hurricanes Katrina and Rita: A Cross-Campus Survey **(Funded – Southern Institute of Mental Health, Advocacy and Training, NIMH)** \$3,000

2005 Principal Investigator, Men Perceptions of Father Roles and Father Involvement **(Funded – Southern Institute of Mental Health, Advocacy and Training, NIMH)** \$3,000

2004 Research Associate, Modernizing the University Curriculum with Transcultural Triangularity Research Project **(Funded - Jackson State University)**.

2003 **Project Coordinator**, Evaluation of Jane's House Project, A Community Alternative for Incarcerated Non-Violent Pregnant Women (**Funded – Illinois Department of Child and Family Services**), \$125,000

1999 **Project Administrator**, Improving Outcomes for Children and Families of Incarcerated Parents Project (**Funded – Illinois Department of Child and Family Services**),

2000 **Project Administrator**, Recruitment and Retention of Adoptive and Foster Care Homes for African American Children (**Funded – Illinois Department of**
SUBMITTED RESEARCH PROPOSALS - NOT FUNDED OR UNDER REVIEW

2020 **Principal Investigator**. (Darrin Wright, Co-PI), CAU - ASWB Regulatory Literature Review (**Not Funded**), Association of Social Work Boards.

2020 **Co-Principal Investigator**, (Sean Warner, PI), The Impact of COVID-19 on HBCUs' Perception of Teaching and Learning (**Not funded**), Spencer Foundation.

2016 **Lawrence, S. (PI), Ratliff, T. (Co-PI) & Araujo, C. (Co-PI)** Council on Social Work Education, Policy Practice in Field Education Grant. "Jackson State University, School of Social Work, Social Work and Policy Practice Project (S.W.A.P.P.)" (Not Funded- Will Resubmit - Council on Social Work Education)

2016 **Lipford, K. (PI), Thomas, T. (Co-PI), & Lawrence, S. (Co-PI)**. 2016 Policies for Action: Policy and Law Research to Build a Culture of Health Grant. "A policy evaluation of Mississippi's school wellness policy" (Not Funded – Robert Woodson Foundation)

2015 **Williams, B. (PI), Lawrence, S. (Co-PI)** 2016 Graduate Psychology Education (GPE) Program (Funding Opportunity Number: HRSA-16-059). "TUPPS (Treating Underserved Populations with Psychological Services)" (Not Funded – U.S Department of Health and Human Services: Health Resources and Services Administration)

2015 **Davis, M. (PI) & Lawrence, S. (Co-PI)** Documenting Drivers of the Childhood Obesity Epidemic for Lower-Income Communities of Color App ID# 36470 (Not Funded – Robert Woods Johnson and Healthy Eating Research)

2015 **Lawrence, S. (PI) & Anderson, B. (Co-PI)** 2015 Avon Campus Grants Program: Speak Out Against Domestic Violence (Not Funded – Avon Foundation for Women)

2015 **Lawrence, S. (PI) & Watson, J. (Co-PI), Idleburg, D. (Co-PI), Beckley, (Co-PI), Butler, D. (Co-PI) & Singleton-Walker, C. (Co-PI)** Navigator Grant Proposal,

CA-NAV-15-001, 93.332. Jackson State University, Schools of Social Work Consortium Navigator Project (Not funded – Department of Health & Human Services: Center for Medicaid & Medicare Services)

2015 **Lawrence, S. (Co-PI) & Anderson, B. (Co-PI)** Healthy Eating Research (HER) 2015 Call for Proposals (Not funded)

PUBLICATIONS

Lawrence, S. & Baffour, T. (Eds.). (2023). A Call for Social Work Educators to Confront and Dismantle Systemic Racism *Within Social Work Programs* [Special Issue]. *Reflections: Narratives in Professional Helping*, Vol. 29 (2).

Lawrence, S., Watson, J., Currie, N., & Cooper, M. (2023). Social Justice and Black Men's Health. In Y. D. Dyson, V. Robinson-Dookey, & J. Watson (Eds.), *Black Men's Health: A Strengths-Based Approach Through a Social Justice Lens for Helping Professions*. Springer Publishing.

King, I.R. & Lawrence, S. (2022). BSW Students Perceptions of Their Writing Skills Pre/Post Writing Intervention, *Journal of Behavioral and Social Sciences*, Vol. 8 (4).

Lawrence, S. & Honore-Collins, C. (2021). Overcoming Addiction: College Women Formerly Involved with the Criminal Justice System Account of Successful Reentry. *Journal of Education and Social Justice*, Vol. 7 (1), pp. 44-60.

Lawrence, S., Watson, J., & Cooper, M. (2020). Police Brutality, African American Men, and Social Justice. In F. G. Cambrice, W. T. Hoston, & M. Robinson (Eds.), *An Ideological Challenge in Contemporary Debates in Social Justice: An Interdisciplinary Approach to Exploring the Lives of Black and Brown Americans* (pp. 23-41). Kendall Hunt.

Watson, J., Dyson, Y. D., Lawrence, S. & Cooper, M. (2020). African American Men's Health Disparities: Injustice in Healthcare. In F. G. Cambrice, W. T. Hoston, & M. Robinson (Eds.), *An Ideological Challenge in Contemporary Debates in Social Justice: an Interdisciplinary Approach to Exploring the Lives of Black and Brown Americans* (pp. 43-56). Kendall Hunt.

Lawrence, S. (2019). Data Science: A Promising Field of Study for Social Workers? *The New Social Worker*, <https://www.socialworker.com/feature-articles/practice/data-science-a-promising-field-of-study-for-social-workers/>

Merrefield, C. (2020). America uprising: Scholars reflect on the death of George Floyd. Plus, 10 tips for journalists covering protests against police violence. [Scholar quoted]. *Journalist's Resource: Research on Today's News Topics*.

Lawrence, S. (2017). From Their Hearts to Our Ears: Former Wards in Rural Communities Discuss Permanency. *Online Journal of Rural and Urban Research*, Volume 7(1), pp. 9-16.

Watson, J., Lawrence, S., & Stepteau-Watson, D. (2017). Engaging Fathers in Culturally Competent Services. In Mazza & Perry (Eds.), *Fatherhood in America: Social Work Perspectives on a Changing Society*, pp. 255-268. Charles C. Thomas Publisher. Springfield, IL.

Lawrence, S. (2016). The Jacksonville State University, School of Human Services and Social Sciences, Department of Social Work, Master of Social Work Program Handbook.

Lawrence, S. & Carter, C. (2016). Policing: Social Control and Race. *Reflections* Volume 21 (3), pp. 34-37.

Lipford, K., Lawrence, S., & Lacking, R., (2016). Community Partnership Curricular Support through a Domestic Violence Forum. *Researcher*, Vol. 29 (1), pp. 105-126

Lawrence, S., Watson, J., & Anderson, B. (2015). *The African American Father*. The Edwin Mellen Press. Lewiston, NY.

Neyland, T. & Lawrence, S. (2015). Perceptions of African American Fatherhood Involvement. In Lawrence, Watson, Anderson (Eds.), *The African American Father*, pp. 23-73. The Edwin Mellen Press. Lewiston, NY.

Watson, J., Lawrence, S., & Wright, B. (2015). An Innovative Social Work Pedagogical Partnership. *International Journal of Liberal Arts and Science*, Volume 3 (6), pp. 120- 124.

Azevedo, M., Conwill, D., Lawrence, S. et al. (2015). Tuberculosis Containment Among the Homeless in Metropolitan Jackson, Mississippi. *Journal of the Mississippi State Medical Association*, Volume LVI (8), pp. 243-249.

Lawrence, S. (2014). Values, Ethics, Ethnic Diversity and. In *Encyclopedia of Human Services and Diversity*, Linwood H. Cousins and J. Geoffrey Golson (Eds). Sage: Thousand Oaks, CA.

Watson, J. & Lawrence, S. (2014). Disaster Response Multiple University-Community Partnerships: A Case Report. *Journal of Rural and Urban Research*, Volume 4 (1), pp. 1-11.

Stepteau-Watson, D., Watson, J., & Lawrence, S. (2014). Young African American males in Re-entry: An Afrocentric cultural approach. *Journal of Human Behavior in the Social Environment: Special Issue, Promotion of Young African American Male Health*, Vol 24 (6), pp. 658-665.

Lawrence, S., Watson, J. & Stepteau-Watson, D. (2013). President Obama and the Fatherhood Initiative. *Race, Class and Gender, Special Edition*, Volume 20 (3-4).

Azevedo, M., Madiralla, J., Lawrence, S., & Johnson, K. (2013). Female Prisoners in the US: HIV/AIDS and Opportunistic Co-Infectious Diseases. GJHSS Volume 13 (2 V. 1.0.)

Orey, B., King, A., Lawrence, S. & Anderson, B. (2013) Black Opposition to Welfare in the Age of Obama. *Race, Class and Gender, Special Edition, Race, Class and Gender, Special Edition*, Volume 20 (3-4).

Lawrence, S., Stepteau-Watson & Honore-Collins, C. (2007). Daughters of Incarcerated Women: Contact with the Child Welfare System. *Race, Class and Gender*, Volume 14 (1-2).

Lawrence, S. (2005). School and Community Connections for Adolescent Daughters of Incarcerated Mothers. *The Researcher*, Volume 20 (2).

Lawrence, S. (2005). Research Issues in Rural and Urban Communities. *Southern Institute Mental Research Conference: Conference*

Proceedings. Jackson State University: April 14-15, 2005.

Lawrence-Wills, S. (2004). Incarcerated Mothers Reports of Their Daughters Antisocial Behavior, Maternal Supervision and Mother-Daughter-Relationship. *Journal of Family Social Work*, Volume 8 (3).

Hairston, C.F., Bates, R., & Lawrence-Wills, S. (Summer, 2004). Serving Incarcerated Mothers and their Babies in Community-Based Residences. *Research Brief: Children, Families, and the Criminal Justice System*. Jane Addams Center for Social Policy and Research, University of Illinois at Chicago.

Bates, R., Lawrence-Wills, S., & Hairston, C.F. (Summer, 2003). Children and Families of Incarcerated Parents: A View from the Ground. *Research Brief: Children, Families, and the Criminal Justice System*. Jane Addams Center for Social Policy and Research, University of Illinois at Chicago.

Lawrence-Wills, S. (2002). Social Connections and Delinquency: Adolescent girls whose mothers are incarcerated. University of Illinois at Chicago, Graduate College, Jane Addams College of Social Work [Dissertation].

Hairston, C. F., Wills, S., & Wall, N. (1997). Children, Families, and Correctional Supervision: Current policies and new directions. Jane Addams Center for Social Policy and Research, University of Illinois at Chicago.

Petras, D., Derezotes, D., & Wills, S. (1999). Parent-Child Bonding and Attachment: Research implications for child welfare practice. Jane Addams Center for Social Policy and Research, University of Illinois at Chicago.

Publications In Process

Lawrence, S., King, I.R., Alhassan, A., Jones, K., & Counts-Spriggs, M. (2022). Faculty Development Project to Incorporate Data Science in Social Work Curriculum, Methodological Innovations [In Process].

Lawrence, S. & Brown, V. (2022). Social Work in HBCU's: Why we matter and why we must revisit our history, *Journal of Diversity in Higher Education* [In Process].

Lawrence, S. & Watson, J. (2022). Culturally Competent Fatherhood Intervention Outcome [In Process].

PRESENTATIONS/MODERATOR

Lawrence, S., Turner, J.F., & Randle, C. (2021). Data Science and K-12 Education, Roundtable Discussion, AUC Inaugural W.E.B. Du Bois Data Science Symposium, Atlanta, GA.

Lawrence, S. (2021). Social Work Chats: Are you interested in a Doctorate Degree (Ph.D. or DSW)? Kennesaw State University, Kennesaw, GA.

Alhassan, M., Lawrence, S., & King, I. (2020). Faculty Development Project: Incorporating Data Science in Social Work Curriculum, Council on Social Work Education (CSWE) Virtual Annual Program Meeting (APM), Alexandria, VA.

Natale, A., Ivy, J., Congress, E., Miller-Cribs, J., Baffour, T., Cooper-Bolinskey, D., & Lawrence, S. (2020). Fostering Inclusion and Belonging: Promising Practices and Resources for Faculty Onboarding, Council on Social Work Education (CSWE) Virtual Annual Program Meeting (APM), Alexandria, VA.

Lawrence, S. & Honore-Collins, C. (2020). Overcoming Addiction: College Women Formerly Involved with the Criminal Justice System Account of Successful Reentry, National Association of African American Studies Annual Conference, Dallas, TX.

Lawrence, S. & King, I. (2019). BSW Student Perceptions of Progress Pre/Post Writing Intervention, Council on Social Work Education (CSWE) Annual Program Meeting (APM), Denver, CO.

Lawrence, S., King, I., & Jones, K. (2019). Incorporating Data Science in Social Work – Making Sense of the Numbers at Post-Institute Poster Presentation, Clark Atlanta University, Atlanta, GA.

Lawrence, S., King, I., Alhassan, & Jones, K. (2019). Faculty Development Project: Incorporating Data Science in Social Work – Making Sense of the Numbers at CAU Faculty Development Showcase, Clark Atlanta University, Atlanta, GA.

Lawrence, S. (2019). Incorporating Data Science in Social Work – Making Sense of the Numbers at AUCC Data Science Faculty Meeting, Clark Atlanta University, Atlanta, GA.

Keynote Speaker at Clark Atlanta University, Whitney M. Young, Jr., School of Social Work, National Phi Alpha Social Work- Zeta Kappa Chapter, Student Honor Society Induction Ceremony, Thursday, May 9th, 2019 at Clark Atlanta University.

Lawrence, S. (2018). Moderator. Bobbi Kristina Serenity House: “Don’t’ Date Danger” Panel Discussion at Clark Atlanta University, Atlanta, GA.

Lawrence, S. (2018). Panelist. CSWE Commission on Membership and Professional Development: Membership Has Its Benefits – What Members Think About CSWE at CSWE APM 2018, Orlando, FL.

Lawrence, S. & Snider, R. (2017). Webinar: Learning Collaborative Learn and Share: Implementing SBIRT at Jacksonville State University. Jacksonville, AL.

Lawrence, S. & Trask, J. (2017, November) Adolescent SBIRT Certification Training on Motivational Interviewing: A Patient-Centered Approach at Jacksonville State University, Jacksonville, AL. (28 participants).

Lawrence, S., Hill, L., Newton, M., Edge, W., Snyder, R., & Whorton, K. (2017, March). Adolescent SBIRT Certification Training at Jacksonville State University, Jacksonville, AL. (107 participants).

Lawrence, S. & Lipford, K. (2017). Invited Guest. Cultural Diversity and Healthcare. WAEC – Love 860 Radio Station. Atlanta, GA.

Lawrence, S. (2016). Presenter. Tips for Applying to Graduate School. Department of Sociology, Jacksonville, AL.

Lawrence, S. & McMillan, G. (2016, June). Independent Living Program (ILP) and Workforce Development for Youth Aging Out of the MS Foster Care System. Panelist at

the First Annual Advancing Mississippi: A Better Mississippi for More Mississippians Conference, Jackson, MS.

Lawrence, S. (2016, April). Charting a New Direction for Social Work in the Mississippi Delta. Invited Panelist at the Mississippi Valley State University, Department of Social Work Annual Social Work Conference, Greenwood, MS.

Lawrence, S. (2016). Invited Speaker. Thirty-Fifth Annual Social Work Month Celebration on March 10, 2016 at Jackson State University, Jackson, MS.

Lawrence, S. & Neyland, T. (2016, March). Perceptions of African American Fatherhood Involvement: Stereotypes That Can Kill the Dream. Paper presented at the 2016 Race, Gender and Class Annual Conference, New Orleans, LA.

Lawrence, S. (2016, February). Perceptions of African American Fatherhood Involvement. Paper presentation at the annual conference of the National Association of African American Studies & Affiliates, Baton Rouge, LA.

Lipford, K. & Lawrence, S. & Lacking, R. (2016, February). Community Partnership Curricula Support Through a Domestic Violence Forum. Paper presented at the Conference of Minority Public Administrators (COMPA) National Conference, Jackson, MS.

Stepteau-Watson, D., Watson, J. & Lawrence, S. (2016, January). Sankofa: Applying an Afrocentric Model to Young African Males in Reentry. Paper presentation at the 14th Annual Child Welfare Institute Conference, Jackson, MS.

Lawrence, S. (2015, October). Making Mississippi Women Secure. Invited Panelist. at Mississippi's Women's Economic Security Policy Summit, Jackson, MS.

Lawrence, S. (2015, March). "Mental Health for African American Children in Rural Mississippi" at the National Association of Black Social Workers, Chicago, IL (3/31-4/4/2015)

Lawrence, S. & Watson, J. (2014, March). Fathers, Fatherhood, and African American Men. Annual Regional Conference, National Association of Social Workers, Biloxi, MS.

Lawrence, S. & Watson, J. (2013, November). Fathers, Fatherhood, and African American Men. 26th Annual Southwest Regional Conference, National Association of Black Social Workers, New Orleans, LA.

Lawrence, S. (2013, October). Break the Silence, Stop the Violence. Welcome: Domestic Violence Forum. Jackson, MS.

Anderson, B., Lawrence, S., & Marshall, A. (2013, October). Challenges in Social Work Education Relative to the Non-traditional Student. Paper presentation at the Alabama/Mississippi Social Work Education Annual Conference, Natchez, MS.

Lawrence, S. (2013, September). Summit: Newly Elected African American Mayors from Central Mississippi Municipalities. Facilitator: "Passing the Torch of Leadership – Being Prepared to Take It". Jackson, MS.

Lawrence, S. (2013, August). Mental Health Provisions for Children in Rural Mississippi and Uganda. Presentation at the Health Disparities Research Training Program, Birmingham, AL.

Lawrence, S. (2013, June). Female Prisoners in the US: HIV/AIDS and Opportunistic Co-Infectious Diseases. Paper presentation at the International Scientific Conference on Public Health in East Africa: Disease Burden and Public Health in East Africa, Uganda, Africa.

Wilkerson, P., Lawrence, S., & Carter, C. (2013, March). Factors That Influence Children of Incarcerated Mothers and Kinship Caregivers. Workshop at the National Association of Social Workers Annual Conference, Natchez, MS.

Lawrence, S. & Anderson, B. (2013, February). Addressing Permanency in Southern Illinois: What Former Wards Have to Say. Paper presentation at the annual conference of the National Association of African American Studies & Affiliates, Baton Rouge, LA.

Lawrence, S., Watson, J., & Stepteau-Watson, D. (2013, February). African American Men's Perceptions of Fatherhood. Paper presentation at the annual conference of the National Association of African American Studies & Affiliates, Baton Rouge, LA.

Lawrence, S., Watson, J., & Stepteau-Watson, D. (2013, February). Paper presentation session moderator at the annual conference of the National Association of African American Studies & Affiliates, Baton Rouge, LA.

Lawrence, S. (2012, September). Social Work Licensing Examination Workshop, Jackson State University, School of Social Work, Bachelor of Social Work Program, Jackson, MS.

Lawrence, S. (2008, February). Are We Still Mis-Educating the Negro? Panel discussion organizer/facilitator at the Southern Illinois University Edwardsville, Black Heritage Committee Annual Programming, Edwardsville, IL.

Lawrence, S. (2008, March). Grandparents as caregivers: Incarcerated Parents. Paper presentation at the Southern Illinois University Edwardsville, Senior Citizens Annual Presentations, Edwardsville, IL.

Lawrence, S. & Stepteau-Watson, D. (2007, October). Daughters of Incarcerated Mothers Contact with the Child Welfare System. Paper presentation at the annual conference of the Alabama/Mississippi Social Work Conference, Biloxi, MS.

Lawrence, S. (2007, April). The Emotional Well-Being of Girls Experiencing Foster Care System Involvement and Maternal Incarceration. Paper presentation at biennial conference, Jackson State University, School of Social Work and Southern Institute for Mental Health Advocacy, Research, and Training Research Conference, Jackson, MS.

Lawrence, S. (2006, October). Daughters of Incarcerated Mothers Contact with the Child Welfare System. Paper presentation at the annual conference of the Association of Baccalaureate Social Work Program Directors, Los Angeles, CA.

Lawrence, S. (2006, February). Incarcerated Mothers' Reports of Their Daughters' Antisocial Behavior, School and Community Connections. Roundtable session at the annual conference of the Council on Social Work Education, Chicago, IL.

Lawrence, S. & Ramsey, D. (2006, February). Musical Expressions that Tell Our Story. Arts Festival session at the annual conference of the Council on Social Work Education, Chicago, IL.

Lawrence, S. (2005, April). Roundtable session moderator, "Reality-Based Analysis: An Interdisciplinary Approach to Disparities Research", at biennial conference, Jackson State University, School of Social Work and Southern Institute for Mental Health Advocacy, Research, and Training Research Conference, Jackson, MS.

Lawrence, S. (2005, April). Gulf Coast Addiction Technology Transfer Center, Annual Workshop. Invited participant as representative of Mississippi, Austin, TX.

Lawrence, S. (2005, February). Incarcerated Mothers' Reports of Their Daughters' Antisocial Behavior, School and Community Connections. Paper presentation at the annual conference of the National Association of African American Studies, Houston, TX.

Lawrence, S. (2005, February). Incarcerated Mothers' Reports of Their Daughters' Antisocial Behavior, Maternal Supervision, and Mother-Daughter Relationship. Paper presentation at the annual conference of the Council on Social Work Education, New York City, NY.

Lawrence, S. (2005, January). Incarcerated Mothers' Reports of Their Daughters' Antisocial Behavior, Maternal Supervision, and Mother-Daughter Relationship.

Paper presentation at the annual conference of the Society for Social Work and Research, Miami, FL.

Lawrence, S. (2005, January). Session moderator for the concurrent paper session, "Delinquency in Female Adolescents" at the annual conference of the Society for Social Work and Research, Miami, FL.

Lawrence, S. (2005, February). Daughters of Incarcerated Women: Contact with the Child Welfare System. Paper presentation at the annual conference of the Mississippi Child Welfare Institute, Title IV Project, Jackson, MS

Lawrence-Wills, S. & Watson-Stepteau, D. (2004, November). Collaborative Learning: Learning Through Group Interaction. Paper Presentation at monthly University Scholars Program, Teaching Tuesdays, Jackson, MS

Lawrence-Wills, S. (2004, January). Social Connections and Delinquency: Adolescent girls whose mothers are incarcerated. Poster presentation at the annual conference of the Society for Social Work and Research, New Orleans, LA.

Lawrence-Wills, S. (2004, February). Incarcerated Mothers' Reports of Their Daughters' Antisocial Behavior, Maternal Supervision, and Mother-Daughter Relationship. Paper presentation at the annual conference of the National Association of African American Studies, Houston, TX.

Lawrence-Wills, S. (2004, February). Social Connections and Delinquency: Adolescent girls whose mothers are incarcerated. Paper presentation at the annual conference of the Council on Social Work Education, Anaheim, CA.

Lawrence-Wills, S. & Stepteau-Watson, D. (2003, October). Daddy's Girls: Father Contact with Daughters Whose Mothers Are Incarcerated. Paper presented at the annual regional meeting of the National Association of Black Social Workers, Jacksonville, FL.

Lawrence-Wills, S. (2003, September). Social Connections and Delinquency: Adolescent girls whose mothers are incarcerated. Poster presented at the annual conference of the Institute of Epidemiology and Health Services Research, Jackson, MS.

Wills, S. (2002, October). Social Connections and Delinquency: Adolescent girls whose mothers are incarcerated. Paper presented at the annual meeting of the Midwestern Criminal Justice Association, Chicago, IL.

UNIVERSITY/SCHOOL SERVICE

Co-Chair, GSU, Department of Social Work, Reaffirmation Committee.

Co-Chair, GSU, Department of Social Work, Curriculum Committee.

Appointed to University Educational Policies Task Force Spring 2022 to December 2022.

Attended social work graduate meetings with Dean Cherise Peters regarding graduate admission and identified issues.

Attended Clark Atlanta University Fall 2020 and Spring 2021 Convocation.

Attended Clark Atlanta University Commencement, Spring 2021. Attended both 2020 and 2021.

Attended Clark Atlanta University 2020 Opening Convocation, September 15, 2020.

Attended Clark Atlanta University Founder's Day Convocation, March 18, 2021.

Attended Clark Atlanta University Closing Institute, May 26, 2021.

Attended Clark Atlanta University WMYJSSW 2020-2021 Faculty Retreat, August 18, 2020.

Attended Clark Atlanta University WMYJSSW Hooding Ceremony, May 13, 2021. Participated and assigned faculty to participate in Graduate Student Open House and Admitted Day(s) monthly from September 2020 – the present.

Co-Chair, Dean of Graduate Education Search Committee, Clark Atlanta University (August 2019 to August 2020).

Member, Dean of Graduate Education Search Committee, Clark Atlanta University (September 2018 to August 2020).

Member, Director of AUC Data Science Search Committee, Clark Atlanta University (July 2019 to August 2020).

Member, Assistant/Associate Professor Search Committee, Clark Atlanta University (September 2019 to December 2020).

Member, Atlanta University Center Consortium, AUC Data Science Faculty Council (September 2018 to Present).

Chair, Ph.D. Program Admissions Committee (August 2020 to present).

Member, University Academic Council (August 2020 to Present).

Member, University Graduate Task Force (August 2020 to Present).

Chair, BSW Program Admissions Committee (August 2018 to July 2020).

Member, Promotion and Tenure Committee (August 2020 to present).

Member, University Effectiveness Committee (August 2019 to August 2020).

Member, University Program Chairs Committee (August 2018 to Present).

Member, WMYSSW Leadership Committee (August 2018 to Present).

Member, WMYJSSW Curriculum Committee (August 2018 to Present).

Member, WMYJSSW Assessment Committee (August 2018 to Present).

Member, WMYJSSW Research Sequence Group (August 2018 to Present).

Member, WMYSSW BSW Program Committee - Presided over BSW Program Meetings every Monday September 2018 to April 2019

Attended Clark Atlanta University Spring Convocation, March 21, 2019.

Attended Clark Atlanta University Commencement, May 20, 2019.

Attended Clark Atlanta University Fall 2018 Convocation, September 11, 2018.

Attended Clark Atlanta University WMYJSSW 2018-2020 Faculty Retreat, August 9, 2019.

Attended Clark Atlanta University WMYJSSW 2019-2019 Faculty Retreat, August 14, 2019.

Attended Clark Atlanta University WMYJSSW Hooding Ceremony, May 18, 2019.

Attended Clark Atlanta University 2018 Faculty Assembly Fall Retreat, November 14, 2018.

Attended Clark Atlanta University Credible Messenger August 30, 2018

Attended Clark Atlanta University Monday Night Lecture Series - Social Work, Social Justice and the Criminal Justice System, February 25, 2019.

Attended Clark Atlanta University Monday Night Lecture Series – Social Justice and Social Work, October 22, 2018.

Attended Clark Atlanta University Monday Night Lecture Series – Voter Mobilization, September 24, 2018.

Attended Clark Atlanta University Faculty-Staff Spring Closing Institute, May 22, 2019.

Attended Clark Atlanta University Faculty-Staff Fall Opening Institute, August 7, 2019).

Attended Clark Atlanta University Faculty-Staff Fall Opening Institute, August 8-9, 2018.

Participated in Explore CAU - November 17; March 2 Participated in MY CAU Day - March 29; April 12; April 26

Lawrence, S., King, I., & Wright, D. (2018). BSW Lunch and Learn at Clark Atlanta University (November 29, 2018). Clark Atlanta University.

Lawrence, S. & King, I. (2018). Whitney M. Young, Jr., School of Social Work, BSW Program Social Work Voters Mobilization initiative (Fall 2018). Clark Atlanta University.

Lawrence, S. & Fulton, S. (2018). Georgia High School Counselors Appreciation Luncheon (October 16, 2018). Clark Atlanta University.

Lawrence, S., Mitchell, V., Fulton, S., & Alvarez, A. (2018). DeKalb High School of Technology South College Fair. Clark Atlanta University.

Lawrence, S. (2017). Council on Social Work Education (CSWE), Department of Social Work Accreditation, 2015 EPAS Candidacy Workshop. CSWE Headquarters: Alexandria, VA.

Lawrence, S. (2017). Master of Social Work Program Syllabi Development and Revision: SW 512 - Cultural Competence for Generalist Practice. Jacksonville State University, Jacksonville, AL.

Lawrence, S. (2017). Master of Social Work Program Syllabi Development and Revision: SW 514 - Social Work Research and Evidence Based Practice. Jacksonville State University, Jacksonville, AL.

Lawrence, S. (2016). Master of Social Work Program Curriculum Development and Revision. Jacksonville State University, Jacksonville, AL.

Committee Member, MSW Admissions Committee. (June 28, 2017 – August 1, 2018). Jacksonville State University, Jacksonville, AL.

Committee Member, MSW Program Committee. (August 31, 2016 – August 1, 2018). Jacksonville State University, Jacksonville, AL.

Committee Member, MSW Candidacy Document Committee. (August 2016 – August 1, 2018). Jacksonville State University, Jacksonville, AL.

Committee Member, Faculty Search Committee - Field Coordinator. (January 1, 2017 - June 30, 2017). Jacksonville State University, Jacksonville, AL.

Committee Member, Faculty Search Committee - MSW/PhD. (January 1, 2017 - June 30, 2017). Jacksonville State University, Jacksonville, AL.

Jacksonville State University, 2016 Fall Sip and Share, Participant. Jacksonville State University, Jacksonville, AL.

Jacksonville State University, JSU Sociology Club SPSS Workshop, Recruiter. Jacksonville State University, Jacksonville, AL.

Jacksonville State University, Red Flag Rally! Supporter, Jacksonville State University, Jacksonville, AL.

Jacksonville State University, Veterans Day Ceremony, Participant/Recruiter, Jacksonville State University, Jacksonville, AL.

Jacksonville State University, 2016 JSU in Lights, Donor, Jacksonville State University, Jacksonville, AL.

Jacksonville State University, Accepted Student Day 2016-2017 (February 10, 2017), Presenter/Guide, Jacksonville State University, Jacksonville, AL.

Jacksonville State University, 2016 Fall Commencement, Fall 2017 Commencement, Jacksonville State University, Jacksonville, AL.

Jackson State University, UNCF Achievement Capstone 2016 Awards Committee, Jackson, MS.

Jackson State University, Chair, Communicative Disorders, Search Committee, 2016, Jackson, MS.

Jackson State University, Chair, Health Services Search Committee, 2016, Jackson, MS.

Jackson State University, Staff Writer/Researcher, Division of Academic Affairs Search Committee, 2016, Jackson, MS.

Jackson State University, JSU ONE Excellence Award Committee, 2016, Jackson, MS.

Jackson State University, appointed to University Think Tank, sponsored by the Institute of Government 2014-2016, Jackson, MS.

Jackson State University, Speaker – Introduction of Fall 2014 Commencement
Speaker, Mr. Marc Morial, President and CEO of the National Urban League, Jackson, MS.

Jackson State University Attended the CSWE 60th Annual Program Meeting, Tampa, FL (10/23-26/14).

Jackson State University, Attended the MS Child Welfare Institute Conference (February 11, 2015), Jackson, MS.

Jackson State University, Attended the National Assn. of Social Workers Annual Conference (3/25-27/15) Biloxi, MS.

Jackson State University, Faculty Associate, Journal of Addiction, Recovery & Aftercare (2013-2016).

Jackson State University, Research Associate, Modernizing the University Curriculum with Transcultural Triangularity Research Project (2004).

Jackson State University, University Grievance Committee, 2015-2016, Jackson, MS.

Jackson State University, Madison Campus Committee, 2014-2016, Jackson, MS.

Jackson State University, Foundations of Excellence Committee, 2013-2016, Jackson, MS.

Jackson State University, Social Work Faculty Search Committee, 2014-2015, 2015-2016, Jackson, MS.

Jackson State University, MSW Portfolio Committee, 2012-2016, Jackson, MS.

Jackson State University, BSW Social Work Student Association, Faculty Advisor, 2012-2015, Jackson, MS.

Jackson State University, School of Social Work, Voter's Project - Registration Drive, September 2012.

Jackson State University, School of Social Work, Voter's Project -Town Hall Meeting, November 2012.

Jackson State University, School of Social Work. Voter's Project - Voting Drive, November 2012.

Jackson State University, Recruitment and Retention Committee, 2012-2013, Jackson, MS.

Jackson State University, University-wide Retention Advisory Board, 2012-2013, Jackson, MS.

Chicago State University, University-wide Special Events Committee, Co-Chair, 2009, Chicago, IL.

Chicago State University, Provost Council, Member, 2009, Chicago, IL.

Chicago State University, President's Executive Council Committee, Member, 2009, Chicago, IL.

Chicago State University, Finance Committee, Member, 2009, Chicago, IL.

Chicago State University, 21st Century Planning Committee, Member, 2009, Chicago, IL.

Southern Illinois University Edwardsville, Black Heritage Committee, Member, 2007-2008, Edwardsville, IL.

Southern Illinois University Edwardsville, National Association of Black Social Work Student Association, Faculty Advisor, 2007-2008, Edwardsville, IL.

College of Arts and Sciences, Department of Social Work, BSW Committee, 2007-2008, Edwardsville, IL.

College of Arts and Sciences, Department of Social Work, Phi Alpha Honor Society, Faculty Advisor, 2007-2008, Edwardsville, IL.

College of Arts and Sciences, Department of Social Work, MSW Committee, Fall 2007, Edwardsville, IL.

College of Public Service, School of Social Work Education Policy and Accreditation Standards Committee, Social Work Curriculum Research Content Area Co-Chair, 2005-2007, Jackson, MS.

College of Public Service, School of Social Work, PhD Admissions Committee, 2007, Jackson, MS.

College of Public Service, School of Social Work Teaching Across School Curriculums Committee, 2007, Jackson, MS.

College of Public Service, Faculty Policies and Procedures Manual Revision Committee, 2005, Jackson, MS.

School of Social Work and Southern Institute for Mental Health Advocacy, Research, and Training Research Conference Steering Committee, 2004-2007, Jackson, MS.

College of Public Service Graduation, Reader, May, 2005, 2006, Jackson, MS.

Annual Conference of the Mississippi Child Welfare Institute Title IV Project, 2003-2006, Jackson, MS.

Jackson State University, BSW Social Work Student Association, Faculty Advisor, 2003-2006, Jackson, MS.

Jackson State University, PhD Social Work Student Association, Faculty Advisor, 2006-2007, Jackson, MS.

College of Public Service Selection Committee, Rockefeller Brothers Fund Fellowship for Students of Color Entering the Teaching Profession Program, 2004-2005, Jackson, MS.

College of Public Service, School of Social Work, Library Journal Review Ad Hoc Committee, 2004-2005, Jackson, MS.

Jackson State University, Freshman Class Sponsor, 2004-2005, Jackson, MS.

College of Public Service, School of Social Work, BSW Program, Curriculum Committee 2003-2006, Jackson, MS.

College of Public Service, School of Social Work, Research Committee, 2003-2006, Jackson, MS.

College of Public Service, School of Social Work, Technology Committee, 2003-2006, Jackson, MS.

College of Public Service, School of Social Work, Search Committee, 2004-2005, 2006-2007, Jackson, MS.

Institute of Epidemiology and Health Services Research Annual Conference, 2004-2007, Jackson, MS.

Supervising Test Proctor, Jackson State University, Office of Psychometric Services, 2004-2005, Jackson, MS.

Center for Children and Families (now known as the Center for Social reform, Equity, and Innovation)

- Recruited for and developed Center Advisory Board
- Presided over meetings of the Advisory Board to discuss working meeting dates and time, vision and direction, board functions and logistics, mission review, logo, funding opportunities, and grant writing.
- Developed Draft By-Laws for Center.
- Created, disseminated, and analyzed collected data from Qualtrics.
- Identified grant opportunities.

PROFESSIONAL MEMBERSHIP

2000 – present	Member, Council on Social Work Education
2003 - present	Member, National Association of African American Studies
1995 – present	Member, National Association of Social Workers
1995 – present	Member, National Association of Black Social Workers
2004 – present	Member, Baccalaureate Program Directors
2020-2022	Member, Group for the Advancement of Doctoral Education in Social Work (GADE)
2009 - 2010 Education	Member, National Association of Presidential Assistants in Higher Education

PROFESSIONAL SERVICE/COMMUNITY WORK/CONSULTATION

Board Member (Appointed), Council on Social Work Education's (CSWE) Board of Accreditation, July 1, 2023 – June 30, 2026.

Board Member (Appointed), Gate City Day Nursery Association, Atlanta, Georgia, December 2020 to 2022

Manuscript Reviewer, The Social Science Journal, reviewed two manuscripts and one resubmission.

USAID, 2021 Foreign Service Promotion Boards, promotion application reviewer/evaluator.

Member, Atlanta University Center Consortium, AUC Data Science Faculty Council.

Member, CSWE Task Force to Advance Anti-Racism, Conferences & Faculty Development Work Group.

Commissioner, Council on Social Work Education, Commission on Membership and Professional Development, 2016 – 2019, reappointed 2019

Site Visitor, Council on Social Work Education, 2016 – present.

Board Member, Health Services Center, Anniston, AL., September 20, 2017 – September 20, 2019.

University of Tennessee, Chattanooga, TN. External Reviewer, Promotion and Tenure Packet (2018). Jacksonville State University.

Moderator, CSWE Membership Online Focus Groups to collect data on membership satisfaction (Spring 2017).

Manuscript Reviewer, Journal of Rural and Urban Research, “*Treating Depression: A Strategy for the Prevention and Reduction of Chronic Physical Illness*”, 2016.

Book Reviewer, Sage Publications, “*Human Behavior Theory for Social Work Practice*”, 2016.

Manuscript Reviewer, Journal of Human Behavior in the Social Environment,

“*An Empirical Assessment of Writing and Research Proficiency in HBCU Social Work Students: A Pilot Study for Development of a Writing and Research Manual*”, 2016.

Peer Review Board Member, Journal of Addiction, Recovery & Aftercare (2013-2016).

Co-Chair, Hillcrest All Class Alumni Association Mentoring Program 2009-2013.

Abstract Reviewer, Baccalaureate Program Directors, 2008

Grant Reviewer, Administration for Children and Families (ACF), Office of Planning, Research and Evaluation (2005).

Consultant, Tri-Lakes Behavioral Health, Batesville, Mississippi

Consultant, LeFlore County Juvenile Court, Juvenile Drug Court Initiative.

Expert Witness, United States District Court for the Southern District of Mississippi, Western Division

Consultant, University of Tennessee, Tennessee Department of Children's Services Needs Assessment, The Brian A. Settlement Agreement, Technical Assistance Committee

Consultant, Downtown Jackson Community Development Corporation, Brighter Futures Initiatives & Taking Care of Business, Male Responsibility Program.

Board of Directors, Southern Institute for Mental Health Advocacy, Research, and Training, Jackson, Mississippi

Board of Directors, Stix, Inc., Jackson, Mississippi

Book proposal review, Essentials of Policy Practice, for John Wiley & Sons, Inc.

Dr. Rupa Potti, DNP, MSN, MBA-HCM, RN
rupamilan@yahoo.com
Cell No: 630-400-8501

136 Chapinway
Oswego
IL-60543

Professional Summary

Energetic and motivational, currently employed as Assistant Professor of Nursing at Chicago State University. Passionate about student teaching, which is evident from various roles held in academia since 1993.

Licenses

- Registered Nurse in Illinois
- Masters in Nursing with Clinical Nurse Specialist Focus.
- CPR certified through American Heart Association
- Certified Nurse Midwife 1996 – Certificate not renewed due to shift in career interest to ICU and academia
- Certified Public Health Nurse 1996 – In the process of renewing Public Health Nurse Certificate.

Expertise

- Leadership and Management
- Critical Care
- Public Health
- Midwifery
- Evidence based nursing Practice

Education:

- Doctor of Nursing Practice; Healthcare Leadership Track; Chamberlain University
- Masters of Nursing; Clinical Nurse Specialist Track: Governors State University
- Master's in Business Management; Healthcare Management; ISBM, India
- Bachelors of Nursing; College of nursing; India

Skill Sets

- Able to adapt to culturally diverse environment.
- Possess skills in prioritizing and managing deadlines for activities.
- Can exhibit high level of autonomy in work atmosphere.
- Fluent in English, Telugu, and Hindi.
- Excellent organizational skills to accomplish the task cost effectively and in given time.

- Capable of working in performance based stressful environments
- Able to work with tasks involving technology such as WebEx meetings, Excel, and data extraction and management, Microsoft Word, Excel, Access, Google Calendar and Canvas, Moodle, Blackboard, Adobe
- Virtual clinical using ATI Resources
- Experience in teaching online classes in Moodle, Blackboard, Blackboard Ultra and Google classroom.
- Online Teaching Certificate at Chicago State University, March 2021
- Developed online classes for Leadership, seminar and Community Health Nursing.
- Microcredential certificate, "Using Active Learning Strategies," The Association of College and University Educators and the American Council on Education. (June 5, 2022 - August 5, 2022)
- Course taught at BSN level:
 - Transitions to Nursing
 - Fundamentals in Nursing I and II
 - Pathophysiology
 - Health Assessment I and II
 - Critical Care Nursing (Complex Adult Health)
 - Maternal and Child Health Nursing
 - Evidence Based Practice
 - Community Health Nursing
 - Leadership and Management
- Courses Coordinated at BSN level:
 - Fundamentals in Nursing I and II
 - Pathophysiology
 - Health Assessment I and II
 - Critical Care Nursing (Complex Adult Health)
 - Maternal and Child Health Nursing
 - Evidence Based Practice
 - Community Health Nursing
 - Leadership and Management
- Labs facilitated at BSN level:
 - Fundamentals in Nursing I
 - Health Assessment I and II
- Clinicals facilitated at BSN level:
 - Fundamentals in Nursing II
 - Maternal and Child Health Nursing
 - Community Health Nursing
 - Medical-Surgical Nursing I and II
 - Collaborative Nursing
 - Capstone /Leadership Nursing
- Simulations facilitated at BSN level:

- Fundamentals of Nursing
- Medical-Surgical Nursing
- Maternal and Child Health
- Mental Health Nursing

Professional Experience

July 2022- August 14-2023

Interim Chairperson and Associate Professor

Chicago State University

9501 S King Dr

Chicago

IL-60628

P (773)995-3913

Teaching Responsibilities

Leadership and management

Administrative Responsibilities

Scheduling and overseeing nursing courses and clinicals

Faculty development and engagement

Completing and submitting BON and ACEN reports

Collaborating with university on student admissions

Overseeing Admission, progression, retention and graduation of students

Nursing department data collection and disbursement

Working collaboratively with the budget department

Input in the policies and procedures in smooth functioning of the department.

September 2019 to current

Assistant Professor

Chicago State University

9501 S King Dr

Chicago

IL-60628

P (773)995-3913

Teaching Responsibilities

- The job responsibilities included didactics and clinical component in the classes assigned by the Dean
- Courses taught:
 - Transition to Nursing
 - Med-surg clinical
 - Seminar II
 - Nursing Care of Populations-Community
 - Seminar IV
 - Nursing Leadership/ Management

Other Assigned Responsibilities

- Advising: Contributing to student retention and success through coaching, mentoring and follow-up with the students pertaining to performance in academics, time management, stress management and other areas where students would require support.

Few Service Roles:

- ACEN Committee: Contribute to ACEN accreditation process through collaboration with the interdepartmental staff such as leadership, admissions, financial aid etc. Attended ACEN conference in October 2019 as a part of training for ACEN accreditation.
- DPC Committee: Chairing the DPC committee. Steer leading the Department of Application of Criteria for Nursing (DAC) revision faculty committee, nursing department for aligning DAC per recommendations.
- University Accreditation Steering Committee (UASC): Co-chairing the Criterion 2 and working towards HLC accreditation collaboratively with the UASC team.
- University Honors Committee (UHC): Participates in UHC in discussing and evaluating student portfolios for awarding honors to students.
- Faculty Senate: Participant of faculty senate and contribute to organizational, faculty and student success.
- Faculty Excellence Committee: Participant in reviewing the faculty profiles in areas of teaching, research and service. Participate in selection process of faculty for excellence for faculty excellence awards.
- RN-BSN Coordinator: Leading and attending webinars for RN-BSN program to recruit students from community colleges.
- Associate Provost Research and Grants Committee : Participated in the search committee for Associate Provost for Research and Grants
- Community: Covid ambassador during Covid, Community education on self-care, prevention of STIs, prevention, self-care, monkey pox etc.

April 2020-current

Adjunct faculty

Rasmussen College of Nursing

2363 Sequoia Dr, Aurora, IL 60506

Phone: (630) 888-3500

Courses and clinicals taught:

- Pharmacology Lecture, Labs and Clinical in Virtual environment using ATI Resources
- Mental Health virtual clinical
- Professional nursing III virtual clinical
- Global Health online course
- Dimensions of Nursing Practice
- Capstone course online
- Roles and Scope of Leadership Clinical

September 24th, 2018 – September 22nd, 2019

Assistant Professor
Chamberlain College of Nursing
18624 W Creek Dr, Tinley Park, IL 60477
(708) 560-2000
Transitioned to Assistant Professor from ADOF due to family priorities

Responsibilities

- The job responsibilities included didactics and clinical component in the classes assigned by the Dean
- Taught Community Health Nursing didactic and Clinical at *Headstart Program*, Evidence Based Practice, Fundamentals of Nursing labs, Health Assessment labs, community and simulations with low, medium and high-fidelity mannequins.
- Teaching Excellence
 - Active learning strategies
 - Meet course outcomes
 - Make course improvements to addressing the deficits
 - Collaborate with the course faculty as course coordinator to make improvements to delivery of content
 - Collaborate with the curriculum instruction developers contribute to course development
 - Adhere to the policies and procedures in dealing with student concerns while balancing it with care and compassion
 - Record the metrics of gaps and plan, develop and implement the action plan to improve outcomes
 - Collaborate with the clinical instructors to build synergy between didactic and clinical settings

April 2016-September 2018
Associate Dean of Faculty
Chamberlain College of Nursing
18624 W Creek Dr, Tinley Park, IL 60477
(708) 560-2022

Responsibilities

- Faculty Development in collaboration with leadership
 - Development of faculty through integration of NLN Nurse Educator competencies
 - Supporting the faculty to integrate NCLEX Detailed Test Plan in classroom teaching while attaining the course outcomes
 - Facilitating identification of gaps in learning and addressing them through curriculum mapping across the curriculum
 - Guide faculty to identify the gaps, map the metrics in exam reports and develop action plan for NCLEX success
 - Supporting the faculty to implement active learning strategies to facilitate student mastery of concepts.
 - Taught Health Assessment didactic and lab to mentor a faculty.

- Course outcomes
 - Course meetings to assess the course outcomes, student mastery of the concepts, teaching strategies, and evaluating the metrics of student success
 - Monitoring of the ATI reports, identifying the deficits, developing action plan and reevaluating the reports. Example Safety in OB has improved with action plan to include A & P reviews, pathophysiology concept maps and medication cards.
 - Collaboration with the Curriculum Instruction Development team through collaborative calls and emails seeking clarifications if needed
- Leadership and Management Role
 - New faculty orientation to organization, policies, procedures, program and outcomes and course outcomes
 - Guiding and mentoring the novice faculty to adapt teaching strategies to meet student learning outcomes
 - Guiding, mentoring and motivating faculty to integrate best practices to promote student learning
 - Meeting the targets in terms of faculty scheduling, clinical rotations, and other duties in a timely manner
 - Participates in reinforcing the policies related to student or faculty role
 - Keep current through scholarship and service as required by the organization
 - Exposure to budget through faculty and visiting professor payments and assigning the workload to promote cost efficiency.

Dec 2014 – April 2016
 Assistant Professor
 Chamberlain College of Nursing
 18624 W Creek Dr, Tinley Park, IL 60477
 (708) 560-2000

Responsibilities

- The job responsibilities included didactics and clinical component in the classes assigned by the Dean
- Taught didactic, lab and clinical in Fundamentals of Nursing, Pathophysiology, Complex Adult Health, Maternal and Child Health, simulations.
- Teaching Excellence
 - Active learning strategies
 - Meet course outcomes
 - Collaborate with the course faculty as course coordinator to make improvements to delivery of content
 - Collaborate with the curriculum instruction developers contribute to course development
 - Adhere to the policies and procedures in dealing with student concerns while balancing it with care and compassion
 - Record the metrics of gaps and plan, develop and implement the action plan to improve outcomes

- Collaborate with the clinical instructors to build synergy between didactic and clinical settings

May 2014 - Dec 2014

Visiting Professor

Chamberlain College of Nursing

18624 W Creek Dr, Tinley Park, IL 60477

(708) 560-2000

Responsibilities

- The job responsibilities at this time included clinical supervision of the students
- Hands on training, coaching and mentoring of Fundamentals of Nursing, Med-Surg, OB, Collaborative and Capstone students

Aug 2014 – January 2015

Part time clinical Instructor

Aurora University

347 S Gladstone Ave, Aurora, IL 60506

Responsibilities

- The job responsibilities at this time included clinical supervision of the students
- Hands on training, coaching and mentoring.

June 2003 – September 2014

Registered Nurse- Medical/Surgical ICU

Metrosouth Medical Center

12935

South Gregory Street.

Blue Island, IL.

Responsibilities

The Job responsibilities included and were not limited to

- Direct patient care to high acuity patients involving advanced focused health assessment and early identification of the physical and physiological deviations from the normal, identifying and interpreting the diagnostic results, conveying the deviations to the physicians to promote early treatment to aid in recovery.
- Educating the patients and the families the current health condition of the patient and preventive care.
- Education focus on preventable conditions such as coronary artery diseases, stroke and hypertension
- Education of patients and families on seasonal vaccinations and life style modifications.

August 2001 - January 2003
Nursing Faculty for CGFNS and NCLEX RN
All-Care Nursing Training
Hyderabad
India

Responsibilities

- Teaching and training nurses of all experience levels to prepare for CGFNS and NCLEX certification. I worked in this job until my immigration to USA. (This facility has been closed down in 2004 due to immigration freeze on foreign nurses)

December 1998 - January 2003
Clinical Nurse
Andhra Pradesh Chest Hospital
Hyderabad
India

Responsibilities

- Assessment
- Administration of oral and intravenous medications and fluids
- Collection of blood samples and reviewing the results

December 1998 - January 2003
Part-Time nursing faculty and Clinical instructor
Remedy School of Nursing
Hyderabad
India

Responsibilities

- Position included class room teaching and clinical instruction as assigned by the principal.
- The role of a Clinical instructor included, supervision of nursing students in clinical settings, review of case studies at bed side and hands on education of nursing procedures.

August 1996-December 1998
Full Time Nursing Faculty and Clinical Instructor
Eashwari Bai School of Nursing
West Marredpally
Hyderabad
India

Responsibilities

- First Batch of the Nursing faculty at Eashwari Bai School of Nursing

- Was involved in the Admissions committee, Curriculum development and revision to meet the required standards for certification.
- Course and clinical curriculum planning and implementation.
- Taught Anatomy & Physiology, sociology and nursing courses both didactic and lecture
- Overseeing the standard of nursing practice among the students was in compliance with the state regulations as a Compliance committee member
- Organizing cultural programs and other student development activities
- Worked closely with the principal of the organization for the overall development of the organization.
- Class room teaching and clinical instruction as assigned by the Principal

Miscellaneous:

- Worked as a student worker in tutoring the nursing students at J.S.M School of Nursing, Behind T.B Hospital, Kalyan Nagar, Hyderabad, Telangana, 500038 from 1994-1996
- Peer Tutoring at Jaswanth School of Nursing, New Maruthi Nagar, Kothapet, Hyderabad, Telangana, 500035 from 1994-1995.

Education

Doctor of Nursing Practice
Chamberlain College of Nursing
Graduated June 2018 with High Distinction 4.0 GPA

Masters of Business Management with Health Care Administration major
ISBM
Online Education
India
Graduated December 2017

Masters of Science in Nursing.
Governors State University,
University parkway IL
Graduated December 2012 with High Honor Roll 4.0 GPA

Bachelors of Nursing
College of Nursing
Andhra Pradesh
India
Graduated August 1996 Graduated with 3.9 GPA

Scholarship

- Poster Presentation “Improving HCAHPS scores through Evidence Based Practice Guidelines”. Chamberlain University Graduation ceremony, Hilton Hotel, Schaumburg, IL. August 10, 2018

- “Improving HCAHPS scores through Evidence Based Practice Guidelines” abstract accepted for poster presentation at STTI 30th International Nursing Research Congress at Canada in May 2019
- Editorial Board member “Jundishapur Journal of Chronic Disease Care”; July 2020
- Review of manuscript: *Blind peer review* “Jundishapur Journal of Chronic Disease Care”; August 2020
- Review of manuscript: *Blind peer review* “Jundishapur Journal of Chronic Disease Care” October 2020.
- Abstracts reviewer for Podium, Poster, Workshop in topics of Education, Industry, Operations, Research for International Association for Clinical Simulation and Learning (INACSL) conference to be held in Denver Colorado June 16th-19th, 2021. 11/2020
- Grant Submission: 2020 Potti, R. (Principal), "Graduating Outstanding Leaders to Diversify Eldercare (GOLDE)," Sponsored by HRSA, Federal.
- Research proposal “Active Learning Strategies in Nursing Education” January 2020.
- Annotated Bibliography “Active Learning Strategies in Nursing Education” September, August 2020.
- Manuscript submission “*Living Quality Life with Chronic Obstructive Pulmonary Disease: A Literature Review*” Dec 2020 to “Jundishapur Journal of Chronic Disease Care”
- Article Published “A Commentary on Managing COVID -19 Vaccine Hesitancy.” Cient Periodique July, 2021.
- Grant Submission: Turning technologies grant as Co PI. 11/17/2021
- Manuscript Published “Relaxing the COVID-19 Mask Mandate: “Is it a Sign of Near Normalcy or Precursor to Future Surge?” *CPQ Medicine*, Volume 12 issue 5, November 26, 2021
- Manuscript Published “A Short Report on Managing Obesity for Optimizing COVID-19 Outcomes” *CPQ Medicine*, Volume 12 issue 4 on November 24th 2021
- Editorial Board member “CPQ Medicine journal” , March 2021

- Editorial Board member :Gexin Publication” February 2023
- Publication: Potti, R. (2022). “An Initiative to Educate General Population on Sudden Cardiac Death- A Short Discussion”. CPQ Medicine (2022), 12(3).
<https://www.cientperiodique.com/article/CPQME/13/2>
- Mentored a MSN grad student Fall 2021 and Sprig 2022 in a Evidence Based Project in comparative analysis of educational resources for better outcomes.
- Served as a research participant in various professional studies.

Service

- Participated in service to department, college of health sciences, University, community and profession. (*Listed in Intent Letter for Tenure on Appointment*)

Career Development Activities

- Continues to improve knowledge EBP guidelines through CEUs. Few education activities include topics such as Diversity, Ethics, NGN, Active Learning, online discussions, engaging diverse learners, cyber security, Title IX, harassment prevention etc. (*Listed in Intent Letter for Tenure on Appointment*).

Career Goals

- Empowering self and advance career through evidence-based practice teaching and learning pedagogies.

Rupa Potti
07/29/2023

Tab 5

Resolution No. 24-05***Approval of Professor Emeritus Designation for
Retired Professors***

WHEREAS, The Board of Trustees of Governors State University (the “Board” and “University,” respectively) was created on January 1, 1996, by Public Act 89-4 to operate, manage, control, and maintain Governors State University in accordance with the rights, powers, and duties vested by law in the Board; and

WHEREAS, The Board is comprised of eight members, seven of whom are appointed by the Governor of Illinois with the advice and consent of the Senate, and one whom is a Governors State University student selected by student peers; and

WHEREAS, In accordance with University Professor Emeritus Policy 35, an individual’s eligibility for the “Professor Emeritus” designation turns on three criteria: (i) having attained the rank of Associate Professor, Professor, or University Professor; (ii) having at least ten (10) years of service to the University; and (iii) being of retired status; and

WHEREAS, Pursuant to Policy 35, it is expected that designees “maintain a continuing interest in scholarly activity and in higher education, to have been a faculty member whose advice may appropriately be sought in professional matters affecting the university, and/or a faculty member who may serve as a mentor to faculty and students, and one to whom former students and colleagues can reasonably apply for personal letters of recommendation”; and

WHEREAS, Pursuant to Policy 35, the designation may be conferred upon recommendation of the President and approval of the Board; and

WHEREAS, The candidate for emeritus status must be voted upon by their colleagues in their respective colleges, supported by their dean and provost, and subsequently be recommended to the Board of Trustees for the title of Professor Emeritus by the University President; and

WHEREAS, There is one retired faculty member now recommended for *emeritus* status (the “Candidate”); and

WHEREAS, The Candidate achieved the rank of full professor during her tenure, with plans to continue with scholarly activity in higher education and to provide advice to other professionals and students, and may continue to serve former students and colleagues and provide requested letters of recommendation; and

WHEREAS, The Candidate has been voted on by Unit A faculty members in her respective unit in her college and division by a majority vote (50% plus 1) of her peers, and she has the support and recommendation of her respective Dean, Provost, and the President; and

WHEREAS, The Board of Trustees, upon consideration of all applicable information supports the designation of *emeritus* status to Dr. Lisa Chang.

Now, therefore, it is:

Resolved, that the Board adopts the recommendations of all parties involved.

Resolved, that the Board approves, recognizes, and grants the following Candidate the designation of Professor Emeritus with all rights and privileges of the Professor Emeritus distinction: Dr. Lisa Chang.

Approved October 23, 2023

**Kevin Brookins, Chair Pro-tem
Board of Trustees**

**James Kvedaras, Secretary
Board of Trustees**

September 26, 2023

Dr. Beverly Schneller
Provost and Vice President for Academic Affairs
Governors State University
1 University Parkway
University Park, IL 60484

Dear Provost Schneller:

Dr. Lisa Chang, retired Full Professor in the College of Education and Human Development, has applied for emeritus status.

Per Policy 35, Dr. Chang submitted a letter to President Green, requesting emeritus status. Emeritus candidates must receive a majority vote (50%+1) of the College's "eligible full-time tenure/tenure track faculty members" in order to move their application forward.

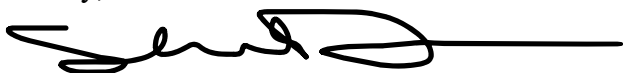
The College of Education and Human Development conducted a vote in which there were 33 eligible voters. Nineteen faculty members voted. One vote was ineligible, and the remaining eighteen voted yes. As 50%+1 of 33 is 18, the College has voted to award Dr. Chang emeritus status.

Dr. Chang remains involved in the College and mentors our students. She also created the Drs. Lisa and Ming Chang Endowed Scholarship for Mathematics Education, further supporting our students.

I wholeheartedly endorse the faculty vote and recommend that Dr. Lisa Chang be awarded emeritus status.

I am happy to provide any additional information you may need.

Sincerely,



Shannon B. Dermer, Ph.D.
Dean, College of Education and Human Development

Tab 6

Resolution No. 24-06***Approval of 2024 and 2025 Committee of the Whole and Board of Trustee Meeting Schedule***

WHEREAS, The Board of Trustees of Governors State University (the “Board” and “University,” respectively) was created on January 1, 1996, by Public Act 89-4 to operate, manage, control, and maintain Governors State University in accordance with the rights, powers, and duties vested by law in the Board; and

WHEREAS, The Board is comprised of eight members, seven of whom are appointed by the Governor of Illinois with the advice and consent of the Senate, and one whom is a Governors State University student selected by student peers; and

WHEREAS, The Board shall hold regular meetings at times specified in its rules, and

WHEREAS, Each public body of the State of Illinois shall conduct its business and execute its responsibilities in conformity with the Illinois Open Meetings Act (the “Open Meetings Act”); and

WHEREAS, Pursuant to Article IV of the Board’s Bylaws, the Board shall have four regular meetings each year, including one per quarter; and

WHEREAS, The meetings shall be conducted in accordance with the current edition of Robert’s Rules of Order; and

WHEREAS, Such regular scheduled meetings shall be published at the start of each fiscal year or calendar year.

Now, therefore, be it,

Resolved, that the Board adopt the regular schedule for the Committee of the Whole and Board of Trustee Meeting Schedule for calendar years of 2024 and 2025.

Approved October 23, 2023

Kevin Brookins, Chair Pro-tem
Board of Trustees

James Kvedaras, Secretary
Board of Trustees

Committee of the Whole, Board of Trustee Meetings and Important Dates

Schedule for 2024 and 2025

Committee of the Whole and Board of Trustee Meeting	Monday	February 26, 2024
Committee of the Whole and Board of Trustee Meeting	Monday	June 17, 2024
Committee of the Whole, Board of Trustee Meeting with Board Retreat	Monday	August 19, 2024
Committee of the Whole and Board of Trustee Meeting	Monday	October 21, 2024
Holiday Celebration*	Friday	December 6, 2024
Committee of the Whole and Board of Trustee Meeting	Monday	February 24, 2025
Committee of the Whole and Board of Trustee Meeting	Monday	June 16, 2025
Committee of the Whole, Board of Trustee Meeting with Board Retreat	Monday	August 18, 2025
Committee of the Whole and Board of Trustee Meeting	Monday	October 20, 2025
Holiday Celebration*	Friday	December 5, 2025

*The Holiday Celebration is traditionally held the first Friday of December [subject to change].

Tab 7

EXECUTIVE SUMMARY***Regarding*****Resolution 24-07: *Resolution for the Approval of FY2024 Operating Budget***

I. ACTION ITEM: Approval of Fiscal Year 2024 (“FY2024”) Operating Budget as set forth in the proposed resolution submitted herewith.

II. BACKGROUND: The Board of Trustees of Governors State University (the “Board,” and “University,” respectively) historically approves the operating budget for the University at its October meeting. With all known factors in place, we present the FY2024 Operating Budget for approval. The Fiscal Year 2024 Operating Budget reflects the final actions of the Governor and the Illinois General Assembly for the State budget general funds budgets. Resources have been directed to support the University’s highest priorities and to maintain ongoing operations.

The University plans an operating budget based on a fiscal year that runs from July 1 to the following June 30. The current proposed action item requests approval of an operating budget for July 1, 2023 to June 30, 2024. The proposed FY2024 Operating Budget is the same as that which was approved by the Board on a preliminary basis at the June 12, 2023 meeting.

Approval of this proposal will enable the University to meet its statutory obligation to submit a budget to the Illinois Board of Higher Education (“IBHE”) by November 15 of each year. *See* 110 ILCS 205/8.

III. ANALYSIS: At the June 12, 2023 Board meeting, the President recommended and the Board approved a preliminary FY2024 Operating Budget granting the University spending authority between July 1, 2023 and the October 2023 meeting, at which time the Board would review the University’s FY2024 operating budget again and approve the final figures. The preliminary operating budget constituted a conservative estimate of revenues and expenditures of \$60,500,000. The final enacted State appropriation of \$26,058,100, along with University income fund revenues based on enrollment census data, provide for a balanced budget.

The attached represents the core or “State Funds” final operating budget proposed for FY2024 in the amount of \$60,500,000. The revenues to support the budget come from a combination of the annual State of Illinois appropriation to the University plus the revenues projected to be generated by net tuition, user fees, and interest income.

Through our collaborative PBAC (Planning and Budget Advisory Council) process, which involves discussions with constituencies and many individuals at all levels within the University, we have developed a FY2024 Operating Budget in line with the State appropriations and have further considered the lingering impact of COVID-19 on our operations as well as the implementation of our Strategic Enrollment Plan.

[Remainder of page intentionally left blank.]

Governors State University
 Budget Revenues and Expenditures by Major Category
 FY2024 Operating Budget

STATE FUNDS	FY2023 Operating Budget	FY2024 Operating Budget	\$ to Prior Year Budget	% to Prior Year Budget
Revenues:				
Income Fund	\$34,146,700	\$34,441,900	\$295,200	0.9%
Appropriation	24,353,300	26,058,100	1,704,800	7.0%
Total Revenues	\$58,500,000	\$60,500,000	\$2,000,000	3.4%
Expenses:				
Personnel Services	\$48,399,209	\$50,844,668	\$2,445,459	5.1%
Fringe Benefits	1,449,578	1,483,326	33,748	2.3%
Contractual	7,007,732	6,551,592	(456,140)	-6.5%
Commodities	718,875	729,120	10,245	1.4%
Permanent Improvement	0	0	0	0.0%
Travel	377,931	362,673	(15,258)	-4.0%
Equipment	315,105	305,705	(9,400)	-3.0%
Telecom	194,195	185,541	(8,654)	-4.5%
Auto Operations	37,375	37,375	0	0.0%
Awards	0	0	0	0.0%
Reserve**	0	0	0	0.0%
Total Expenses:	\$58,500,000	\$60,500,000	\$2,000,000	3.4%

BOT Resolution 16-28 established an operating reserve not to exceed 5% of the University's core operating budget. At this time, the FY2019 - FY2022 operating surplus exceeds that reserve amount, so no Reserve allocation has been budgeted for FY2024.

Resource/Contacts: Corey S. Bradford, Sr., Ph.D., Vice President for Administration and Finance; cbradford2@govst.edu; 708.235.7421; and Sandra Zurawski, Executive Director, Budget & Financial Planning; szurawski@govst.edu; 708.534.4981

IV. Proposed Resolution: A proposed resolution is submitted with this Executive Summary.

Resolution No. 24-07***Approval of Operating Budget for Fiscal Year 2024***

WHEREAS, The Board of Trustees of Governors State University (the “Board” and “University,” respectively) was created on January 1, 1996, by Public Act 89-4 to operate, manage, control, and maintain Governors State University in accordance with the rights, powers, and duties vested by law in the Board; and

WHEREAS, The Board is comprised of eight members, seven of whom are appointed by the Governor of Illinois with the advice and consent of the Senate, and one whom is a Governors State University student selected by student peers; and

WHEREAS, Article V(A)(1) of the Board’s Regulations provides that the President shall establish guidelines and procedures for establishing operating appropriations budget requests; and

WHEREAS, Article V(A)(2) of the Board’s Regulations provides that the President shall review and make recommendations on appropriation requests for operating budget expenditures and submit them to the Board; and

WHEREAS, Section 8 of the Illinois Board of Higher Education Act, 110 ILCS 205/8, requires the Board to submit appropriation requests for operating expenditures for the ensuing year to the Illinois Board of Higher Education (“IBHE”) by November 15 of each year; and

WHEREAS, The University’s Planning and Budget Advisory Council (“PBAC”), appointed by the President and representing a cross-section of University personnel, issued guidelines and held hearings regarding budget requests and operating expenses for Fiscal Year 2024 (“FY24”) during academic year 2022-2023; and

WHEREAS, As a result of the PBAC hearings and further analysis, the President presented to the Board a recommended Preliminary Operating Budget for FY24 in a total amount of \$60,500,000, which constituted a 3.4% increase over the operating budget for Fiscal Year 2023; and

WHEREAS, The President has recommended a final operating budget for FY24 (the “FY24 Operating Budget”) in substantially the same form as the Preliminary Operating Budget for FY24.

Now, therefore, it is:

Resolved, that the Board approves the FY24 Operating Budget as follows:

[Remainder of page intentionally left blank.]

Governors State University
 FY2024 Operating Budget
 State Funds (Illinois State Appropriation + University Net Tuition Revenues)

	<u>FY2024</u>
<u>Revenues:</u>	
Income Fund	\$34,441,900
Appropriation	26,058,100
Total Revenues	<u><u>\$60,500,000</u></u>
<u>Expenses:</u>	
Personnel Services	\$50,844,668
Fringe Benefits	1,483,326
Contractual	6,551,592
Commodities	729,120
Permanent Improvements	0
Travel	362,673
Equipment	305,705
Telecom	185,541
Auto Operations	37,375
Awards	-
Reserve	0
Total Expenses:	<u><u>\$60,500,000</u></u>

Resolved, that the Board directs the President to take all reasonable and necessary steps to timely submit the FY24 Operating Budget to the IBHE in the format required by the IBHE.

Approved October 23, 2023

Kevin Brookins, Chair *Pro Tem*
Board of Trustees

James Kvedaras, Secretary
Board of Trustees

Tab 8

EXECUTIVE SUMMARY***Regarding******Resolution 24-08: Resolution for the Approval of FY2025 Operating Appropriations Budget Request to the Illinois Board of Higher Education***

- I. ACTION ITEM:** Approve Operating Appropriations Budget Request for Fiscal Year 2025 (“FY2025”) to the Illinois Board of Higher Education (“IBHE”).
- II. BACKGROUND:** In preparation for the upcoming budget year of July 1, 2024 to June 30, 2025 (*i.e.*, FY2025), the Illinois public universities submit their “State Funds” operating requests (appropriations and university income fund – primarily net revenues from tuition and user fees) to IBHE for the forthcoming fiscal year.
- IBHE compiles and develops these funding requests to produce one consolidated higher education budget request to the Governor, typically in early February for inclusion in the Governor’s Budget Address to the General Assembly later that month. In turn, the Governor’s budget request forms the basis for appropriation bills, which are introduced into the Assembly and eventually passed by the Assembly and signed into law by the Governor.
- III. ANALYSIS:** The schedule accompanying this Executive Summary displays GSU’s FY2025 preliminary State Funds budget request to IBHE of \$63,623,300. GSU anticipates flat net tuition revenues and is seeking a total operating funds increase for FY2025 of \$3,123,300, a 5.2% increase in total University Operating Budget year-over-year and a 12% an increase in year-over-year State appropriations. The incremental State Funds would be used to cover ordinary increases in compensation expenses, additional faculty (STEM, bilingual, honors, early childhood, information literacy), and the continuation of student support and retention services focused on first generation students, academic resources, counseling, and wellbeing.

Governors State University
 Budget Revenues and Expenditures by Major Category
 FY2025 IBHE Operating Budget Request

STATE FUNDS	FY2024 Operating Budget	FY2025 Operating Budget	\$ to Prior Year Budget	% to Prior Year Budget
Revenues:				
Income Fund	\$34,441,900	\$34,441,900	\$0	0.0%
Appropriation	26,058,100	29,181,400	3,123,300	12.0%
Total Revenues	\$60,500,000	\$63,623,300	\$3,123,300	5.2%
Expenses:				
Personnel Services	\$50,844,668	\$53,967,968	\$3,123,300	6.1%
Fringe Benefits	1,483,326	1,483,326	-	0.0%
Contractual	6,551,592	6,551,592	-	0.0%
Commodities	729,120	729,120	0	0.0%
Permanent Improvement	0	0	0	0.0%
Travel	362,673	362,673	-	0.0%
Equipment	305,705	305,705	-	0.0%
Telecom	185,541	185,541	-	0.0%
Auto Operations	37,375	37,375	0	0.0%
Awards	0	0	0	0.0%
Reserve**	0	0	0	0.0%
Total Expenses:	\$60,500,000	\$63,623,300	\$3,123,300	5.2%

Notes:

** Historical Surplus adequate funds to support BOT Reserve requirement for FY2024

Resource/Contacts: Corey S. Bradford, Sr., Ph.D., Vice President for Administration and Finance; cbradford2@govst.edu; 708.235.7421; and Sandra Zurawski, Executive Director, Budget & Financial Planning; szurwski@govst.edu; 708.534.4981

IV. PROPOSED RESOLUTION: A proposed resolution is submitted with this Executive Summary.

Resolution No. 24-08***Approval of Operating Appropriations Budget Request to IBHE for Fiscal Year 2025***

WHEREAS, The Board of Trustees of Governors State University (the “Board”) was created on January 1, 1996, by Public Act 89-4 to operate, manage, control, and maintain Governors State University in accordance with the rights, powers, and duties vested by law in the Board; and

WHEREAS, The Board is comprised of eight members, seven of whom are appointed by the Governor of Illinois with the advice and consent of the Senate, and one whom is a Governors State University student selected by student peers; and

WHEREAS, Article V(A)(1) of the Board of Trustee’s (“Board’s”) Regulations provides that the President shall establish guidelines and procedures for establishing operating appropriations budget requests; and

WHEREAS, Article V(A)(2) of the Board’s Regulations provides that the President shall review and make recommendations on appropriation requests for operating budget expenditures and submit them to the Board; and

WHEREAS, Section 8 of the Board of Higher Education Act, 110 ILCS 205/8, requires the Board to submit appropriation requests for operating expenditures for the ensuing year to the Illinois Board of Higher Education (“IBHE”) by November 15 of each year; and

WHEREAS, IBHE compiles and develops these funding requests in order to produce one consolidated higher education budget request for the Governor; and

WHEREAS, As a result of the foregoing planning process and further analysis, the President presented to the Committee of the Whole (the “Committee”) a recommendation for requesting appropriations for operations for the period July 1, 2024 to June 30 2025 (“FY2025), which the Committee approved at a meeting held on October 23,2023;

Now, therefore, it is:

Resolved, that the Board adopts the Committee's recommendation for the FY2025 Operating Appropriations Budget Request.

Resolved, that the FY2025 Operating Appropriations Budget Request is approved for submission to the IBHE in a format recommended by IBHE as follows:

Governors State University
FY2025 IBHE Operating Budget Request
State Funds (Illinois State Appropriation + University Net Tuition Revenues)

	<u>FY2025</u>
<u>Revenues:</u>	
Income Fund	\$34,441,900
Appropriation	29,181,400
Total Revenues	\$63,623,300
<u>Expenses:</u>	
Personnel Services	\$53,967,968
Fringe Benefits	1,483,326
Contractual	6,551,592
Commodities	729,120
Permanent Improvements	0
Travel	362,673
Equipment	305,705
Telecom	185,541
Auto Operations	37,375
Awards	0
Reserve	0
Total Expenses:	\$63,623,300

Resolved, that the Board directs the President to take all reasonable and necessary steps to timely submit the FY2024 Operating Appropriations Budget Request to the IBHE in the format required by the IBHE.

Approved October 23, 2023

Kevin Brookins, Chair *Pro Tem*
Board of Trustees

James Kvedaras, Secretary
Board of Trustees

Resolution No. 24-08***Approval of Operating Appropriations Budget Request to IBHE for Fiscal Year 2025***

WHEREAS, The Board of Trustees of Governors State University (the “Board”) was created on January 1, 1996, by Public Act 89-4 to operate, manage, control, and maintain Governors State University in accordance with the rights, powers, and duties vested by law in the Board;

WHEREAS, The Board is comprised of eight members, seven of whom are appointed by the Governor of Illinois with the advice and consent of the Senate, and one of whom is a Governors State University student selected by student peers;

WHEREAS, Article V(A)(1) of the Board of Trustee’s (“Board’s”) Regulations provides that the President shall establish guidelines and procedures for establishing operating appropriations budget requests;

WHEREAS, Article V(A)(2) of the Board’s Regulations provides that the President shall review and make recommendations on appropriation requests for operating budget expenditures and submit them to the Board;

WHEREAS, Section 8 of the Board of Higher Education Act, 110 ILCS 205/8, requires the Board to submit appropriation requests for operating expenditures for the ensuing year to the Illinois Board of Higher Education (“IBHE”) by November 15 of each year;

WHEREAS, IBHE compiles and develops these funding requests in order to produce one consolidated higher education budget request for the Governor; and

WHEREAS, As a result of the foregoing planning process and further analysis, the President presented to the Committee of the Whole (the “Committee”) a recommendation for requesting appropriations for operations for the period July 1, 2024 to June 30 2025 (“FY2025”), which the Committee considered at a meeting held on October 23, 2023.

Now, therefore, it is:

Resolved, that the FY2025 Operating Appropriations Budget Request is approved for submission to the IBHE in a format recommended by IBHE as follows:

Governors State University
FY2025 IBHE Operating Budget Request
State Funds (Illinois State Appropriation + University Net Tuition Revenues)

	<u>FY2025</u>
<u>Revenues:</u>	
Income Fund	\$34,441,900
Appropriation	29,181,400
Total Revenues	<u><u>\$63,623,300</u></u>
<u>Expenses:</u>	
Personnel Services	\$53,967,968
Fringe Benefits	1,483,326
Contractual	6,551,592
Commodities	729,120
Permanent Improvements	0
Travel	362,673
Equipment	305,705
Telecom	185,541
Auto Operations	37,375
Awards	0
Reserve	0
Total Expenses:	<u><u>\$63,623,300</u></u>

Resolved, that the Board directs the President to take all reasonable and necessary steps to timely submit the FY2025 Operating Appropriations Budget Request to the IBHE in the format required by the IBHE.

Approved October 23, 2023

Kevin Brookins, Chair *Pro Tem*
Board of Trustees

James Kvedaras, Secretary
Board of Trustees

Tab 9

EXECUTIVE SUMMARY*Regarding***Resolution 24-09: *Resolution for the Approval of FY2025 Capital Improvement Budget to the Illinois Board of Higher Education***

I. ACTION ITEM: Approve submission of the Capital Improvement Budget to the Illinois Board of Higher Education (“IBHE”) for the ensuing fiscal year of July 1, 2024 to June 30, 2025, fiscal year 2025 (“FY2025”).

II. BACKGROUND: Annually, the State of Illinois prepares a Capital Budget in coordination with state agencies seeking capital improvement appropriations. 20 ILCS 3010/1. All state universities, including Governors State University (“GSU”), are required by the Illinois Board of Higher Education Act to submit capital appropriations requests by November 15. 110 ILCS 205/8. Board of Trustees Regulation V(A)(1) requires that the President “shall review and make recommendations concerning the requests and submit them to the Board for approval.” Further, once approved, “the President shall submit budget requests approved by the Board to the Board of Higher Education and shall take such actions on the Board’s behalf as are necessary and appropriate during the Board of Higher Education budget review process.” *Id.*

III. ANALYSIS: Submitted with this Executive Summary are a proposed resolution to be presented to the Board upon consideration and approval by the Committee of the Whole, as well as the proposed Capital Improvement Appropriations Request, which appears as Exhibit A to the proposed resolution. Both are submitted with the recommendation of the President.

Resource/Contacts: John Potempa, Associate VP for Facilities Management & Development; jpotempa2@govst.edu; 708.235-7447 and Sandra Zurawski, Executive Director, Budget & Financial Planning; szurwski@govst.edu; 708.534.4981



Resolution No. 24-09

Approval of Capital Requests to IBHE for Fiscal Year 2025

WHEREAS, The Board of Trustees of Governors State University (the “Board” and “University,” respectively) was created on January 1, 1996, by Public Act 89-4 to operate, manage, control, and maintain Governors State University in accordance with the rights, powers, and duties vested by law in the Board; and

WHEREAS, The Board is comprised of eight members, seven of whom are appointed by the Governor of Illinois with the advice and consent of the Senate, and one whom is a Governors State University student selected by student peers; and

WHEREAS, Article V(A)(1) of the Board’ Regulations provides that the President shall establish guidelines and procedures for establishing capital appropriations budget requests; and

WHEREAS, Article V(A)(2) of the Board’s Regulations provides that the President shall review and make recommendations on appropriation requests for capital budget expenditures and submit them to the Board; and

WHEREAS, Section 8 of the Illinois Board of Higher Education Act, 110 ILCS 205/8, requires the Board to submit appropriation requests for capital expenditures for the ensuing year to the Illinois Board of Higher Education (“IBHE”) by November 15 of each year; and

WHEREAS, The University engaged in a master facilities planning process resulting in a Campus Facilities Master Plan approved by the Board by Resolution 23-01 at a meeting held on August 5, 2022; and

WHEREAS, As a result of the foregoing planning process and further analysis, the President presented to the Committee of the Whole (the “Committee”) a recommendation for requesting appropriations for capital improvements in the form attached hereto as **Exhibit A** (the



“FY25 Capital Improvement Budget”), which the Committee approved at a meeting held on October 23, 2023;

Now, therefore, be it

Resolved, that the Board adopts the Committee’s recommendation for the FY25 Capital Improvement Budget.

Resolved, that information contained in the FY25 Capital Improvement Budget attached hereto as Exhibit A is approved for submission to the IBHE in a format recommended by IBHE.

Resolved, that the Board directs the President to take all reasonable and necessary steps to timely submit the FY25 Capital Improvement Budget to the IBHE in the format required by the IBHE.

Approved October 23, 2023

Kevin Brookins, Chair *Pro Tem*
Board of Trustees

James Kvedaras, Secretary
Board of Trustees



**Governors State University
Capital Improvement Requests
Budget Year FY2025**

**GOVERNORS STATE UNIVERSITY
LARGE PROJECT PLAN
BUDGET YEAR FY2024/2025**

<u>Projected Fiscal Yr</u>	<u>PROJECT NAME</u>	<u>TOTAL Planning Amount</u>	<u>State Appropriation</u>	<u>GSU Debt COP2018</u>	<u>OTHER</u>	<u>STATUS</u>
NEW CAPITAL INVESTMENT						
TBD	Library and Learning Commons	\$38,755,000	\$38,755,000			
TBD	Center for Instruction and Innovation	\$29,865,000	\$29,865,000			
TBD	Student Success Center	\$32,250,000	\$32,250,000			
TBD	Center for Health & Equity (Health Sciences Building)	\$26,323,000	\$26,323,000			
TBD	Building C Addition for Student Security & Safety	\$2,850,000	\$2,850,000			
REBUILD ILLINOIS PROJECTS - NEW CAPITAL: Need Appropriated Funds Released						
TBD	Academic Building E Extension	\$3,530,000	\$3,530,000			
REBUILD ILLINOIS PROJECTS - CAPITAL RENEWAL: Need Appropriated Funds Released						
TBD	Building E (Sherman Hall & Art Studio Annex) Renovation	\$3,225,000	\$3,225,000			
TBD	Renovation / Replacement Library: Library area	\$5,817,000	\$5,817,000			
TBD	Renovation / Replacement Library: Student Space	\$6,895,000	\$6,895,000			
TBD	Vehicular/Pedestrian/Parking Lot Renovations: North/West Campus	\$7,756,000	\$7,756,000			
TBD	Vehicular/Pedestrian/Parking Lot Renovations: South/East Campus	\$1,142,000	\$1,142,000			
FY2025 CAPITAL RENEWAL						
TBD	Vehicular/Pedestrian/Parking Lot Renovations: South/East Campus	\$4,029,000	\$4,029,000			
TBD	Building Envelope (Including Window Systems) Phase I	\$7,237,000	\$7,237,000			
TBD	Building Envelope Phase II	\$2,887,000	\$2,887,000			
FY2019 / 2021 EMERGENCY CAPITAL: Projects Currently In Progress with CDB						
2021	Emergency Capital for Roof Replacement	\$3,244,940	\$3,244,940			99% Complete
2022	Emergency Capital for Deteriorating Piping	\$3,815,150	\$3,815,150			75% Complete
2023	HVAC Replacement and Upgrade (*2022 Emergency Funds for Piping)	\$3,884,850	\$3,884,850			
2021	HVAC Replacement and Upgrade (*REBUILD IL FUNDS)	\$4,264,200	\$4,264,200			Design Phase
SUPPLY CHAIN INNOVATION CENTER: Project with CDB						
2022	GSU SCICBI (Hantack House) Renovation	\$800,000	\$400,000		\$400,000	A

Projected Fiscal Yr	PROJECT NAME	TOTAL Planning Amount	State Appropriation	GSU Debt COP2018	OTHER	STATUS
GSU COP2018: Projects Currently In Progress						
2020	HVAC Replacement & Upgrade	\$4,273,630		\$4,273,630		99% Complete
2022	Fire Suppression & Communication Replacement	\$2,275,000		\$2,275,000		95% Complete
GSU COP2018: Projects Completed						
Complete	Pathway Lighting (Vehicular/Pedestrian Circulation Renovation)	\$836,246		\$836,246		
Complete	Athletic Field Renovation/Reconstruction	\$256,724		\$256,724		
Complete	Cafeteria - Equipment/Infrastructure Replacement	\$4,546,838		\$4,546,838		
Complete	Roof Replacement / Parking & Roadway Repair	\$205,000		\$205,000		
CAPITAL RENEWAL: Projects Proposed						
2024	Social Justice Building	\$2,500,000			\$2,500,000	A IBHE BOT Approved
2025	Athletic Soccer Field	\$3,200,000		\$1,300,000	\$1,900,000	E IBHE BOT Approved
2024	Biology Environmental Field Station	\$800,000			\$800,000	D
2024	Financial Services Deferred Maintenance	\$450,000			\$450,000	B
2023/24	Library Services Deferred Maintenance	\$450,000			\$450,000	B 80% Complete
2024	Parking West Lot 2	\$300,000			\$300,000	C
2024	Prairie Place Access Walkway	\$200,000			\$200,000	B
2025	Parking East Lot 2	\$300,000			\$300,000	C
2025	Main Building Entrance Way Improvements	\$250,000			\$250,000	C
NOTE: GSU DEFERRED MAINTENANCE BALANCE		\$69,013,820				
TECHNOLOGY: Projects Proposed						
2024/25	GSU WEB (External URL & Internal Portal) Rebuild	\$900,000			\$900,000	A
2024	WIFI Access (Latest Standards, Security & Speed)	\$665,000			\$665,000	A
OTHER Funding Sources Summary						
	A Capital Reserves					
	B University Facilities Fees					
	C Campus Access & Safety Fee					
	D Farm Revenues					
	E External Fundraising					

NEW CAPITAL INVESTMENT

Library & Learning Commons

\$38,755,000

The Library & Learning Commons is a blend of a modern 21st century library and a vibrant academic support center. In this innovative academic hub, services would include the University Library, Academic Resource Center, Disability Services, Undergraduate Advising Center, TRiO Support Services, and the Writing Center. The current University Library at GSU is a 50,000 square foot portion of the second floor of the University's main building, which wraps around a main staircase and an elevator. The library is open to a classroom complex on the third floor. During the periods immediately before and after classes noise generated by students filters down to the Library, producing an environment not conducive to collaboration, study, or research. Interior renovations to the Library over the years have produced seminar rooms, classroom facilities, and a public bank of computer stations, as well as an enhanced entryway.

Future renovations to the existing space, however, cannot increase the Library's capacity nor facilitate a universal design. GSU is in need of a new University facility, accessible to everyone, to provide adequate space for student support services including places for quiet studying and research and rooms for small group interactions while also housing its collections.

We envision a free-standing building of approximately 70,000 square feet located near the heart of campus.

Center for Instruction & Innovation

\$29,865,000

We request capital investment for a new building on the GSU University Park campus to develop the Center for Instruction and Innovation through capital funds that have been lacking over the last decade. Our request for "Budget Year" funding is 10% of the total for planning and design costs. The Center for Instruction and Innovation will address the lack of classroom spaces that can hold more than 60 students and facilitate active learning environments, forum lectures, breakout spaces, and open collaboration areas. Currently, the lack of these spaces is limiting growth opportunities including potential enrollment and degree program growth. This center is planned to provide fully equipped, state-of-the-art instructional space including technology equipped multimedia classrooms preparing students for their future.

Governors State University is the only Illinois public university without a Student Union. Accordingly, our current facilities must incorporate space for student-centered activities normally held in a student union. A new classroom building will free up more usable space in other buildings to support those activities.

NEW CAPITAL INVESTMENT (continued)

Student Success Center

\$35,250,000

Academic and Social Support Student Services and Life spaces at GSU are currently placed throughout the campus. After meeting with several Student Support Focus Groups, there is an overwhelming desire for a consolidated Student Success Center on campus offering a comprehensive one-stop-shop for instructional and academic support services on campus.

- Create a new “front door” for the campus that is dynamic, welcoming, engaging, and easily recognizable assists students to navigate available academic resources and support services;
- The Student Success Center will be designed as a high-impact, dynamic center that will aid students in fulfilling their academic potential by providing intentional and developmentally appropriate guidance and direction.

Center for Health Equity Building (Health Sciences Building)

\$26,323,000

The Center for Health Equity Building will support our capacity to conduct instructional, clinical, and collaborative activities central to addressing the physical, mental, and social health of communities in the Southland. As a substantial contributor to the health and human services workforce in the region, we seek to provide state-of-the-art models of care and practice and instill the values of equity and inclusivity. This innovative interdisciplinary space will unite multiple disciplines under one roof, including: Occupational Therapy; Physical Therapy; Speech-Language Pathology; Social Work; Psychology and Counseling; Nursing; and Health Administration and Health Informatics. It will present new opportunities for teaching and practicing, and for engaging the community in health- and wellness-promoting activities. We envision approximately 45,800 square feet providing laboratories, meeting rooms, offices, and clinical spaces, which will allow our students and faculty to provide services and conduct research designed to enhance health equity in the region.

Building C Addition for Student Security & Safety

\$2,850,000

GSU’s safety and security needs increased substantially when GSU became a 24/7 campus with student housing in FY15. Our Department of Public Safety is greatly in need of an area that would hold vehicles and allow for transfer of any persons subjected to personal assault or in custody without going through the public areas of the main building and HR waiting area. We currently utilize small internal spaces like utility and storage closets for holding areas, fingerprinting, and interviews. This space would allow for the use of these internal spaces as their intended purpose.

REBUILD ILLINOIS PROJECTS: Need Appropriated Funds Released \$32,990,000

Public Act 101-0029 appropriates \$32,725,000 in funding from the Capital Development Fund to CDB for GSU for the construction of an expansion of academic Building E, and other capital improvements. Additionally, \$265,000 was re-appropriated from previous residual funds. \$4,264,000 has been released for the emergency project HVAC Replacement and Upgrade. The balance of the funding needs to be released so the projects can be effectively coordinated to avoid additional costs / reconstruction. It is critical that these funds be released as soon as possible in order to provide state of the art resources and learning environments and to contribute to student success inclusive of more student services as well as places for study, research and collaborative group interactions. Use of Rebuild Illinois funds will enable Governors State University to recruit and serve more first generation and Illinois students and grow enrollment according to University strategic planning.

REBUILD ILLINOIS PROJECTS: New Capital (Need Appropriated Funds Released)

Academic Building E Extension \$3,530,000

FY2020 HB62 SFA 1 NEW CAPITAL MONEY: CDB has allocated \$3,530,000 for the renovation and extension of Building E. This project will incorporate and develop further the Spagnolo Enterprises, LTD Mechanical Systems Evaluation report for the Art Studio areas, the renovation of Sherman Hall, and additional space build out to accommodate new programs and teaching spaces.

REBUILD ILLINOIS PROJECTS: Capital Renewal (In Progress)

HVAC Replacement & Upgrade \$4,264,200

Several university boilers, HVAC equipment, and RTU (Roof-top Units) have ongoing issues because of poor design, improper ductwork, air distribution, and the age of the equipment. Because most of GSU's buildings are connected into one large facility, an urgent situation in one place affects many other areas. Replacements are necessary to bring our facility up to current code, as well as creating greater safety and efficiency.

REBUILD ILLINOIS PROJECTS: Capital Renewal (Need Appropriated Funds Released)

Building E (Sherman Hall & Art Studio Annex) Renovation \$3,225,000

CBD has allocated \$3,530,000 for the renovation and extension of Building E. This project will incorporate and develop further the Spagnolo Enterprises, LTD Mechanical Systems Evaluation report for the Art Studio areas, the renovation of Sherman Hall, and additional space build out to accommodate new programs and teaching spaces.

REBUILD ILLINOIS PROJECTS: Capital Renewal (continued)

Renovation / Replacement Library: Library Area \$5,817,000

The University Library area requires repairs of both safety and space utilization concerns including reinforcement of public accessible counters, shelves, and media storage. Additionally, to remain a Library of the future, with universal design and accessibility by everyone, innovative technologies need to be implemented.

Renovation / Replacement Library: Student Space \$6,895,000

The Student Space within the University Library requires modifications to allow for the different new trends of student group study, research, and participation. Creating break out rooms and ability to use such spaces in a controlled environment when the Library is closed would allow students to have more flexibility to completing their work in a safe, productive setting. For safety concerns, there is dire need in developing a connecting public corridor through the current library student space such that the entire second floor is connected.

Vehicular/Pedestrian/Parking Lot Renovations: North/West Campus \$7,756,000

With (1) the addition of a 300-bed student residence facility in the fall of 2014, (2) the first fielding of intercollegiate athletic teams during 2014-15, and (3) the expansion of outreach activities at the Center for Performing Arts, the Nathan Manilow Sculpture Park and the GSU Visual Arts Gallery, GSU has added notably to the volume of pedestrian traffic on its campus and to the variety of the entries and exits that those pedestrians seek. The walkways which circulate through the campus and provide the primary means of access to the building for students, faculty and staff need significant repair; new walkways are needed to accommodate the circulation patterns of resident students and visitors between buildings; and the provision of lighting along these paths (both the renovated and the newly constructed) is a high-priority safety concern. The vehicular circulation for people with disabilities and K-12 school busses to the Center of Performing Arts creates difficulties that can be addressed by developing an alternate way to reduce vehicular/pedestrian conflicts.

Vehicular/Pedestrian/Parking Lot Renovations: South/East Campus \$5,171,000

The Eastern Entrance Roadway was originally planned to circumvent the parking lots by going behind them, and only a small service road used by limited traffic would be between the parking lots and campus buildings. This was not completed; thus, a large volume of traffic uses this small service road, which has awkward turns and a high volume of pedestrian vehicle conflicts, which have caused numerous accidents. The project requested here would help to resolve these issues and, in doing so, make the GSU campus more inviting and more easily navigated. More importantly, it would substantially increase the safety of all those using it - pedestrians and drivers alike.

FY2025 CAPITAL RENEWAL

Building Envelope Phase I

\$7,237,000

The building envelope (*i.e.*, building enclosure) is all the elements of the outer shell that maintain a dry, heated, or cooled indoor environment and facilitate climate control. The University has many leaks (water and air) throughout its 50+ year old buildings. Reparations are needed to the outer doors, windows where single pane glazing in steel frames have deteriorated beyond repair, building soffits where flashing heights are not aligned where wall systems meet roofs, masonry tuck pointing, and other areas of exposed concrete.

Building Envelope Phase II

\$2,887,000

The building envelope (*i.e.*, building enclosure) is all the elements of the outer shell that maintain a dry, heated, or cooled indoor environment and facilitate climate control. The University has many leaks (water and air) throughout its 50+ year old buildings. Reparations are needed to the outer doors, windows where single pane glazing in steel frames have deteriorated beyond repair, building soffits where flashing heights are not aligned where wall systems meet roofs, masonry tuck pointing, and other areas of exposed concrete.

FY2019 / 2021 EMERGENCY CAPITAL: Projects Currently in Progress with CDB

Roof Replacement/Safety Upgrading

\$4,950,000

Deteriorating Piping

\$3,815,150

HVAC Replacement & Upgrade

\$3,884,850

Several university boilers, HVAC equipment, and RTU (Roof-top Units) have ongoing issues. Most of GSU's buildings are connected into one large facility, thus an urgent situation in one place affects many other areas. Replacements are necessary to bring our facility up to current code and ensure air quality.

GSU SUPPLY CHAIN INNOVATION CENTER: Project Currently in Design with CDB

GSU SCICBI (Hantack House) Renovation

\$800,000

\$500M was appropriated from the Build Illinois Bond Fund to the CDB to fund the Illinois Innovation Network system and their initiatives. Of that, \$400,000 was designated to GSU for renovations needed for Hantack House, future home of SCICBI (Supply Chain Innovation Center and Business Incubator) including basement water treatment, HVAC replacement, air quality assessment, parking lot pavement, lighting, signage, security cameras, gutters, downspouts, etc.

GSU COP 2018

As a result of the lack of State funding of a capital budget, the University's deferred maintenance backlog has become critical. GSU estimated \$13.9 million was needed to address the most pressing of the deferred maintenance, and pursued borrowing through Certificates of Participation or Revenue Bonds. On August 15, 2018, Governor State University's (GSU) Certificates of Participation Series 2018 (COP 2018) was priced at an all-in interest cost of 4.586% over 10 years to fund a list of improvements, prioritization from the list below is currently in progress. Design, bidding and contract award phases will follow.

In FY18, Facility Fee revenue of \$2.6M was utilized for the payment of debt service COP 2008 and 2009 in the amount of \$1.7M with an additional \$500,000 utilized to fund interim repairs and renewal until the deferred maintenance projects could be fully funded. A facility fee increase of \$15 per credit hour was implemented in FY19, resulting in revenues of \$3.8M to fund the combined debt service with residual funds available for continued facility maintenance, repairs and renewal projects.

COP PROJECTS IN PROGRESS:

HVAC Replacement & Upgrade

\$4,273,630

HVAC problems frequently close numerous classrooms. And, it must be said, GSU has a scarcity of instructional spaces to begin with. In January 2018, HVAC problems closed the Family Development Center, forcing us to send babies, toddlers, and preschoolers home. Several university boilers, HVAC equipment, and RTU (Roof-top Units) have ongoing issues because of poor design, improper ductwork, air distribution, and the age of the equipment. These issues were compounded in the 1980's, when GSU transitioned from the initial open floor plan to more traditional classroom designs. Because most of GSU's buildings are connected into one large facility, an urgent situation in one place affects many other areas. Renovations are necessary to bring our facility up to current code, as well as creating greater safety and efficiency. 99% Complete

Fire Suppression & Communications Replacement

\$2,530,000

GSU's system has reached its 50-year expiration. Project to replace Main building wings A – F with the latest NFPA Requirements. Additionally, replace the fire communications system, currently operated with twisted copper wire to that with fiber optic cable and configure a logical interconnect based on current safety protocols. 95% Complete

GSU COP 2018 (continued)

GSU COP 2018 PROJECTS COMPLETED:

Pathway Lighting (Vehicular/Pedestrian Circulation Renovations)	\$836,246
Athletic Field Renovation/Reconstruction	\$256,724
Cafeteria - Equipment/Infrastructure Replacement	\$4,540,656
Roof Replacement / Parking & Roadway Repair	\$205,000

CAPITAL RENEWAL PROPOSED

Social Justice Building	\$2,500,000
Athletic Soccer Field	\$3,200,000
Biology Environmental Field Station	\$800,000
Financial Services Deferred Maintenance	\$450,000
Library Services Deferred Maintenance	\$450,000
Parking West Lot 2	\$300,000
Prairie Place Access Walkway	\$200,000
Parking East Lot 2	\$300,000
Main Building Entrance Way Improvements	\$250,000

GSU DEFERRED MAINTENANCE

The University adopted the Campus Facilities Master Plan approved by the GSU Board of Trustees in August 2022. This critical strategic document is the culmination of input from students, faculty, and staff from all areas of the University and will be used to support the University Mission and supporting Strategic Plan by anticipating and preparing for the future, extending the useful life of the campus buildings, and minimizing disruption from unforeseen industry change. The Facility Condition Assessment (FCA) provides detailed information associated with each building, including overall condition describing the current conditions and highlighting major deficiencies. Based on the FCA, the current Deferred Maintenance Balance is **\$69,013,820** with the highest proportion attributable to age and condition of our heating, ventilation, air conditioning (HVAC) systems. The four most critical deferred maintenance projects are in process.

Tab 10

Tab 11

Tab 12

Tab 13

Tab 14

**MINUTES OF
THE BOARD OF TRUSTEES OF GOVERNORS STATE UNIVERSITY
REGULAR MEETING**

The regularly scheduled meeting of the Board of Trustees of Governors State University (the “Board” and “GSU,” respectively), an Illinois body politic and corporate, meeting as a committee of the whole, was held in person and via audio-videoconference at GSU’s University Park Campus in Engbretson Hall on August 25, 2023 beginning at approximately 10:45 am. The purpose of the meeting was to conduct the business described in the Agenda posted for public notice before 9:00 am on August 23, 2023 in accordance with Section 120/2.02 of the Illinois Open Meetings Act. 5 ILCS 120/2.02. Before the meeting, each Trustee received a book with materials corresponding to action and discussion items, a copy of which is maintained with the Board records.

I. MEETING DETAILS

Meeting Chair: Angela M. Sebastian

Minutes Recorded By: Therese King Nohos, General Counsel

II. ATTENDEES

Chair Sebastian confirmed a quorum was present given the presence of the following four (4) Trustees¹ in attendance in person at the start of the meeting:

- Kevin Brookins, Trustee and Vice Chair;
- Lluvia Hernandez Aguirre, Student Trustee;
- James Kvedaras, Trustee; and
- Angela M. Sebastian, Trustee and Chair.

President Cheryl Green, Ph.D., *ex-officio* Board member and chief executive officer of GSU, was present as were the following members of the President’s Cabinet:

- Joshua R. Allen, MPS, SHRM-SCP, Vice President of Human Resources

¹ Six trustees are currently seated; therefore, four trustees constitute a quorum.

- Corey S. Bradford, Sr., PhD, Vice President of Administration and Finance
- Janelle A. Crowley, PhD, Chief of Staff, President's Office
- William A. Davis, MS, Vice President, Institutional Advancement, Marketing and Communications
- Maureen Kelly, Executive Director for Government Affairs
- Paul McGuinness, MA, Vice President for Student Affairs and Enrollment Management
- Therese King Nohos, JD, Vice President, General Counsel
- Joi F. Patterson, PhD, Chief Diversity Officer

III. ABSENCES

John Brudnak

Anibal Taboas

IV. CALL TO ORDER

The meeting was called to order by Chair Sebastian at approximately 10:45 am.

V. PUBLIC COMMENTS

There was no public comment.

VI. CHAIR COMMENTS/APPROVAL OF AGENDA

Chair Sebastian welcomed the new Faculty Senate President, Dr. Wagner, to his office and thanked Dr. Peng for her service.

VII. ACTION ITEM

Chair Sebastian invited Trustee Brookins to announce the proposed slate of officers and delegates for Academic Year 2023-24. Trustee Brookins announced the slate consisting of:

- Trustee Sebastian—Chair
- Trustee Brookins—Vice Chair
- Trustee Kvedaras—Secretary and Delegate to the Civil Service Merit Board

Vice President Nohos conducted the confidential vote and announced that the slate had been elected as proposed by Trustee Brookins

VIII. CONSENT AGENDA

The Chair then proposed the passing of the Consent Agenda as drafted. No trustee requested the removal of any item. Thus, the following items were passed as part of a consent agenda by unanimous vote upon motion by Trustee Brookins and second by Trustee Hernandez-Aguirre:

1. Approval of Board of Trustee Agenda for August 25, 2023 Meeting.
2. Approval of Board of Trustee Meeting Minutes from June 12, 2023 Meeting.
3. Resolution 24-02 regarding approval of a contract in excess of \$250,000 with Advocate Health Aurora.
4. Resolution 24-03 regarding approval of a leave for an administrator.

IX. VIII. CLOSED SESSION

There was no closed session.

X. OLD/NEW BUSINESS

Chair Sebastian called for any old or new business.

Chief of Staff Crowley reported on the committee of the whole structure that was recently adopted. A question-and-answer period with robust discussion ensued. It was determined that the Board would continue with the committee-of-the-whole structure and hold both the committee and full board meeting on the same day going forward (on a Monday if possible).

The Board was pleased to welcome Deputy Governor for Education Martin Torres as a special guest. Deputy Governor Torres spoke at length regarding the state of higher education in Illinois and took questions from the trustees.

XI. PRESIDENT'S REPORT

President Green gave a State of the University address, reflected in an accompanying PowerPoint presentation. A question-and-answer period and robust discussion ensued.

XII. BOARD DIALOGUE—ANNUAL RETREAT

The Board then engaged in discussion for their annual retreat, starting with a presentation by Dr. Robert Stanley on the development of a data dashboard for the Board reflecting information regarding enrollment, faculty, and degrees awarded. Chair Sebastian noted that she wanted to see dashboard information regarding non-traditional as well as

traditional students.

Chair Sebastian then noted that the annual calendar for calendar year 2024 was not ready for distribution yet, but that it should be ready by the October Board meeting.

Both Chair Sebastian and Trustee Brookins gave key takeaways from their participation in the annual AGB Board conference.

Finally, Chair Sebastian noted that, with regard to strategic planning, she wanted more information in 2024 regarding what the strategic planning process would look like for Strategy 2030.

Approved this 23rd day of October, 2023

By: _____

Kevin Brookins, Chair *Pro Tem*