



**GOVERNORS STATE
UNIVERSITY**

Board of Trustees Meeting

February 24, 2025

Engbretson Hall

Amended Book

Confidential: Trustees' Eyes Only

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Tab 1

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

February 24, 2025 – Committee of the Whole at 9:00 AM

and

February 24, 2025 – Board Meeting at 1:00 PM

February 24, 2025 – Committee of the Whole

Chair James Kvedaras

Time		Item	Tab #'s
		WELCOME - LAND ACKNOWLEDGEMENT STATEMENT	
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 Kvedaras</i>	
9:10 am	IV.	APPROVE PROPOSED AGENDA FOR FEBRUARY 24, 2025, COMMITTEE OF THE WHOLE MEETING	1
9:12 am	V.	APPROVE MEETING MINUTES FROM OCTOBER 21, 2024, BOARD OF TRUSTEE COMMITTEE OF THE WHOLE MEETING (OPEN AND CLOSED SESSIONS)	2
9:15 am	VI.	INFORMATIONAL ITEMS	3

		<ul style="list-style-type: none"> • Faculty Senate President – Joshua Sopiarz • Civil Service Vice President – Susie Morris • Student Senate President – Xavier Thompson • New Fulbright Scholar – Dr. Maria Murray Svidronova <i>Presenter:</i> Dr. David Rhea, Dean, Honors College • Strategic Planning for 2030 Update <i>Presenter:</i> Dr. Beverly Schneller, Vice President and Provost, with Dr. Reena Lichtenfeld, Consultant • Internal Audit Report Presentation <i>Presenter:</i> Kristoffer Evangelista, Chief Internal Auditor • University Park Tax Incremental Financing Changes and Opportunities <i>Presenter:</i> Will Davis, Vice President External Relations, and Guests • Facilities Master Plan and Soccer Fields Update – <i>Presenter:</i> Paul McGuinness, Vice President, Student Affairs and Enrollment Management, John Potempa, Associate Vice President Facilities Development Management and Steve Paul, Director of Special Projects with Core Construction Midwest • Office of Access Services for Students with Disabilities (ASSD) <i>Presenter:</i> Angela Szczepanik-Sanchez, Director, Student Disability Academic Resource Center • Technology Plan Update <i>Presenter:</i> Chuck Pustz, Associate Vice President for Information Technology and Chief Information Officer and Dr. Olumide Ijose, Associate Provost (Technology Advisory Committee Co-Chairs) • IT Security Presentation – Chuck Pustz, Associate Vice President for Information Technology and Chief Information Officer and David Weissbohn, Director, Information Security and Compliance • Tuition and Fees Presentation – Cheri Taylor-Lawton, Executive Director of Budget and Financial Planning, and John Perry, Executive Director of Financial Aid and Scholarship • Presidential Search Update – Josh Allen, Vice President of Human Resources <p><i>See Board Book for authored informational reports not presented:</i></p> <ul style="list-style-type: none"> • Report of Spring Census Figures • Report of Spring Housing Figures • Report on Procurement Activity between \$100,000 and \$249,000 • Report on Income Producing Contracts 	
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		<ul style="list-style-type: none"> • Report on Contributions to University-Related Organizations • Report of Budget to Actual • Quarterly Investment Report • Mandatory and Discretionary Waivers • Compliance and Ethics Update 	
10:30 am		BREAK	
10:45 am	VII.	<p>PROPOSED ACTION ITEMS <i>Presentation and discussion of action items proposed for Board of Trustees Meeting as scheduled for today.</i></p> <ol style="list-style-type: none"> 1. Resolution 25-12: Approve Tenure upon hire for Dr. Matthew Sprong, with the College of Health and Human Services, who meets the criteria pursuant to Article 20 “Tenure” of the UPI agreement, Article 20.6. <i>Presenter: Dr. Beverly Schneller, Provost and Vice President for Academic Affairs</i> 2. Resolution 25-13: Approve Emerita Status for Dr. Caryn Schranz and Dr. Catherine Tymkow, both with the College of Health and Human Services. <i>Presenter: Dr. Beverly Schneller, Provost and Vice President for Academic Affairs</i> 	<p>4</p> <p>5</p>

		<p>3. Resolution 25-14: Approve proposed tuition rates for Academic Year 2025-2026. <i>Presenter: Dr. Corey S. Bradford, Sr., Vice President for Administration and Finance</i></p>	6
		<p>4. Resolution 25-15: Approve proposed student fees for Academic Year 2025-2026. <i>Presenter: Dr. Corey Bradford, Sr., Vice President for Administration and Finance</i></p>	7
		<p>5. Resolution 25-16: Approve proposed student housing fees for Academic Year 2025-2026. <i>Presenter: Dr. Corey S. Bradford, Sr., Vice President for Administration and Finance</i></p>	8
		<p>6. Resolution 25-17: Approval of Maintaining Meeting Minutes as Confidential, required twice per year under the Open Meetings Act. <i>Presenter: Therese King Nohos, Vice President and General Counsel</i></p>	9
		<p>7. Resolution 25-18: Approve Employment Contract for Acting/Interim President. <i>Presenter: Joshua Allen, Vice President for Human Resources</i></p>	10
		<p>8. Resolution 25-19: Approve Honorary Degree Candidates' Eligibility for Selection Pursuant to Board Regulation III(B)(2) Upon Recommendation of the President. <i>Presenter: Dr. Cheryl F. Green, President</i></p>	11
		<p>9. Resolution 25-20: Approve Administrative Leave. <i>Presenter: Joshua Allen, Vice President for Human Resources</i></p>	12
		<p>10. Resolution 25-21: Approve Resolution to Honor and Pay Tribute to President Cheryl F. Green. <i>Presenter: James Kvedaras, Board of Trustee Chair</i></p>	13
11:30 am	VIII.	CLOSED MEETING	
		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:	

		<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)) • Litigation, when an action against, affecting or on behalf of the particular public body has been filed and is pending before a court or administrative tribunal, or when the public body finds that an action is probable or imminent, in which case the basis for the finding shall be recorded and entered into the minutes of the closed meeting (5 ILCS 120/2(c)(11)). 	
11:50 am	IX.	BACK IN SESSION FOLLOWING CLOSED SESSION	
Noon	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 Janelle A. Crowley, Ph.D., by 5 pm on Thursday, February 20, 2025, to request them.

2) If you wish to watch the meeting remotely via Zoom, a link is provided below. The Chair kindly asks anyone who is attending to log on ten (10) minutes prior to the meeting, to minimize disruption once the meeting is in session. If you wish to speak, you must raise your hand, the moderator will advise the Chair, whereby you must be recognized by the Chair to be eligible to speak.

3) If you wish to make a public comment, please register in advance by contacting Janelle A. Crowley, Ph.D., by 5 pm on Thursday, February 20, 2025.

You are invited to a Zoom meeting for the Committee of the Whole:

Please click the General Invitation link below to join the meeting:

<https://us02web.zoom.us/j/82013029149?pwd=f9rbSzBsRAB6oO5VPPXFbt5B6z7lnj.1>

Telephone or One Tap: US: +13126266799, 87401773871# or +13092053325, 87401773871#

Passcode: 072395

Webinar ID: 820 1302 9149

Contact Information: Janelle A. Crowley, Ph.D.; jcrowley3@govst.edu; 708.235.6807.

Chair James Kvedaras

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		<p>4. Resolution 25-13: Approve Emerita Status for Dr. Caryn Schranz and Dr. Catherine Tymkow, both with the College of Health and Human Services. <i>Presenter: Dr. Beverly Schneller, Provost and Vice President for Academic Affairs</i></p>	5
		<p>5. Resolution 25-14: Approve proposed tuition rates for Academic Year 2025-2026 <i>Presenter: Dr. Corey Bradford, Sr., Vice President for Administration and Finance</i></p>	6
			7
		<p>6. Resolution 25-15: Approve proposed student fees for Academic Year 2025-2026. <i>Presenter: Dr. Corey S. Bradford, Sr., Vice President for Administration and Finance</i></p>	
		<p>7. Resolution 25-16: Approve proposed student housing fees for Academic Year 2025-2026. <i>Presenter: Dr. Corey S. Bradford, Sr., Vice President for Administration and Finance</i></p>	8
		<p>8. Resolution 25-17: Approval of Maintaining Meeting Minutes as Confidential, required twice per year under the Open Meetings Act <i>Presenter: Therese King Nohos, Vice President and General Counsel</i></p>	9
		<p>9. Resolution 25-18: Approve Employment Contract for Acting/Interim President <i>Presenter: Joshua Allen, Vice President for Human Resources</i></p>	10
		<p>10. Resolution 25-19: Approve Honorary Degree Candidates' Eligibility for Selection Pursuant to Board Regulation III(B)(2) Upon Recommendation of the President <i>Presenter: Dr. Cheryl F. Green, President</i></p>	11
		<p>11. Resolution 25-20: Approve Administrative Leave <i>Presenter: Joshua Allen, Vice President for Human Resources</i></p>	12
		<p>11. Resolution 25-21: Approve Resolution to Honor and Pay Tribute to President Cheryl F. Green <i>Presenter: James Kvedaras, Board of Trustee Chair</i></p>	13
1:42 pm	VI	OLD BUSINESS/NEW BUSINESS	
2:00 pm	VII	ADJOURN	

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

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2) If you wish to watch the meeting remotely via Zoom, a link is provided below. The Chair kindly asks anyone who is attending to log on 10 minutes prior to the meeting, to minimize disruption once the meeting is in session. If you wish to speak, you must raise your hand, the moderator will advise the Chair, whereby you must be recognized by the Chair before you are eligible to speak.

3) If you wish to make a public comment, please register in advance by contacting Janelle A. Crowley, Ph.D., by 5 pm on Thursday, February 20, 2025.

You are invited to a Zoom meeting for the Board of Trustees Meeting, Monday, February 22, 2024, scheduled for 1:00 PM, following the Committee of the Whole meeting [Central Time - US and Canada].:

Please click the General Invitation link below to join the meeting:

<https://us02web.zoom.us/j/84631047121?pwd=JpZ1Tp8hWaNod5SAm4b8UBgHicQVhl.1>

Telephone or One Tap: US: +13126266799,84631047121# or +13092053325,84631047121#

Passcode: 936912

Webinar ID: Webinar ID: 846 3104 7121

Contact Information: Janelle A. Crowley; jcrowley3@govst.edu; 708.235.6807.

***NOTE – Immediately following the BOT meeting, Trustees are scheduled to meet with IT Staff to update their technology devices.**

Tab 2

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

A regularly scheduled meeting of the Board of Trustees of Governors State University (the “Board” and “GovState,” respectively), an Illinois body politic and corporate, meeting as a committee of the whole, was held in person and via audio-videoconference at GovState’s University Park Campus in Engbretson Hall on October 21, 2024, 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 October 19, 2024 in accordance with Section 120/2.02 of the Illinois Open Meetings Act. 5 ILCS 120/ *et seq.* Before the meeting, each Trustee received materials corresponding to the action items in the Agenda, copies of which are maintained with the Board records.

I. MEETING DETAILS

Meeting Chair: James Kvedaras

Minutes Recorded By: Therese King Nohos, General Counsel

II. ATTENDEES

Chair Kvedaras confirmed a quorum was present given the presence of the following Trustees in attendance in person at the start of the meeting unless otherwise noted:

- Kevin Brookins, Trustee;
- Stacy Crook, Vice Chair and Trustee;
- James Kvedaras, Trustee;
- Karen Nunn, Trustee and Secretary;
- Harish Rayalapati, Student Trustee (arrived at 9:20 am);
- Anibal Taboas, Trustee.

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

- Joshua R. Allen, MPS, SHRM-SCP, Vice President of Human Resources;
- Corey S. Bradford, Sr., Ph.D., Vice President for Administration and Finance;
- Janelle A. Crowley, PhD, Chief of Staff, President's Office;
- Maureen Kelly, Executive Director, Government Relations;
- Paul McGuinness, MA, Vice President for Student Affairs and Enrollment Management;
- Therese King Nohos, JD, Vice President, General Counsel;
- Patricia O'Neal, Executive Assistant to the President;
- Joi F. Patterson, PhD, Chief Diversity Officer; and
- Beverly Schneller, PhD, Vice President, Provost and Chief Academic Officer.

Joshua Sopiartz (Faculty Senate President) and Susie Morris (Civil Service Senate President) were present as well.

III. ABSENCES

Trustee Angela Sebastian

IV. CALL TO ORDER

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

V. LAND ACKNOWLEDGEMENT

Dr. Joi Patterson read the University's Land Acknowledgement Statement.

VI. PUBLIC COMMENTS

None was made.

VII. CHAIR COMMENTS/APPROVAL OF AGENDA

Chair Kvedaras advised the Trustees to check their email for information on how to take required training. He then called for a motion to approve the Agenda. Trustee Nunn so moved, and Trustee Taboas seconded. The motion passed unanimously.

VIII. APPROVAL OF MINUTES

Chair Kvedaras then asked for a motion to approve the meeting minutes from the August 19, 2024 meeting of the Committee of the Whole. Trustee Taboas so moved, and Trustee Brookins seconded. Trustee Crook noted that her name was misspelled and requested that the minutes be amended accordingly. The motion to approve the minutes as amended passed unanimously.

IX. INFORMATION ITEMS

Information items set forth in the Agenda were presented next.

First, Don Powell from Old National Bank presented the Quarterly Investment Report. Mr. Powell reported that the University's funds are conservatively invested primarily in U.S. Treasuries per the Illinois Public Funds Investment Act. As of September 30, 2014, the portfolio consisted of \$37,441,224. The portfolio is outperforming its benchmark.

Chair Kvedaras then summarized the last two meetings of the Executive Committee since the August 19 Board meeting. At the September 5 meeting, Trustee Crook was appointed the Chair of the Presidential Search Committee. The Executive Committee also discussed President Green's annual review. At the September 13 meeting, the Executive Committee interviewed search professionals from various search firms.

Josh Sopiartz gave the Senate Faculty report. He noted that he was elected President of the Faculty Senate via a special election due to the prior president, Steven Wagner, joining the administration. He reported that the Senate is filling rosters for standing committees, that the Faculty Wellness Committee has been active, and that the Faculty Development Committee will meet on October 30, 2024 to discuss artificial intelligence issues.

Susie Morris gave the Civil Service report. She reported that, on October 4, 2024, Civil Service held its first retreat. The theme of the retreat was: "We lead. We serve. We are Civil Service." Ms. Morris thanked Chair Kvedaras for joining the retreat and Drs. Patterson and Major-Ford and Mr. Peter Rockey for presenting at the retreat. Civil Service is working on revising its Bylaws and looks forward to commenting on the new strategic plan.

The Student Senate President was absent.

Dr. Nicole Bing presented with Dr. Lisa Pennington and Andrew Pitts regarding the Ghana Public Health Brigade. She reported that the University has gone on nine such brigades in the past nine years. This year, 12 volunteers went to Ghana to work on a public health project and deliver donated supplies to local schools.

Dr. Corey Bradford then gave a report on the Five-Year Financial Performance of the University and on audit results. He reported that the University has been resilient despite major challenges, such as the pandemic, record inflation, and a nationwide decline in enrollment. The University's net position has increased from \$93.4 million in 2019 to \$120.1 million in 2023, with assets holding steady and liabilities declining. The University's position is comprised of 63% capital assets and 31% cash. The unrestricted cash balance, which is like a reserve, is doing extremely well. It increased from \$14.5 million in 2019 to \$36.6 million in 2023. The best practice is to have at least a 120-day reserve. The University's goal is to have a three-to-six-month reserve to provide a financial cushion for shortfalls or emergencies. Dr. Bradford reported that the major source of revenue is tuition and fees, which were not raised during the time period at issue. The largest expense is employee salaries and benefits. He noted that the University's debt would be paid down by 2030 and that there may be an opportunity to take on new debt in 2030. The University's bond rating went up from non-investment grade to investment grade.

Regarding the audit, Dr. Bradford reported that the University received a clean audit for FY2023. There were 12 compliance issues reported but none of them constituted a material weakness.

Next, while not on the Agenda, a special guest requested time to address the Board—Dr. Cylne Namuo, President of Joliet Junior College. Dr. Namuo explained that he came to celebrate President Green's impact on the Southland and to wish her well in her retirement. He noted that she has had an indelible impact on the Southland and has been a tremendous supporter of the dual degree program between the University and JJC.

Mr. Josh Allen then reported on the retention of search professionals from AGB Search, Fred

Moore and Melissa Tratta, in connection with the University's search for the next president. He reported that they were on campus to hold listening sessions today and the next day. Mr. Moore and Ms. Tratta then introduced themselves, including their experience in higher education and executive searches in higher education. They explained the search process AGB would follow. An extensive discussion regarding the process ensued.

Mr. Paul McGuinness and Mr. John Potempa then gave a report on Athletics, Intramural Sports and Student Fitness. Mr. McGuinness reported that the University currently has 15 athletic teams with 260 students, 56% of whom have a GPA of 3.0 or higher. Men's volleyball will launch in the Spring. Construction on a soccer field is intended to go forward next year and likely will be presented to the Board in February 2025. They then addressed the Building A improvements, which have stalled since the contractor walked off the job. Because this is an Illinois Capital Development Board (CDB) project, the University does not have the discretion to hire a substitute contractor to finish the work; the University is waiting for CDB to complete the project.

At 11:05 am, Chair Kvedaras called for a break. The meeting resumed at approximately 11:15 am.

X. ACTION ITEMS

The Board then was presented with the following action items to consider consistent with the Agenda.

First, Ms. Therese King Nohos presented proposed Resolution 25-05, regarding adopting changes to Board Regulation II and adopting Board Regulation VIII. Ms. Nohos was pleased to announce that Resolution 25-05 will result in paid parental leave for all eligible workers. Chair Kvedaras emphasized the importance of compliance in passing Regulation VIII.

Second, Dr. Beverly Schneller presented proposed Resolution 25-06, regarding faculty emerita status for Dr. Lorri Glass, and Resolution 25-07, regarding tenure upon hire for Drs. Elhage and Jozwik.

Third, Dr. Bradford presented proposed Resolutions 25-08 through 25-10 regarding approval of the operating budget, the operating resource allocation management program (RAMP) appropriations request, and Fiscal Year 2026 capital RAMP requests.

Finally, Mr. Allen presented proposed Resolution 25-11 regarding President Green's annual review and bonus. At this time, Chair Kvedaras requested a motion to go into closed session. Trustee Brookins so moved, and Trustee Taboas seconded. The motion passed unanimously on roll call vote. The open session of the meeting adjourned at approximately 11:40 am. It restarted at approximately 12:45 pm with Chair Kvedaras noting that no final action took place in closed session.

XI. ADJOURNMENT

Chair Kvedaras then asked for a motion to adjourn. Trustee Crook so moved; Trustee Taboas seconded the motion. The motion passed unanimously. The meeting adjourned at 12:50 pm.

Approved this 24th day of February 2025

James Kvedaras, Chair

Karen Nunn, Secretary

**MINUTES OF THE BOARD OF TRUSTEES OF
GOVERNORS STATE UNIVERSITY REGULAR MEETING
OF THE COMMITTEE OF THE WHOLE—CLOSED SESSION
*CONFIDENTIAL***

A regularly scheduled meeting of the Board of Trustees of Governors State University (the “Board” and “GovState,” 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 October 21, 2024, beginning at approximately 9:00 am. At approximately 11:45 am, the Trustees voted unanimously via roll call vote to go into closed session.

I. MEETING DETAILS

Meeting Chair: James Kvedaras

Minutes Recorded By: Therese King Nohos, General Counsel

II. ATTENDEES

Chair Kvedaras confirmed a quorum was present given the presence of the following Trustees in attendance in person at the start of the meeting unless otherwise noted:

- Kevin Brookins, Trustee;
- Stacy Crook, Vice Chair and Trustee;
- James Kvedaras, Trustee;
- Karen Nunn, Trustee and Secretary;
- Harish Rayalapati, Student Trustee;
- Anibal Taboas, Trustee.

Also present were Joshua R. Allen, MPS, SHRM-SCP, Vice President of Human Resources; Therese King Nohos, JD, Vice President, General Counsel; and representatives from AGB Search, Melissa Tratta and Fred Moore.

III. ABSENCES

Trustee Angela Sebastian

IV. CALL TO ORDER

The meeting was called to order by Chair Kvedaras at approximately 11:45 am.

V. NEW BUSINESS/OLD BUSINESS

First, the Trustees discussed the Board's preferences for the next president. Ms. Tratta and Mr. Moore asked the Board for points of pride, challenges the candidate may face, required credentials, and opportunities for improvement. An extensive discussion ensued. It was noted that the Search Committee would hold its first meeting next week. Ms. Tratta and Mr. Moore then left the meeting.

Next, the Trustees discussed President Green's annual review. Chair Kvedaras explained the process used by the Executive Committee in forming its evaluation. An extended discussion ensued regarding President Green's performance.

VI. ADJOURNMENT

Chair Kvedaras then asked for a motion to adjourn. Trustee Taboas so moved; Trustee Crook seconded the motion. The motion passed unanimously. The meeting adjourned at 12:35 pm.

Approved this 24th day of February 2025

James Kvedaras, Chair

Karen Nunn, Secretary

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

A regularly scheduled meeting of the Board of Trustees of Governors State University (the “Board” and “GovState,” respectively), an Illinois body politic and corporate, was held in person and via audio-videoconference at GovState’s University Park Campus in Engbretson Hall on October 21, 2024, beginning at approximately 1:15 pm. The purpose of the meeting was to conduct the business described in the Agenda posted for public notice before 9:00 am on October 19, 2024 in accordance with Section 120/2.02 of the Illinois Open Meetings Act. 5 ILCS 120/ *et seq.* Before the meeting, each Trustee received materials corresponding to the action items, copies of which are maintained with the Board records.

I. MEETING DETAILS

Meeting Chair: James Kvedaras

Minutes Recorded By: Therese King Nohos, General Counsel

II. ATTENDEES

Chair Kvedaras confirmed a quorum was present given the presence of the following Trustees in attendance in person at the start of the meeting:

- Kevin Brookins, Trustee;
- Stacy Crook, Vice Chair and Trustee;
- James Kvedaras, Trustee;
- Karen Nunn, Trustee and Secretary;
- Harish Rayalapati, Student Trustee; and
- Anibal Taboas, Trustee.

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

- Joshua R. Allen, MPS, SHRM-SCP, Vice President of Human Resources;
- Corey S. Bradford, Sr., Ph.D., Vice President for Administration and Finance;
- Janelle A. Crowley, PhD, Chief of Staff, President's Office;
- Will Davis, Vice President External Affairs
- Maureen Kelly, Executive Director, Government Relations;
- Paul McGuinness, MA, Vice President for Student Affairs and Enrollment Management;
- Therese King Nohos, JD, Vice President, General Counsel;
- Patricia O'Neal, Executive Assistant to the President;
- Beverly Schneller, PhD, Vice President, Provost and Chief Academic Officer.

Joshua Sopiartz (Faculty Senate President) and Susie Morris (Civil Service Senate President) were present as well, as was Student Senate Vice President Brett Alan Porter.

III. ABSENCES

Trustee Angela Sebastian

IV. CALL TO ORDER

The meeting was called to order by Chair Kvedaras at approximately 1:15 pm.

V. PUBLIC COMMENTS

None was made.

VI. CHAIR COMMENTS

Chair Kvedaras commented on the importance of searching for the University's next President.

VII. PRESIDENT'S REMARKS

President Green then gave her remarks. She reported that she and the Cabinet would meet with the Illinois Board of Higher Education on October 28, 2024 for the "big picture meeting," where they discuss budget requests. The work of the Illinois Commission on Equitable Public University Funding resulted in legislative action in the form of Senate Bill 3965 passing. If passed, the funding

would be transformative for campus.

Regarding Human Resources, President Green noted that the University continues to enjoy its lowest turnover rate since it began measuring attrition. Regarding Diversity, Equity and Inclusion, President Green reported that the University gained national recognition by winning the Higher Education Excellence in Diversity Award.

Regarding Academic Affairs, President Green reported on recent events in the Office of Sponsored Research (OSPR), the School of Extended Learning (SXL), and each college. She reported that OSPR recently submitted 21 grant proposals for the first quarter of 2025 and has several more planned for the second quarter. The SXL was awarded a \$75,000 grant from Amazon to pursue research on robotics. The College of Arts and Sciences was awarded a \$75,000 grant from the Illinois Innovation Network to study drone delivery from hospitals. The College of Health and Human Services are the first to pilot a new tool regarding virtual reality software for persons with mobility issues.

President Green reported on enrollment, noting that new student enrollment was up over 5% and total enrollment was up over 1%.

She then reported on a recent humanitarian service project in which the University's staff and students participated to assist victims of Hurricane Helene.

VIII. CONSENT AGENDA

Chair Kvedaras asked to remove Item No. 5 from the Consent Agenda to permit the Student Trustee to vote on the remaining items. Trustee Taboas moved to approve the Consent Agenda as amended, and Trustee Nunn seconded. The motion passed unanimously on roll call vote thereby approving the following resolutions:

1. Resolution 25-05 regarding adopting changes to Board Regulation II and adopting Board Regulation VIII;
2. Resolution 25-06 regarding faculty emerita status for Dr. Lorri Glass;
3. Resolutions 25-08 through 25-10 regarding approval of the operating budget, the operating resource allocation management program (RAMP) appropriations request, and Fiscal Year

2026 capital RAMP requests, respectively; and

4. Resolution 25-11 regarding President Green's annual review and bonus.

The Trustees then separately considered Resolution 25-07 regarding tenure upon hire for Drs. Elhage and Jozwik, from which Trustee Rayalapati abstained from voting. On roll call vote, the motion passed unanimously.

IX. OLD/NEW BUSINESS

Dr. Robert Stanley then gave the Board an extensive overview of a data dashboard available to Trustees through the Trustee webpage.

X. ADJOURNMENT

Chair Kvedaras then asked for a motion to adjourn. Trustee Taboas so moved; Trustee Brookins seconded the motion. The motion passed unanimously. The meeting adjourned at 2:00 pm.

Approved this 24th day of February 2025

James Kvedaras, Chair

Karen Nunn, Secretary

Tab 3

Faculty Senate—Report to the Board of Trustees (February 2025)

President's Report—Professor Josh Sopiartz

February 6, 2025

Chair Kvedaras and the Distinguished Members of the GovState Board of Trustees.

The GovState Faculty Senate has been busy this academic year, and it is our honor to participate in the systems of shared governance out our University. Please accept this report covering Faculty Senate activities between October 2024 and February 2025.

Roster/Shared Governance

At the October Board meeting, I indicated to the members of the Board that filling vacancies on the University Service Roster would be a priority during my presidency. In collaboration with the Provost's Office, deans, and department chairs, the Faculty Senate has made great gains. On January 31, I was able to email the Provost, deans, and chairs to inform them that the Faculty Senate was completely rostered. Additionally, I was able to inform the group that positions on Senate committees including Academic Program Review Committee (APRC), University Curriculum Committee (UCC), and other important University Committees and Councils including Student Conduct Committee (SCC), Open Access Committee (OAC), Hispanic Undergraduate Recruitment Committee (HURC), and many others, had been filled. In some instances, the response to serve has been so great, I am forced to advise faculty to wait for service roles they can volunteer for next academic year. Additionally, the Senate is working with the Provost's Office and the deans to prioritize rostering the Committee on Assessment of Student Learning Outcomes (CASLO) and the Commencement Advisory Committee (CAC). It is true that many hands make light work, and I am heartened by the tireless commitment to University service our colleagues demonstrate.

Accomplishments

As Faculty Senate President, it has been my honor to serve alongside the distinguished panel of colleagues on the search for our University's next president. On behalf of the faculty, I wish to commend the search committee—and especially its student members—for their diligence and professionalism throughout the process. We wish the Board the best as they deliberate, and look forward to welcoming our new president.

The members of the Senate's standing committees continue to earn our appreciation. Their chairs have facilitated a record number of reviews on University Curriculum Committee (UCC) and Academic Program Review Committee (APRC). The Institutional Policies Committee (IPC) continues to forge ahead on a massive policy review project. And Institutional Wellness (IWC) and Faculty Professional Development (FPDC) are continuously providing the University's faculty with opportunities to improve their wellbeing (book club and wellness events), collaborate with peers on important topics (AI summits and professional development days), and celebrate one another's accomplishments (FPDC spring and fall celebrations). I thank committee chairs Drs. Ellie Walsh, Jim Vining, David Conrad, Melissa Plakke, Ileana Ungureanu, Amy Kelly, Isaac Lee, and Chris Dignam for their leadership on these committees.

Challenges/Looking Forward

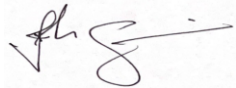
The officers of the Faculty Senate requested, and received, a census of Unit A faculty during February 2025. This census determines apportionment for the following academic year. Elections for AY 25-26, based on this census, will take place during April 2025. Dr. Li-Wei Peng, Past President of the Faculty Senate, will assist with the elections. There is concern that there are too few Unit A faculty librarians to fill the many slots allocated to the UL for service opportunities, and this is something I look forward to solving with stakeholders from across campus.

Also, the Senate is advising the chairs of its committees to begin succession planning if possible. Continuity is key on these committees, and while all positions on committees are subject to fair elections, whatever can be done to ensure a deliberate workflow is encouraged. Potentially restructuring the Commencement Advisory Committee to include stints as commencement marshals might assist the University in filling these critical positions each spring.

In cooperation with the Provost's Office and the University Library, the Faculty Senate is co-sponsoring a campus-wide Faculty Authors and Creators event to be held in the UL on May 8th, from 1-3pm. This event will honor GovState's faculty authors and creators for their works produced between 2019 and the present.

Of course, Artificial Intelligence (AI) remains a major topic of discussion for the Faculty Senate and the entire University. Somewhat related, the Senate anticipates challenges associated with the nation's political and economic state—including issues around public aid, immigration, academic freedom, freedom of speech, and more. We are unified and prepared to meet challenges as they arise in order to best serve our students and GovState's local communities, and we look forward to continuing to work with our colleagues at Governors State University.

Respectfully submitted,



Josh Sopiartz
Professor and Faculty Librarian
Faculty Senate President, AY 24-25

Governors State University
Civil Service Senate
February 24, 2025
Board of Trustees Meeting Report/Updates

Greetings: Chair Kvedaras, Honorable Trustees, Dr. Green, Members of the Cabinet and Fellow Colleagues.

On January 10, Civil Service Senate hosted our Masquerade Themed Annual Civil Service Day. Civil Service Day is a time that allows Civil Service Staff to come together, pull away from their day-to-day tasks, fellowship with one another while they enjoy fun, food, games and be celebrated for the hard work contributed daily throughout our campus. During our event, we awarded seven (7) fellow colleagues with Civil Service Choice and Employee of the Year awards. We had a great turnout with 150 Civil Service Employees in attendance.

We express our gratitude to our administrators and Chair Kvedaras who served lunch, assisting in making our day a great success.

Civil Service Senate continues to discuss and revise our Bylaws. While we recognize this is an extensive process, we understand the significance in ensuring we efficiently move forward. Our monthly meetings are held on the 2nd Wednesday of each month.

We are excited to announce GovState Civil Service Senate will host our Annual Conference in October. The conference will consist of all universities throughout our state. With great anticipation, we look forward to hosting and having the opportunity to highlight the amazing things we're doing here at GovState.

I would like to take this time to thank our Administration and Board of Trustees for your continued support. Additionally, a big thank you to my fellow Civil Service colleagues for their hard work and continued contributions. It is a pleasure to work and serve alongside each of you as we continue to move GovState forward.

Finally, we again honor and congratulate our president, Dr. Cheryl F. Green, on your retirement. You have advanced our university in ways that will be cherished for years to come as well as be guiding force as we grow forward. While we will miss you, we wish you countless blessings, joy and prosperity in your new chapter.

Thank you for the opportunity to provide updates and highlights on behalf of Civil Service Senate.

Civil Service Senate, President
Susie Morris

INFORMATION ITEM

**Procurement Activities of \$100,000 to \$249,999
for the Period of October 1, 2024 through December 31, 2024**

Vendor Name**Type of Contract****Total Cost**

No purchases to report for this period.

Quarterly Report of Income Producing Contracts of \$100,000 or More
For the Period Ended December 31, 2024 (Q2FY25)
(With Comparative Information For the Period Ended December 31, 2023 – Q2FY24)

Federal Grants:

Provider Name	Type of Contract	Income 12.31.24	Income 12.31.23	Principal Investigator (PI)/ College/Department	Award Period and Award Amount
U.S. Department of Health & Human Services	Early Head Start Grant	\$627,727	\$259,125	Erin Soto COEHD/Family Dev Center	Period: 1/1/20 to 12/31/25 Award Amount: \$4,534,089
National Science Foundation (NSF)	NSF Engines Development Award - Advancing Smart Logistics	\$374,505	\$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	\$185,933	\$34,636	Nancy Burley 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	\$115,727	\$77,174	Mushtaq Choudhary Dean of Students	Period: 10/1/21 to 9/30/26 Amount: \$1,160,250

Federal Grants (continued):

Provider Name	Type of Contract	Income 12.31.24	Income 12.31.23	Principal Investigator (PI)/ College/Department	Award Period and Award Amount
U.S Department of Education, passed through the Illinois Board of Higher Education	IL Tutoring Initiative Grant	\$112,644	\$422,634	Shannon Dermer COEHD	Period: 10/29/21 to 9/30/24 Amount: \$3,156,100

State Grants:

Provider Name	Type of Contract	Income 12.31.24	Income 12.31.23	Principal Investigator (PI)/ College/Department	Award Period and Award Amount
IL Department of Human Services	Certified Recovery Support Specialist Success Grant Program	\$257,042	\$115,228	Nancy Burley CHHS/Addiction Studies and Behavioral Health	Period: 7/1/24 to 6/30/25 Amount: \$1,150,000 Period: 7/1/22 to 6/30/24 Amount: \$1,528,132
IL State Board of Education	Pre-K Block Grant, and Pre-K Expansion Grant	\$216,052	\$207,114	Erin Soto COEHD/Family Development Center	Period: 7/1/24 to 6/30/25 Award Amount: \$450,411 Period: 7/1/22 to 6/30/24 Award Amount: \$896,362
IL Network of Child Care Resource and Referral Agencies	Child Care Restoration Grant	\$122,525	\$156,002	Erin Soto COEHD/Family Development Center	Period: 7/1/22 to 12/31/24 Amount: \$429,986

State Grants (continued):

Provider Name	Type of Contract	Income 12.31.24	Income 12.31.23	Principal Investigator (PI)/ College/Department	Award Period and Award Amount
IL Department of Human Services	Substance Use Prevention and Recovery - Certified Alcohol and Drug Counselor (CADC) Workforce Expansion Program	\$64,628	\$ -	Nancy Burley CHHS/Addiction Studies and Behavioral Health	Period: 8/15/24 to 6/17/25 Amount: \$507,000 Period: 12/1/23 to 6/17/24 Amount: \$507,000
IL Department of Public Health	Stroke Awareness Campaign	\$54,856	\$ -	Tonya Roberson/CHHS	Period: 7/1/23 to 6/30/25 Amount: \$1,000,000
IL Board of Higher Education	Mental Health Early Action on Campus Act Grant	\$1,180	\$40,595	Mushtaq Choudhary/Dean of Students	Period: 7/1/24 to 6/30/25 Amount: \$162,379 Period: 7/1/22 to 6/30/24 Amount: \$274,741

Others:

Provider Name	Type of Contract	Income 12.31.24	Income 12.31.23
Various Clients - Extended Learning	Training programs for professional development/ continuing professional education to individuals, school districts, and employees of certain private organizations	\$392,298	\$129,385
Clearwire Spectrum Holdings	Broadband Lease of Excess Channels	\$134,080	\$134,080

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

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

**University Contributions to University-Related Organization
For the Period Ended December 31, 2024
(With Comparative Information For the Period Ended December 31, 2023)**

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 December 31, 2024 and 2023 is as follows:

December 31, 2024 (Unaudited)	December 31, 2023 (Unaudited)
\$ 191,476	\$ 212,920

**Contributions to the University of \$25K or more
For the Period Ended December 31, 2024
(With Comparative Information For the Period Ended December 31, 2023)**

The Foundation provided the University with the following support for the comparative period ended December 31, 2024 and 2023:

	December 31, 2024 (Unaudited)	December 31, 2023 (Unaudited)
Support given to University departments	\$ 473,377	\$ 539,403
Support given for scholarships	262,265	244,013
Total	\$ 735,642	\$ 783,416

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

GSU Operating Budget to Actual

FY2025

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 continued market pressures with focused initiatives on new enrollment and current student persistence. We anticipate FY2025 tuition revenue resulting as budgeted. Appropriation monies from the Illinois Office of the Comptroller are fully vouchered and received timely.

FY2025 expenditures are primarily on target compared to the original expense budget with a slight overage in permanent improvement and equipment. We anticipate an overall balanced budget to actual.

**Governors State University
Budget to Actual by Major Category
As of December 31, 2024 (Unaudited)**

Category Name	FY2024 Actual (Unaudited)*	FY2025 Operating Budget	FY2025 Actuals (Unaudited)*	FY2025 Projected Actual	FY2025 Projected Ending Balances (Budget- Actual)
Revenues:					
Income Fund	\$ 34,513,637	\$35,141,900	\$ 16,679,362	\$35,141,900	\$0
Appropriation	26,058,100	26,579,300	17,375,281	26,579,300	0
Total Revenues	\$60,571,737	\$61,721,200	\$34,054,643	\$61,721,200	\$0
Expenses:					
Personnel Services	\$ 51,355,748.84	\$52,445,092	\$ 26,151,706.64	\$52,445,092	\$0
Fringe Benefits	1,774,308	1,483,326	840,043	1,483,326	0
Contractual	9,424,489	6,296,504	4,002,719	6,296,504	0
Commodities	600,613	655,720	261,479	655,720	0
Permanent Improvement	173,866	0	90,373	90,373	(90,373)
Travel	266,254	341,346	82,604	341,346	0
Equipment	331,004	276,195	315,242	315,242	(39,047)
Telecom	155,420	185,641	63,303	185,641	0
Auto Operations	70,523	37,375	12,228	37,375	0
Awards	199,256	0	0	0	0
Reserve**	0	0	0	0	0
Total Expenses:	\$64,351,482	\$61,721,200	\$31,819,697	\$61,850,620	(\$129,420)

Notes: ** Historical Years Surplus adequate funds to support BOT Reserve requirement for FY2025.



GOVERNORS STATE UNIVERSITY

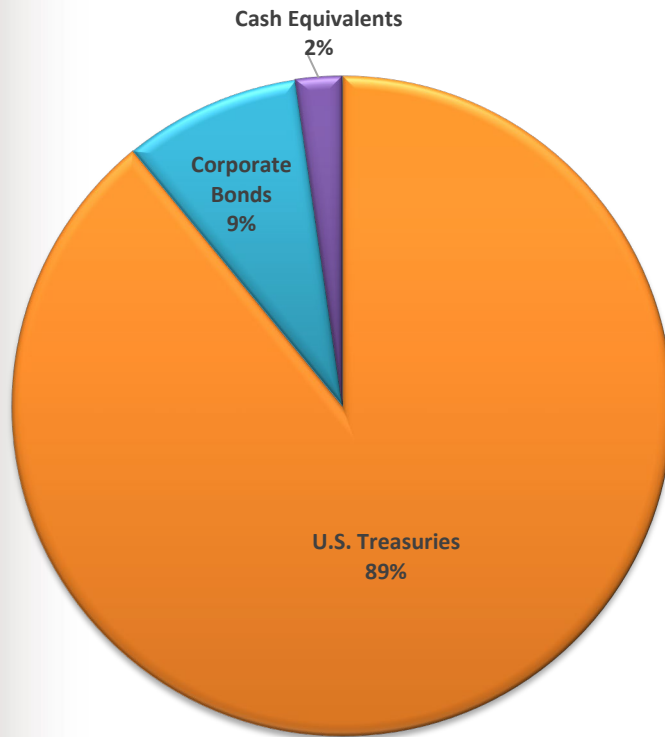
INVESTMENT REPORT DECEMBER 31, 2024

Prepared By: Lyn Baluga, AVP-Finance

Governors State University - Investment Strategy

- Investment in Fixed Income – U.S. Treasuries and Corporate Bonds, as authorized under the Illinois Public Funds Investment Act (30 ILCS 235).
- Advantages of U.S. Treasuries
 - Backed by the full faith and credit of the US Government.
 - Considered “the safest” investments.
 - Marketable and Liquid; they trade every day.
 - Stated coupon/interest rate is typically higher than bank accounts or CDs.
 - Typically purchased at discounts to protect principal.
 - Typically held until maturity when the maturity proceeds are paid in full.
 - Mitigates risks of increase/decrease in Fed Funds Rate.
 - NOT limited to \$250,000 for each bank CD due to FDIC insurance and NO penalties to sell.
 - Ladder the maturities to match cash flow needs of Governors State University.
- Active Investment Management
 - Investment portfolio is actively managed by a dedicated experienced Portfolio Manager in accordance with 30 ILCS 235 and the investment objectives of Governors State University.
 - Investment portfolio is laddered in maturities to meet cash flow needs.
 - Highest level of communication and client service orientation.

Governors State University - Investment Portfolio Holdings as of December 31, 2024



	Market Value	%
Fixed Income: U.S. Treasuries	\$ 30,736,189	89%
Fixed Income: Corporate Bonds	2,983,380	9%
Cash Equivalents	782,864	2%
Total Investments, December 31, 2024	\$34,502,433	100%

Note: Amounts shown above were obtained from the December 31, 2024 investment statement provided by Old National Bank.

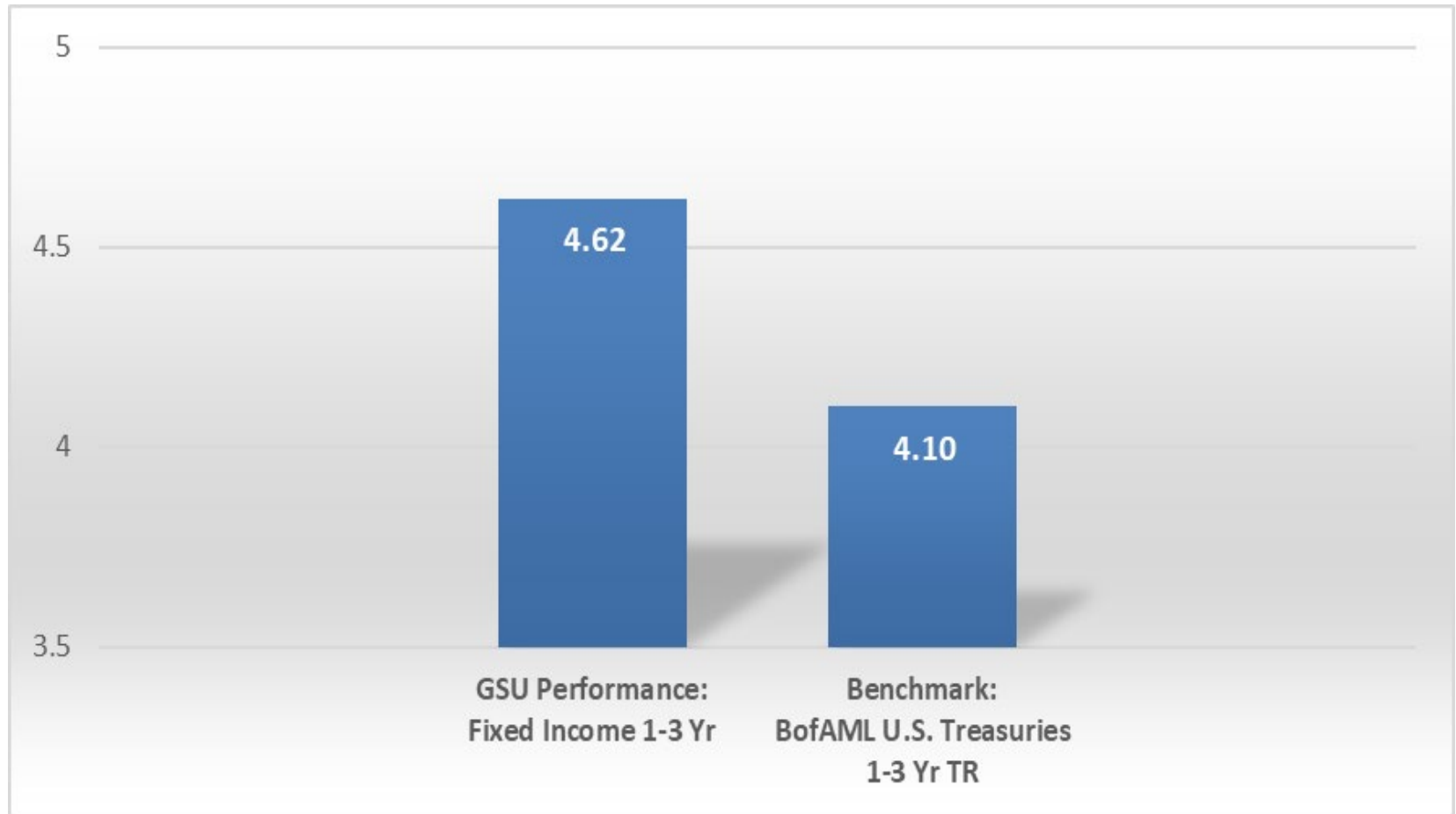
Governors State University - Investment Summary as of December 31, 2024

Initial Amount Invested - December 1, 2022 Inception Date	\$	35,000,000
Net Additions (Withdrawals for Operations)		(4,000,000)
Net Earnings (net of Investment Fee)		3,502,433
Ending Market Value, December 31, 2024	\$	34,502,433

Total net investment earnings is at about \$3.5 million since inception.

Note: Amounts shown above were obtained from the December 31, 2024 investment statement provided by Old National Bank.

The University's Investment Portfolio Outperforms the Benchmark as of December 31, 2024



Note: The information shown above was obtained from the December 31, 2024 investment statement provided by Old National Bank.

**FY2024 University Tuition and Fee Waivers
 As Reported to the Illinois Board of Higher Education**

University tuition and fee waivers are offered by the University to waive the tuition and/or fees for a student under specific circumstances. Some waiver programs are mandatory (i.e., required by statute) and others are discretionary. The University has identified the specific tuition and fee waiver programs in which it participates according to the Standard Tuition and Fee Waiver Chart of Accounts, established by the Illinois Board of Higher Education (IBHE).

Estimated Costs and Participants

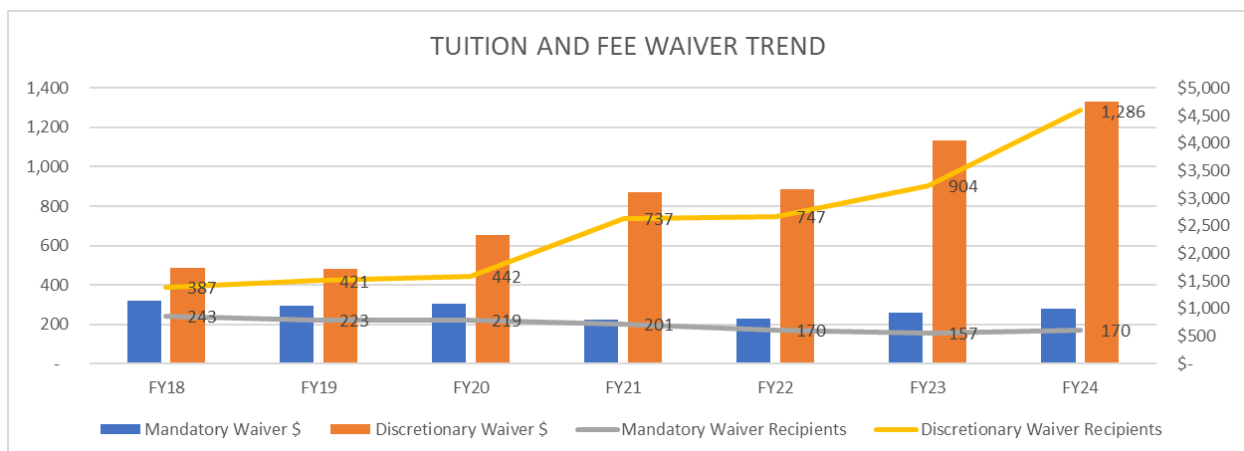
The IBHE Tuition and Fee Waiver Forms specify the numbers of participants and costs (tuition vs fee) of GSU's waiver programs. Additionally, IBHE is provided with a written summary of GSU's Waiver Offerings and Procedures.

FY2024 (Details, as reported to IBHE, in the schedules to follow.) (in thousands of dollars)

Unduplicated Summary Tuition and/or Fees	Number of Recipients	Total Value of Waivers	# of Undergrad Recipients	# of Grad Recipients
Mandatory Waiver Category Total***	170	\$ 1,002.2	61%	39%
Discretionary Waiver Category Total***	1,286	\$ 4,756.8	82%	18%
Total count of Waivers ****	1,456	\$ 5,759.0	80%	20%

FY2023

Unduplicated Summary Tuition and/or Fees	Number of Recipients	Total Value of Waivers	# of Undergrad Recipients	# of Grad Recipients
Mandatory Waiver Category Total***	157	\$ 926.9	58%	42%
Discretionary Waiver Category Total***	904	\$ 4,041.1	76%	24%
Total count of Waivers ****	1,061	\$ 4,968.0	73%	27%



*** Each recipient is counted only once in the unduplicated count even if they benefited from multiple waivers during the academic year.

GOVERNORS STATE UNIVERSITY					
UNDERGRADUATE TUITION AND FEE WAIVERS					
FISCAL YEAR					
2024					
A	B	C	D	E	F
		Tuition Waived		Fees Waived	
	(unduplicated)	(duplicated)		(duplicated)	
(in thousands of dollars)	Number of Recipients	Number of Recipients	Value of Waivers	Number of Recipients	Value of Waivers
MANDATORY WAIVERS					
Teacher Special Education					
General Assembly					
ROTC	1	3	7.0	3	1.8
DCFS	10	19	53.2	19	13.3
Children of Employees	20	34	63.9		
Senior Citizens	5	10	16.2		
Honorary Scholarships					
Veterans Grants & Scholarships*	67	109	273.0	109	68.3
Other (please specify) **					
SUBTOTAL	103	175	\$ 413.3	131	\$ 83.4
DISCRETIONARY WAIVERS					
Faculty/Administrators	3	5	8.8	5	2.2
Civil Service	13	21	35.7	21	8.9
Academic/Other Talent	833	1,465	1,420.8		355.2
Athletic	157	278	986.3	278	246.6
Gender Equity in Intercollegiate Athletics	17	27	83.6	27	20.9
Foreign Exchange Students	6	8	23.5	8	5.9
Out-of-State Students					
Foreign Students					
Student Need-Financial Aid					
Student Need-Special Programs					
Cooperating Professionals					
Research Assistants					
Teaching Assistants					
Other Assistants					
Student Employment					
Interinstitutional/Related Agencies	28	50	80.0	50	20.0
Retired University Employees					
Children of Deceased Employees					
Contract/Training Grants					
All Other (please specify)***					
SUBTOTAL	1,057	1,854	\$ 2,638.7	389	\$ 659.7
TOTAL	1,160	2,029	\$ 3,052.0	520	\$ 743.1
*Illinois Veterans Grants (ISAC), Illinois National Guard Grants (ISAC), and POW/MIA Scholarships (Department of Veterans Affairs). Include only the waived (unfunded) portion of these grants.					
**Other waiver categories must be approved by the Board of Higher Education prior to reporting.					

GOVERNORS STATE UNIVERSITY					
GRADUATE TUITION AND FEE WAIVERS					
FISCAL YEAR					
2024					
A	B	C	D	E	F
		Tuition Waived		Fees Waived	
	(unduplicated)	(duplicated)		(duplicated)	
(in thousands of dollars)	Number of Recipients	Number of Recipients	Value of Waivers	Number of Recipients	Value of Waivers
MANDATORY WAIVERS					
Teacher Special Education	7	14	44.6	14	11.2
General Assembly					
ROTC					
DCFS					
Children of Employees					
Senior Citizens	7	11	20.1		
Honorary Scholarships					
Veterans Grants & Scholarships*	53	112	343.7	112	85.9
Other (please specify) **					
SUBTOTAL	67	137	\$ 408.4	126	\$ 97.1
DISCRETIONARY WAIVERS					
Faculty/Administrators	38	89	195.4	89	48.9
Civil Service	36	82	175.7	82	44.0
Academic/Other Talent	5	11	60.1		14.9
Athletic	7	14	63.9	14	16.0
Gender Equity in Intercollegiate Athletics	2	3	7.3	3	1.8
Foreign Exchange Students	3	5	3.9	5	0.9
Out-of-State Students					
Foreign Students					
Student Need-Financial Aid					
Student Need-Special Programs					
Cooperating Professionals	1	1	1.4	1	0.4
Research Assistants	3	6	14.5	6	3.6
Teaching Assistants	13	17	57.3	17	14.3
Other Assistants	82	139	417.6	139	104.5
Student Employment					
Interinstitutional/Related Agencies	39	80	169.6	80	42.4
Retired University Employees					
Children of Deceased Employees					
Contract/Training Grants					
All Other (please specify)***					
SUBTOTAL	229	447	\$ 1,166.7	436	\$ 291.7
TOTAL	296	584	\$ 1,575.1	562	\$ 388.8
*Illinois Veterans Grants (ISAC), Illinois National Guard Grants (ISAC), and POW/MIA Scholarships (Department of Veterans Affairs). Include only the waived (unfunded) portion of these grants.					
**Other waiver categories must be approved by the Board of Higher Education prior to reporting.					

Governors State University recognizes Tuition and Fee Waiver Categories, as specified by the Illinois Board of Higher Education, Administrative Code 1075 Tuition and Fee Waiver Guidelines. Mandatory Waivers and Discretionary Waivers:

Mandatory Waiver means a waiver that an institution is required by State statute to grant to students who meet the specific parameters and criteria included in the statute. Many of these mandates are unfunded by the state and therefore, the monies are supported by the University Income Fund.

Discretionary Waiver means a waiver that is granted at the discretion of the institution and includes the following categories:

- Faculty and Staff Waiver means a discretionary waiver awarded to public university faculty, staff, or other employees, or their dependents.
- Student Talent or Merit Waiver means a discretionary waiver awarded to students based on talent in a particular field, academic merit, or special status.
- Student Need Waiver means a discretionary waiver granted to students demonstrating financial need to provide financial assistance to students who demonstrate financial need or hardship e.g., GSU Dual Degree Program (DDP) – Promise.
- Student Service Waiver means a discretionary waiver granted to students to support the University mission, goals, and objectives through participation in outside contracts; graduate or undergraduate research, teaching, or other assignments; training or grant programs; external internship programs; clinical portions of degree programs conducted at other institutions; or other student experiences.

Waiver Eligibility and Selection Criteria

Each waiver program has specific eligibility and selection criteria. For Faculty/Staff waivers, the eligibility criteria are established by the GSU Board of Trustees Regulations, Section II.B.6i. and II.C.7h. It is the responsibility of the Department of Human Resources, as the unit awarding the waiver, to verify and document that the student meets all eligibility criteria before his/her application may be considered.

For Student Talent/Merit waivers and Student Service waivers, the University has established minimum eligibility criteria, which are summarized below. Units may add additional eligibility criteria and have established selection criteria for each waiver program. Only students who meet these eligibility criteria may be awarded a waiver under that program. It is the responsibility of the unit awarding the waiver to verify and document that the student meets all eligibility criteria before his/her application may be considered. Because more students may apply than waivers are available, selection criteria have also

been established which indicate how priority will be determined. Units must evaluate each student's application considering the selection criteria and award waivers according to the priority established.

Program Effects

The most critically important effect that is common to all the waiver programs operated at GSU is that they are positively associated to a statistically significant degree with graduation rates among the students who have held them. We make this claim in the aggregate because, for many of the waiver programs, we have too few students participating in them in any given year to evaluate them in a methodologically rigorous way. Taken together, however, the result we stated above seems to hold.

As is clear from the specification of waiver criteria offered below, many of the programs require students to have achieved a G.P.A. of 3.0 (or higher) to be eligible for the waivers. As a result, the holders of many of our waivers have already performed at a relatively high academic level. One might argue that these students are already, by virtue of that past performance, more likely to graduate than their peers. Even so, our experience with these students convinces us that the waivers they have received help to retain them in their programs of study and to encourage their completion of those programs above and beyond the levels of retention and completion that seem apparent among their non-waiver-holding, high-performing peers.

Resource/Contact: Cheri Taylor-Lawton, Executive Director, Budget & Financial Planning;
ctaylor-lawton@govst.edu; 708.534.4981

COMPLIANCE AND ETHICS UPDATE

TO: Governors State University Board of Trustees

FROM: Kaitlyn Anne Wild, Director of Compliance, Ethics Officer & Title IX Coordinator

DATE: January 31, 2025

SUBJECT: Quarterly Update on University Compliance and Ethics Program

Chair Kvedaras, honorable Trustees, President Green, members of the President's Cabinet, colleagues, and friends, it is my pleasure to provide the following report on the continuing work of the University Compliance and Ethics Program:

TITLE IX COMPLIANCE PROGRAM UPDATES

- **A revamped Title IX Compliance Program was launched on August 1, 2024.** In accordance with the U.S. Department of Education's newest set of regulations promulgated under the federal Title IX statute, which went into effect August 1, 2024 (the "2024 Regulations"), the University updated its Title IX Compliance Program to meet the requirements of the new 2024 Regulations, including the adoption of a new interim Title IX Policy and new sets of Title IX Procedures. During the Fall 2024 Semester, employees and Trustees were required to take a formal Title IX-specific training course. The University's Title IX Office Team also conducted multiple information sessions to assist University employees in meeting their new obligations under the 2024 Regulations.
- **On January 9, 2025, a federal trial court vacated the 2024 Regulations, on various legal bases, making them immediately ineffective.** The Department of Education has acknowledged that the 2024 Regulations are no longer in effect and that the previous version of their regulations, which originally went into effect in August 2020 (the "2020 Regulations"), are once again the law of the land. The University, and all educational institutions that receive federal funds, had been operating under the 2020 Regulations between August 2020 and July 2024, so they are familiar to most of us.
- **The Title IX Office Team and Legal Department are once again working to update the University's Title IX Compliance Program in accordance with the 2020 Regulations.** Instead of merely reinstating the University's pre-August 2024 Title IX policy and procedures, these departments are taking the opportunity to improve upon them. After having operated under those previous versions of the policy and procedures, we believe there are improvements to be made to the 2020 Regulation-based Title IX Compliance Program. An updated Title IX Policy and Title IX Procedures will be ready for adoption soon.
- **The second annual Campus Sexual Misconduct Climate Survey will be administered to students during the Spring 2025 Semester.** This Survey is required by the Illinois Preventing

Sexual Violence in Higher Education Act and will be run in accordance with directives from the Illinois Board of Higher Education (IBHE). The first annual version of this Survey was administered during the Spring 2024 Semester, and the IBHE-mandated report of the results is available through the University's webpage for the Survey (<https://www.govst.edu/csmcs/>).

EMPLOYEE AND STUDENT TRAINING UPDATES

- **In October 2024, the University brought online a new learning management system dedicated to training employees and students.** The new system, from the vendor Vector Solutions, is completely separate from the learning management system used by faculty to teach courses. The Vector Solutions system comes with extensive libraries of training courses in many categories (e.g., harassment, discrimination, and sexual assault prevention; DEI; data security and risk mitigation; workforce management; wellness and safety; and alcohol/drug misuse prevention) as well as tools with which the University can upload other vendor's training materials or create its own.

The first University offices to utilize the new Vector Solutions system were the Office of Compliance and Ethics for the combined 2024 Annual Ethics Training and Harassment and Discrimination Prevention Training course required of employees by the Illinois State Officials and Employees Ethics Act, and the Title IX Office for the 2024 annual sexual assault prevention training required to be offered to students under the Preventing Sexual Violence in Higher Education Act. The Human Resources Department plans on making use of the new Vector Solutions system moving forward, and other departments have been offered the opportunity to learn about the system and utilize it if interested.

- **The Fall 2024 Mandatory Employee Training Process is coming to a close.** In accordance with Illinois law, the compliance deadline for the combined 2024 Annual Ethics Training and the Harassment and Discrimination and Prevention Training passed on December 31, 2024, and the required reports regarding non-compliance were filed with the State by the February 1, 2025 deadline. As of January 31, 2025, 96.3% of employees and trustees had completed the combined 2024 annual trainings. Many of those who did not complete the training were either on leave or were no longer in an active employment status. Active employees who failed to take the training will be counseled about the importance of doing so.

ADDITIONAL UPDATES

- **2025 Statements of Economic Interest and Supplemental Statements of Economic Interest are due May 1, 2025.** The names and contact information of all University employees and trustees required to file 2025 Statements of Economic Interest in accordance with the Illinois Governmental Ethics Act and 2025 Supplemental Statements of Economic Interest in accordance with Illinois Executive Order 15-09 have been filed with the Illinois Secretary of State and the Illinois Executive Ethics Commission, respectively. Those agencies will be reaching out to the employees directly via email and U.S. mail with information on what and how to file. Please monitor your communications for this important information.

- **The University is reviewing the new federal Stop Campus Hazing Act and considering what changes must be made to policies and procedures to accommodate our new obligations.** The Stop Campus Hazing Act requires the University and other institutions to have and publicize clear policies prohibiting hazing in relation to their programs and activities (which the University does) and to gather and publish certain data and types of information about any hazing incidents that do occur.
- **A report of the results of the 2023 Annual Compliance Awareness Survey has been created and will be published and distributed shortly.** The Office of Compliance and Ethics is preparing to release the results of the 2023 Survey, which was the University's third annual compliance awareness survey.
- **The 2024 Annual Compliance Awareness Survey was completed during the Fall 2024 Semester.** With the invaluable assistance of the University's Office of Institutional Research and Effectiveness (OIRE), the fourth annual compliance awareness survey was administered near the end of the last calendar year. The results have been tabulated by OIRE, and the Office of Compliance and Ethics is in the process of reviewing them. A report of the results will be published later this year.

Thank you for your attention and commitment to Governors State University.

Tab 4

EXECUTIVE SUMMARYRegarding
Resolution 25-12: Tenure for Matthew Sprong

I. ACTION ITEM: To approve the award of tenure to Dr. Matthew Sprong upon hire as an Associate Professor of Addictions Studies and Behavioral Health 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. Matthew Sprong has been hired to serve as Department Chair for Addictions Studies and Behavioral Health in the College of Health and Human Services. Dr. Sprong comes from a position as a tenure-track Assistant Professor and Director of the Doctor of Public Administration Program and Faculty Lead of the Alcoholism and Substance Abuse Program at the University of Illinois Springfield (UIS), a bachelor’s degree granting institution accredited by the Higher Learning Commission. Dr. Sprong holds a Ph.D. in Rehabilitation from Southern Illinois University Carbondale; an M.S. in Rehabilitation Counseling & Administration, specialty: Addiction Studies from Southern Illinois University Carbondale; and a B.S. in Psychology, minor in Speech Communications from Southern Illinois University Edwardsville, and is thus educationally qualified in the Department of Addictions Studies and Behavioral Health. He meets the criteria for education and prior experience to qualify for tenure on hire under Section 20.4.b. of the operative collective bargaining agreement.

Section 20.4(b) of the operative collective bargaining agreements, regarding AWARD OF TENURE FOR NEW EMPLOYEES AND NONMEMBERS OF THE BARGAINING UNIT, states that “[t]enure may be granted to an individual not a member of the bargaining unit ... upon initial appointment ... only after consultation with the Division/Department, and upon recommendation of the University President and approval by the Board.”

As set forth in the accompanying proposed Resolution, Dr. Sprong is eligible for tenure within the College of Health and Human Services pursuant to Section 20.4(b), and is recommended for tenure by President Green. His full curriculum vitae is attached hereto as **Exhibit A**.

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

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

Curriculum Vitae of Dr. Matthew E. Sprong

EDUCATION & CERTIFICATIONS/LICENSES

- Ph.D. in Rehabilitation [2014]
Southern Illinois University Carbondale (SIUC)
- M.S. in Rehabilitation Counseling & Administration, specialty: Addiction Studies [2011]
Southern Illinois University Carbondale (SIUC)
- B.S. in Psychology, minor in Speech Communications [2009]
Southern Illinois University Edwardsville (SIUE)

Other Trainings:

- Life-Care Planning Pre-Certification Program [2016]
Institute of Rehabilitation and Education Training (IRET)
(formerly University of Florida)

Certifications & Licenses:

- **Certified Rehabilitation Counselor** [CRC: # 00113999]: Commission on Rehabilitation Counselor Certification (CRCC); expiration/renewal date: 3/31/2026
 - **Licensed Clinical Professional Counselor** [LCPC: # 180.008817]: Illinois Department of Financial & Professional Regulation (IDFPR)
 - **Licensed Professional Counselor** [LPC: # PC014797]: Pennsylvania Department of State | State Board of Social Workers, Marriage and Family Therapists and Professional Counselors; expiration/renewal date: 2/28/2025
 - **Certified Alcohol & Other Drug Counselor** [CADC: # 29904]: Illinois Alcohol and other Drug Abuse Professional Certification Association (IAODAPCA)
 - **Certified Life Care Planner** [CLCP: #1361]: International Commission on Health Care Certification (ICHCC)
 - **Certified Vocational Evaluation Specialist** [CVE: #00113999]: Commission on Rehabilitation Counselor Certification (CRCC); expiration/renewal date: 9/30/2025
-

AWARDS

- 2024 SEIGov National Exemplars Recognition Award – American Society for Public Administration (ASPA)
 - 2021 Presidential Award of Recognition – Illinois Chapter of the International Association of Rehabilitation Professionals (IARP)
 - 2020 Max T. Prince Meritorious Service Award – National Rehabilitation Association
 - 2019 Presidential Award of Recognition - International Association of Rehabilitation Professional (IARP)
 - 2018 Outstanding Professional Award – International Association of Rehabilitation Professional (IARP)
 - 2018 Sylvia Walker National Multicultural Award – National Rehabilitation Association (NRA)
 - 2018 Presidential Award of Excellence: Vocational Evaluation and Work Adjustment Association [VEWAA]
 - 2018 Exemplary Advocate Award: NIU Presidential Commission on Persons with Disabilities [PCPD]
 - 2017 Emerging Professional Award – International Association of Rehabilitation Professionals (IARP)
 - 2017 Most Valuable Professor (MVP) – Student nominated (NIU)
 - 2014 NCRE Doctoral Student of the Year Award
 - 2013 SABA Senior Student Presenter Grant Recipient (Association for Behavior Analysts International – ABAI: May 24-28, 2013)
 - 2013 Recipient of the Janet and David Stover Scholarship
 - 2012 SIU Research Town Hall Meeting Poster Award: COEHS (2nd Place)
 - 2011 Recipient of the annual Dorothy Dykema Endowed Scholarship
-

SERVICE: PROFESSIONAL JOURNALS

Editor-in-Chief

- The Rehabilitation Professional, International Association of Rehabilitation Professionals (2019 – 2021)

Editorial Board

- Frontiers in Public Health – substance use disorders and behavioral addictions (2023 – Current)
 - Alcoholism Treatment Quarterly (2023 – Current)
 - Rehabilitation Counselors and Educators Journal, (2021 – Current)
 - Journal of Rehabilitation (2015 – Current)
 - Vocational Evaluation & Work Adjustment Association (2014 –2021)
-

ACADEMIC EXPERIENCE

- **University of Illinois | School of Public Management & Policy (8/2022 – Present)**

Assistant Professor & Director of Doctor of Public Administration (DPA) Program |
Faculty Lead of Alcoholism and Substance Abuse Program

Former Faculty Appointments (not including Adjunct positions)

- Assistant Professor & Coordinator of Addiction Program | Clinical Mental Health Counseling Program | **Lock Haven University** (August 2019 – December 2021)
 - Assistant Professor | Rehabilitation Counseling Program | School of Interdisciplinary Health Professions | **Northern Illinois University** (07/2015 – 12/2018)
 - Assistant Professor | Clinical Rehabilitation & Mental Health Counseling Program | Department of Rehabilitation Counseling & Human Services | **Montana State University – Billings** (08/2014 – 07/2015)
-

RESEARCH & CREATIVE ACTIVITY

- **Primary Research Interests:** Veteran Mental Health and Substance Use Disorders Service Delivery (Access and Program Enrollment) & Policy; **Secondary Research Interests:** Community Reintegration (e.g., psychiatric, chronic pain, employment) for People Diagnosed with Neurofibromatosis Type 1.

Professional Book Printed or Near Completion

- [3] **Sprong, M. E., Hollender, H., Sneed, Z., & Parker-Barnes, L.** (In press - 2024). Substance-Related Disorder: Special Populations & Treatment Considerations. Kendall Hunt Publishing.
- [2] **Sprong, M. E., Hollender, H., Sneed, Z., & Parker-Barnes, L.** (In Press - 2024). Substance-Related Disorder: Treatment and Rehabilitation. Kendall Hunt Publishing.
- [1] **Sprong, M. E., & Davis, S.** (2018). The Substance-Related Disorder Assessment: A Road Map to Effective Treatment Planning. Dubuque, IA: Kendall Hunt Publishing.

Articles in Review:

- Lee, Y-S., **Sprong, M. E.**, Hollender, H., Shrestha, J., & Smeltzer, M. P. (In Review). Effect modifications of juvenile idiopathic arthritis on anxiety and depression in children and adolescents of the United States.
- Lee, Y-S., **Sprong, M. E.**, Yang, Y., Shrestha, J., & Smeltzer, M. P. (In Review). Use of machine learning-based combined nomogram model to predict autism spectrum disorder (ASD) screening needs of children: A retrospective cohort study of 193,101 children in the U.S.

- **Sprong, M. E.,** Hollender, H., Lee, Y-S., Forziat-Pytel, K., Dooley, T., & Buono. F. D. (In Press). Effects of COVID-19 on enrollment and discharge for veterans (with substance use disorders) referred to vocational rehabilitation within the VA Healthcare System. *Rehabilitation Counseling Bulletin*.

Published (Peer-Reviewed Journals)

2024

[61] **Sprong, M. E.,** Hollender, H., Rumrill, S., Blankenberger, B., Lee, Y-S., Kriz, K., Weber, K., Gilbert, J., & Buono, F. D. (2024). The Road to Reintegration: Evaluating the Effectiveness of VA Healthcare in Vocational Rehabilitation and Employment Retention for Veterans with Mental Health and Substance Use Disorders. *Substance Abuse and Rehabilitation*, 15, 107-123. <https://doi.org/10.2147/SAR.S462882>

[60] Lee, Y-S, **Sprong, M. E.,** Smeltzer, M. P., Shrestha, J., & Hollender, H. (2024). Trajectory analysis for identifying classes of attention deficit hyperactivity disorder (ADHD) of Children in the United States. *Clinical Practice & Epidemiology in Mental Health*, 20(e174550179298863). <https://doi.org/10.21174/0117450179298863249516970510> [**SCIMAGOJR = Q2; Impact Factor = 3.122**]

[59] **Sprong, M. E.,** Tomlin, E., Blazer, S., Porcaro, C., Colby, S., Latham, L., Staley, M., Guzman, E., & Hollender, H. (2024). Utilization of the VA Healthcare system for veterans with and without substance use disorders: Resources for rehabilitation counselors. *Journal of Rehabilitation*, 89(4), 46-58. [**SCIMAGOJR = Q3**]

[58] **Sprong, M. E.,** Mamboleo, G., Fullmer, L., Green, K., & Hollender, H. (2024). Disability-related equity gaps in post-secondary education. *The Rehabilitation Professional*, 32(1), 43-56.

[57] **Sprong, M. E.,** Blankenberger, B., Pierce, S., & Hollender, H. (2024). The COVID-19 Pandemic's Influence on Employment Outcomes of Veterans Enrolled in VA Healthcare Vocational Rehabilitation. *Journal of Vocational Rehabilitation*. <https://doi.org/10.3233/JVR-230065> [**SCIMAGOJR = Q2**]

2023 (n = 9)

[56] Buono, F. D., Polonsky, M., **Sprong, M. E.,** Aviles, A., & Cutter, C. J. (2023). Feasibility of a remotely monitored blood alcohol concentration device to facilitate treatment motivations: A pilot study. *Drug and Alcohol Dependence Reports*. <https://doi.org/10.1016/j.dadr.2023.100202>

[55] Vincenzes, K., Pechek, A., Pytel, K., & **Sprong, M. E.** (2023). Comparison of case study delivery on ethical self-efficacy: Evaluation of a distance education Clinical Mental

Health Counseling course. *Journal of Creativity in Mental Health*.
<https://doi.org/10.1080/15401383.2023.2246873>

[54] Peterson, S, Skerritt, C., **Sprong, M. E.**, & Thomas, L. B. (2023). Individualized plan for employment development for individuals with psychiatric disabilities: Recommendations for state vocational rehabilitation administrators. *The Rehabilitation Professional*, 31(3), 35-52.

[53] Parker-Barnes, L., Wise, S. M., Lio, S., Rowley, C., McDaniel, J., Starts, S., & **Sprong, M.** (2023). Supervision 2.0: Culturally competent and creative online supervision practices. *Journal of Technology in Counselor Education and Supervision*, 3(2).
<https://doi.org/10.61888/2692-4129.1055>

[52] Austin, B. S., Lee, C. L., McCarthy, A., & **Sprong, M. E.** (2023). Importance of clinical judgment skill competencies across practice settings: Certified Rehabilitation Counselors' perceptions. *Journal of Applied Rehabilitation Counseling*, 54(2).
<https://doi.org/10.1891/JARC-2022-0006>

[51] **Sprong, M. E.**, Hollender, H., Lee, Y., Rawlins-Williams, L., Sneed, Z., Garakani, A., & Buono, F. D. (2023). Disparities in Program Enrollment and Employment Outcomes for Veterans with Psychiatric Disorders and Co-Occurring Alcohol and other Substance Use Disorders Referred to VHA Vocational Rehabilitation. *Frontiers in Psychiatry*.
<https://doi.org/10.3233/WOR-220259> **Impact Factor: 4.7 [SCIMAGOJR = Q1]**

[50] Buono, F. D., Polonsky, M., Marks, A., Larkin, K., & **Sprong, M. E.** (2023). Work readiness and barriers to employment during COVID for Individuals with Neurofibromatosis Type 1 (NF1). *Work*, 76, 1265-1273. <https://doi.org/10.3233/WOR-220259> **Impact Factor: 2.3**

[49] **Sprong, M. E.**, Thomas, L., Fuscaldo, N., Purinton, J., & Oakes, T. (2023). Examination of Vocational Rehabilitation Models Used in Forensic Rehabilitation Settings. *The Rehabilitation Professional*, 31(1), 13-26.

[48] Vincenzes, K., Pechek, A., & **Sprong, M. E.** (2023). Counselor trainees' development of self-efficacy in an online skills course. *Journal of Counselor Preparation and Supervision*, 17(1). <https://digitalcommons.sacredheart.edu/jcps/vol17/iss1/1>

2022 (n = 4)

[47] **Sprong, M. E.**, Hollender, H., Pechek, A., Pytel, K., & Buono, F. D., & (2022). Effects of VHA Policy Directive 1163 on Acceptance and Employment Rates for Veterans with Substance Use Disorders Referred to VHA Vocational Rehabilitation. *Substance Abuse: Research & Treatment*, 16, 1-10. <https://doi.org/10.1177/11782218221132397> **Impact Factor: 2.52 [SCIMAGOJR = Q2]**

[46] **Sprong, M. E.**, Hollender, H., Paul, E., Gilbert, J., Weber, K., Garakani, A., & Buono, F. D. (2022). Impact of substance use disorders on employment for veterans. *Psychological Services*. Advance online publication. <https://doi.org/10.1037/ser0000690> **Impact Factor: 2.659** [SCIMAGOJR = Q2]

[45] **Sprong, M. E.**, Chamarro, A., Polonsky, M., Pechek, A. A., Pilcher, C., Griffiths, M. D., & Buono, F. D. (2022). The Spanish version of the Video Game Functional Assessment – Revised. *Cyberpsychology, Behavior, and Social Networking*. <https://doi.org/10.1089/cyber.2021.0325> **Impact Factor 2020: 4.157** [SCIMAGOJR = Q1]

[44] **Sprong, M. E.**, Brinck, E., Iwanaga, K., Jones, J., & Schultz, J. (2022). Pedagogy in rehabilitation education: An exploration of educator competencies. *Journal of Applied Rehabilitation Counseling*, 53(1), 15-28. <https://doi.org/10.1891/JARC-D-20-00003>

2021 (n = 5)

[43] Buono, F. D., Larkin, K., Rowe, D., **Sprong, M. E.**, & Garakani, A. (2021). Intensive dialectical behavior treatment for individuals with borderline personality disorders with and without substance use disorders. *Front. Psychol.*, 12(629842). <https://doi.org/10.3389/fpsyg.2021.629842> **Impact Factor 2018: 2.067** [SCIMAGOJR = Q1]

[42] **Sprong, M. E.**, Buono, F. D., Kaiser, S., Garakani, A., Paul, E., & Griffiths, M. D. (2021). The mediation effects of behavioral motivations between gaming onset between and Internet Gaming Disorder. *J Addict Behav Ther Rehabil*, 10(4). **Impact Factor 2019: 3.639**

[41] Buono, F. D., **Sprong, M. E.**, Paul, E., Martin, S., Larkin, K., & Garakani, A. (2021). The mediating effects of quality of life, depression, and generalized anxiety on perceived work barriers of people diagnosed with Neurofibromatosis Type 1. *Orphanet Journal of Rare Diseases*, 16, 234. <https://doi.org/10.1186/s13023-021-01866-6> **Impact Factor 2018: 3.687** [SCIMAGOJR = Q1]

[40] Brinck, E. A., Friedman, K. B., & **Sprong, M. E.** (2021). Legislation impact on transition services for youth with disabilities: Interagency collaboration between schools and vocational rehabilitation. *The Rehabilitation Professional*, 29(1), 37-52.

[39] **Sprong, M. E.**, Buono, F., Brinck, E., Nerlich, A. P., & Hollender, H. (2021). Alcohol-related cause of spinal cord injury and the impact on service recommendations. *Journal of Rehabilitation*, 87(2), 36-42. [SCIMAGOJR = Q2]

2020 (n = 7)

[38] Nerlich, A., Wrobbel, E. D., Bosley, A. A., & **Sprong, M. E.** (2020). Nonverbal behavior, disability presentation, and impression formation: Implications for the rehabilitation professional. *The Rehabilitation Professional*, 28(4), 177-192.

- [37] Rubin, J., Brinck, E., Goram, L., & **Sprong, M. E.** (2020). Vocational rehabilitation for people with psychiatric disabilities. *The Rehabilitation Professional*, 28(4), 193-214.
- [36] Shields, J., Pechek, A., Brinck, E., & **Sprong, M. E.** (2020). Strategies for improving employment outcomes of Veterans diagnosed with Post-Traumatic Stress Disorders. *The Rehabilitation Professional*, 28(4), 225-244.
- [35] Aliff, M., & **Sprong, M. E.** (2020). Qualifications for rehabilitation counselors: A social justice issue. *Journal of Applied Rehabilitation Counseling*, 51(4), 277-281.
- [34] Turner, R. V., & **Sprong, M. E.** (2020). Designer drugs: An emerging challenge in substance-induced disorders. *Journal of Rehabilitation*, 86(2), 4-12. [SCIMAGOJR = Q2]
- [33] Buono, F. D., Paul, E., **Sprong, M. E.**, Smith, E., Garakani, A., & Griffiths, M. D. (2020). Gaming and gaming disorder: A mediation model gender, salience, and time spent gaming, under review. *Cyberpsychology, Behavior, and Social Networking*, 23(9), 647-651. <https://doi.org/10.1089/cyber.2019.0445> **Impact Factor 2018: 2.650** [SCIMAGOJR = Q1]
- [32] **Sprong, M. E.**, Currier-Kipping, K., Hollender, H., Cerrito, B., & Buono, F. D. (2020). The influence of gender and sexism on the vocational rehabilitation recommendations of certificate programs and consumer autonomy. *Journal of Rehabilitation*, 86(1), 4-11. [SCIMAGOJR = Q2]

2019 (n = 4)

- [31] **Sprong, M. E.**, Iwanaga, K., Mikolajczyk, E., Cerrito, B., & Buono, F. D. (2019). The role of disability in the hiring process: Does knowledge of the Americans with Disabilities Act Matter? *Journal of Rehabilitation*, 85(4), 42-49. [SCIMAGOJR = Q2]
- [30] Buono, F. D., Grau, L. E., **Sprong, M. E.**, Moore, B. A., Johnson, K., Barry, D., ..., & Gutmann, D. (2019). Pain symptomology, functional daily impact, and pain management of people with Neurofibromatosis Type 1. *J Pain Res.*, (12), 2555-2561. <https://doi.org/10.2147/jpr.s209540> **Impact Factor 2019: 2.236** [SCIMAGOJR = Q1]
- [29] **Sprong, M. E.**, Dallas, B., K., Hennenfent, K., Cerrito, B., & Buono, F. (2019). Race and disability on perception of relative fairness of post-secondary educational accommodations. *Journal of Applied Rehabilitation Counseling*, 50(2), 118-128. <https://doi.org/10.1891/0047-2220.50.2.118>
- [28] **Sprong, M. E.**, Griffiths, M., Daniels, B., Paul, E., & Buono, F. D. (2019). Cross-validation of the Video Game Functional Assessment-Revised (VGFA-R) and Internet Gaming Disorder Test (IGD-20). *Front. Psychol.*, 10, 310, <https://doi.org/10.3389/fpsyg.2019.00310> **Impact Factor 2018: 2.323** [SCIMAGOJR = Q2]

2018 (n = 3)

- [27] Masood, A. F., Dell, C. A., **Sprong, M. E.**, & Dell, T. F. (2018). Test review:

Cognitive Distortion Scale (CDS). *Vocational Evaluation Career Assessment Professional Journal*, 13(2), 33-42.

[26] **Sprong, M. E.**, Soldner, J., & Dallas, B. (2018). Emergency preparedness knowledge and confidence in providing services for people with disabilities: An exploratory analysis among rehabilitation counseling students. *Journal of Rehabilitation*, 84(3), 57-65. **[SCIMAGOJR = Q2]**

[25] **Sprong, M. E.**, Dallas, B., Paul, P., & Xia, M. (2018). Rehabilitation technology services and employment outcomes among consumers using Division of Rehabilitation Services. *Disabil Rehabil Assist Technol*, 3, 1-8.
<https://doi.org/10.1080/17483107.2018.1463400>
Impact Factor 2018: 2.054 [SCIMAGOJR = Q2]

2017 (n = 5)

[24] Buono, F. D., Griffiths, M. D., **Sprong, M. E.**, Upton, T. D., Lloyd, D. P., Sullivan, R. M., & Moore, B. A. (2017). Measures of behavioral function predict duration of video game play: Utilization of the Video Game Functional Assessment – Revised (VGFA-R). *Journal of Behavioral Addictions*, 6(4), 572-578. <https://doi.org/10.1556/2006.6.2017.084>. **Impact Factor 2016: 4.134 [SCIMAGOJR = Q1]**

[23] **Sprong, M. E.**, Dallas, B. K., Chowdhury, D., & Buono, F. D. (2017). Impact of sexism and gender on recommendations for rehabilitation services. *Journal of Rehabilitation*, 83(4), 13-24. **[SCIMAGOJR = Q2]**

[22] Moreno-Tucker, V., McCarthy, A. K., & **Sprong, M. E.** (2017). Unrecognized potential: The value of the rehabilitation professional in the transition process. *Vocational Evaluation and Work Adjustment Association Journal*, 41(2), 67-77.

[21] Buono, F. D., **Sprong, M. E.**, Lloyd, D. P., Cutter, C., Printz, D. M. B., Sullivan, R. M. & Moore, B. (2017). Delay discounting of video game payers: Comparison of time-duration among gamers. *Cyberpsychology, Behavior, and Social Networking*, 20(2), 104-108. <https://doi.org/10.1089/cyber.2016.0451> **Impact Factor 2016: 2.571 [SCIMAGOJR = Q1]**

[20] Dell, T., & **Sprong, M. E.** (2017). Test Review: Global Appraisal of Individual Needs – Short Screener (V.3.0). *Rehabilitation Counseling Bulletin*, 60(20), 121-124. <https://doi.org/10.1177/0034355216632485> **Impact Factor 2016: .744 [SCIMAGOJR = Q2]**

2016 (n = 4)

[19] Ysasi, N. A., Marini, I., **Sprong, M.**, & Silva, I. (2016). Differences among life care planners and physiatrists regarding the likelihood and frequency of secondary complications for persons with spinal cord injury. *Journal of Life Care Planning*, 14(2), 3-37.

[18] Case, J. C., Blackwell, T. L., & **Sprong, M. E.** (2016). Counselor ethical considerations for end-of-life care. *Journal of Rehabilitation*, 82(1), 48-58. **[SCIMAGOJR = Q2]**

[17] Dallas, B., **Sprong, M. E.**, & Kluesner, B. (2016). Multi-university comparison of faculty attitudes and use of universal design instructional techniques. *Rehabilitation Research, Policy, and Education*, 30(2), 148-160. <https://doi.org/10.1891/2168-6653.30.2.148>

[16] Buono, F. D., Upton, T. D., Griffiths, M. D., **Sprong, M. E.**, & Bordieri, J. (2016). Demonstrating the validity of the Video Game Functional Assessment-Revised (VGFA-R). *Computers in Human Behavior*, 54, 501-510. <https://doi.org/10.1016/j.chb.2015.08.037>
Impact Factor 2016: 3.435 [SCIMAGOJR = Q1]

2015 (n = 5)

[15] Dallas, B., & **Sprong, M. E.** (2015). Assessing faculty attitudes toward universal design instructional techniques. *Journal of Applied Rehabilitation Counseling*, 46(4), 18-28.

[14] Crtalic, A., Gibbs, R., **Sprong, M. E.**, & Dell, T. (2015). Boundaries with social media: Ethical considerations for rehabilitation counselors. *Journal of Applied Rehabilitation Counseling*, 46(3), 44-50.

[13] Austin, B. S., Sabo, C. W., McCarthy, A. K., **Sprong, M. E.**, & Noble, L. N. (2015). Utilization of interviewing as an assessment tool to enhance vocational rehabilitation service delivery: Fostering the therapeutic alliance and professionals' judgment accuracy. [Special issue]. *Vocational Evaluation and Work Adjustment Association Journal and Vocational Evaluation and Career Assessment Journal*, 37-52. *+

[12] **Sprong, M. E.**, Dallas, B., Upton, T. D., & Bordieri, J. (2015). The influence of race, causal attribution, & in-group favoritism on recommendations for rehabilitation services. *Rehabilitation Counseling Bulletin*, 58(4), 227-239.
<https://doi.org/10.1177/0034355214562071> **[SCIMAGOJR = Q2]**

[11] Buono, F. D., Whiting, S., & **Sprong, M. E.** (2015). Comparison of temporal discounting among obese college students and obese adults. *Behavior Analysis: Research and Practice*, 15(1), 1-9. <https://doi.org/10.1037/bar0000015>

2014 (n = 3)

[10] **Sprong, M. E.**, Buono, F., Bordieri, J., Mui, N., & Upton, T. D. (2014). Establishing the behavioral function of video game addiction: Development of the video game functional assessment. *J Addict Behav Ther Rehabil*, 3(4). <https://doi.org/10.4172/2324-9005.1000129>
Impact Factor: 3.639

[9] **Sprong, M. E.**, Dallas, B., Melvin, A., & Koch, D. S. (2014). Substance abuse and vocational rehabilitation: A survey of policies & procedures. *Journal of Rehabilitation*, 80(4), 4-9. **[SCIMAGOJR = Q2]**

[8] Dallas, B., Upton, T. D., & **Sprong, M. E.** (2014). Post-secondary faculty attitudes toward inclusive teaching strategies. *Journal of Rehabilitation*, 80(2), 13-21. **[SCIMAGOJR = Q2]**

2013 (n = 4)

[7] Hillesheim, C., **Sprong, M. E.**, Dallas, B., Upton, T.D., & Musgrave, J.R. (2013). Falling through the cracks: A screening assessment for student veterans with educational barriers. *Vocational Evaluation and Work Adjustment Association Journal*, 40(1), 23-31.

[6] McCabe, M., **Sprong, M. E.**, Dallas, B., Mui, N., & Upton, T. D. (2013). Program effectiveness of vocational evaluation as quantified by the Career Planning Scale. *Vocational Evaluation and Work Adjustment Association Journal*, 40(1), 13-22.

[5] Mui, N., **Sprong, M. E.**, Chowdhury, D., Lee, S., & Flowers, C. (2013). An ethical guide for rehabilitation administrators: Revising the NARL Code of Ethics. *Journal of Rehabilitation Administration*, 37(1), 19-24.

[4] Reinschmiedt, H. J., **Sprong, M. E.**, Dallas, B., Buono, F. D., & Upton, T. D. (2013). Post-secondary students with disabilities receiving accommodations: A Survey of satisfaction & subjective well-being. *Journal of Rehabilitation*, 79(3), 3-10. **[SCIMAGOJR = Q2]**

2012 (n = 2)

[3] Geiger, J., **Sprong, M. E.**, Kozma, W., & Upton, T. (2012). Predicting driver's licensure using the Ruff 2 & 7 Selective Attention Test. *Vocational Evaluation and Work Adjustment Association Journal*, 39(1), 31-35.

[2] **Sprong, M. E.**, Upton, T. D., & Pappas, M. (2012). Utilization of community rehabilitation programs: Screening for alcohol & drugs. *Journal of Rehabilitation*, 78(2), 13-19. **[SCIMAGOJR = Q2]**

2011 (n = 1)

[1] **Sprong, M. E.**, Lewis, T., Soldner, J., & Koch, D.S. (2011). Emergency preparedness for persons with disabilities: Implications for rehabilitation professionals. *Journal of Rehabilitation Administration*, 35(1), 27-38.

Chapters in Professional Books (+ = with students)

Published

[9] Soldner, J., & **Sprong, M. E.** (2022). Professional Responsibility. In J. Stano (Eds.), *Ethics in Rehabilitation Counseling: A Case Study Approach* (2nd ed.). Professional Services.

- [8] Cioe, N., Yalamanchili, P., & **Sprong, M. E.** (2022). Principles of Ethics. In J. Stano (Eds.), *Ethics in Rehabilitation Counseling: A Case Study Approach* (2nd ed.). Aspen Professional Services.
- [7] Hollender, H., Brinck, E., & **Sprong, M. E.** (2022). The counseling relationship. In J. Stano (Eds.), *Ethics in Rehabilitation Counseling: A Case Study Approach* (2nd ed.). Aspen Professional Services.
- [6] Upton, T. D., Sanchez, J., & **Sprong, M. E.** (2020). Forensic rehabilitation services in the United States. In M. M. Joseph & M. R. (Eds.), *Fundamentals of Clinical Rehabilitation Counseling*. Cognella, Inc.
- [5] Ysasi, N., Tiro, L., **Sprong, M. E.**, & Kim, B. J. (2017). Marketing Vocational Rehabilitation Services in Rural Communities. In D. A. Harley, N. A. Ysasi, M. L. Bishop, A. R. Fleming (Eds.), *Disability and Vocational Rehabilitation in Rural Settings*. Springer Publishing.
- [4] **Sprong, M. E.**, Soldner, J., & Dent, M. (2015). Professional Responsibility. In J. Stano (Eds.), *Ethics in Rehabilitation Counseling: A Case Study Approach*. Aspen Professional Services.
- [3] **Sprong, M. E.**, McDermott, A., Matney, A., & Lucy, M. (2015). The counseling relationship. In J. Stano (Eds.), *Ethics in Rehabilitation Counseling: A Case Study Approach*. Aspen Professional Services.
- [2] **Sprong, M. E.**, Cioe, N., Yalamanchili, P., & McDermott, A., (2015). Principles of Ethics. In J. Stano (Eds.), *Ethics in Rehabilitation Counseling: A Case Study Approach*. Aspen Professional Services.
- [1] Watt, C., **Sprong, M. E.**, & Upton, T. D. (2011). Functional Capacity Evaluations: A Guide for Rehabilitation Professionals. In T. D. Upton (Eds.), *Private Rehabilitation: Evolving Opportunities*. Ed. T. D. Upton. Aspen Professional Services.

Grant Awards & Other Funding Awards

- Advanced Rehabilitation Research Postdoctoral Training Grant - HHS-2024-ACL-NIDILRR-AREM-0102: \$1,250,000.00 **Mentor – (Funded)** September 1, 2024 – August 30, 2029.
- Veteran Employment and Economic Security Research Consortium - Health Systems Research (HSR) Grant Program (1150HX004063-01): \$2,491,907.00 **Co-Investigator – (Funded)** October 1, 2024 – September 30, 2029.
- Illinois Criminal Justice Information Agency. Contract to provide process evaluation of the Restore, Reinvest, and Renew (R3) Grant Program: \$744,278 **Co-Investigator - (Funded)** July 2023 – July 2025.

- Falling through the Cracks: Increasing Employment for Veterans in Rural Communities. Department of Veteran Affairs SPARK-SEED-SPREAD Innovation Grant: \$49,000. **Principal Investigator – Funded January 2020 – December 2020 (1-year grant).**
- LaSalle County Adult Drug Court Problem Solving Grant. State of Illinois Office of Justice Programs, \$113,007.97. **Principal Investigator – Funded from August 2018 – August 2019 (1-year grant).**
- The impact of Residual Functional Limitations on the Availability of Employment for people with disabilities. (2016). NIU CHHS award \$2000. **Principal Investigator – Funded**
- An Analysis of Sexism on the recommendations for vocational rehabilitation services. (2016). NIU CHHS award \$2000. **Principal Investigator – Funded**
- Effectiveness of Vocational Rehabilitation Counseling: Measuring Changes in Work Motivation, Job Search Knowledge & Attitudes, Career Planning Ability, and Barriers of Successful Employment. (2014). MSU-B Creative and Research Endeavors (CARE) Grant. \$4800. **Principal Investigator – Funded**
- State of Illinois Department of Human Services Block Grant. \$3.62 million | 2009-2013). **Program Evaluator - Funded)**
- E-Learning Course Development Grant (2015). Human Growth and Development (REHA 519). \$1500 (**Funded**)
- E-Learning Course Development Grant (2015). Research and Program Evaluation (REHA 517). \$1500 (**Funded**)
- E-Learning Faculty Development Proposal (2014). MSU-B Professional Development Fund. \$1716 (**Funded**)
- Southern Illinois Placement for Adults with Disabilities: American Reinvestment and Recover Act (ARRA), \$235,847. **Co-Investigator - Program Evaluator – Funded (1-year grant).**
- Southern Illinois Placement for Adults with Disabilities: American Reinvestment and Recover Act (ARRA), \$215,847. **Co-Investigator - Program Evaluator – Funded (1-year grant).**

Not Funded

- HHS-2024-ACL-NIDILRR-IFDV-0074 | **Submitted 12/9/2023** | \$598,948
- HT9425-23-NFRP-NIA | **Submitted 10/4/2023** | \$578,123
- W81XWH-22-TBIPHRP-PCRA | **Submitted 9/14/2022** | \$1,123,849

- W81XWH-22-NFRP-NIA | **Submitted 7/21/2022** | \$459,358
- HHS-2023-ACL-NIDILRR-IFDV-0000 | **Submitted 12/16/2022** | \$598,288

Public Speaking Event(s) / Community Event(s) - Public Expert Panel(s)/Trainings

2024

- Ragsdale, K., Stanfil, W. A., & **Sprong & M. E.** (2024). Forensic Panel. Texas Rehabilitation Association's 2024 Annual Conference (September 4 – 6): San Antonio, TX.
- **Sprong, M. E.** (2024). Empowering Veterans through Accessible Vocational Rehabilitation. Presented at the American Society for Public Administrator's 2024 Annual Conference (April 12 – 16): Minneapolis, MN.

2023

- Training - Mayors | Recorded Presentation: Illinois Municipal Property and Land Use as a part of the Illinois Municipal League Project on May 5, 2023
- Training - Mayors | Recorded Presentation: Collective Bargaining for Public Employees as a part of the Illinois Municipal League Project on May 5, 2023

2022

- Training: Veterans and VR: Challenges for Veterans with Criminal Backgrounds 101. *Training Developed for the VR Technical Assistance Center for Quality Employment (VRTAC-QE)*
- Invited Presenter: Impact of Stigma on Psychological Well-Being. *Presented for Veterans enrolled in the Psychosocial Residential Rehabilitation Treatment Program (PR RTP)* on June 14, 2022. VA Illiana Healthcare System
- Invited Presenter: Role of Employment and Vocational Rehabilitation for Veterans with Substance Use Disorders in Community Reintegration into Society. *Presented for Veterans enrolled in the Psychosocial Residential Rehabilitation Treatment Program (PR RTP)* on June 18, 2022 at VA Illiana Healthcare System
- Invited Presenter: Influence of Resiliency and Empowerment on Community Reintegration into Society for Veterans with Substance Use Disorders. *Presented for Veterans enrolled in the Psychosocial Residential Rehabilitation Treatment Program (PR RTP)* on June 20, 2022 at VA Illiana Healthcare System

2020

- **Sprong, M. E.** (2020). Assessing employability and placeability of people with severe disabilities: The use of VR strategies to improve job satisfaction. Presented at the Hines VA Family Empowerment Network Event "Successful Employment: What all Veterans Need to Know" at Edward Hines Jr. Medical Center, Hines, IL (February 21, 2020).

2017

- **Sprong, M.E.** (December 5, 2017). Combating the Opioid Epidemic. Dekalb, Illinois
<https://calendar.niu.edu/event/combating-the-opioid-epidemic#.YPAjES1h1DM> /
<https://northernstar.info/27616/news/panel-discusses-opioid-epidemic/>

Professional Presentations

2022 (n = 1)

- [67] **Sprong, M. E.** Statistical Primer (May, 2022). Oral Presentation presented at the International Association of Life Care Planners (IALCP) Summit. Dallas, Texas.

2020 (n = 2)

- [66] Buono, F.D., Larkin, K., **Sprong, M.E.**, Garakani, A., Matthew E. Sprong, Ph.D., Amir Garakani, M.D., Kaitlyn Larkin, BA; & Kimberly Johnson, Ph.D. (June, 2020). The Impact of Anxiety and Depression on Work Readiness within Neurofibromatosis Type 1 (NF1). Oral Presentation presented at the annual scientific meeting at the Children's Tumor Foundation, Virtual Conference.
- [65] Weaver, L., Park, T., & **Sprong, M. E.** (2020). Universal Design and Mental Health Disabilities: What Works to Make Courses Accessible Online? Presentation accepted for the North Atlantic Region Association for Counselor Education and Supervision (NARACES). **[Note: Conference was cancelled due to COVID-19]**

2018

- [65]. McFarland, T., Truthan, J. A., Weiss, M. M., Vercillo, A., Sprong, M., & Harden, T. (2018). SSVE advanced training: Using tools and knowledge to testify (SVP 8-10). Presentation for the International Association of Rehabilitation Professionals, National 2018 Conference, Charlotte, NC.

2017 (n = 2)

- [64] **Sprong, M. E.**, Jones, J., & Schultz, J. (2017). Rehabilitation educators' perception of implementing adult learning theories. Poster presented at the National Council on Rehabilitation Education Conference, Anaheim, CA (April 20, 2017).
- [63] **Sprong, M. E.**, Thomas, S., Moroni, K., & Currier, K. (2017). The influence of sexism on the recommendations of vocational rehabilitation services. Poster presented at the National Council on Rehabilitation Education Conference, Anaheim, CA (April 20, 2017).

2016 (n = 7)

- [62] McCarthy, A., & **Sprong, M. E.** (2016). Using electronic assessment in vocational rehabilitation: Considerations for practice. Concurrent session presented at the Illinois Rehabilitation Association (IRA) 60th Annual Conference, Alsip, IL (May 5, 2016).
- [61] **Sprong, M. E.**, Jones, J., & Schultz, J. (2016). Pedagogy in rehabilitation education: An exploration of educator competencies. Poster presented at NIU AHCD Research Day (April 29, 2016).
- [60] **Sprong, M. E.**, Dallas, B., & Soldner, J. (2016). Effectiveness of emergency-preparedness training and student perceived competence. Poster presented at NIU AHCD Research Day (April 29, 2016).
- [59] **Sprong, M. E.**, Jones, J., Bernacchio, C., & Schultz, J. (2016). Distance education: Course objectives, learning activities, & student evaluations. Panel Discussion presented at the National Council on Rehabilitation Education Conference, Newport Beach, CA (April 22, 2016).
- [58] **Sprong, M. E.**, Jones, J., & Schultz, J. (2016). Pedagogy in rehabilitation education: An exploration of educator competencies. Poster presented at the National Council on Rehabilitation Education Conference, Newport Beach, CA (April 22, 2016).
- [57] **Sprong, M. E.**, Dallas, B., & Soldner, J. (2016). Effectiveness of emergency-preparedness training and student perceived competence. Poster presented at the National Council on Rehabilitation Education Conference, Newport Beach, CA (April 22, 2016).
- [56] Dallas, B., Koop, N. M., McCarthy, A., & **Sprong, M.** (2016). Restructuring the Communicative Disorders Program. Poster presented at the Assessment Expo, Dekalb, Illinois.

2015 (*n* = 10)

- [55] **Sprong, M. E.**, Jones, J., Schultz, J., Bernacchio, C., & Soldner, J. Get out of the dark on distance education: Making Pedagogy Exciting [Panel Discussion]. National Council on Rehabilitation Education Conference, Arlington, VA (October 18, 2015).
- [54] Schultz, J., Jones, J., & **Sprong, M. E.** Grounding distance education in pedagogy and learning theory [pre-conference workshop]. National Council on Rehabilitation Education Conference, Arlington, VA (October 17, 2015).
- [53] Dell, T., McDermott, A., Dell, C., & **Sprong, M. E.** Applying Universal Design for Online Learning: Pedagogical and Practical Considerations [Concurrent Session]. National Council on Rehabilitation Education Conference, Newport Beach, CA (April 24, 2015).

- [52] Austin, B. S., Sabo, C. W., McCarthy, A. K., **Sprong, M. E.**, & Noble, L. N. Utilization of Interviewing as an Assessment Tool to Enhance Vocational Rehabilitation Service Delivery: Fostering the Therapeutic Alliance and Professionals' Judgment Accuracy [Poster]. National Council on Rehabilitation Education Conference, Newport Beach, CA (April 24, 2015).
- [51] **Sprong, M. E.**, Dallas, B., Upton, T. D., & Bordieri, J. Race, Causal Attribution, & In-Group Favoritism on Recommendations for Rehabilitation Services [Poster]. National Council on Rehabilitation Education Conference, Newport Beach, CA (April 24, 2015).
- [50] **Sprong, M. E.**, Buono, F., Hollender, H., & McDermott, A. Traumatic Brain Injury and Substance Use Disorders among Veterans [Poster]. National Council on Rehabilitation Education Conference, Newport Beach, CA (April 24, 2015).
- [49] **Sprong, M. E.**, & McDermott, A. Rehabilitation & Mental Health Professionals and Disasters Response for Persons with Disabilities [Poster]. National Council on Rehabilitation Education Conference, Newport Beach, CA (April 24, 2015).
- [48] Dallas, B., & **Sprong, M. E.** Multi-University Comparison of Faculty Attitudes and Use of Universal Design Instructional Techniques [Poster]. National Council on Rehabilitation Education Conference, Newport Beach, CA (April 24, 2015).
- [47] **Sprong, M. E.**, & Buono, F. D. Measuring Indifference Points of Ethical Issues Among Future Substance Abuse Counselors [Poster]. The Association for Behavior Analysts International (ABAI) Conference, San Antonio, TX (May 25, 2015).
- [46] Buono, F. D., Perate, S., & **Sprong, M. E.** The Marriage Game: Do Financial Constraints Affect Marriage Couples-Revised [Poster]. The Association for Behavior Analysts International (ABAI) Conference, San Antonio, TX (May 25, 2015).

2014 (n = 1)

- [45] Buono, F., **Sprong, M. E.**, & Bordieri, J. Establishing the Behavioral Function of Video Game Addiction-Revised: Utilization of the Video Game Functional Assessment (VGFA-R). The Association for Behavior Analysts International (ABAI) Conference, Chicago, IL (May 25, 2014).

2013 (n = 3)

- [44] **Sprong, M. E.**, Buono, F., Bordieri, J., Dixon, M., & Upton, T. D. *Video Game Functional Assessment*. The Association for Behavior Analysts International (ABAI) Conference, Minneapolis, MN (May 27, 2013). **SABA Senior Student Presenter Grant Recipient**

- [43] Dent, M., Mui, N., Upton, T.D., & **Sprong, M.E.** *Increasing ADA knowledge among customers of a community-based rehabilitation program.* National Council on Rehabilitation Education Conference, San Francisco, CA (April 18, 2013).
- [42] Dallas, B., Ramisch, J., & **Sprong, M.E.** *The Role of Family in the Transition of Students with Autism Spectrum Disorders (ASD) to Postsecondary Settings.* National Council on Rehabilitation Education Conference, San Francisco, CA (April 18, 2013).

2012 (n = 8)

- [41] **Sprong, M.E.**, Chowdhury, D., & Upton, T.D. *The Ambivalent Counselor: A Study Measuring Hostile and Benevolent Sexism.* Research Town Meeting and Fair, Southern Illinois University, Carbondale, IL (April 17, 2012).
- [40] **Sprong, M. E.**, Soldner, J., Upton, T. D., & Bordieri, J. *Emergency Preparedness of Future Rehabilitation Professionals: Measurement of Knowledge Competencies.* Research Town Meeting and Fair, Southern Illinois University, Carbondale, IL (April 17, 2012).
- [39] **Sprong, M.E.**, Hillsheim, C., Musgrave, J., & Upton, T. *Falling through the Cracks: A Screening Assessment for Student Veterans with Educational Barriers.* Research Town Meeting and Fair, Southern Illinois University, Carbondale, IL (April 17, 2012).
- [38] Geiger, J., Kosmo, W., **Sprong, M. E.** *Predicting driver's licensure using the Ruff 2 & 7 Selective Attention Test.* Research Town Meeting and Fair, Southern Illinois University, Carbondale, IL (April 17, 2012).
- [37] **Sprong, M.E.**, Hillsheim, C., Musgrave, J., & Upton, T. *Falling through the Cracks: A Screening Assessment for Student Veterans with Educational Barriers.* National Council on Rehabilitation Education Conference, San Francisco, CA (April 14, 2012).
- [36] **Sprong, M.E.**, Geiger, J., Kosmo, W., & Upton, T. *Predicting driver's licensure using the Ruff 2 & 7 Selective Attention Test.* National Council on Rehabilitation Education Conference, San Francisco, CA (April 14, 2012).
- [35] Dent, M., Mui, N., Dallas, B., Upton, T. D., & **Sprong, M. E.** *Understanding Barriers to Successful Employment.* National Council on Rehabilitation Education Conference, San Francisco, CA (April 13, 2012).
- [34] Lewis, T., **Sprong, M. E.** *Community response planning for special and functional needs – shelter in place.* 8th Annual Rural Public Health Institute Conference, Effingham, IL (March 14, 2012).

2011 (n = 18)

- [33] **Sprong, M.E.**, Pappas, M., & Upton, T. *Utilization of community rehabilitation programs: Screening for alcohol & drugs*. National Council on Rehabilitation Education Conference, Arlington, VA (October 31, 2011).
- [32] Musgrave, J.R., & **Sprong, M.E.** *A model for developing a specialized vocational assessment using O*NET abilities data element*. Illinois Department of Rehabilitation Services (IDRS), Alton, IL (May 5, 2011).
- [31] Musgrave, J.R., & **Sprong, M.E.** *Learn-To-Work: A model for comprehensive vocational evaluation employment exploration*. Illinois Department of Rehabilitation Services (IDRS), Alton, IL (May 5, 2011).
- [30] **Sprong, M. E.** *Knowledge and attitudes of persons with disabilities towards emergency preparedness*. Illinois Department of Rehabilitation Services (IDRS), Alton, IL (May 5, 2011).
- [29] **Sprong, M. E.** *Relationship of work motivation and job search attitudes*. Illinois Department of Rehabilitation Services (IDRS), Alton, IL (May 5, 2011).
- [28] **Sprong, M. E.** *Utilization of community rehabilitation programs: Screening for alcohol & drugs*. Illinois Department of Rehabilitation Services (IDRS), Alton, IL (May 5, 2011).
- [27] **Sprong, M. E.** *Program effectiveness of vocational evaluation as quantified by the Career Planning Scale*. Illinois Department of Rehabilitation Services (IDRS), Alton, IL (May 5, 2011).
- [26] **Sprong, M. E.** *Predicting driver's licensure using the Ruff 2 & 7 Selective Attention Test*. Illinois Department of Rehabilitation Services (IDRS), Alton, IL (May 5, 2011).
- [25] Geiger, J., Kosmo, W., **Sprong, M. E.** *Predicting driver's licensure using the Ruff 2 & 7 Selective Attention Test: A Proposed Study*. Research Town Meeting and Fair, Southern Illinois University, Carbondale, IL (April 12, 2011).
- [24] McCabe, M., Musgrave, J.R., Upton, T., & **Sprong, M.E.** *Program effectiveness of vocational evaluation as quantified by the Career Planning Scale*. Research Town Meeting and Fair, Southern Illinois University, Carbondale, IL (April 12, 2011).
- [23] **Sprong, M.E.**, Klein, J., & Pappas, M. *Screening for alcohol and drug use among persons with disabilities*. Research Town Meeting and Fair, Southern Illinois University, Carbondale, IL (April 12, 2011).
- [22] **Sprong, M.E.**, Yalamanchili, P., & Bordieri, J. *Video Game & Addiction*. Research Town Meeting and Fair, Southern Illinois University, Carbondale, IL (April 12, 2011).

- [21] **Sprong, M.E.**, Deppen, K., Musgrave, J.R., & Koch, D.S. *Relationship of work motivation and job attitudes*. Research Town Meeting and Fair, Southern Illinois University, Carbondale, IL (April 12, 2011).
- [20] **Sprong, M.E.**, Pappas, M., Deppen, K., & Koch, D.S. *Emergency preparedness: Information for new rehabilitation professionals*. Research Town Meeting and Fair, Southern Illinois University, Carbondale, IL (April 12, 2011).
- [19] **Sprong, M.E.**, Pappas, M., Deppen, K., & Koch, D.S. *Emergency preparedness: Rural challenges in Southern Illinois*. Research Town Meeting and Fair, Southern Illinois University, Carbondale, IL (April 12, 2011).
- [18] Hollender, H., Cioe, N., Koch, D.S., & **Sprong, M.E.** *A proposed treatment approach for co-existing brain injury and substance use*. National Council on Rehabilitation Education Conference, Manhattan Beach, CA (April 8, 2011).
- [17] **Sprong, M.E.**, Pappas, M., Deppen, K.D., Mitchell, A., Hollender, H., Watt, C., & Koch, D.S. *Emergency preparedness for persons with disabilities: Becoming aware of the issues*. National Council on Rehabilitation Education Conference, Manhattan Beach, CA (April 7, 2011).
- [16] **Sprong, M.E.**, Pappas, M., Deppen, K.D., Mitchell, A., & Koch, D.S. *Increasing knowledge of emergency preparedness*. National Council on Rehabilitation Education Conference, Manhattan Beach, CA (April 7, 2011).

2010 (n = 14)

- [15] **Sprong, M. E.**, & Koch, D.S. *Emergency preparedness for persons with disabilities: Roles and functions for counselors*. Tennessee Counseling Association Conference, Nashville, TN (November, 2010).
- [14] **Sprong, M. E.**, Cioe, N., Hollender, H., Watt, C., & Koch, D. S. *Preparing for emergencies: Incongruent patterns associated with dialogue and implementation*. National Rehabilitation Association Annual Training Conference, New Orleans, LA (October 17, 2010).
- [13] Cioe, N. J., Hollender, H., **Sprong, M. E.**, & Upton, T. D. *Cannabis use following traumatic brain injury*. National Rehabilitation Association Annual Training Conference, New Orleans, LA (October 17, 2010).
- [12] **Sprong, M. E.**, Cioe, N., Hollender, H., Watt, C., & Koch, D. S. *Emergency Preparedness Initiative: Addressing the need to incorporate planning for persons with disabilities*. National Rehabilitation Association Annual Training Conference, New Orleans, LA (October 17, 2010).

- [11] **Sprong, M. E.**, Hollender, H., Cioe, N. J., Watt, C., & Koch, D. S. *Administrators' need to implement medical packets: Persons with disabilities may be better served when the Emergency Response Team arrives to help.* National Rehabilitation Association Annual Training Conference, New Orleans, LA (October 17, 2010).
- [10] **Sprong, M. E.**, Hollender, H., Cioe, N., Bunton, D., Mbugua, A., Watt, C., & Koch, D. S. *Training future rehabilitation counselors' procedures necessary to address issues regarding emergency preparedness for persons with disabilities.* National Rehabilitation Association Annual Training Conference, New Orleans, LA (October 17, 2010).
- [9] **Sprong, M. E.**, Klein, J.A., Johnson, A., Mbugua, A., Bunton, D., Cioe, N. J., Hollender, H., & Koch, D. S. *Individuals with co-existing visual impairment and substance use concerns: How are VR agencies handling these individuals?* Research Town Hall Meeting, Carbondale, IL (April 19, 2010).
- [8] Cioe, N. J., **Sprong, M. E.**, Hollender, H., Upton, T. D. *Veterans returning from Iraq & Afghanistan: What are rehabilitation counselor training programs doing to prepare their students?* Research Town Meeting and Fair, Southern Illinois University, Carbondale, IL (April 19, 2010).
- [7] **Sprong, M. E.**, Cioe, N. J., Bordieri, J., Musgrave, J. R. *Validity of the O*NET Ability Profiler for Use in Comprehensive Vocational Evaluation.* Research Town Meeting and Fair, Southern Illinois University, Carbondale, IL (April 19, 2010).
- [6] Hughes, A., **Sprong, M. E.**, Hollender, H., Cioe, N. J., Klein, J. A., & Upton, T. D. *Negative Attitudes Towards Individuals with Cognitive Impairments (formerly Mental Retardation).* Research Town Meeting and Fair, Southern Illinois University, Carbondale, IL (April 19, 2010).
- [5] Mbugua, A. W., Johnson, A. M., Bunton, D. A., **Sprong, M. E.**, Klein, J.A., & Koch, D. S. *Matrix of Hope Final Evaluation.* Research Town Hall Meeting, Carbondale, IL (April 19, 2010).
- [4] Johnson-Melvin, A., Davis, S. J., Mbugua, A., **Sprong, M.E.**, Klein, J.A., Bunton, D., & Koch, D.S. *Recognizing suicide risk in consumers with HIV/AIDS.* Research Town Hall Meeting, Carbondale, IL (April 19, 2010).
- [3] Grayson, K., **Sprong, M. E.**, & Koch, D. S. *Screening, Brief Intervention, and Referral to Treatment: Implications for co-existing HIV/AIDS and substance abuse service providers.* Research Town Hall Meeting, Carbondale, IL (April 19, 2010).
- [2] **Sprong, M. E.**, Klein, J. A., Bunton, D., Hollender, H., Cioe, N. J., Johnson, A., Mbugua, A., & Koch, S. *Emergency Preparedness for Persons with Disabilities: Are we prepared to serve individuals in rural areas.* Research Town Meeting and Fair, Southern Illinois University, Carbondale, IL (April 19, 2010).

2009 (*n* = 1)

- [1] Ruvolo, D., Norsic, J., **Sprong, M. E.**, & Willits, E. *Social anxiety: A moderating variable between daily hassles and working memory performance*. Midwestern Psychological Association, Chicago, IL (April 2009).

Technical Research Reports

- [1] **Sprong, M. E.**, Klein, J., & Koch, D. S. (2009). *Model Training Program for Access to Treatment and Prevention Services for Persons with Disabilities: Final Evaluation Report*. Carbondale, IL: Rehabilitation Institute at Southern Illinois University.

PROFESSIONAL BOARD POSITIONS

- **Vice Chair, Chair, Immediate Past Chair** [Forensic Board], International Association of Rehabilitation Professionals, 2018-2021
- **Board Member-at-Large** [SSVE], International Association of Rehabilitation Professionals, 2018-2019
- **President**, Vocational Evaluation and Work Adjustment Association (VEWAA), 2019
- **President-elect, President, Immediate Past President**, Vocational Evaluation and Work Adjustment Association (VEWAA), 2016-2018
- **President-elect, President, Immediate Past President**, International Association of Rehabilitation Professionals (IARP) – Illinois Chapter, May 2016 – May 2021
- **Treasurer**, Illinois Chapter – International Association of Rehabilitation Professionals (IARP), May 2015 – May 2017
- **Co-chair**, NCRE Council on Distance Education (CDE), 2015 – 2017
- **Board Member**, Coalition of Illinois Counselors Organization (CICO), 2015 – Present
- **Board Member**, Education Committee, Illinois Chapter – International Association of Rehabilitation Professionals (IARP), 2015 – 2017

STUDENT RESEARCH PROJECTS, THESES, AND DISSERTATIONS

- [5] Aliff, M. (2019). [Doctoral Dissertation]. The Impact of Receipt of Social Security Supplemental Income on Vocational Rehabilitation Closure Status for Transitional-Aged Youth. Dissertation Committee Member.

- [4] Turner, R. (2019). [Doctoral Dissertation]. Synthetic Cannabinoids: Characterizing their Use and Cessation. Dissertation Committee Member.
- [3] Hollender, H. (2018). [Doctoral Dissertation]. Vocational rehabilitation service patterns on employment outcomes for people who have a brain injury. Dissertation Committee Member.
- [2] Mikolajczyk, E. (2016-17). [Undergraduate Research Rookie's Research Studies]. Employment selection bias towards job applicants with disabilities. Faculty Mentor.
- [1] Ortega, A. (2016). [Honor's Capstone Research Study]. What are classmates thinking when it comes to post-secondary educational accommodations for students with disabilities? Capstone Advisor.

CLINICAL / PROFESSIONAL EXPERIENCE

- **Chief Executive Officer & Forensic Expert (Life Care Planner & Vocational Expert)**
Midwest Forensic Vocational Rehabilitation & Life Care Planning Consultants, LLC

Chief Executive Officer (CEO):

- **Leadership:** Provide visionary leadership and strategic direction to the organization.
- **Decision Making:** Make high-level decisions regarding the organization's operations, finances, and overall direction.
- **Financial Management:** Oversee budgeting, financial planning, and financial reporting to ensure the organization's fiscal health.
- **Stakeholder Relations:** Build and maintain relationships with stakeholders, including board members, investors, government officials, and community leaders.
- **Human Resources:** Manage and mentor senior leadership team members and oversee recruitment, retention, and professional development initiatives.
- **Risk Management:** Identify and mitigate risks to the organization's reputation, finances, and operations.
- **Public Relations:** Serve as the primary spokesperson and representative of the organization to the media, public, and other external stakeholders.
- **Strategic Partnerships:** Identify and cultivate strategic partnerships with other organizations to advance the organization's mission and objectives.

- **Compliance:** Ensure compliance with relevant laws, regulations, and industry standards.
- **Performance Evaluation:** Evaluate the organization's performance against established goals and objectives and make necessary adjustments to achieve desired outcomes.

Forensic Expert

- **Case Review:** Review medical and legal documents related to personal injury, disability, or wrongful death cases.
 - **Life Care Planning:** Assess the future medical, rehabilitation, and other needs of individuals with disabilities or chronic illnesses | review other expert life care plans and offer professional opinions.
 - **Vocational Rehabilitation:** Evaluate individuals' vocational abilities, transferable skills, and potential for reemployment following an injury or disability.
 - **Earning Capacity Assessments:** Determine the economic loss resulting from an individual's injury or disability by assessing their earning capacity.
 - **Expert Testimony:** Provide expert testimony in legal proceedings, depositions, and trials regarding life care planning and vocational rehabilitation assessments.
 - **Report Writing:** Prepare clear, concise, and evidence-based reports documenting assessment findings and recommendations.
 - **Collaboration:** Collaborate with attorneys, insurance companies, medical professionals, and other stakeholders involved in legal cases.
 - **Continuing Education:** Through continuing education and professional development activities, stay abreast of developments in the fields of life care planning, vocational rehabilitation, and forensic assessment.
 - **Ethical Standards:** Adhere to ethical guidelines and professional standards in conducting assessments and providing expert testimony.
 - **Client Communication:** Communicate assessment findings and recommendations effectively to clients and other stakeholders professionally and empathetically.
- **Rehabilitation Counselor** | Vocational Rehabilitation Program | Mental Health Services
Edward Hines Jr. Medical Center | Veteran's Health Administration –
U.S. Department of Veteran Affairs (July 2023 – Present) **[full-time, 40 hrs./wk.]**

- Oversaw and placed patients assigned to various competitive employment positions within the Medical Center and the community through the Compensated Work Therapy Program.
- Provided and assisted in arranging suitable placement of more severely disabled, difficult-to-place veterans who may require more individualized treatment plans in vocational and academic training, and community employment, and conducted follow-up and follow-along services on these placements
- Monitored and reported to the Hines Medical Center the summary data utilized for the associated performance measures, which are involved in this initiative.
- Provided job coaching, job accommodation, and adaptation services to both veterans with psychosis and to those employers who employ these veterans either at the Hines Medical Center or within the local community.
- Provided vocational rehabilitation, including the assessment of intelligence, vocational interests, aptitude, and abilities through clinical tests, observations, interviews, and specialized vocational assessment equipment.
- Provided and coordinated a variety of professional rehabilitation counseling and case management services. Assessed data received from medical and psychological reports, developed rehabilitation plans, and, as appropriate, provided rehabilitation services.
- Served as a consultant to the interdisciplinary treatment team regarding patient's problems in his/her area of specialized knowledge.
- Provided consultation on vocational rehabilitation for the interdisciplinary treatment team and other clinical staff.
- Assessed training needs and assisted in the determination of vocational goals and objectives of the Veteran
- Evaluated vocational interests and recommended services such as job-seeking skills training, résumé development, or interview skills training
- Counseled and guided Veteran through difficult transition in the adjustment to employment
- Evaluated the feasibility of employment and vocational rehabilitation services by using knowledge of the Veteran's skills and abilities
- Coordinated with various resources in the Medical Center and the community to develop job placement opportunities that will be specifically suitable from the standpoint of the needs of the individual
- Maintained day-to-day contact with potential employers, placement personnel, and other likely placement resources
- Identified employers with potential job openings, developed job leads for clients with area employers, and set up interviews
- Acted as liaison between the transitional work experience (TWE) program and work environment/employer
- Participated in treatment team meetings, remained aware of clinical concerns, and shared strategies, progress, and needed support with other members of the treatment team
- Implemented "Falling through the Cracks: Increasing Employment for Veterans in Rural Communities" innovation grant in LaSalle, Joliet, and Kankakee area.
- Presented at the National Innovation Specialist conference in Washington, DC.

- **Health System Specialist – Strategic Facility Planner, VA Illiana Health Care System (U.S. Department of Veteran Affairs) | March 2023 – September 2023**
 - Facility Strategic Planner for Office of Associate Director | Key resource individual to senior leadership in the areas of strategic and operational planning, operations analysis, and program evaluation | conducted environmental analysis and market overview of central Illinois, SWOT analysis, and developed 5-year strategic and operational plan.
 - Software Platforms Utilized: Geographic Information System (GIS); Maptitude Online Mapping, Health Systems Planning Application (HSPA) data warehouse,
 - Data Sources Utilized: Health Resources and Services Administration (HRSA), National Center for Veterans Analysis and Statistics, American Hospital Directory, CDC Long Term Care Providers and Services Users, CDC National Healthcare Surveys; Geographic Information Systems (GIS) Planning; Tableau Geospatial Data Visualization, Visio Flowchart Maker, and Diagramming Software, Maptitude, VHA Site Tracking (VAST), PowerBI
 - Trainings Attended:
 - SEPS Online Training (101SOT)
 - Achievet Training: CORE, Advanced

Strategic and Operational Plan Management:

- Assisted in the completion of VA Illiana Strategic Capital Investment Process (SCIP)
- Establish procedures for ongoing documentation of all planning meetings, task forces, study groups, and any internal or external communications concerning medical center planning.
- Maintain records of all decisions made and documentation of medical center-wide input into all planning decisions at all facility levels.
- Tracking resource utilization and workload levels for all Veteran Affairs Central Office (VACO) funded program enhancements and/or new programs.
- Responsible for coordinating, tracking, and reporting actions/status relative to the strategic goals of the Medical Center, to include the annual SES performance plan goals/objectives for the facility.
- Utilize VHA planning tools and access data to provide recommendations for expansion, initiatives, and overall goals.
- Designs analytical methods and study procedures deviating from conventional practices.
- Provide necessary leadership and guidance to implement goals and program plans established by senior management.
- Conduct special studies, work groups, and attend committee meetings as required either as a member or behalf of the Associate Director.

Facility Master Plan Coordination

- Manage integration of all construction plans with space planning and programmatic developments facility-wide assuring that quality factors regarding functional relationships are considered in the construction planning process.

Program Development

- Coordinate the development of all VHA funded program initiatives
- Using a wide range of complex technical analyses, develop databases appropriate to address the assessment of needs, utilization of services and demographic data to support specific proposals.

Program Evaluation and Data Management

- Responsible for overall data management of statistical reports and systems for strategic and facility planning.
- Using existing data sources, create computer applications employing advanced statistical programs such as SAS (Statistical Analysis System) to perform workload analysis.

General Administration

- Prepare responses to reports, surveys, requests for information and other correspondence required by VACO, VISN, regulatory bodies, Medical Affiliates or community organizations. Involves soliciting, analyzing, and evaluating data from clinical and administrative service chiefs and subsequently synthesizing this information into comprehensive statistical and/or narrative reports.
- **Supervisory Vocational Rehabilitation Counselor (Promoted Acting Health System Specialist – Facility Strategic Planner [special detail]), VHA – Vocational Rehabilitation Program [Compensated Work Therapy] and Transitional Residence Program, VA Illiana Health Care System (September 2021 – March 2023) *CARF accredited in 2022 with NO recommendations**

Program Administration:

- Administratively responsible for the day-to-day management and operational aspects of the VHA Vocational Rehabilitation Program at VA Illiana Health Care System (VAIHC)
- Provide leadership, guidance, and coordination of staff following the mission/vision of VAIHC and program direction of the Social Work Service Line
- Required to conduct, evaluate, and coordinate the execution of the program
- Coordination of day-to-day staffing schedules at multiple job sites involving up to 50 Veterans at any given time, coordination of VHA Vocational Rehabilitation staff productivity and efficiency, coordination of clinic effectiveness and clinic productivity.
- Reviews/analyzes program activities, provides appropriate assessments of outcomes, and makes recommendations and corrections as needed.
- Assists in the development and implementation of follow-up systems to ensure the completion of program tasks, which can encompass negotiating MOUs with employers, responding to program consults, case management, counseling, contract or procurement, fiscal billing, payment, fund control points, resource allocation, outreach, etc.
- Serves as Control Point Official for VHA Vocational Rehabilitation fund control points including program purchase cards.

- Develops plans for salary costs and equipment purchases, as well as balancing needs and expenses related to CWT – Transitional Work, Supported Employment, Community-Based Employment Services, and Transitional Residence. Work closely with Fiscal Service and ensure all fiscal requirements, budgets and reporting requirements are completed and documented per VHA and VAIHCS guidelines.
- Ensures Quality Assurance and Performance Improvement activities are developed and maintained following policy and procurement/vendor/client/staff needs
- Implemented data collection system and measurement-based care to initiate formative, summative, process, and impact and outcome evaluations.
 - Monitor and evaluate collection and quality improvement initiatives throughout the Division.
 - Design and develop data collection and program evaluation tools.
 - Manage and upgrade current databases in use.
 - Conduct routine analysis on program process and outcome data.
 - Identify program improvement by working closely with program staff.
 - Provide training staff on different evaluation aspects.
 - Draft written reports and presentations related to evaluation process and findings.
 - Involve in design, evaluation and reporting on program implementation in concern department.
 - Consult appropriate personnel as needed to facilitate ongoing process of program design, implementation and revision.
 - Prepare for and conduct meetings and presentations, effectively and professionally.
 - Perform activities complying with code of conduct and mission and value statements.
 - Develop data collection protocol and instrumentation necessary to conduct in-depth studies.
 - Conduct reviews of program-related documents, data files, published information and official reports.
- Networking with a variety of programs within the Medical Center and/or with a variety of community organizations (Workforce Investment Board, NAMI, Homeless Coalitions, non-profit agencies, VA Central officials, and management staff of small and large corporations) in developing support for VHA Vocational Rehabilitation goals and objectives.
- Successfully completed CARF review with no recommendations for ASPIRE and Employment and Community Service sections.
- Used Structural Query Language (SQL) to develop comprehensive database that obtained intake information and managed caseload data.
- Assist in development and revision of comprehensive policies, risk management, and strategic plans based on feedback from stakeholders, accrediting bodies, and program evaluation data.
- Estimates budgetary needs based on history, anticipated workload, and the production capability of the unit and makes justified requests or proposals.

Personnel Management:

- Supervises VHA Vocational Rehabilitation staff and reviews work of supervisees through individual conferences, and mid-year and written performance appraisal based on performance standards annually.
- Ensures supervisees possess necessary knowledge, skills, and abilities consistent with their position and assignments.
- Provides orientation to new staff and students and conducts unit meetings.
- Completes annual competency assessments and scope of practice reviews within prescribed timeframes.
- Ensures employees meet mandated safety training requirements and follows up with identified training needs of staff.
- Encourages staff growth and development and recognizes staff accomplishments and need for improvement.
- Ensures all lost workdays are investigated and appropriate ASISTS reports are prepared and submitted to Human Resources within prescribed timeframes.
- Assigns work to subordinates based on priorities, selective consideration of the difficulty and requirements of assignments, and the capabilities of employees.
- Holds corrective interviews with employees, referring disciplinary problems to higher levels of management.
- Resolves informal complaints of employees and deals with union representatives on personnel matters.
- Informs higher-level management of anticipated vacancies or increases in workload. Actively works with HR Specialists to recruit, hire, and orient new employees.
- Recommends promotions, reassignments, performance ratings, and retention or release of probationary employees or other changes of assigned personnel.

Direct Patient Care:

- Provides case management and counseling services and is the primary screener of new applicants into the VHA Vocational Rehabilitation programs.
- Ensures that an assessment of each veteran is documented in the medical record and includes the identification of psychosocial needs.
- Provides direct clinical services to Veterans and their families based upon psychosocial assessments that include, but are not limited to, individual, family, marital, and group therapy, supportive casework, education, crisis intervention, and milieu management
- Assists the interdisciplinary treatment team in formulating and documenting the plan, as well as in reviewing and updating it.
- Documents in the computer record the appropriate and relevant interventions.
- Provides clinical and technical supervision necessary for accomplishing the work of the organizational unit including adherence to the IPS model.
- Review medical and psychological records to identify functional limitations, work-related barriers evidence-based intervention selection, and vocational and community reintegration needs.

Other Duties/Committees:

- Committee Member & Subject Matter Expert of Facility's Diversity, Equity, Inclusion, and Belonging (DEI & B) Workgroup
 - Rehabilitation Counseling Subject Matter Expert (SME) for CRCC Accreditation Representative – Suicide Risk Management Consultation Program (SRM [2021 – 2023]).
 - Rehabilitation Counseling Subject Matter Expert (SME) for CPG for Suicide Prevention Webinar Series (SRM [2021 – 2023])
 - Served on several hiring committees
 - Led Fact Finding inquiry regarding potential patient abuse
 - CRC Workgroup (National VA Committee) – The goal is to increase the # of CRC-approved training for all CRCs
 - Appointed Position on Vermillion County Workforce Innovation Board (WIB) [2021 – 2023]
- **Partner & Mental Health Counselor**, Profound Perspectives, LLC (November 2022 – Current) **[part-time, 5 hrs./wk.]**
- Defined client/family problems and maintained an effective counseling relationship
 - Provided complex crisis intervention and stabilization to clients who were in psychological distress
 - Established goals/treatments through a collaborative process with the client utilizing advanced counseling skills, including evidence-based practices and screening/assessment
 - Provided individual and group counseling interventions to clients with and without disabilities and psychiatric disorders; provided crisis intervention strategies and suicidality assessments and developed suicide safety plans.
 - Prepare and maintain records and case files, including documentation, such as clients' personal and eligibility information services provided, narratives of client contacts, or relevant correspondence.
 - Performed clinical supervision for unlicensed master-level counselors
 - Verified mental health counseling eligibility, performed billing responsibilities, and maintained liability insurance and other administrative duties.
- **Partner & Rehabilitation Consultant**, Oak Leaf Consulting Group, LLC (September 2020 – Current) **[part-time, 5 hrs./wk.]**
- Performed labor market surveys and searches, and contacted prospective employers, placing clients in jobs, and evaluating the success of placements.
 - Defined client/family problems and maintained an effective counseling relationship
 - Provided complex crisis intervention and stabilization to clients who were in psychological distress
 - Established goals/treatments through a collaborative process with the client utilizing advanced counseling skills, including evidence-based practices and screening/assessment
 - Provided individual and group counseling interventions to clients with and without disabilities and psychiatric disorders; provided crisis intervention strategies and suicidality assessments and developed suicide safety plans.

- Prepare and maintain records and case files, including documentation, such as clients' personal and eligibility information services provided, narratives of client contacts, or relevant correspondence.
- Confer with clients to discuss their options and goals so that rehabilitation programs and plans for accessing needed services can be developed
- Develop rehabilitation plans that fit clients' aptitudes, education levels, functional abilities, and career goals.
- Locate barriers to client employment, such as inaccessible work sites, inflexible schedules, or transportation problems, and work with clients to develop strategies for overcoming these barriers.
- Develop and maintain relationships with community referral sources, such as schools and community groups.
- Development of life-care plans, cost projections, and custodial claim reports, as well as evaluation and critiques of existing plans and reports.
- Collaborated with medical, personal, and therapeutic service providers in the development of dynamic, client specific care plans to assist clients in achieving the highest quality of care and personal independence in the least restrictive environment.
- Participate in the multidisciplinary team by identifying needs in clients and requesting assessments from other disciplines.
- Provide educational data and referral information for clients, families, and other professionals

▪ **Rehabilitation Counselor (formerly titled Vocational Rehabilitation Counselor)**, Compensated Work Therapy Program, Mental Health Services, Edward Hines Jr. Medical Center, Veteran's Health Administration - Department of Veteran Affairs (May 2019 – September 2021 [promoted to Supervisor Vocational Rehabilitation Counselor at Illiana VA Health Care System]) **[full-time, 40 hrs./wk.]**

- Oversaw and placed patients assigned to various competitive employment positions within the Medical Center and the community through the Compensated Work Therapy Program.
- Provided and assisted in arranging suitable placement of more severely disabled, difficult-to-place veterans who may require more individualized treatment plans in vocational and academic training, and community employment, and conducted follow-up and follow-along services on these placements
- Monitored and reported to the Hines Medical Center the summary data utilized for the associated performance measures, which are involved in this initiative.
- Provided job coaching, job accommodation, and adaptation services to both veterans with psychosis and to those employers who employ these veterans either at the Hines Medical Center or within the local community.
- Provided vocational rehabilitation, including the assessment of intelligence, vocational interests, aptitude, and abilities through clinical tests, observations, interviews, and specialized vocational assessment equipment.
- Provided and coordinated a variety of professional rehabilitation counseling and case management services. Assessed data received from medical and psychological

reports, developed rehabilitation plans, and, as appropriate, provided rehabilitation services.

- Served as a consultant to the interdisciplinary treatment team regarding patient's problems in his/her area of specialized knowledge.
- Provided consultation on vocational rehabilitation for the interdisciplinary treatment team and other clinical staff.
- Assessed training needs and assisted in the determination of vocational goals and objectives of the Veteran
- Evaluated vocational interests and recommended services such as job-seeking skills training, résumé development, or interview skills training
- Counseled and guided Veteran through a difficult transition in the adjustment to employment
- Evaluated the feasibility of employment and vocational rehabilitation services by using knowledge of the Veteran's skills and abilities
- Coordinated with various resources in the Medical Center and the community to develop job placement opportunities that will be specifically suitable from the standpoint of the particular needs of the individual
- Maintained day-to-day contact with potential employers, placement personnel, and other likely placement resources
- Identified employers with potential job openings, developed job leads for clients with area employers, and set up interviews
- Acted as liaison between the transitional work experience (TWE) program and work environment/employer
- Participated in treatment team meetings, remained aware of clinical concerns, and shared strategies, progress, and needed support with other members of the treatment team
- Implemented "Falling through the Cracks: Increasing Employment for Veterans in Rural Communities" innovation grant in LaSalle, Joliet, and Kankakee area.
- Presented at the National Innovation Specialist conference in Washington, DC.

Chair of Transitional Work Experience Fidelity Review, *Veteran Integrated Service Network (VISN) 12 VA Great Lakes Health Care System* [2019 – 2021]

- Facilitated quarterly meetings of VISN Midwest Healthcare CWT-TWE program locations: Edward Hines Jr. (Hines, IL), Jesse Brown (Chicago, IL), Oscar G. Johnson (Iron Mountain, MI), Capt. James A. Lovell (North Chicago, IL), William S. Middleton Memorial (Madison, WI), Tomah (Tomah, WI), Clement J. Zablocki (Milwaukee, WI), VA Illiana (Danville, IL)
- Implemented Fidelity Review of CWT – TWE Enhanced Model by coordinating integration of the Enhanced model standards, and developed process and outcome program evaluation mechanisms for each VA Medical Center within VISN 12
- Coordinated training for continuing education units (CEUs) for VR Counselors with the CRC credential
- Developed and implemented stakeholder feedback regarding enhanced model (survey to veteran clients and TWE VR Counselors)
- Commission on Accreditation of Rehabilitation Facilities (CARF) liaison and coordinator for **LaSalle/Joliet Outpatient Clinic(s)**

Other Service Activities:

- **Member**, Rehabilitation Counseling Academic Workgroup – Department of Veteran Affairs – Association of VA Vocational Rehabilitation Professionals (AAVRP) – February 2021 – Current
- **Chair**, Mental Health Service Line “Newsletter” Workgroup for Strategic Planning Process, February 2021 – August 2021
- CARF Accreditation Review Team – CWT Program at Edward Hines Jr. VA Medical Center
 - Strategic Planning
 - Stakeholder Feedback
 - Performance Measurement
- **President & Rehabilitation Consultant**, Comprehensive Rehabilitation Services, Inc. (2012 – 2021) **[part-time, 15 hrs./wk.]**
 - Made professional evaluations, decisions, and recommendations for treatment planning and implementation.
 - Defined client/family problems and maintained an effective counseling relationship
 - Provided complex crisis intervention and stabilization to clients who were in psychological distress
 - Established goals/treatments through a collaborative process with the client utilizing advanced counseling skills, including evidence-based practices and screening/assessment
 - Provided individual and group counseling interventions to clients with and without disabilities
 - Conducted vocational interviews (examining pre- and post- functioning)
 - Performed transferable skills analysis
 - Administered vocational tests (e.g., WRAT V, Shipley 2, Self-Directed Search) and wrote vocational reports
 - Provided job seeking skills training and job placement services
 - Provided supported employment as needed.
 - Conducted job analyses
 - Provide consultation and expert witness testimony for both plaintiff and defense.
 - Development of life-care plans, cost projections, and custodial claim reports, as well as evaluation and critiques of existing plans and reports.
 - Collaborated with medical, personal, and therapeutic service providers in the development of dynamic, client specific care plans to assist clients in achieving the highest quality of care and personal independence in the least restrictive environment.
 - Participate in the multidisciplinary team by identifying needs in clients and requesting assessments from other disciplines.
 - Provide educational data and referral information for clients, families, and other professionals
 - Recorded billing payments and compiled account statements for company

- Contracted as an Impartial Vocational Expert for the Social Security Administration's Office of Disability Adjudication and Review (name changed to Office of Hearing Operations). [2012 – 2019] - 5000+ SSI/SSDI cases
- **Assistant Director & Program Evaluator & Vocational/Job Placement Specialist,**
Evaluation and Developmental Center (EDC), Carbondale, IL (2009 – 2013)
 - Conducted evaluability and needs assessments, and used implementation/process/formative and impact/outcome/summative evaluation protocols.
 - Coordinated, planned, developed, monitored, and analyzed research projects to include interpreting results, developing nonstandard tests, recommending technology-based solutions, or determining computational strategies, formulating, and monitoring long-range research objectives, programs, and priorities; reviews, analyze the impact of legislation, regulations, and policies affecting current research.
 - Formulated research objectives and programs and determines the scope and methodologies of research projects and areas to be evaluated; provides consultation and technical advice on research methods and techniques; works with researchers on the development of experiments and interpretation of results for research and teaching.
 - Developed policies and procedures used in conducting and administering research and evaluation activities; develops quality assurance procedures and conducts quality assurance reviews on research projects; develops, improves, or customizes products, equipment, formulas, processes, or analytical methods; develops data models and databases.
 - Wrote technical papers /reports and prepares standards and specifications for processes, facilities, products, or tests; directs, coordinates, or advises personnel in test procedures.
 - Coordinated the collection, compilation, and analyzing of research data, including the use of statistical methods and relational databases to analyze data sets; prepared and provided presentations for professional organizations, governmental entities, and the public; communicated research results through conference presentations, scientific publications, or project reports.
 - Participated in proposal writing and coordination for external funding to sustain program delivery (Managed the Annual State of Illinois Department of Human Resources Block Grant, \$900,000, and match, totaling \$1.5 million).
 - Created 5-year Comprehensive Strategic Plan, Health & Safety Plan, Technology Plan, Accessibility Plan, Performance Improvement Plan, Conducted Yearly Cost Analysis
 - Software Used:
 - Microsoft Office (Excel, Access, PowerPoint, One Note, Word)
 - SPSS, R Statistical Package, SAS, nVivo, Filemaker
 - Other duties:
 - Administered aptitude and ability testing, interest inventories, and other vocational assessments.

- Conducted initial interviews, wrote vocational reports, performed labor market surveys, engaged clients with disabilities in job skills club, and placed individuals with disabilities in employment.
- Served as Organizational Leader of EDC for CARF International
- Helped Organization to successfully obtain Three-Year CARF Accreditation (2009-2012 / 2012-2015)
- Responsible for overseeing EDC compliance for ongoing CARF Organizational standards
- Revised Health & Safety Program, and implemented Diversity Training Program
- Organized and implemented twice-yearly organization orientations
- Prepared staff for transition to shared database utilizing FileMaker software
- Created numerous stakeholder feedback forms
- Created, revised, and managed numerous spreadsheets
- Scheduled and facilitated monthly staff meetings and performance improvement meetings
- Coordinate bi-annual First Aid Training and Facility Orientation for staff and students
- Responsible for obtaining stakeholder feedback (client, employees, DRS Counselors) and designing ways to improve their overall satisfaction
- Coordinated Motivational Interviewing Workshop through the Technical Assistance and Continuing Education (TACE)
- Completed monthly, quarterly, and annual performance reports required by the Illinois Division of Rehabilitation Services
- Served as the facility Building Emergency Response Team Leader and liaison to the Director of Health & Safety at Southern Illinois University
- Responsible for the facility health and safety program including monthly safety and situational drills, and biyearly facility inspection for safety-related issues

Vocational & Job Placement Specialist

- Administered vocational assessments to (a) determine barriers preventing employability and placeability [e.g., psychological readiness, mental health concerns, employment hope, work readiness, aptitude, academic achievement], and (b) recommended intervention(s) to remove identified barriers.
- Scored and interpreted vocational assessments and created a comprehensive report for State/Federal Vocational Rehabilitation Counselor
- Identified employment opportunities and resources within the local job market and developed viable work skills that match workforce needs within the geographic area
- Developed employment and on-the-job training opportunities for people with disabilities.
- Provided and coordinated a variety of professional rehabilitation counseling and case management services. Assessed data received from medical and

psychological reports, developed rehabilitation plans, and, as appropriate, provided rehabilitation services.

- **Life-skills Instructor**, Southern Illinois Collegiate Common Market (SICCM), Herrin, IL (2010 – 2013) **[part-time, 10 hrs./wk. - contracted]**
 - Educated adolescents in foster care in the following areas: money management, health, education, career planning, job readiness, employment, housing, personal and community engagement, transportation, parenting and prevention, and self-sufficiency.
 - Observed each client's individual needs and re-developed portions of the life-skills curriculum to meet these needs.
- **Job Placement Specialist** (Internship), Neuro Restorative (Spring 2011) **[part-time, 10 hrs./wk. - contracted]**
 - Conducted vocational interviews (examining pre- and post- functioning)
 - Performed transferable skills analysis
 - Wrote vocational reports
 - Provided job placement services
 - Provided job seeking skills training
 - Conducted life-care plans for individuals with catastrophic disabilities (e.g., brain injuries, spinal cord injuries)
 - Performed individual and group counseling to people with and without disabilities
 - Provided supported employment as needed.
- **Substance Abuse Counselor (Internship)**, Gateway Foundation Inc., Carbondale, IL (2010 – 2011) [full-time, 40 hrs./wk.]
 - Completed comprehensive assessments of clients' substance abuse history and treatment requirements, and developed individualized treatment plans
 - Provided individual, group counseling, and facilitated didactic groups
 - Documented treatment and discharge plans, clients' progress and responses to treatment, and maintained related records and charts
 - Performed case management and contributed to client care monitoring
- **Job-Skills Specialist** (Internship), Southern Illinois Collegiate Common Market (SICCM), (Jan – May 2009)
 - Helped individuals receiving TANF or Public Aid benefits in learning job skills
 - Instructed individuals in the following skill area(s): Interviewing, résumé creation, social skills, career exploration, money management, education attainment
 - Built relationships with agencies within the local community to increase volunteer placement sites.

OTHER TEACHING EXPERIENCE

UIS (courses taught)

- Introduction to Public Administration (PAD 501)

- Social Policy and Human Services (HMS 511)
- Alcoholism and Substance Abuse (HMS 525)
- Dual Diagnosis and Relapse Prevention (HMS 528)
- Psycho-social Aspects of Aging (HMS 532)
- Social Service Administration (HMS 538)
- Internship (HMS 55)
- Public Policy for Managers (PAD 506)
- Non-Profit Sector and Society (PAD 310)
- Human Resource Management (PAD 505)
- Public Service Ethics and Leadership (PAD 538)
- Topics in Public Administration – Federal Government (PAD 590)
- Leading Social Sector Change and Innovation (PAD 651) | ***Doctoral Level***
- Public Management Seminar (PAD 652) | ***Doctoral Level***
- Research Design (PAD 654) | ***Doctoral Level***
- Dissertation Proposal Seminar (PAD 659) | ***Doctoral Level***
- Dissertation (PAD 690) | ***Doctoral Level***

LHU (courses taught)

- Clinical Mental Health as a Profession (CMHC 605)
- Career Development and Counseling (CMHC 640)
- Lifespan Development: Implications for Counseling (CMHC 620)
- Research and Evaluation (CMHC 630)
- Addiction Counseling (CMHC 645)
- Psychopathology and Differential Diagnosis (CMHC 650)
- Trauma & Crisis Counseling (CMHC 670)
- Grief and Loss Counseling (CMHC 672)
- Ethical, Legal and Professional Issues in Counseling (CMHC 685)
- Practicum (CMHC 690)
- Internship I (CMHC 695)
- Internship II (CMHC 696)

NIU (courses taught)

- Psychiatric Disability in Society (REHB 300)
- Theories and Techniques of Counseling People with Disabilities (AHRC 682)
- Workshop in Disability Awareness (AHRS 494)
- Seminar: Rehabilitation Counseling (AHRC 777 / REHB 777)
- Disability in Society (AHRS 200 / REHB 200)
- Employment Services in Vocational Rehabilitation (AHRS 482)
- Medical Aspects of Disability in Rehabilitation (AHRS 492)

MSU-Billings (courses taught)

- Pre-practicum – online and F2F (REHA 590)
- Group and Individual Evaluation (REHA 520)
- Human Growth & Development (REHA 519)

- Psychiatric Rehabilitation (REHA 503)
- Individual and Family Response to Disability (REHA 502)
- Principles of Rehabilitation & Mental Health Counseling (REHA 501)
- Career Development, Placement, & Support (REHA 525)
- Seminar: Research and Program Evaluation (REHA 592)

SIU (teaching assistant)

- Vocational Development & Placement (REHB 521)
- Advanced Disability Seminar (REHB 571 – doctoral seminar)
- Private Sector Rehabilitation (REHB 560)
- Rehabilitation and Treatment of Alcohol & Drug Abusers (REHB 471)
- Introduction to Alcoholism & Drug Addiction (REHB 461)
- Staff Development & Training for Rehabilitation Educators (REHB 574 – doctoral seminar)
- Community-Based Employment for Persons with Disabilities (REHB 490)
- Assessment Procedures in Rehabilitation Counseling (REHB 530)
- Introduction to Rehabilitation Counseling (REHB 400)

UNIVERSITY/COLLEGE/DEPARTMENT-SCHOOL SERVICE

UIS

- Director of Doctorate in Public Administration (DPA) program
- General Education Council (GECO)
- Post-Tenure Review Committee - AY 22-23
- School Curriculum and Assessment Committee (SCAC) – AY 22-23
- SPMP Search Assistant Professor (SP 23)
- CPAE Merit Scholarship Committee Representative (SP23)
- Program Accreditation Self-Study: Council for Standards in Human Service Education NATIONAL STANDARDS
- Program Accreditation Self-Study: Alcoholism and Substance Abuse Program | Illinois Alcohol and Other Drug Abuse Professional Certification Association – Illinois Certification Board, Inc.
- Merit Committee Scholarship Review and Selection (SP 23, SP 24)

LHU

- Addiction Program Coordinator (note: created CAADC program)
- College Curriculum Committee (CCC) [Fall 2020 – Fall 2023]
- Clinical Mental Health Counseling Admissions Committee [August 2019 – current]
- Clinical Mental Health Counseling Practicum / Internship Site Supervisor Trainer: Trauma-Informed Supervision (presentation title: Reasonable Supervision of Clinical Students with Disabilities) – Annual Presentation [May 2020, May 2021]
- Practicum/Internship Orientation Presenter: May 2020 – Supervision & Reasonable Accommodation for Students with Disabilities [May 2020]
- Academic Affairs Integration Sub-Group – Counseling/School/Mental Health transition subgroup [SP 2021]

- Chair, Faculty Search 0761 – Coordinator of Tutorial Services and Specialize Success Initiatives [SU/FA 2021]
- Global Honors Student Research Subcommittee [FA 2021 – FA 2022]
- Peer Evaluator or Chair:
 - Dr. Ashley Pechek (FA 2021) – Chair
 - Dr. Steven Kuniak (SP 2022) – Chair
 - Dr. Kellie Pytel (FA 2020) – Peer Evaluator
 - Dr. Elizabeth Tomlin (SP 2022) – Peer Evaluator

NIU

- SIHP alternate, College Council (2018-2020) [**College**]
- SIHP Representative, Faculty Senate (2018 – 2021) [**University**]
- CHHS Representative, Faculty Senate Steering Committee (2018-2019) [**College**]
- Member, Presidential Commission on Persons with Disabilities [**University**]
- Faculty Advisor for Camp Keseem
- Faculty Advisor for Disability Ally and Advocacy Association (DALLAS)
- Faculty Advisor for Golden Key International Honour Society
- Health Sciences Faculty Search Committee Member (search #6221, 2017 – 2018 AY) [**College**]
- PhD Health Sciences Evaluation Committee (2017 – 2018) [**College**]
- PhD Health Sciences Admissions Committee (2017 – 2018) [**College**]
- Tuition Waiver Review Committee (2017 – 2018) [**College**]
- Advisor PhD in Health Sciences (2017 – Current) [**College**]
- Interdisciplinary Case Study Leader & Table Facilitator (2016, 2017, 2018) [**Department**]
- Awards / Scholarships Committee (2016-17, 2017-18) [**Department**]
- Authorized Departmental Reviewer for Research Projects (2015 – current) [**Department**]
- Rehabilitation Counseling Faculty Search Committee Chair (search #6241, 2017 – 2018 AY) [**Program**]
- Rehabilitation Counseling Faculty Search Committee Member, Interim Search Committee Chair (search #6238, 2016 – 2017 AY) [**Program**]
- Rehabilitation Counseling Program Admissions Committee (2015 – current) [**Program**]
- Rehabilitation Counseling Graduate Re-Organization Committee [**Program**]

MSU-Billings

- DRTC Committee (2014 – 2015) [**REHA**]
- Scholarship Committee (2014 – 2015) [**REHA**]
- MS Program Graduate Student Screening Committee (2014 – 2015) [**REHA**]
- Professional Development Fund Committee (2014 – 2015) [**University**]
- Undergraduate Curriculum Committee (2014 – 2015) [**University**]
- Honor's Council (2014 – 2015) [**University**]
- Sabbatical Committee (2014 – 2015) [**University**]

OTHER SERVICE

- Certified Vocational Evaluator Task Force Member – Commission on Rehabilitation Counseling Certification (Spring 2020 – FA 2020) – Creating CVE training module

- Clinical Supervision (Lucy Parker – NIU Counselor Ed Program – FA 2017)
 - NCRE Spring Conference Proposal Reviewer (2013 – 2016)
-

PROFESSIONAL ORGANIZATIONS MEMBERSHIPS

- 2016 – 2019 National Rehabilitation Association ^(NRA)
- 2016 – 2019 Vocational Evaluation and Work Adjustment Association ^(VEWAA)
- 2015 – Present International Association of Rehabilitation Professionals ^(IARP)
- 2010 – 2017 Member of the National Council of Rehabilitation Educators ^(NCRE)
- 2014 – Present Member of the American Counseling Association ^(ACA)
- 2014 – 2018 Member of the American Rehabilitation Counseling Association ^(ARCA)

Resolution No. 25-12

Approval of Tenure for Dr. Matthew Sprong, Department of Addictions Studies and Behavioral Health, 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. Matthew Sprong is being evaluated for the consideration of tenure based on Section 20.4(b) of the GSU-UIP Agreement, which states:

“Tenure may be granted to an individual not a member of the bargaining unit ... upon initial appointment ... only after consultation with the Division/Department, and upon recommendation of the University President and approval by the Board.”

WHEREAS, Dr. Matthew Sprong was evaluated using the Addictions Studies and Behavioral Health Department Criteria and found to be superior in teaching, highly effective in research and effective in service;

WHEREAS, The Dean of the College of Health and Human Services has recommended the award of tenure upon hire to Dr. Sprong; and

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

Now, therefore, it is:

Resolved that the Board approves and recognizes Dr. Matthew Sprong's expertise and grants him all rights and privileges as an associate professor with tenure upon hire with Governors State University within the Department of Addictions Studies and Behavioral Health and the College of Health and Human Services.

Approved: February 24, 2025

James Kvedaras, Chair

Karen Nunn, Secretary

Tab 5

EXECUTIVE SUMMARY

Regarding

Resolution 25-13: Approval of Professor Emeritae Designation for Retired Associate Professor Caren Schranz and Retiring Professor Catherine Tymkow

I. ACTION ITEM: To approve the award of professor *emerita* status to each of retired Associate Professor Caren Schranz and retiring Professor Catherine Tymkow.

II. BACKGROUND: 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. 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." The designation may be conferred upon recommendation of the President and approval of the Board. 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.

There are two retiring faculty members now recommended for *emerita* status (the "Candidates"):

- **Dr. Caren Schranz**, having achieved the rank of associate professor in the Department of Occupational Therapy, and having served Governors State University as faculty, program director, and as department chair since 1997, retired effective February 1, 2025; and
- **Dr. Catherine Tymkow**, having achieved the rank of professor in the Department of Nursing, and having served Governors State University as a faculty member and program coordinator since 1998, who will retire effective July 1, 2025.

Drs. Schranz and Tymkow plan 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.

The Candidates have been voted on by Unit A faculty members in the College of Health and Human Services by a majority vote (50% plus 1) of their peers, and they have the support and recommendation of their respective Dean, Provost, and the President. Their curricula vitae are attached hereto as **Exhibit A**.

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

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

Curriculum Vitae

Caren M. Schranz DrOT, MS, OTR/L
cschranz@govst.edu
cschranz@msn.com

Governors State University, University Park, IL
College of Health and Human Services
Department of Occupational Therapy
Department of Addiction Studies and Behavioral Health

Education

- January 2009 – June 2011** **GOVERNORS STATE UNIVERSITY, University Park, IL**
Doctor of Occupational Therapy, post professional
Research Capstone Project: Participation in Play in Children with Sensory Processing Dysfunction: Enabled by Caregiver Self-Initiated Solution Finding Skills
- June 1988- August 1990** **RUSH UNIVERSITY, Chicago, IL**
Master of Science Degree, Occupational Therapy
Thesis: Burnout among Occupational Therapists
- June 1977-June 1981** **ILLINOIS STATE UNIVERSITY, Normal, IL**
Bachelor of Science Degree, Park and Recreation Administration

Academic Experience

- May 2019 – Present** **GOVERNORS STATE UNIVERSITY, University Park, IL**
Chair & Program Director and Associate Professor - Department of Occupational Therapy
- Appointed Chair in May 2019
 - Wrote, compiled, and submitted the application for accreditation renewal in May 2019 and was given a 10-year award. Dr. Cynthia Carr, Interim Chair at the time, was co-facilitator.
 - Completed all subsequent accreditation documents for the MOT Program.
 - Led a curriculum review and developed a revised curriculum for the MOT Program.
 - Supervised the implementation and maintenance of department policies, including recruiting new students and the selection of students for admission to the department.
 - Implemented and supervised the approved budget.
 - Prepared the teaching schedule and faculty workload assignments for the department.
 - Supported faculty development through encouraging active participation in professional organizations, attendance at conferences, grant writing, service learning, research, and publications.

- Supervised and evaluated the work of department faculty and staff. Reviewed faculty portfolios and made recommendations to the Dean for retention, tenure, and promotion.
- Worked with library staff to enhance the library holdings relative to the occupational therapy program and promoted the use of the library by faculty and students in the department.
- In process of revising the Doctor of Occupational Therapy (post-professional degree) curriculum and remove it from the university hold (placed on hold during the State of Illinois higher learning budget decrease)
- Taught, Guest Lectured, Presented special topic to courses in the MOT Program

July 2023 – present GOVERNORS STATE UNIVERSITY, University Park, IL

Interim Chair of the Department of Addiction Studies and Behavioral Health

- Appointed July 1, 2023
- Oversee the ASBH Department which consists of two divisions: MHS-Addiction Studies and BHS-Community Health
- Oversee Grant work in department through PI Dr. Nancy Burley
- Facilitated faculty teaching supports for best practice – Syllabus development and Blackboard Learning Management set up and design
- Guided faculty in professional development for University & UPI protocol such as Office hours, Syllabus statements
- Developed a step by step plan for Community Health Curriculum revision process. Facilitated faculty in work flow and timeline
- Facilitated and guided faculty in development of Community Health Community Committee and Student Ambassador Club

August 2012 – May 2019 GOVERNORS STATE UNIVERSITY, University Park, IL

Assistant Professor – Master of Occupational Therapy MOT Program and Doctor of Occupational Therapy (DrOT) Program

Academic Fieldwork Coordinator- MOT Program

DrOT Capstone Research Faculty Member

August 2011- July 2012 GOVERNORS STATE UNIVERSITY, University Park, IL

University Lecturer- Master of Occupational Therapy courses and Doctor of Occupational Therapy Courses

Academic Fieldwork Coordinator – MOT Program

DrOT Capstone Research Faculty Member

Ukraine teaching in service learning project

August 1996- 2009 GOVERNORS STATE UNIVERSITY, University Park, IL

Adjunct Faculty; Co-Fieldwork Coordinator

Program Development– Assisted in the development, design, and implementation of the new Master of Occupational Therapy graduate curriculum program; contributed to development of the new student admission and interview packet; and served on the admissions committee. Assisted in course development and teaching of curriculum courses.

Accreditation Participant- Participated in preparation for the on-site accreditation visit and met with the on-site accreditation team

Publications & Grants

Publications (Peer-Reviewed)

Simpson, E., **Schranz, C.** (2024). Collaborative Learning in Occupational Therapy Graduate School. *Journal of Applied Disciplines (accepted)*.

Czuba, F., **Schranz, C.**, Burley, N., Dermer, S., Mejta, C., Mayer, C. (2024). Development and implementation of substance use training for allied and behavioral health professionals. *Journal of Allied Health. Vol. 53, No. 3.*

Sood, D., LoCure, G., **Schranz, C.** & Morrison, C. (2018). Supporting Participation for Children with Sensory Processing Differences in an Early Childhood Center. *American Occupational Therapy Association, OT Practice Magazine, July 9, 2018 issue.*

Schranz, C., & Sane, A. (2017). Community Inclusion for Infants and Young Children. *American Occupational Therapy Association, SIS Quarterly Practice Connections, 2 (1).*

Schranz, C., Ferritis, J, Chukwu, T. (2016) Creating an Educational Experience to Support a Community of Caregivers of Children with SPD. *Illinois Occupational Therapy Association – The Communique’, July/August/September Issue 3.*

Sood, D., **Schranz, C.** & Szymanski, M. (2015). Enriched Home Environment Program for Pre-school Children with Autism Spectrum Disorders. Taylor & Francis Production: *Journal of Occupational Therapy, Schools, & Early Intervention, 8, (1).*

Sood, D., Lavessor, P., & **Schranz, C.** (2014). Influence of Contextual Factors on Participation in Home Activities of children with Autism Spectrum Disorder. *The Open Journal of Occupational Therapy, 2, (3).*

Grants

8/2024

- Bing, N., **Schranz, C.**, et al (awarded \$4980.00). Supporting Inclusion and Equity in the Recruitment, Retention, and Advancement of Students in the SIERRA. Submitted to 2024 DEI-Mini Grant, August 2024

6/2023

- Jones, M.K., Czuba, F. Primary Investigators; **Schranz, C. Research Contributor** (Not awarded). Partners Empowering Each Other to Thrive Over Parkinson’s Disease. Grant proposal to develop a study including intervention modules as part of interprofessional Parkinson’s Disease support group. Submitted to Association of Schools Advancing Health Professions (ASAHP) Interprofessional Innovation Grant (IIG) Program, June 2023

7/2020-6/2025

- US Department of Human Services – Health Resources Service Administration (HRSA) - Scholarship for Disadvantaged Students (awarded May 2020) Funded \$2,666,000 .00
Schranz, C. Principal Investigator

7/2021-6/2025

- US Department of Human Services – Health Resources Service Administration (HRSA) – Behavior Health Workforce Education and Training (BHWET) (awarded July 2021) Funded \$1,768,338.00
Mejta, C. Principal Investigator; **Schranz, C. Key Personnel**

8/2014-12/2014

- Governors State University - Civic Engagement Steering Committee
Project Title: OT Intervention Service Learning Project (awarded August 2014) Funded 250.00
Schranz, C. Principal Investigator

University Service

March 2024	College of Health and Human Services Conference 2024 – Fostering Educational and Vocational Success for Young Adults with Disabilities Served on planning committee, Conference volunteer and Conference Presenter
Feb 2024	Higher Learning Commission (HLC) on-site review – participated as CASLO committee member
August 2024 – present	Interprofessional Education Program: Developed IPE Program; Chair of IPE Executive Board; Chair of IPE Grant Project Committee; Chair of IPE Learning Activities Committee; Chair of Alpha Eta Society Committee
Nov 2023 – present	CASLO Committee (Committee on Assessment of Student Learning Outcomes)
Oct 2023 - present	Equity in Faculty Hiring Committee (ad-hoc) – appointed by Provost
Feb 2023 – Aug 2023	Department of Occupational Therapy Search Committee – Chair
Nov 2022 – present	University Librarian-CHHS Librarian Search Committee – Chair
Nov 2022 - 2023	Interprofessional Education Committee – Chair
Aug 2022	OSPR – Office of Sponsored Programs & Research Grant Writer Search Committee
March 2022	College of Health and Human Services Conference 2022 – Fostering Educational and Vocational Success for Young Adults with Disabilities

Served on planning committee, Conference volunteer and Conference Presenter

June 21 – March 22	CHHS Strategic Planning Committee
Nov 2020	COTAD Chapter – Coalition of Occupational Therapists for Advocacy and Diversity, Initiated and developed
Oct 2020 – 2022	GASP - Graduate Student Admission Planning Committee to the GSU Strategic Enrollment Plan Graduate Student Admission Planning Responsibilities: Enrollment funnel; Enrollment trends; Retention; Promotion and outreach; Influencer engagement
Oct 2019 – March 2020	Substance Use Disorders Symposium: Integrating Multidisciplinary Strategies Planning Committee
May 2020 May 2019	Department of Occupational Therapy Search Committee - Chair
May 2019 – present	APC – Academic Program Council
April – May 2019	CHHS Dean Search Committee
Sept 19 – March 20	GSU-CHHS 50th Anniversary Conference Planning Committee: Fostering Educational & Vocational Success for Young Adults with Disabilities
Sept 18 – May 19	CHHS – College Curriculum Committee
Aug – Oct 2018	Physical Therapy Search Committee
Aug 2015 – 2019	Graduate Council, Governors State University Two-year term AY 15-17 - Re-appointed AY 17-19
Oct 2014 - Present	Communication Disorders Advisory Board
Oct 2013 - Dec 2013	Physical Therapy Search Committee
Sept 2013 - 2016	Interprofessional Education Committee
Aug 2013 - Dec 2013	Occupational Therapy Search Committee
Aug 2013 - 2019	Internship Advisory Council Committee
Aug 2012 – Present	Health Advisory Board, Family Development Center at Governors State University
2010-2012	Ukraine Service-Learning Project, Governors State University <ul style="list-style-type: none"> • A service- learning project in Ukraine. Mentored MOT students for educational

purposes

- 1996** **Graduate and Professional School Expo Career Services Center of the Urbana-Champaign, University of Illinois, Champaign, IL**
- Exhibitor: Governors State University, College of Human Services- Occupational Therapy Program

Professional Service

Illinois Occupational Therapy Association

- Nov 2022** **Illinois Occupational Therapy Association (ILOTA)**
- JEDI SIS Panelist
- Jan 2020 – Oct 2020** **Illinois Occupational Therapy Association (ILOTA)**
- Conference Committee member
 - Proposal Reviewer
- Oct 2013 – Present** **Illinois Occupational Therapy Association (ILOTA)**
- Board member and Chair of the Sensory Integration & Processing Special Interest Section
- Jan 2012 – 2019** **Illinois Occupational Therapy Academic Fieldwork Coordinator Consortium, UIC, Chicago, IL**

American Occupational Therapy Association

- Feb 2018 – Present** **American Occupational Therapy Association (AOTA) Community on Practice (CoP)**
- Participator and Contributor
- 1997** **Review of Self-Assessment Tool for Fieldwork Educator Competency,**
American Occupational Therapy Association, Baltimore, MD
- 1997** **Review of the Guidelines to the Occupational Therapy Code of Ethics,**
American Occupational Therapy Association, Baltimore, MD

Other

- Jan 2021 - present** **Fox College Advisory Board, Tinley Park, IL**
- Dec 2013 - 2014** **The National Board of Certification in Occupation Therapy Inc.**

- Item writer

Scholarship & Creative Activities

Presentations

International

August 2023

ICUDDR 2023 Global Conference, Chiang Mai, Thailand

- Poster Presentation: Making A Difference: Incorporating SBIRT Training in Mental and Allied Health Education. **Schranz, C.**, Burley, N., Dermer, S., Mejta, C.

May 2012

IMFAR (International Meeting for Autism Research), Toronto, Ontario Canada

- Poster Presentation: Effectiveness of the Collaboration Coaching Model when Working with Families of Children with Sensory Processing Dysfunction. **Schranz, C.**, Sood, D.

March 2012

YAI Network's 33rd Annual International Conference, New York, New York

- Short Course Presenter: Participation in Play in Children with Sensory Processing Dysfunction: Enabled by Caregiver Self-Initiated Solution Finding Skills. **Schranz, C.**, Sood, D.

2010

IMFAR (International Meeting for Autism Research), Philadelphia, PA

- Poster Presentation: Practice Models to Facilitate Participation of Children with ASD in Home, School & Community Activities. Sood, D., Zingerevich, C., & **Schranz, C.** (unable to present)

National/State

November 2024

Association of Schools Advancing Health Professionals (ASAHP) 2024 Annual Conference, Atlanta, GA

- Lu, N., Cheng, K-W., **Schranz, C.** Interprofessional Education for Patient Care and Healthcare Quality Improvement. Concurrent Presentation
- **Schranz, C.**, Diers, D. Competency-based Laboratory Curriculum in Graduate Occupational and Physical Therapy Education. Poster Presentation

October 2024

College of Health and Human Services: EPIC Health Fair. Governors State University, IL. Schranz, C. Living Sensationally

College of Health and Human Services - Institutional Wellness Committee: 2nd Annual Wellness Week 2024, Governors State University, IL
Schranz, C. Living Sensationally

- March 2024** **College of Health and Human Services Conference: Fostering Educational and Vocational Success for Young Adults with Disabilities. Governors State University, IL.**
Czuba, F., **Schranz, C.** Self-Regulation and Mindfulness in the Classroom
- October 2023** **Association of Schools Advancing Health Professionals (ASAHP) 2023 Annual Conference, Fort Lauderdale, FL**
- **Schranz, C.,** Diers, D. Incorporating DEI Learning into OT and PT Graduate Programs
 - Simpson, E., **Schranz, C.,** Collaborative Learning in Occupational Therapy Graduate School
- March 2023** **Governors State University Research Days 2023, Governors State University, University Park, IL**
- Lu, N., Balthazar, C., **Schranz, C.,** Cheng, K-W. (2022). An Emerging Trend in Doctoral Education in Health Professions in the United States. Presentation - March, 2023.
 - Cheng, K-W., Lu, N., **Schranz, C.,** Balthazar, C. (2022). Socioeconomic Disparities in Electronic Cigarette Use Among Adult Smokers in the U.S. 2014-2019. Panel Presentation - March, 2023.
- October 2022** **Association of Schools Advancing Health Professions, 2022 Annual Conference, Long Beach, CA**
- Czuba, F., **Schranz, C.** (2022). Development and Implementation of Substance Abuse Training for Allied Health Professionals: Addressing the Epidemic and Improving the Outcomes. Presentation – October, 2022.
 - Lu, N., Balthazar, C., **Schranz, C.,** Cheng, K-W. (2022). An Emerging Trend in Doctoral Education in Health Professions in the United States. Presentation - October, 2022.
 - Cheng, K-W., Lu, N., **Schranz, C.,** Balthazar, C. (2022). Socioeconomic Disparities in Electronic Cigarette Use Among Adult Smokers in the U.S. 2014-2019. 2022 Presentation - October, 2022.
- March 2020** **College of Health & Human Services - 50th Anniversary Conference: Fostering Educational & Vocational Success for Young Adults with Disabilities, Governors State University, University Park, IL**
Presentation – Promoting Self-Regulation in the Classroom: Student and Environmental Strategies (March 2020)
- April 2019** **American Occupational Therapy Association (AOTA) – 2019 Annual Conference, New Orleans, LA**

- Poster Presentation - Supporting Teachers on Self-Regulation in the Classroom. **Schranz, C.** & MOT students: Raven Hill OTS, Melissa Inzinga OTS, Meg Ryan OTS, Carlie Schadler OTS, Stephanie Smith OTS, Alison Wiabel OTS
- Poster Presentation - Universities' Preparations for Student Success on the National Board for Certification in Occupational Therapy Exam. Simpson, E. & **Schranz, C.**

December 2018

Governors State University – MOT Research Day 2018, University Park, IL

- Poster Presentation - Supporting Teachers on Self-Regulation in the Classroom. **Schranz, C.** & MOT students: Raven Hill OTS, Melissa Inzinga OTS, Meg Ryan OTS, Carlie Schadler OTS, Stephanie Smith OTS, Alison Wiabel OTS

September 2018

Illinois Occupational Therapy Association - 2018 Annual Conference, Lisle/Naperville, IL

- Short Course Presentation – Fieldwork 101: Strategies for New Fieldwork Educators. **Schranz, C.** & ILAFWC members
- Research Platform - Universities' Preparations for Student Success on the National Board for Certification in Occupational Therapy Exam. Simpson, E. & **Schranz, C.**
- Poster Session - Supporting Teachers on Self-Regulation in the Classroom. **Schranz, C.** & MOT students: Raven Hill OTS, Melissa Inzinga OTS, Meg Ryan OTS, Carlie Schadler OTS, Stephanie Smith OTS, Alison Wiabel OTS

November 2017

Illinois Occupational Therapy Association - 2017 Annual Conference, Bloomington/Normal, IL

- Short Course Presentation – Fieldwork 101: Strategies for New Fieldwork Educators. **Schranz, C.** & ILAFWC members
- Short Course Presentation - Caregiver Support for Play with their Children with Developmental Delay. **Schranz, C.** & MOT students
- Led SIS Sensory Integration Roundtable, **Schranz, C.** as SIS Chair

December 2017

Governors State University 2017 Master of Occupational Therapy Research Day, University Park, IL

- Caregivers' Ability to Support Children with Developmental Disabilities in Play. MOT students with **Schranz, C.** research advisor

April 2017

Governors State University – Research Day (2017), University Park, IL

- Caregivers' Ability to Support Children with Developmental Disabilities in Play, **Schranz, C.** & MOT students

November 2016

Illinois Occupational Therapy Association – 2016 State Conference, Naperville, IL

- Short Course Presentation – Caregivers' Ability to Support Children with Developmental Delays in Play. **Schranz, C.**, Kalvelage, P., MOT students
- Short Course Presentation – Effectiveness of the Occupational Therapy Fieldwork Educator Skill Enhancement Program. Kvasnicka, R. & **Schranz, C.**

April 2016

American Occupational Therapy Association (AOTA) - 2016 National Conference, Chicago, IL

- Poster Presentation- Innovative Models of Learning for Fieldwork Education. **Schranz, C.**

April 2016

Governors State University - Research Day Conference, University Park, IL

- Poster Presentation - Student's Perceptions of a Level I Psychosocial Fieldwork, **Schranz, C. & MOT students**

October 2015

Governors State University - MOT Research Day, University Park, IL

- Poster Presentation - Student's Perceptions of a Level I Psychosocial Fieldwork, **Schranz, C. & MOT students**

October 2015

Illinois Occupational Therapy Association Annual Conference, St. Charles, IL

Accepted Presentations:

- Workshop: Collaboration With Fieldwork Partners: Thinking Outside the Box, **Schranz, C. & AFWC (Fieldwork consortium)**
- Pre-Conference Institute (co-coordination): Educating Future OT Practitioners: Models for Fieldwork Supervision, **Schranz, C. & AFWC**
- Poster Presentation: Students' Perceptions on Psychosocial Level I Fieldwork, **Schranz, C., Carr, C., Kalvelage, P., MOT students**

April 2015

American Occupational Therapy Association (AOAT) - 2015 Annual Conference, Nashville, TN

- Poster Presentation: Enriched Home Environment Program for Pre-School Children with Autism Spectrum Disorder. Sood, D., Schranz, C, Szymanski, M.

April 2015

Governors State University – Research Salon: Impact of Environments on Children with Disabilities, University Park, IL

- Presentation: Impact of the Social Environment of Daily Occupations of Children with Disabilities. Sood, D. & Schranz, C.

October 2014

Illinois Occupational Therapy Association Annual Conference, Naperville, IL

- Presentation: 12th Annual Ad Hoc Commission on Education- Pre-Conference Institute: Modeling Professional Practice: Practical Strategies for Fieldwork Supervision. Contributing Author
- Poster Presentation: Supports and Barriers to a Level II Homecare Fieldwork Experience. Schranz, C., Robinson, M., Tuuk, A.
- Poster Presentation: Influence of Culture on the Occupational Therapy Process in the Early Intervention System. Sood, D., Schranz, C. & MOT Students
- Presentation: Impact of Home Environment on Participation among Children with ASD as Perceived by Occupational Therapy Practitioners. Sood, D. & Schranz, C.

August 2014

Governors State University - Master of Occupational Therapy Research Day

- Presentation: Providing Family Centered Care when Working with Families & Children from Diverse Cultures- Perceptions of Occupational Therapy Students. Sood, D., Schranz, C. & MOT Students.

- April 2014** **Midwestern Deans Occupational Therapy Research Conference, Downers Grove, IL**
- Paper Presentation: Impact of Enriched Home Environment Program (EHEP) on Participation of Children with Autism
 - Poster Presentation: Parents Ability to Generate Strategies to Support Home and Community Participation in Children with Disabilities
 - Poster Presentation: Perceptions of Occupational Therapy Practitioners Related to Influence of Contextual Factors on Child with ASD's Participation within the Home Environment
- Conference Cancelled
-
- April 2014** **American Occupational Therapy Association Annual Conference, Baltimore, MA**
- Poster Presentation: Parents' Ability to Generate Strategies To Facilitate Home and Community Participation in Children with Disabilities
-
- October 2013** **Illinois Occupational Therapy Association Annual Conference, Peoria, IL**
- Presentation: Co-presenter- 11th Annual Pre-conference Institute- Developing Your Effectiveness as a Fieldwork Educator
 - Poster Presentation: Occupational Therapy Students' Perception of Reflective Journaling while on Level I Fieldwork
 - Poster Presentation: Teachers Perceptions of Children with Sensory Processing Dysfunction within Classroom Setting
 - Poster Presentation: Parents Ability to Generate Strategies to Facilitate Participation in Home & Community Activities in Children with Disabilities
-
- October 2013** **NADD 30th Annual Conference & Exhibit Show, Baltimore, MA**
- Presentation: Impact of Enriched Home Environment Program (EHEP) on Participation of Children with Autism
-
- August 2013** **Governors State University- Master of Occupational Therapy Research Day**
- Presentation: Parents Ability to Generate Strategies to Facilitate Participation in Home & Community Activities in Children with Disabilities. Sood, D., Schranz, C. & MOT students.
 - Presentation: Teachers Perceptions of Children with Sensory Processing Dysfunction within Classroom Settings. Sood, D., Schranz, C. & MOT students.
-
- May 2013** **American Occupational Therapy Association National Conference, San Diego, CA**
- Poster Presentation: International Service Learning: Steps Toward Cultural Competence
-
- November 2012** **Illinois Occupational Therapy Association Annual Conference, Naperville, IL**
- Poster Presentation: Tales from the Ukraine: A Service Learning Experience
-
- October 2012** **Doctor of Occupational Therapy Research Day: 2nd Annual Practice Scholar Research Symposium. Governors State University, University Park, IL**
- Presenter: Collaborative Coaching Model: Creating the Best Person-Environment Fit when Working with Children and Families

- | | |
|----------------------|--|
| July 2012 | The MAGIC Foundation 18th Annual Conference, Lombard, IL <ul style="list-style-type: none"> • Presenter: Sensory Processing Dysfunction- Explanation and Strategies |
| November 2012 | Illinois Occupational Therapy Association Annual Conference, Galena, IL <ul style="list-style-type: none"> • Presenter: Participation in Play in Children with Sensory Processing Dysfunction: Enabled by Caregiver Self-Initiated Solution Finding Skills |
| May 2011 | American Occupational Therapy Association Annual Conference and Exposition, Philadelphia, PA <ul style="list-style-type: none"> • Poster Presentation: Pediatric Occupational Therapy: A Multicultural Experience |
| November 2011 | Doctor of Occupational Therapy Research Day: 1st Annual Practice Scholar Research Symposium, Governors State University, University Park, IL <ul style="list-style-type: none"> • Presenter: Participation in Play in Children with Sensory Processing Dysfunction: Enabled by Caregiver Self-Initiated Solution Finding Skills |
| 2011 | Lincoln-way School District, Frankfort, IL <ul style="list-style-type: none"> • Presenter: Sensory Integration: An Evolving Theory |
| 2010 | GSU Student Research Conference, Governors State University, University Park, IL <ul style="list-style-type: none"> • Presenter: Family-Centered Child Participation Model for Children with Sensory Processing Dysfunction |
| 2009 – 1994 | Earlier Presentations upon request |

Scholarly Projects

Primary research advisor for Doctor of Occupational Therapy Capstone Projects completed.

- Simpson, E. (May 2018) Universities' Preparations for Student Success on the National Board for Certification in Occupational Therapy Exam. **Chair**
- Thomas, K. (August 2017) Mental Illness, Adolescents and the Role of the Occupational Therapist. **Chair**
- Kvasnicka, R. (August 2016) The Effectiveness of the Occupational Therapy Fieldwork Educators Skill Enhancement Program (OT-FESEP). **Chair**
- Hughes, B. (March 2016) Caregiver Experiences and Perceptions of Enrolling a Spouse with Dementia in an Adult Day Center: Process and Effects. **Chair**
- Randle, D. (April 2015) Students' Perceptions of Critical Thinking within a Master of Occupational Therapy Program. **Chair**

- Babayeju, A. (November 2014) Impact of Visual Perceptual Educational Program on Early Childhood Educators': Knowledge Related to Topics on Visual Perception and its Impact on Classroom Participation among Children. **Chair**

Grants

- 2005** STARnet Grant – **Schranz, C.** (awarded 2005) Funded: 1000 dollars
Illinois Regional STARnet Project, Illinois State Board of Education
Project Title: Visual Support Strategies for the Pretending Place Community Event
- 2003** STARnet Grant – **Schranz, C.** (awarded 2003) Funded: 1000 dollars
Illinois Regional STARnet Project, Illinois State Board of Education
Project Title: The Quiet Space

Professional Clinical Experience

- 1995- Present** **Kids Connection Therapy, Inc., Crete, IL**
Kids Connection Therapy, Inc. - Pediatric therapy business owner and provider of therapy services to children birth to twelve years old and their families. Provider of Occupational Therapy services in the State of Illinois Early Intervention system and clinic-based services. Clinical Leader in the field. Employer of Occupational and Development Therapists; Clinician; Mentor; supervisor; billing CBO and insurance companies; payroll.
- 1990- 2007** **OLYMPIA FIELDS CONTRACT THERAPY, Olympia Fields, IL**
Lead therapist contracted to SPEED Special Education Joint Agreement, District 802 (1995-2007). Staff therapist contracted to Northwest Indiana Special Education Cooperative, Indiana (1990-1995). Provided services for children from birth- 21 years of age for evaluation, direct service, consultative service, treatment plans, IEP development and reporting, and collaborative team meetings. Supervised certified occupational therapy assistants and completed yearly work evaluations.
- 1998- 2002** **INDEPENDENT DAYS ADULT CARE CENTER, Homewood, IL**
Owner and operator of adult day services. Developed business plan and budget, secured location and financing, hired and supervised staff, marketed business, developed plan and implemented daily programming, developed and lead support group, and completed staffing and payroll duties.
- 1991- 1996** **ST. MARGARET AND MERCY HOSPITAL, Dyer, IN**
Home Care Division: assessment and treatment of home health care clients.

Professional Affiliations

Illinois State Registered and Licensed Occupational Therapist, 056-002561
National Board for Certification in Occupational Therapy, 977149
Illinois Department for Human Services- Part C Early Intervention Credential, CS23050298P
American Occupational Therapy Association, member since 1988
Illinois Occupational Therapy Association, member since 1988
International Meeting for Autism Research (IMFAR), member 2012-2016
Indiana State Registered and Licensed Occupational Therapist, 31000481A, 1990 - 2020

Awards

2019	IIOTA – Illinois Occupational Therapy Association – 2019 Occupational Therapist of the Year
2014	Selected as Guest Speaker for 2014 MOT Pinning Ceremony
2011	Governors State University Outstanding Doctoral Student Award
2005	Governors State University Outstanding Clinical Supervisor Award

(updated AY24/25)

January 28, 2025
President Cheryl F. Green
Governors State University

Provost's Letter for Emerita Recommendation Dr. Caren Schranz

As outlined in Policy 35, Dr. Caren Schranz meets the requirements for consideration for Governors State University Faculty Emerita recognition. Dr. Schranz joined GovState, in the Department of Occupational Therapy (Founded in 1996) in June 1997, as an Adjunct Clinical Lecturer and Clinical Fieldwork assistant. She earned her Doctorate in Occupational Therapy (DrOT) from GovState in 2011 and became a Unit B - University Lecturer and Academic Fieldwork Coordinator. In 2013, Dr. Schranz became a Unit A - Assistant Professor and in May 2019 was awarded tenure. In May 2019, she became the Department of Occupational Therapy Chair. In August 2023, she added the role of Interim Chair for the Department of Addiction Studies and Behavioral Health and has successfully led the programs and department to the reputational status they have today.

Dr. Schranz has seven publications in peer-reviewed occupational therapy and interdisciplinary journals and over sixty presentations at international (four), national (fifteen), and local (over forty) levels. She has also been awarded five grants including the HRSA-SDS grant awarded at 2.66 million to support students in the cost of attendance in the MOT program.

In the area of service, Dr. Schranz has served in many department, college, and university committees and initiatives. Most notable for CHHS are: the Interprofessional Education Program Development and Process, Strategic Planning Committee, and Dean Search Committee. Notable for University service include the Graduate Studies Committee, CASLO committee, Equity in Hiring Committee (appointed by Provost Schneller), and GASP (Graduate Student Admission Planning) committee. In addition, she has served externally to GovState in occupational therapy at state and national levels.

Dr. Schranz received the unanimous support of her Dean and her academic department in endorsing her for Faculty Emerita, and I am pleased to offer my full recommendation that you and the Board of Trustees recognize Dr. Schranz as Professor of Occupational Therapy Emerita.

Yours sincerely,



Dr. Beverly Schneller, PhD
Provost and Vice President for Academic Affairs

Catherine Tymkow, EdD, ND/DNP, MS (N), WHNP-BC
1117 Leavitt Avenue, Apartment 201
Flossmoor, Illinois, 60422
708-799-1817

Educational Background

Governors State University, University Park, IL.
Interdisciplinary Leadership Doctorate (INLD) EdD, May 2015
*Nursing Students' and Alumni's Engagement in Health Policy Processes:
Considerations for Pedagogical Leadership*

Governors State University, University Park, IL.
Certificate in Online Teaching, August 2010

Rush University College of Nursing, Chicago, Illinois
Doctor of Nursing (ND/DNP), 2001
Focus: Genetic Nursing
*Integrating Family Pedigree Construction in the Health History
Prior to Genetic Counseling*

Northern Illinois University, Dekalb, Illinois, 2001-2003
Doctoral Course Hours in Adult Continuing Education

St. Xavier University, Chicago, Illinois
Master of Science, Nursing, 1990
Foci: Community Health Nursing/ Nursing Administration

St. Xavier University, Chicago, Illinois
Bachelor of Science, Nursing, 1987

Planned Parenthood Association of Wisconsin, Milwaukee, Wisconsin
Obstetric and Gynecologic Nurse Practitioner Program, 1980

St. Elizabeth Hospital School of Nursing, Lafayette, Indiana
Diploma in Nursing, 1975

Clarke (College) University, Dubuque, Iowa
Bachelor of Arts, 1971
Major: History
Minor: Elementary Education

Academic Career History

Governors State University
University Park, IL.

August 1998 to present

August 2020

Full Professor, Department of Nursing
Governors State University

August 2011-2022

Doctor of Nursing Practice Program Coordinator
Associate Professor

August 2005-2010

Project Director, Substance Abuse Education in Nursing Grant, DHHS
Associate Professor

September 2004, Tenured and promoted to Associate Professor

August 2003-July 2005

Program Coordinator and
University Professor, Department of Nursing
College of Health Professions

July 2001-August 2003

University Professor, Department of Nursing

September 1998-July 2001

University Lecturer, Department of Nursing

Certification and Licensure

Certified Nurse Educator (CNE), National League for Nursing, 2006-2013

State of Illinois Professional Nursing Licensure (1975-present)

State of Indiana Professional Nursing Licensure (2014-2021)

State of Illinois Advanced Practice Licensure (2002-present)

Women's Health Care Nurse Practitioner Certificate,

National Certification Corporation (NCC) 1981-Present

Teaching

During my tenure at Governors State University, I have taught courses at all nursing

program levels including RN-BSN, Master's, and the Doctor of Nursing Practice (DNP). For the past 10 years, I have taught almost exclusively in the master's and DNP programs with a focus on nursing theory, health policy, leadership, and capstone proposal development and defense. A complete list of courses taught follows:

Undergraduate Nursing:

- NURS 306/3160-Gerontological Nursing
- NURS 320-Client and Family Teaching
- NURS 330/3300-Health Assessment
- NURS 410/4110- Management in Nursing Care (on-line and seated)
- NURS 501- Special Topics: Genetics in Nursing Practice
- NURS 553-Substance Abuse Interventions in Nursing Practice (online)

Graduate Nursing:

- NURS 745/6145- Theoretical Basis for Advanced Practice Nursing (hybrid)
- NURS 755- Nursing Theories and Models
- NURS 780/7180- Advanced Health Assessment and Practicum
- NURS 782/7182- Nursing and Health Policy (hybrid)
- NURS 802/8102- Issues in Adult Health Nursing (hybrid)
- NURS 803/8103- Nursing Research

Doctor of Nursing Practice:

- DNP 701/8171-Healthcare Leadership (hybrid)
- DNP 703/8173-Policy, Power and Politics in Nursing Leadership (hybrid)
- DNP 800/9180-Leadership Internship (hybrid)
- DNP 930/9530-Leadership Role Practicum
- DNP 9601 -Capstone Proposal Development I (hybrid)
- DNP 9602 -Capstone Proposal Development II (hybrid)
- DNP 961/9961- Doctor of Nursing Practice Capstone (hybrid)
- DNP 9999 - Directed Scholarship (hybrid)

Faculty Chair, Doctoral Capstone Projects, completed:

(2021) *Improving the Care and Management of Adults with Type 2 Diabetes in A Primary Care Clinic, Governors State University/ Advocate.*

(2019) *Toward a culture of change: Piloting a new teamwork model in a community hospital* Governors State University/ community hospital in Indiana

(2018) *Prevention of Perinatal Hepatitis B in Infants*, Governors State University/ Chicago Department of Health

(2016) *Translating the Nephrology Scope and Standards of Practice: Innovative Leadership to Educate and Empower Nurses to Improve Care of Dialysis Patients*, Governors State University/Advocate Good Samaritan Hospital.

(2016) *A is for Asthma” an Interactive Web-based Program for Elementary School Students in Grades 4-8*, Governors State University/Prairie Hills Elementary School District 144.

(2016) *Enhancing nurses’ knowledge in substance use disorders: A toolkit for practice* Governors State University/ community hospital/Illinois.

(2016). *Medication math: More than calculations*. Governors State University/

(2015). *Retaining First Semester Associate Degree Nursing Students*, Governors State University/ South Suburban College.

(2015). *Development of a Palliative Program in a Long-Term Acute Care Hospital*. Governors State University/Kindred Hospital, Indiana.

(2012) *Creation of a Mission Focused Doctor of Nursing Practice Program* Governors State University/ Olivet Nazarene University.

(2012). *Inter-institutional Collaboration in Creating a Professional Development Workshop for Experienced Faculty*, Governors State University/South Suburban Higher Education Consortium.

(2012). *Decreasing Violence in the Emergency Department*, Governors State University/ University of Illinois Hospitals and Clinics.

Faculty Capstone Committee Member, Doctoral Capstone Projects, completed:

(2021) *Effect of Preoperative Incentive Spirometry Education Postoperative Techniques and Volume in Abdominal Surgical Patients*

(2021) *Developing an evidence-based pre-operative education program for patients undergoing spine surgery*.

(2019) *Implementing a Physical Training Program to Improve Physical Health and Well-Being among Army Reservists*. Governors State University/Combat Support Hospital, Fort Sheridan, IL.

(2016) *Modeling” Health Care Professionals’ Attitudes about the CIWA-Ar Protocol in an Emergency Department*, Governors State University/ University of Illinois Hospitals.

(2015). *Innovative Strategies for Male Nursing Student Retention*, Governors State University/St. Xavier University.

(2015). *An Orientation Program for Clinical Adjunct Faculty*, Governors State University/Chicago City Colleges.

(2015). *Creating a Flexible Nursing Staff within an Urban Level III Perinatal Environment: Creating a Flexible Staffing Model*, Governors State University/ Mount Sinai Hospital.

(2014). *Creating a Sense of Value: Fostering Organizational Change that Engages Nursing Staff*. Governors State University/Loretto Hospital.

(2013). *An Educational Intervention for Medical Assistants to Improve Diabetic Outcomes in an Outpatient Setting*. Governors State University/Office Based OB/GYN Physician Practice, Orland Park, IL.

(2012). *Nursing Management of Patients with Sickle Cell Disease*, Governors State University/University of Chicago Hospitals.

(2011). *Integrating Informatics into an Associate Degree Program*, Governors State University.

(2011). *Are there Glitches in the Leader-Follower Relationship?* Governors State University/Hermann Hospital Medical Center/Houston, Texas.

(2010). *Teen Pregnancy Education Program at Proviso East Highschool*, Governors State University/Proviso East Highschool/Loyola University.

Faculty Committee Chair or Member, Doctoral Capstone Projects, in process:

(2024) *Transforming the Antepartum Nurse's Willingness/Satisfaction to Precept Nursing Students through Innovative Education (Preliminary Title)*

(2023) *Enhancing Basic Nursing Skills Competency in First Year Undergraduate Students: (Preliminary Title)*

(2023) *Simulation Training for Nursing Instructors at the Community College Level: A Project Proposal (Preliminary Title)*

(2023) *A Pilot Study: Implementing a Sexually Transmitted Disease Screening Program to Decrease Chlamydia Cases on a College Campus*

(2023) *Enhancing Leadership Training in Nursing Home Directors of Nursing Using a Transformational Framework.*

Research and Scholarship

Publications

Tymkow, C. (2025). Scholarship for the nursing discipline: The DNP role. In Schadewald, D. (ed.). *Zaccagnini's & White's core competencies for advanced practice nursing: A*

guide for DNP's, 5th edition. Jones & Bartlett Publishers. Published 12/31/2023.

Tymkow, C. (2021) Clinical scholarship and evidence-based practice. In M. Zaccagnini, & J.M. Pechacek (Eds.). *The Doctor of Nursing Practice essentials: A new model for advanced practice nursing*, (4th ed.) Sudbury, Mass: Jones & Bartlett Publishers. Published 9/30/2019.

Tymkow, C. (2021). Clinical scholarship and evidence-based practice. In S.M. DeNisco (Ed.). *Advanced practice nursing: Essential knowledge for the profession*, 4th ed. Sudbury, Mass. Jones & Bartlett Publishers.

Tymkow, C. & Comer, S. (2021). Direct-to-consumer genetic testing for BRCA mutations: An ethical Pandora's Box. In R. Ellison & L. Clack. *Health policy management: A case study approach*. Sudbury, Mass: Jones & Bartlett.

Comer, S. & **Tymkow, C.** & Comer, S. (2021). Autonomy & non-maleficence: A case of Alzheimer's disease risk. In R. Ellison & L. Clack. *Health policy management: A case study approach*. Sudbury, Mass: Jones & Bartlett. Publishing 9/30/2020.

Tymkow, C. (2017). Clinical scholarship and evidence-based practice. In M. Zaccagnini, & K.W. White (Eds.). *The Doctor of Nursing Practice Essentials: A new model for advanced practice nursing*, (3rd Ed.) Sudbury, Mass: Jones & Bartlett.

Carlson, S., MacMullen, N., **Tymkow, C.**, Comer, S. (2016). Creating a flexible nursing staff within an urban level III perinatal environment: Creating a flexible staffing model. *The Internet Journal of Advanced Nursing Practice*, 15(1), DOI: 10.5580/IJAPA.39961.

Tymkow, C. (2014). Clinical scholarship and evidence-based practice. In M. Zaccagnini & K.W. White (Eds.). *The Doctor of Nursing Practice Essentials: A new model for advanced practice nursing*, (2nd Ed.) Sudbury, Mass: Jones & Bartlett.

Tymkow, C. (2013). Clinical scholarship and evidence-based practice. In S.M. DeNisco (Ed.). *Advanced practice nursing: Evolving roles for the transformation of the profession*, 2nd ed. Sudbury, Mass. Jones & Bartlett Publishers.

Daach-Hirsch, S., Holtzclaw-Williams, J.D., ...**Tymkow, C.**, et al. (2011) Position Statement on Genetic Biobanking and the Nurse's Role. *International Society of Nurses in Genetics (approved, Feb. 2013)*.

Tymkow, C., (2011) Clinical scholarship and evidence-based practice. In M. Zaccagnini & K. W. White (Eds.). *The Doctor of Nursing Practice Essentials: A new model for advanced practice nursing*, (1st Ed.). Sudbury, Mass: Jones & Bartlett.

MacMullen, N., Shen, J. & **Tymkow, C.** (2010). Adverse maternal outcomes in asthmatic versus non-asthmatic women. *Applied Nursing Research*, 23(1), e9-e13.

Tymkow, C. (2009). A cup of tea and reflections on teaching.
acupofteaandreflectionsonteaching.blogspot.com

MacMullen, N., **Tymkow, C.** & Shen, J.J. (2006). Adverse maternal outcomes in women with asthma: Differences by race. *American Journal of Maternal Child Nursing*, 31 (4), 263-268.

Shen, J.J., **Tymkow, C.**, MacMullen, N. (2005). Disparities in maternal outcomes among four ethnic populations. *Ethnicity and Disease*, 15 (3), 492-497.

Johnson, T. S., Brennan, R., **Tymkow, C. (Flynn)** (1999). Design and implementation of an in-home breastfeeding education program. *Journal of Obstetric, Gynecologic and Neonatal Nursing*, 28, 5,480-485.

Tymkow, C. (1998). Research Update: Osteoporosis. *The Newsletter of the Division of Patient Care*, Northwestern Memorial Hospital, 1, 5.

Ramsey-Goldman, R., **Tymkow, C.**, Koch, L., Lou, H., Dunlop, D. (1998). Bone Mineral Density (BMD) in Women with Lupus Matched to Healthy Controls. Preliminary results (Abstract).

Articles in Process:

Spencer, S. & **Tymkow, C.** *Connecting the dots: Using theoretical models to guide Evidence-based practice interventions.*

Tymkow, C. & Danley, L. *Students' and health policy engagement: Reframing student experiences to foster commitment and action.*

Research Projects

Tymkow, C. (P.I.), J. Shen, N. MacMullen (2003). Evaluation of Emergency Department Usage among Uninsured Patients with Access to a Primary Care Health Provider, Proposal to the Washington Square Health Foundation, not funded.

Tymkow, C., Shen, J., MacMullen, N., Havlicek, P., Kim, T. & Kletke, P. Emergency room usage among patients with access to a primary care provider (unpublished).

Tymkow, C., MacMullen, N., Shen, J. Racial disparities in adverse maternal outcomes among women with lupus erythematosus (unpublished).

Tymkow, C. (2001). Integrating Family Pedigree Construction in the Health History Prior to Genetic Counseling. Unpublished nurse doctorate research project, Rush University, Chicago, IL. (submitted; modified and resubmitted, new version in process)

Tymkow, C. (1997-1999). Mazza Foundation Philanthropic Grant for Osteoporosis Research. Northwestern Memorial Hospital Clinical Support and Research Grant. Grant award: \$ 130,000.

Grant Proposals (funded)

Tymkow, C. (2011-2012). *Genetic Knowledge and Integration Project*. Governors State University. Intramural Research Grant. Award amount \$860.00.

Tymkow C., Shen, J., MacMullen, N. (2004). “Uninsured Patients with Access to a Primary Health Care Provider “Project 2 of L. Samson, P20 (RIMI) grant “Building Capacity for Health Disparities Research”, National Center on Minority Health and Health Disparities, Department of Health and Human Resources

Tymkow, C. (PI), Lewis, J., Engle, J., Samson, L. (2005-2008). Enhancing Nursing Practice through Substance Abuse Education. Department of Health and Human Services Administration, Nurse Education, Practice and Retention Grant Program. Grant award DHHS/HRSA D11HP05198-0, \$553,000.

Tymkow, C. (Flynn) and M. Henriksen, Co-principal investigators. (1998-1999). Prentice Women's Hospital Osteoporosis Program Grant. Illinois Department of Public Health Grant. Grant Award: \$ 30, 000.

Research Grants (unfunded)

Tymkow, C. and Ramsey-Goldman, R, (1998). A pilot study of patient knowledge and health beliefs regarding the genetic heritability of lupus and its implications for educational interventions. Submitted to the National Arthritis Foundation.

Tymkow, C. (2001). Center for Assessment, Programming, Research and Networking in Women's Health Nursing. Preliminary proposal for federal earmark funding Submitted to Interim Dean, College of Health Professions

Presentations

Tymkow, C. (2021; Aug.). *The Role of the University Curriculum Committee* and Faculty Senate Recognition Award for Service Presentation to Associate Provost C.Sexton on her retirement. Faculty Senate Retreat and Awards Presentation. Governors State University, University Park, IL.

Tymkow, C. (2021). Panel participant: *The future of shared governance at Governors*

- State University. Webinar, March 10, 2021. Faculty Senate, Governors State University,
- Tymkow, C. & Marak, A.** (2020, Aug.). *Shared Governance*. Faculty Senate Retreat and Awards Presentation. Governors State University, University Park, IL.
- Tymkow, C.** (2016). *Nursing Students' and Alumni's Engagement in Health Policy Processes: Considerations for Pedagogical Leadership*. Governors State University Research Day, University Park, IL.
- Covelli, B., **Tymkow, C.**, and Wolfe, S. (2016). *Interdisciplinary leadership in higher education: Focus on leadership theories and application in interdisciplinary units in higher education*, at the ICCHE-ACHE Great Lakes Joint Conference-Continuing Education Collaboratives, February 10-12, 2016, Double Tree Hotel, Chicago, IL.
- Tymkow, C.**, Grammer, M., Boender, J., Stone, C. J., Covelli, B., Danley, L. (2014). *Emerging Trends in Student Sub-populations: Panel Discussion*. Illinois Council on Continuing Higher Education (ICCHE) Conference. Chicago, IL.
- MacMullen, N., Comer, S., Gainer, M., Jamison, D., Martin, P., McCann, L., Spencer, S., Thomas, G, **Tymkow, C.** (2011). *A formula for success: Implementing an online RN-BSN program*. Emerging Technologies in Nursing Education, San Francisco. Ca, July 24-26, 2011.
- Samson, L. MacMullen, N., **Tymkow, C.**, Martin, P. (2009). *The Doctor of Nursing Practice: Meeting the Needs of Vulnerable Populations*, (podium presentation), The Second Annual Conference on the Doctor of Nursing Practice: The Dialogue Continues, Hilton Head Island, March 24-27, 2009
- Samson, L., MacMullen, N., **Tymkow, C.**, Martin, P., Burley, N. (2008). *The doctorate in nursing practice: An evidence-based model to improve practice and education*. International Nursing Research Conference. Jerusalem, Israel.
- Tymkow, C.** *Enhancing Substance Abuse Knowledge and Application for Practicing Nurses: A Web-based Transdisciplinary Program (2007)*, Poster presentation at the 15th Annual Northwest Indiana Research Conference.
- Tymkow, C.**, Lewis, J., Engle, J., Samson, L. (2007). *Building Capacity for Substance Abuse Education in Nursing through Transdisciplinary Collaboration*, Poster Presentation at the Sigma Theta Tau Nursing Honorary Society's International Meeting in Vienna, Austria.
- Tymkow, C.**, Comer, S., & Blobaum, P. (2007). Using digitized primary sources from the Library of Congress' American Memory Collection to enliven nursing issue and history curriculum (multimedia presentation). Illinois Online Learning Conference, February 14-16.
- Tymkow, C.**, Comer, S., Blobaum, P. (2006) Adventures of the American Mind Project:

Health Policy and Advocacy: Nursing's Legacy and Future, AACN, Orlando Florida. Web-Based poster presentation.

Tymkow, C., MacMullen, N., Shen, J. (2005) "Racial Disparities in Adverse Maternal Outcomes among Women with Systemic Lupus Erythematosus", Poster Presentation, Sigma Theta Tau, International Honor Society of Nursing, 38th Biennial Conference, Indianapolis, Indiana.

MacMullen, N., Shen, J., **Tymkow, C.** (2005) "Adverse Maternal Outcomes among Women with Asthma" Midwest Nursing Research Society Annual Conference, Cincinnati, Ohio.

Shen, J., **Tymkow, C.,** MacMullen, N. (2004). Poster Presentation: "Maternal Outcome Disparities among Four Ethnic Populations", American Public Health Association Annual Meeting, Washington, DC.

MacMullen, N., **Tymkow, C.,** J.J. Shen (2004). Racial Disparities and Maternal Outcomes in Asthmatic Women. Poster presentation at Midwest Nursing Research Society, St. Louis, Missouri.

MacMullen, N. & **Tymkow, C.** (2004) "Common Congenital Anomalies and Syndromes" Invited presentation, Nurse Practitioners Association Continuing Education Conference (NPACE), Palmer House, Chicago, IL.

Shen J., **Tymkow, C.,** MacMullen, N. (2003). Poster Presentation: "Maternal Outcomes Disparities among Four Ethnic Populations", Academy for Health Research and Health Policy Annual Meeting, Nashville, Tenn.

Tymkow, C. (2002). Poster Presentation: "Integrating the Genetic Pedigree into the Family History Prior to Genetic Counseling", Academy for Health Services Research and Health Policy Annual Meeting, Washington, D.C.

Tymkow, C. (2001). "Genes, genes and more genes: Implications for nursing practice in the new millennium" Association of Women's Health, Obstetric and Neonatal Nurses (AWHONN) National Convention, Charlotte, North Carolina.

Tymkow, C. (2000, December) "Integrating the Genetic Pedigree in the OB/Gyne Health History", presentation to the Medical and Nursing staff at Illinois Masonic Hospital Grand Rounds.

Tymkow, C. (1999). "Women's Health: Then, Now and Tomorrow", Podium Presentation. Governors State University.

Ramsey-Goldman, R. & **Tymkow, C Flynn.** (1998, June) Poster Presentation, Epidemiology of Osteoporosis in Lupus, Northwestern Memorial Hospital Research Grand Rounds.

Ramsey-Goldman, R., Fitzgerald, S., **Tymkow, C.**, Koch, L., Rubin, C., Dunlop, D., Manzi, S. (1998). Low Bone Density In-Patients with Lupus. Northwestern University and the Institute for Health Services Research and Policy Studies, Evidence Based Practice Seminar, Northwestern Memorial Hospital.

Johnson, T., Brennan, R., & **Tymkow, C.** Flynn (1997). In Home Breastfeeding Education & Intervention Program, AWHONN National Convention.

Flynn-(**Tymkow**), C. (1997) Speaker, National Perinatal Chemical Dependence Conference, Chicago, Illinois, "Recognizing the undiagnosed drug abuser: Accurate history taking".

Flynn-(**Tymkow**) C (1985). Speaker, NAACOG District Meeting: "Chorionic villus sampling": Implications for nursing," Aurora University, IL.

Service

University Committees

Associate Provost Search Committee, Faculty Senate Representative, Spring 2024

Library Dean Search Committee, 2022

Assistant Provost Search Committee, Faculty Senate Representative, Fall 2022

President Search Committee, Faculty Senate Representative, 2020

College of Health and Human Services, Dean Search Committee, 2019

Enrollment Management Leadership Team (ELT), Governors State University, appointed 2021.

Vice President, Governors State University, Faculty Senate, Elected, September 2019-2021.

Faculty Senate Representative, Academic Affairs Committee, Governors State University, Board of Trustees, 2019-2021.

Faculty Senate Representative, PBAC, Planning and Budget Advisory Council, 2019-2021

Faculty Senate, By-laws and Standing Rules Task Force, 2019-2021

Member, College of Health and Human Services, Dean's Search Committee, 2018-2019.

Chair, University Curriculum Committee, 2018- 2022

University Library Dean Search Committee(s), 2012; 2022

Graduate Council, Faculty Senate representative, 2011-2017

Chair, Educational Policies Committee, 2005-2008.

Member, Educational Policies Committee, 2003-2008; 2010-2017

Member, Faculty Excellence Committee, 2008

Member, Faculty Excellence Committee, 2010

Member, University Personnel Committee, 2006-2008

Member, Graduate Council Subcommittee, 2005-2006

Member, Academic Program Council, College of Health Professions,
2003-2005

Member, Faculty Senate (elected) 2003-2008; 2009-2017; 2018-present

Member, University Grant Committee 1998-2000

Member, Library Advisory Committee 2001-2016

College and Program Committees

Primary author, Standard Four (4) -Curriculum, Accrediting Commission for Education in Nursing (ACEN), MSN Accreditation Follow-up Study, 2022.

Primary author, Standard Four (4)-Curriculum, Accrediting Commission for Education in Nursing (ACEN), DNP Accreditation Self-Study, 2021. Program accredited, 2021.

Member, Nursing Program Faculty Search Committee, multiple; most recent 2022-2023

Member (alternate), College of Health and Human Services Grievance Committee, 2018-2019

Contributor, Collegiate Commission on Nursing Education, Accreditation Self-Study Document, Standard 3-Curriculum, 2015

Nursing Member, College of Health and Human Services Personnel Committee for Faculty Retention and Promotion Review, 2013-2019 (elected)

Member, Nursing Department Personnel Committee 2002- present (Chair-2023;2018, 2016)

Member, Communication Disorders Personnel Committee (2017-2023)

Member, Physical Therapy Personnel Committee (2022-2023)

Member, Occupational Therapy Personnel Committee (2022-2023)

Member, HLAD, Personnel Committee (2023)

Chair, Doctor of Nursing Practice Committee, 2014-present

Chair, Nursing Faculty Search committee, 2012; 2017

Member and Co-Chair of Search Committee for Nursing Chair/Director, 2010

Member, DNP Admissions Committee, 2008-present

Member, Nursing Curriculum Committee, 1998-present

Secretary, Nursing Curriculum Committee, 1998-2000

Academic Advisor, graduate and undergraduate nursing students, 1998-2003

Student Outcome Assessment Plan (SOAP) coordinator, Division of Nursing, 1999-2003.

Nursing faculty representative, E-F wing space renovation planning for Nursing Program, 2005

Chair, Nursing Program Evaluation Committee, 2003-2005

Academic Program Council, 2003-2005

Member, Search Committee for Undergraduate Social Work Professor, 2001-2002.

Member, Nursing Faculty Search Committees, 2000-present

Selected National, Community, and Professional Service Activities

Conference Committee, 25th International Society of Nurses in Genetics, *Charting a Course for Genetic/Genomic Nursing: Practice, Education and Research*, October 26-27,

2012, Philadelphia, Pa.

Evaluation Review Board Panel Member, National League for Nursing Accrediting Commission, 2011- 2017.

Site Reviewer, National League for Nursing Accreditation Commission (now Accrediting Commission for Education in Nursing (ACEN), 2005-present

Site Visit Review Chair, National League for Nursing Accreditation Commission (now ACEN), 2010-2017

Volunteer, patient visitor program, Northwestern Memorial Hospital, Chicago, IL. summer 2011-2012.

Volunteer, blood pressure screenings for elders, Rich Township Senior Citizens Center, Park Forest, IL. 2010-2013

Participant, Genetics in Nursing Champions Webinar, National Institutes of Health, September 25, 2009.

Participant/faculty mentor, National Human Genome Summer Research Institute (NHGRI), NIH, Bethesda, Maryland, August 2008.

Secretary, Executive Committee of Board of Directors, Access to Care Program of Suburban Primary Health Care Council, January 2005- 2009

Member, Board of Directors, Access to Care Program of the Suburban Primary Care Council, 2001-2010.

Testimony to the Cook County Board of Directors, on budgetary funding for access to care for the uninsured, Markham Courthouse, 2003,2004, 2006, 2007, 2008

Web-Based Genetics Institute (18 weeks), University of Cincinnati Children's Hospital on-line, fall 2002.

Sixth National Conference for Nursing Educators: Assessing Program Outcomes and Clinical Reasoning, Indianapolis, Indiana, November 7-8, 2001.

The 2001 Assessment Institute in Indianapolis, November 6, 2001, Indiana-Purdue University, Indianapolis, Indiana.

Midwest Nursing Research Society Annual Conference: Millennium Milestones: Looking Back, Moving Forward, Detroit Michigan, March 31-April 3, 2000.

American Association of Higher Education (AAHE), Conference “Rising Expectations for Assessment: Can we deliver?” Charlotte, North Carolina, June 2000

Editor, Northwestern University, Bone News (BONE). NWU News, 1997-1999.

National Osteoporosis Foundation, Organizing Committee for 1998 America Walks for Stronger Women, June-September 1998

Silver Cross Home Health Advisory Committee, 1994-1997.

Rush-Silver Cross Perinatal Center Advisory Committee, 1993-1997.

Team Leader, JCAHO Steering Committee, Northwestern Memorial Hospital, 1992.

Women's Health Conference Planning Committee, Northwestern Memorial Hospital, 1991

Community Health Partnership Advisory Committee of Northwestern Memorial Hospital and the Near North Health Services Corporation, 1989.

Co-presenter, Family Planning Workshops, Northwestern Memorial Hospital, 1988.

Co-chairperson, Outpatient Medical Records and Quality Assurance Committee, Northwestern Memorial Hospital, 1986-1991.

Member, Medical Advisory Board, Planned Parenthood Association of Chicago, 1983-1990.

Member, Nurse-Practitioner/Clinical Nurse Specialist Peer Review/Advisory Committee, Northwestern Memorial Hospital, 1985-1988.

Women's Health Issues Program Planning Committee, Northwestern Memorial Hospital, 1984-1987.

Co-presenter and group moderator, *Assertiveness Workshop*, Northwestern Memorial Hospital, 1984-1987.

Prentice Women's Hospital Philosophy Task Force. May-September 1982.

Other Professional/ Scholarly Activities

Manuscript reviewer, Jones and Bartlett, Publishers. Text on *Policy and Politics in Nursing*, August 2012.

Manuscript reviewer, *Applied Nursing Research Journal*, 2011-2017

Program Planning Committee, International Society of Nurses in Genetics (ISONG)
National Conference, Philadelphia, Pa., October 25-27, 2012

Participated in the development of Doctor of Nursing Practice program, including syllabi for six courses. 2007-2008.

Mentored Doctor of Nursing Practice Students in the Administrative/Community Concentrations, 2009-present.

Mentored Governors State University McNair scholars, 2006

Co-authored two chapters of the 2010 NLNAC Self-Study for accreditation. Co-edited the final version of the NLNAC self-study and initiated a website for faculty involvement in the self-study process. Achieved 8-year accreditation.

Co-authored three chapters of the 2002 NLNAC Self-Study for accreditation. Revised and edited the final document and conducted faculty meetings in preparation for the NLNAC Self-Study Process. Achieved 8-year accreditation without conditions.

Research Advisor for Graduate Student Independent Research
Project: "Can a patient classification system increase job satisfaction?" 2001-2002.

Independent Study Advisor for student Independent Project (2003): "The Nurses Role in Breast Cancer Genetics".

Grant Reviewer, Association of Women's Health, Obstetrics and Neonatal Nursing, 2008-2013.

Reviewer, Medical Surgical Nursing Journal, 2002-2009.

Reviewer, Applied Nursing Research Journal, 2003-present

Awards

Faculty Excellence Award-Teaching, Scholarship and Service, Governors State University, 2007

Professional Memberships

Academy for Health Research and Quality (AHRQ), 2014-2018

Association of Women's Health, Obstetrics and Neonatal Nurses (AWHONN), 1982-2017

American Public Health Association (APHA), 2001-2018
Illinois Organization of Nurse Leaders (IONL), 1985-1999

Illinois Society of Advanced Practice Nurses, 2002-2011

International Society of Nurses in Genetics (ISONG), 1998-2003; 2010-2017

March of Dimes, Advisory Committee, Joliet Chapter, 1995-1999

Midwest Nursing Research Society (MNRS), 1997-2008

Sigma Theta Tau International, Nursing Honorary Society, 2002-present; First Delegate
2007- 2009: Vice President, 2008-2010

South Suburban Association of Nurses in Advanced Practice, 2002-2008

Professional Career History

Northwestern Memorial Hospital and Northwestern University
Chicago, IL
June 1997-July 1999

Osteoporosis Research Nurse

- Designed research coding instruments

- Conducted research interviews and physical exams

- Collaborated with statistical support staff on data analysis

- Coordinated divisional grant review and research meetings

- Initiated program negotiations and design of an Osteoporosis and Bone Health Center

- Clinical liaison between clinical researchers and the Department of Nuclear Medicine for DEXA (Dual Energy Absorptiometry) scanning.

- Edited the Bone Health and Osteoporosis Newsletter

- Conducted staff and patient education programs related to research in osteoporosis and women's health.

Silver Cross Hospital
Joliet, Illinois

June 1993-April 1997

Director, Maternal Child and Pediatric Services

April 1996-April 1997

Responsibilities and Accomplishments: Initiated the conceptualization, planning, and functional design for conversion of a traditional obstetric unit to a labor/delivery/recovery/postpartum (LDRP) unit.

Successfully transitioned staff/space allocation and assumed leadership responsibilities for the pediatric unit.

Director, Maternal Child Services

June 1993-April 1996

Responsibilities and Accomplishments: Implemented a cross-training and staff development program in preparation for Labor/Delivery/Recovery/Post-partum (LDRP conversion).

Established quality improvement criteria and multidisciplinary process to decrease the C-section rate.

Developed, implemented, and obtained grant funding for a post-discharge home health follow-up program for breast-feeding mothers.

Co-authored the conceptual framework for the hospital's case management model.

Northwestern Memorial Hospital

Prentice Women's Hospital

Chicago, Illinois

June 1975- May 1993

Clinical Nurse Manager

Prentice Ambulatory Services

June 1985- May 1993

Responsibilities and Accomplishments: Co-directed the outpatient component of a \$25 million-dollar space planning and renovation project.

Co-authored and directed the implementation of an early discharge program for obstetric patients.

Planned and directed the relocations of three clinical programs: Colposcopy, Midlife Women's Program, and the Developmental Evaluation Program.

Collaborated with the Northwestern Memorial Hospital (NMH) Cancer Program in the planning and implementation of a research-based breast program affiliated with the National Surgical Adjuvant Breast and Bowel Program (NSABP).

Coordinated the planning and implementation of the off-site relocation and transfer of selected clinic services from hospital operations to a physician faculty practice
Co-authored a partnership proposal to provide case-management services for indigent patients served by the Northwestern Memorial Hospital and the Near North Health Services Corporation.

Provided part-time obstetric and gynecologic nurse practitioner services to the Northwestern University Student Health Service.

Head Nurse and OB/Gyne Nurse Practitioner
Prentice Ambulatory Surgery
Sept.1983- June1985

Responsibilities and Accomplishments: Managed gynecologic outpatient surgical services including budget planning and monitoring, quality assurance, staff selection, performance-appraisal, and staff education.

Conducted pre-operative and post-operative medical histories, psychosocial assessments, and physical examinations on selected patients prior to outpatient surgery.

OB/Gyne Nurse Practitioner
Prentice Women's Hospital and Northwestern University Faculty Foundation
June 1982- June 1983

Responsibilities: Obtained health histories and conducted physical examinations on selected patients in an Ob/Gyn private practice setting.

Flynn, C. (Tymkow), Wilton, J., Parkerson, E. (1983). *Consultation/Referral Policies and Standing Orders for Clinical Nurse Specialists and Certified Nurse Practitioners*, Northwestern Memorial Hospital, Chicago, IL.

Clinical Nursing Supervisor
Prentice Ambulatory Clinic

May 1978- June 1982

Staff Nurse
Prentice Ambulatory Clinic
May 1977- April 1978

Charge Nurse

Postpartum/Nursery
June 1975-May 1977

Teacher
4th and 5th Grade Social Studies
St. Lawrence School, Lafayette, In.
1971-1972.

Professional Educational Attendance and Credits

Quality Matters Workshop, *Improving Your Online Course*, March 1-12, 2021,
Governors State University, University Park, IL. *Certificate of Completion, March 15,*
2021.

January 28, 2025

President Cheryl Green Governors State University

Dear President Green,

It is my pleasure to write in support of Dr. Catherine Tymkow's application for the title of Professor Emerita of Governors State University. In accordance with GSU Policy 35 Professor Emeritus, I have verified that she meets the criteria for eligibility, having retired with the rank of Professor and served GSU for more than ten years.

As required by Policy 35, Dr. Tymkow's application and curriculum vitae were presented to the tenured and tenure-track faculty of the College of Health and Human Services for a vote by email ballot. Ballots were collected from January 27th through February 3rd, 2025. Ballots were returned with a majority of faculty supporting Professor Emeritus Status.

Dr. Tymkow joined the faculty of Governors State University 26 years ago after a successful career as a nurse in a major medical center. She has served the nursing program and the university in faculty leadership roles at the program, college, and university levels. Notably, she taught baccalaureate, masters, and doctoral level courses and has contributed significantly to accreditation processes for the program. Since 1998, she has been the program coordinator for the Doctor of Nursing Practice program.

Dr. Tymkow served as a member of the Faculty Senate from 2005 to 2024 and was vice-president from 2019-2021. In her role with the Senate, she served on a wide variety of strategic and personnel committees, including searches for the President, the Provost, the Assistant Provost, and the Library Dean. To update and maintain her leadership knowledge and skills in higher education, she was one of three graduates of the inaugural Interdisciplinary Doctorate Program in the College of Education in 2015. In 2019, Dr. Tymkow was awarded the rank of Full Professor.

On behalf of the College, I recommend that Dr. Catherine Tymkow be awarded the title of Professor Emerita. I am confident that Dr. Tymkow will maintain a continuing interest in scholarly activity and in higher education, will offer valuable advice in professional matters affecting the university, and serve as a mentor to faculty and students. I support Dr. Tymkow's application for Professor Emerita in the College of Health and Human Services without reservation. I respectfully request that you and the Board award her this recognition in appreciation for her dedicated service and leadership at Governors State University.

Yours sincerely,



Dr. Beverly Schneller, PhD

Provost and Vice President for Academic Affairs

Resolution No. 25-13**Approval of Professor Emeritus Designation for Retired Associate Professor Caren Schranz
and Retiring Professor Catherine Tymkow**

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, 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;

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”;

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

WHEREAS, Candidates 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 are two retired faculty member now recommended for *emeritus* status (the “Candidates”);

WHEREAS, Candidate Dr. Caren Schranz, having achieved the rank of associate professor in the Department of Occupational Therapy, and having served Governors State University as faculty, program director, and as department chair since 1997, retired effective February 1, 2025, 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;

WHEREAS, Candidate Dr. Catherine Tymkow, having achieved the rank of professor in the Department of Nursing, and having served Governors State University as a faculty member and program coordinator since 1998, who will retire effective July 1, 2025, 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;

WHEREAS, The Candidates have been voted on by Unit A faculty members in their respective units in their respective colleges/divisions by a majority vote (50% plus 1) of their peers, and they have the support and recommendation of their respective Deans, the Provost, and the President; and

WHEREAS , The Board of Trustees, upon consideration of all applicable information supports the designation of *emeritus* status to Dr. Caren Schranz and Dr. Catherine Tymkow.

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 Candidates the designation of Associate Professor Emeritus and Professor Emeritus with all rights and privileges of the Professor Emeritus distinction: Dr. Caren Schranz (Associate Professor Emerita, effective February 24, 2025) and Dr. Catherine Tymkow (Professor Emerita, effective July 1, 2025).

Approved: February 24, 2025

James Kvedaras, Chair

Karen Nunn, Secretary

Tab 6

EXECUTIVE SUMMARY**Resolution 25-14*****Resolution for the Approval of AY2025 – 2026 Tuition Rates***

I. ACTION ITEM: Approval for Academic Year (AY) 2025-2026 Tuition Rate increase.

II. OVERVIEW: Annually, the Governors State University Board of Trustees sets tuition rates for the next academic year. The development of tuition rate recommendations for the Academic Year (AY) 2025-2026 reflects continued efforts to maintain the University's access to students, while recognizing the structural costs associated with high academic quality, transformative student experiences, and mandated administrative requirements.

III. BACKGROUND: With careful review of the University's resource requirements combined with state appropriations, tuition rate setting has been discussed with the University's Planning and Budget Advisory Council (PBAC), the Student Senate, and the President's Cabinet. Our accreditation bodies require assurance and evidence that we have an integrated resource and budget planning process at all levels of the University with the ability to carry out our educational mission given our current resource base that relies heavily on state funding.

In making this recommendation, the Administration has considered affordability, student recruitment, retention, and completion. Additionally, we acknowledge the ongoing ramifications of economic inflation and other life issues, with possible negative impact and barriers to our students.

IV. ANALYSIS: For AY2025-2026, the President recommends a \$30 per credit hour increase in domestic tuition rates (in accordance with Illinois Truth in Tuition Act 110 ILCS 675/20-125). International tuition rates will be raised \$60 per credit hour, the equivalent of two times the domestic tuition rate. Please note, there is no tuition rate increase for graduate -computer science and information technology due to competitive tuition prices in the current marketplace and international student visa challenges.

Per Public Act 93-0228 and Public Act 96-1293, newly-enrolled Illinois undergraduate students have their tuition held constant for a period of four continuous academic years based on the tuition rate at the time the student first enrolled in the University; and have their tuition held constant for a maximum of two additional continuous academic years based on the tuition rate following the academic year that the student first enrolled in the University.

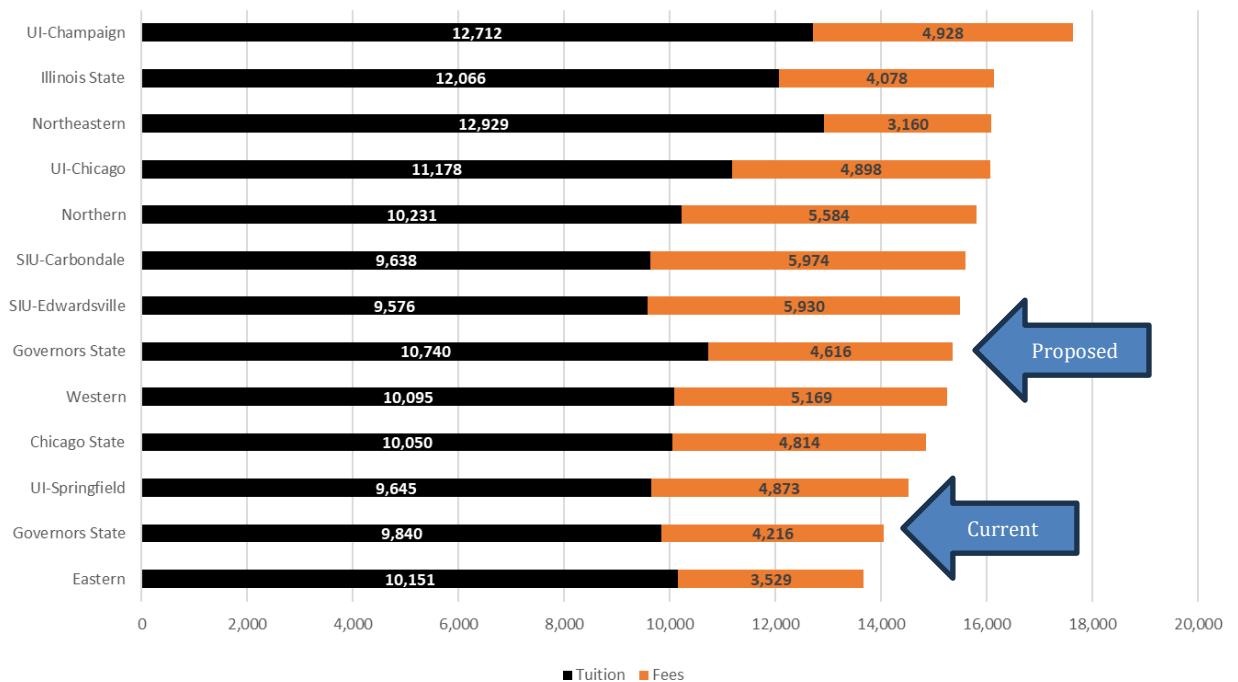
PROPOSED CREDIT HOUR RATES AY25-26	Domestic	International
Undergraduate *	\$373	\$746
Graduate	\$413	\$826
Graduate - College of Business	\$466	\$932
Graduate - Computer Science & Information Technology No increase	\$436	\$872
Graduate – Occupational Thrpy	\$550	\$1,100
Graduate - School Psychology	\$482	\$964
Doctoral - College of Education	\$537	\$1,074
Doctoral - Occupational Therapy	\$857	\$1,714
Doctoral - Nursing	\$857	\$1,714
Doctoral - Physical Therapy	\$673	\$1,346

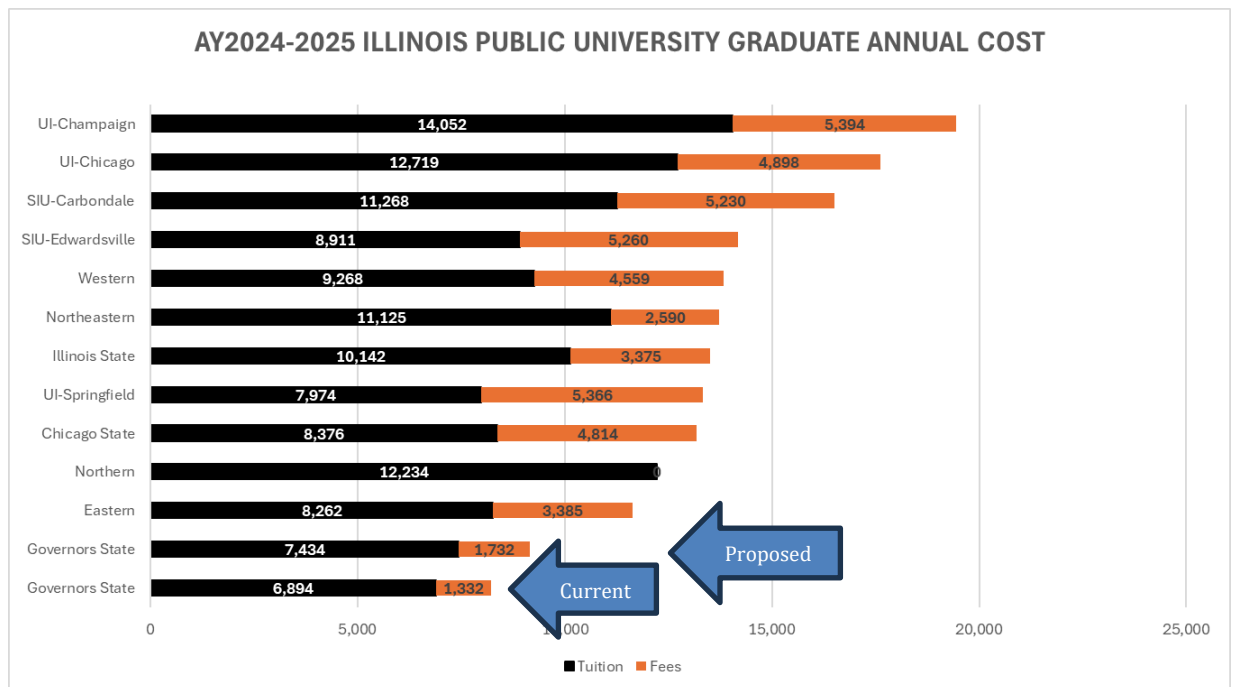
**Illinois Truth-in-Tuition Eligible Students remain at current rate.*

It is anticipated that \$1,051,632 in additional tuition revenues will be realized in the first year.

At Governors State University, total costs per student (tuition and mandatory fees) remain among the best value in the state. Please refer to the comparative charts that follow, which depict the academic year 2024-2025 rates for Illinois Universities including the proposed GSU credit hour rate for academic year 2025-2026.

AY2024-2025 ILLINOIS PUBLIC UNIVERSITY UNDERGRADUATE ANNUAL COST





Note: Governors State's Graduate Annual Cost is based on 9 credit hours per semester as full-time status. Other institutions use 12 credit hours as full-time

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

Resolution No. 25-14*Approval of Tuition Rates for
Academic Year 2025-2026*

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, Section 45(5) of the Illinois Governors State University Law, 110 ILCS 670/15 *et seq.*, provides that the Board shall have both the power and duty to fix tuition and fees;

WHEREAS, Pursuant to Board Regulations V(J)(2)-(3) and V(K), Board approval is required to change the amount of tuition, mandatory fees, and special fees;

WHEREAS, Pursuant to Board Regulation V(J)(3), a proposal to change any mandatory fee, which is defined to include “tuition and other fees established by the Board which all students are assessed as a prerequisite for registration unless a waiver or other exemption has been authorized by the Board or statute,” must be put to a student referendum before the Board votes on such proposal;

WHEREAS, Considering relevant factors such as the increased cost of providing access to an exceptional education, consistent with the University’s mission, as well as the institutional goal of providing affordable access to higher education, President Cheryl Green has recommended to

the Board a proposal to set tuition rates for Academic Year 2025-2026 as follows:

- The tuition rate for both graduate and undergraduate domestic students shall increase by thirty dollars (\$30) per credit hour, except as prohibited by Section 120 of the Governors State University Law for certain Illinois residents enrolled in an undergraduate program; and
- The tuition rate for both graduate and undergraduate students charged the international rate shall increase by sixty dollars (\$60) per credit hour; equivalent to two times the domestic rate;
- The tuition rate for new undergraduate students registering for 1-11 credit hours will be charged at the per credit hour rate; new undergraduate students registering for 12 credit hours or more will be charged a block rate of \$5,370; and students paying the international tuition rate for 12 or more hours will pay the equivalent of two times the resident rate, or \$10,740 (in accordance with Illinois Truth in Tuition Act 110 ILCS 675/20-125).
- No tuition rate increase will be applied to the Graduate Computer Science and Technology rate due to competitive pricing from peers and student visa challenges.

WHEREAS, The tuition proposal was presented to the Student Senate on or before February 13, 2025 and put to a student referendum thereafter; and

WHEREAS, The Board carefully considered the tuition proposal during a meeting held on February 24, 2025.

Now therefore, Being apprised of all relevant factors, the Board has determined that the tuition proposal is in the best interest of the University; therefore, be it:

Resolved, that the Board adopts the President's tuition proposal.

Resolved, that the tuition rate for both graduate and undergraduate domestic students shall be raised by thirty dollars (\$30) per credit hour, effective July 1, 2025, except as prohibited by Section 120 of the Governors State University Law for certain Illinois residents enrolled in an undergraduate program.

Resolved, that the tuition rate for both graduate and undergraduate international students shall be raised by sixty dollars (\$60) per credit hour, effective July 1, 2025.

Resolved, that, effective July 1, 2025, the tuition rate for new undergraduate students registering for 1-11 credit hours will be charged per credit hour, students registering for 12 or more credit hours will be charged a block rate of \$5,370 or \$10,740 for domestic and international, respectively.

Resolved, that, effective July 1, 2025, the hourly tuition rate and block tuition rate charged to both graduate and undergraduate students eligible for the international rate shall be equivalent to twice the domestic rate.

Resolved, that no tuition rate increase for Graduate Computer Science and Technology rate, effective July 1, 2025.

Resolved, that the University administration shall take all reasonable and necessary steps to effectuate this Resolution, including timely publishing a true and accurate tuition and fee schedule incorporating the above changes.

Approved February 24, 2025

James Kvedaras, Chair

Karen Nunn, Secretary

Tab 7

EXECUTIVE SUMMARY**Resolution 25-15*****Resolution for the Approval of AY2025 – 2026 Mandatory Fee Rates*****I. ACTION ITEMS:**

Approval for Academic Year (AY) 2025-2026 Mandatory Fee Rates for:

- Technology to ensure information security and technological innovation.
- Facilities to enhance and grow the athletics program.

II. OVERVIEW: Annually, the Governors State University Board of Trustees sets mandatory fee rates for the next academic year. The development of mandatory fee definitions and rate recommendations for the Academic Year (AY) 2025-2026 reflects continued efforts to maintain the University's technology to support and enhance instruction, student services, and business processes, while recognizing the structural costs to support the campus operations and student access to facilities, technology, services, and activities.

III. BACKGROUND: Mandatory fees are defined within the course catalog and accounted for as restricted funds identified for a particular activities or purposes.

Guided by our six core values, GSU invests in student success through:

- a commitment to mentoring, financial literacy, and counseling
- focus on student achievement of academic, professional and personal goals,
- balance of recreational and sporting activities
- the availability of technology 24x7 for innovative instruction and first-class student experience.

Additionally, the University is committed to charging the same mandatory fees regardless of instruction of delivery mode, i.e., Main Campus / Hybrid, Off Campus, totally Online programs.

Technology Infrastructure Priorities

GSU aspires to deliver innovative, comprehensive, and integrated technological offerings that promote self-efficacy and academic success via secure infrastructure and cloud services; development and integrations of centralized ERP; individual computers with updated software; connected services for recruitment, student applications, admissions, Financial Aid and student communication.

The Technology Infrastructure plan provides for state-of-the-art resources including advanced technology-enhanced classrooms, free laptops for freshman, employee computer refresh program, and high-speed wireless access, resulting in pedagogical support for the digital age, optimized for our students and faculty, supporting collaborative learning environments, interaction analysis, and computational modeling.

Athletic Master Plan Framework

The Athletic Master Plan is a framework for continued growth of athletics over five years. The plan builds on the first athletic master plan with the addition of sports and revisits facilities needs of the programs. The addition of new teams began in year one of the master plan with four Varsity Reserve (i.e. junior varsity –JV) teams. These new teams were based on the existing sports programs that have shown demand through existing recruitment efforts: Men's Basketball, Women's Volleyball, Men's Soccer and Women's Soccer. Varsity Reserve (VR) is an efficient use of existing resources with low overhead that supports the University's return on investment. The remaining sports continue to be introduced per the plan and include Women's Basketball VR, Women's Bowling, Men's and Women's Track, Softball, Baseball, Men's Volleyball, and Co-Ed Esports. By 2026, Governors State University will be positioned to grow its athletics enrollment by nearly 250% and establish a core of students whose GPA averages close to 3.0 and is more likely to graduate than a non-athlete student. Improving athletic facilities existing and new is a major component of implementing the Athletic Master plan.

With careful review of the University's resource requirements, mandatory fee rate setting has been discussed with the University's Planning and Budget Advisory Council (PBAC), the Student Senate, and the President's Cabinet.

IV. ANALYSIS: For AY2025-2026, the President recommends the following:

Technology Fee increase:

1-6 credit hours charged flat rate: \$200

7+ credit hours charged flat rate: \$475

It is anticipated that \$649,980 in additional Technology Fee revenues will be realized.

Facilities Fee increase:

1-6 credit hours charged flat rate: \$255

7+ credit hours charged flat rate: \$685

It is anticipated that \$649,980 in additional Facilities Fee revenues will be realized.

MANDATORY FEES: Per Credit Hour*	AY25-26 Main Campus	AY25-26 Totally Online / Off- Campus Programs
Student Support & Services*	\$25	N/A
Health & Wellness*	\$10	\$10
Student Center & Recreation*	\$22	N/A
University Facilities	1-6 CH \$255 7+ CH \$685	1-6 CH \$255 7+ CH \$685
Technology	1-6 CH \$200 7+ CH \$475	1-6 CH \$200 7+ CH \$475
Strategic Initiatives*	\$16	\$16
Instructional Support*	\$47	\$47
We CARE* (Student to Student Aid)	\$1	\$1
CAMPUS ACCESS & SAFETY FEE	\$38	N/A

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

Resolution No. 25-15***Approval of Mandatory Fees for Academic Year 2025-2026***

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 whom is a Governors State University student selected by student peers;

WHEREAS, Section 45(5) of the Illinois Governors State University Law, 110 ILCS 670/15 *et seq.*, provides that the Board shall have both the power and duty to fix tuition and fees;

WHEREAS, Pursuant to Board Regulations V(J)(2)-(3) and V(K), Board approval is required to change the amount of tuition, mandatory fees, and special fees;

WHEREAS, Pursuant to Board Regulation V(J)(3), a proposal to change any mandatory fee, which is defined to include “tuition and other fees established by the Board which all students are assessed as a prerequisite for registration unless a waiver or other exemption has been authorized by the Board or statute,” must be put to a student referendum before the Board votes on such proposal;

WHEREAS, Considering relevant factors such as the increased cost of providing access to an exceptional education, including services and facilities, consistent with the University’s mission, as well as the institutional goal of providing affordable access to higher education, President Cheryl Green has recommended to the Board that the Technology fee and Facilities fee be increased to

support current funding priorities as follows:

- An increase in the mandatory technology fee that is charged to graduate and undergraduate students regardless of residency status in the amount of (i) fifty dollars (\$50) for students enrolled in one to six credit hours per semester and (ii) one hundred dollars (\$100) for students enrolled in seven or more credit hours per semester; for a total semester rate of two hundred dollars (\$200) for 1-6 credit hours and four hundred, seventy five dollars (\$475) for 7+ credit hours, respectively.
- An increase in the mandatory facilities fee that is charged to graduate and undergraduate students regardless of residency status in the amount of (i) fifty dollars (\$50) for students enrolled in one to six credit hours per semester and (ii) one hundred dollars (\$100) for students enrolled in seven or more credit hours per semester; for a total semester rate of two hundred, fifty five dollars (\$255) for 1-6 credit hours and six hundred, eighty five dollars (\$685) for 7+ credit hours , respectively.

WHEREAS, Existing mandatory student fees for strategic initiative, student support and services, We CARE, instructional support, campus access and safety, and health and wellness would remain unchanged for Academic Year 2025-2026 under the President's proposal;

WHEREAS, The above fee proposal was presented to the Student Senate on or before February 13, 2025 and a student referendum was held thereafter; and

WHEREAS, The Board carefully considered the above fee proposal during a meeting held on February 24, 2025.

Now, therefore, being apprised of all relevant factors, the Board has determined that the above fee Proposal is in the best interest of the University; therefore, be it:

Resolved, that the Board adopts the above fee proposal as specified.

Resolved that, effective July 1, 2025, an increase in the mandatory technology fee shall be charged to graduate and undergraduate students regardless of residency status in the amount of (i) fifty dollars (\$50) for students enrolled in one to six credit hours per semester and (ii) one hundred dollars (\$100) for students enrolled in seven or more credit hours per semester; for a total semester rate of two hundred dollars (\$200) and four hundred, seventy five dollars (\$475), respectively.

Resolved that, effective July 1, 2025, an increase in the mandatory facilities fee shall be charged to graduate and undergraduate students regardless of residency status in the amount of (i) fifty dollars (\$50) for students enrolled in one to six credit hours per semester and (ii) one hundred dollars (\$100) for students enrolled in seven or more credit hours per semester; for a total semester rate of two hundred, fifty five dollars (\$255) and six hundred, eighty five dollars (\$685), respectively.

Resolved, that the University administration shall take all reasonable and necessary steps to effectuate this Resolution, including timely publishing a true and accurate fee schedule incorporating the above changes.

Approved February 24, 2025

James Kvedaras, Chair

Karen Nunn, Secretary

Tab 8

EXECUTIVE SUMMARY**Resolution 25-16*****Resolution for the Approval of AY2025 – 2026 Prairie Place Housing Rates***

I. ACTION ITEM: Approval for Academic Year (AY) 2025-2026 Prairie Place Housing Rates.

II. OVERVIEW: A pro forma budget was developed in 2011 by Brailsford & Dunleavy for the construction of Prairie Place. Based on an assumed occupancy rate of 95% (30% for summer occupancy), it proposed increasing housing rates each year by 3%. Doing so would support their recommendation to pay 100% of the debt service and set aside \$20,000 for repairs and renovations annually based on the factors known at the time. Annually, these assumptions are reviewed, and a request may be made to the Governors State University Board of Trustees to consider additional facts and modify the preset mandatory fees for housing rates for the next academic year.

III. BACKGROUND: The analysis of revenues vs expenditures defined by daily operational issues and the Facilities Master Plan / Condition Assessment continues to show that the standard increase of 3% does not account for the additive cost of repairs and the addition of programs needed to support the safety and success of our residents. As a result, the Housing Rates for academic year 2019-2020 were increased at a rate of 3.5%, 4% in academic year 2020-2021, 3.5% in academic years 2021-2022 and 2022-2023, and 4.5% in academic years 2023-2024 and 2024-2025.

The incremental costs are primarily attributed to:

- The continued cost of HVAC (heating ventilation and air conditioning) upgrades to support modifications made to the air quality as well as on-going replacement of HVAC units as necessary (cost of one unit replacement is approximately \$65,000). During FY25, an emergency PO request was made to investigate issues and prepare for repairs for \$5,000. The cost of immediate replacement of the LG Condensing Unit for the 3rd-floor North wing will be \$85,000 (parts, plus labor).
- The cost of general building repairs and renovations (last year's cost) was \$195,264.
- The cost of continued technology enhancements to support the delivery of instruction and supporting resources.
- The cost of complete surface preparation and finish painting of ceilings, walls, and closets in rooms and corridors (estimated cost to paint the 3rd-floor south

wing \$78,325.00). Only patch and paint projects have been executed since the building's inception in 2015. The second major paint project of the 3rd-floor south wing was completed in the summer of 2024.

Although Illinois law limits the University's ability to increase tuition in certain circumstances, those limitations do not apply to increases in housing rates. This has been brought to the Board of Trustees for consideration to be consistent with standard practice for public universities nationally. It should be noted that students who successfully re-contract for housing during the designated period will be able to lock in the current room rate for the next academic year.

IV. ANALYSIS: For AY2025-2026, the President recommends Prairie Place Housing Rates increase 4.5%. The 4.5 percent increase in room rates is projected to generate an additional \$124,000 at a 95 percent occupancy rate in the next contract year.

The following assumptions have been made related to the 2025-2026 contract year:

- Revenues generated from OIS programs, application fees, gated-lot parking fees, summer term, early arrival fees and damages will remain constant;
- Our personnel expenses will increase based on the University across board increases as approved by BOT;
- Our operating expenses will increase no more than 2.5 percent.
- Students who successfully re-contract for housing during the designated period will be able to lock in the current room rate for the next fiscal year.

Unit Type	AY25-26
Semi-Suites/Double-Occupancy	
Academic Year	\$ 7,758.20
Per Semester	\$ 3,879.10
Summer Rate	\$ 3,019.85
12-Month Contract	\$10,778.05
Summer Rate (if on 12-Month Contract)	\$ 3,019.85
Nightly Rate	\$ 35.60
2 Bedroom Apartment/Double-Occupancy	
Academic Year	\$ 9,129.30
Per Semester	\$ 4,564.65
Summer Rate	\$ 3,523.16
12-Month Contract	\$12,171.52
Summer Rate (if on 12-Month Contract)	\$ 3,042.22
Nightly Rate	\$ 41.45
4 Bedroom Apartment/Single-Occupancy	
Academic Year	\$10,982.01
Per Semester	\$ 5,491.00
Summer Rate	\$ 4,250.16
12-Month Contract	\$14,642.67
Summer Rate (if on 12-Month Contract)	\$ 3,660.67
Nightly Rate	\$ 50.00
2 Bedroom Apartment/Single-Occupancy	
Academic Year	\$13,047.87
Per Semester	\$ 6,523.94
Summer Rate	\$ 5,033.09
12-Month Contract	\$17,452.65
Summer Rate (if on 12-Month Contract)	\$ 4,404.78
Nightly Rate	\$ 59.21

It is anticipated that \$124,000 in additional Housing revenues will be realized assuming a 95% occupancy rate.

Prairie Place Housing at Governors State University remains among the best value in the state. Please refer to the comparative rates below for a traditional residence hall room which depicts academic year 2024-2025 rates for Illinois Universities including the proposed GSU rate for academic year 2025-2026.

Illinois Public University Housing Rates for Academic Year 2024-2025:

University of Illinois at Chicago	\$ 13,456
University of Illinois at Urbana-Champaign	\$ 13,204
Western Illinois University	\$ 11,318
Southern Illinois University Carbondale	\$ 11,259
Northern Illinois University	\$ 11,202
Illinois State University	\$ 11,154
Southern Illinois Edwardsville	\$ 10,920
University of Illinois at Springfield	\$ 10,859
Eastern Illinois University	\$ 10,520
Chicago State University	\$ 8,610
Governors State University PROPOSED	\$ 7,758
Governors State University	\$ 7,424

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

Resolution No. 25-16***Approval of Prairie Place Housing Rates for
Academic Year 2025-2026***

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 whom is a Governors State University student selected by student peers;

WHEREAS, Section 45(5) of the Illinois Governors State University Law, 110 ILCS 670/15 *et seq.*, provides that the Board shall have both the power and duty to fix tuition and fees;

WHEREAS, Pursuant to Board Regulation V(K)(1)(a), room and board fees are defined as “Special Fees”;

WHEREAS, Pursuant to Board Regulation V(K)(1), Board approval is required to change the amount of special fees;

WHEREAS, Considering relevant factors such as the increased cost of providing access to an exceptional education, including housing, consistent with the University’s mission, as well as the institutional goal of providing affordable access to higher education, President Cheryl Green has recommended to the Board for its consideration a proposal to change housing fees for academic year 2025-2026 by raising each housing fee by four and-a-half percent (4.5%) regardless of room

type or duration of stay; and

WHEREAS, The Board carefully considered the housing fee proposal during a meeting held on February 24, 2025.

Now, therefore, being apprised of all relevant factors, the Board has determined that the housing fee proposal is in the best interest of the University and that:

Resolved, that the Board adopts the President's housing fee proposal.

Resolved, that all special fees assessed regarding housing in Prairie Place shall be increased by four and-a-half percent (4.5%) over those rates published for Academic Year 2025-2026 regardless of room type or duration of stay.

Resolved, that the University administration shall take all reasonable and necessary steps to effectuate this Resolution, including timely publishing a true and accurate tuition and fee schedule incorporating the above changes.

Approved February 24, 2025

James Kvedaras, Chair

Karen Nunn, Secretary

Tab 9

EXECUTIVE SUMMARY
Resolution 25-17

- I. ACTION ITEM:** Semi-annual review of closed meeting minutes for Board and/or Committee meetings held in Academic Year 2004, 2005, 2006, 2018, 2019, 2020, 2021, 2022, 2023 and 2024.
- II. BACKGROUND:** Pursuant to the Illinois Open Meetings Act, 5 ILCS 120/2.06(d), the Board, on at least a semi-annual basis, must:

meet to review minutes of all closed meetings. At such meetings a determination shall be made and reported in an open session that (1) the need for confidentiality still exists as to all or part of those minutes or (2) that the minutes or portions thereof no longer require confidential treatment and are available for public inspection.

The University General Counsel, Therese King Nohos, has reviewed the meeting minutes of the closed meetings for Academic Years 2004, 2005, 2006, 2018, 2019, 2020, 2021, 2022, 2023, and 2024 and recommends that the following remain confidential for the reasons stated in the open sessions preceding each such closed session. As such, the University General Counsel recommends that the following meeting minutes be maintained as confidential:

- September 24, 2004, Meeting of the Board of Trustees
- September 23, 2005, Meeting of the Board of Trustees
- September 21, 2006, Meeting of the Board of Trustees
- March 2, 2018, Meeting of the Board of Trustees
- March 16, 2018, Meeting of the Board of Trustees
- July 27, 2018, Meeting of the Board of Trustees
- December 7, 2018, Meeting of the Board of Trustees
- December 13, 2018, Meeting of the Board of Trustees
- August 16, 2019, Meeting of the Board of Trustees
- August 27, 2019, Meeting of the Board of Trustees
- October 15, 2019, Meeting of the Board of Trustees
- November 8, 2019, Meeting of the Board of Trustees
- February 7, 2020, Meeting of the Board of Trustees, HR Committee
- April 17, 2020, Meeting of the Board of Trustees
- April 22, 2020, Meeting of the Board of Trustees

- April 30, 2020, Meeting of the Board of Trustees, HR Committee
- May 15, 2020, Meeting of the Board of Trustees
- February 3, 2021, Meeting of the Board of Trustees, HR Committee
- February 15, 2019, Meeting of the Board of Trustees
- December 10, 2021, Meeting of the Board of Trustees
- December 2, 2021, Meeting of the Board of Trustees, HR Committee
- January 5, 2022, Meeting of the Board of Trustees, Budget, Finance Committee
- November 17, 2021, Meeting of the Board of Trustees
- August 5, 2022, Meeting of the Board of Trustees
- December 9, 2022, Meeting of the Board of Trustees
- April 28, 2023, Meeting of the Board of Board of Trustees
- October 10, 2023, Meeting of the Board of Trustees
- November 8, 2023, Meeting of the Board of Trustees
- June 17, 2024, Meeting of the Board of Trustees
- August 19, 2024, Meeting of the Board of Trustees
- September 5, 2024, Meeting of the Board of Trustees
- September 13, 2024, Meeting of the Board of Trustees
- October 21, 2024, Meeting of the Board of Trustees

III. RESOLUTION: Please see proposed resolution submitted herewith.

IV. Resource/Contact: Therese King Nohos, General Counsel and Vice President;
tnohos@govst.edu; 708.534.7096.

Resolution No. 25-17
Confidentiality of Closed Meeting Minutes

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 the Illinois Open Meetings Act, 5 ILCS 120/2.06(d), the Board is required to meet every six months to evaluate closed session meeting minutes and determine if continued confidentiality of such minutes is required or if they can be made public; and

WHEREAS, The Board’s General Counsel has reviewed the following meeting minutes of prior closed sessions (collectively, the “Confidential Minutes”) and recommends that the Board maintain their confidentiality:

- September 24, 2004, Meeting of the Board of Trustees
- September 23, 2005, Meeting of the Board of Trustees
- September 21, 2006, Meeting of the Board of Trustees
- March 2, 2018, Meeting of the Board of Trustees
- March 16, 2018, Meeting of the Board of Trustees
- July 27, 2018, Meeting of the Board of Trustees
- December 7, 2018, Meeting of the Board of Trustees
- December 13, 2018, Meeting of the Board of Trustees
- August 16, 2019, Meeting of the Board of Trustees
- August 27, 2019, Meeting of the Board of Trustees
- October 15, 2019, Meeting of the Board of Trustees
- November 8, 2019, Meeting of the Board of Trustees
- February 7, 2020, Meeting of the Board of Trustees, HR Committee

- April 17, 2020, Meeting of the Board of Trustees
- April 22, 2020, Meeting of the Board of Trustees
- April 30, 2020, Meeting of the Board of Trustees, HR Committee
- May 15, 2020, Meeting of the Board of Trustees
- February 3, 2021, Meeting of the Board of Trustees, HR Committee
- February 15, 2019, Meeting of the Board of Trustees
- December 10, 2021, Meeting of the Board of Trustees
- December 2, 2021, Meeting of the Board of Trustees, HR Committee
- January 5, 2022, Meeting of the Board of Trustees, Budget, Finance Committee
- November 17, 2021, Meeting of the Board of Trustees
- August 5, 2022, Meeting of the Board of Trustees
- December 9, 2022, Meeting of the Board of Trustees
- April 28, 2023, Meeting of the Board of Board of Trustees
- October 10, 2023, Meeting of the Board of Trustees
- November 8, 2023, Meeting of the Board of Trustees
- June 17, 2024, Meeting of the Board of Trustees
- August 19, 2024, Meeting of the Board of Trustees
- September 5, 2024, Meeting of the Board of Trustees
- September 13, 2024, Meeting of the Board of Trustees
- October 21, 2024, Meeting of the Board of Trustees.

Now, therefore, it is:

Resolved that the Board shall maintain the confidentiality of the foregoing Confidential Minutes.

Approved: February 24, 2025

James Kvedaras, Chair

Karen Nunn, Secretary

Tab 10

Resolution No. 25-18**Approval of Employment Contract for Acting/Interim President**

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 empowered to employ a President pursuant to Section 15-45 of the Illinois Governors State University Law, 110 ILCS 670/15-1 *et seq.*;

WHEREAS, Pursuant to the Board of Trustees of Governors State University Bylaws, Article I, Section 4, the Board is empowered to select and engage a chief executive officer to lead the University;

WHEREAS, The existing President, Dr. Cheryl F. Green, has given notice of her intent to retire to the Board as of February 28, 2025;

WHEREAS, The Board has authorized a nationwide search to find the University’s next President, which search is ongoing and is anticipated to be completed in the Spring of 2025;

WHEREAS, In the event that President Green requires a leave of absence before February

28, 2025 or in the event a new candidate is not onboarded by February 28, 2025, the University will need to retain the services of an Acting or Interim President as the case may be;

WHEREAS, the Board has selected Vice President Corey S. Bradford, Sr., PhD, to serve as in the role of Acting or Interim President as circumstances may require;

WHEREAS, A proposed employment agreement with Dr. Bradford, attached hereto as **Exhibit A** (the “Employment Contract”), was published at least 48 hours in advance of a public meeting at which the Board voted to approve the Employment Contract pursuant to Section 185 of the Illinois Governors State Law, 110 ILCS 670/15 *et seq.*; and

WHEREAS, The Board finds that the Employment Contract is in the best interests of the University.

Now, therefore, be it:

Resolved that the Board approves the Employment Contract attached hereto as Exhibit A.

Resolved that the Board appoints Dr. Bradford to serve as Interim President, effective March 1, 2025, until such time as a permanent candidate is onboarded.

Approved this 24th day of February 2025

James Kvedaras, Chair

Karen Nunn, Secretary

Interim Presidential Employment Agreement

This Interim Presidential Employment Agreement (“Agreement”) is made between the Board of Trustees of Governors State University (“Board”) and Corey S. Bradford, Sr., Ph.D. (“Dr. Bradford” or “Interim President”).

1. Appointment and Employment as the President.

- 1.1 For and in consideration of the promises made by Dr. Bradford in Section 2 of this Agreement, the Board appoints and employs Dr. Bradford as the Interim President of Governors State University ("GSU" or the "University"), to serve as the chief executive officer of GSU with full authority and responsibility under policies, supervision, and direction of the Board, for GSU's effective administration and management as of the start of the Term (defined in paragraph 3.1) until one year from the start of the Term, unless terminated earlier as provided herein. The parties intend for Dr. Bradford to serve as Interim President until such time as a new president is appointed, hired, and starts. Dr. Bradford accepts and agrees to such employment. Consistent with applicable law and Board regulations, Dr. Bradford will report directly to the Board. The Board warrants that it has authority to appoint and employ Dr. Bradford as the Interim President of Governors State University (“GSU”).
- 1.2 As Interim President, Dr. Bradford shall perform all duties required by law, by this Agreement, and by custom and practice to be performed by a university president including, but not limited to, providing leadership for the University while administering, managing, providing oversight and directing the University plans, operations, programs and activities consistent with the mission, scope and organization of the University as more fully described in the position description of the University President attached to this Agreement as **Exhibit A**.

2. Devote Best Efforts to the Work as the President.

- 2.1 Dr. Bradford agrees to faithfully, industriously, and with maximum application of experience, ability, and talent, devote full-time attention and energies to the duties as Interim President of GSU.
- 2.2 Such duties shall be rendered at the campus of GSU in University Park, Illinois and at such other place or places as the Board shall deem appropriate for the interest, needs, business, or opportunity of the institution.
- 2.3 In the event Dr. Bradford will be absent from the University and not accessible for a period of ten (10) business days, Dr. Bradford shall disclose this information to the Chair of the Board.
- 2.4 Although Dr. Bradford shall devote substantially all of his business time and efforts to fulfilling his duties as Interim President, he may serve on up to two (2) outside

compensated for profit boards that do not compete with GSU. Any compensation received by Dr. Bradford in connection with approved outside activities shall be paid to and retained by Dr. Bradford.

- 2.5 The expenditure of reasonable amounts of time for private business affairs, as well as charitable and professional development activities, shall not be deemed a breach of this Agreement, provided such activities do not interfere with the services required to be rendered to the Board under the provisions of this Agreement.
- 2.6 Dr. Bradford shall not, without prior written permission from the Board, render services of any professional nature to or for any person or firm for remuneration other than to the University, other than as provided in Paragraph 2.4 above, and shall absolutely not engage in any activity that may be competitive with, or adverse to the best interests of the University. The making of passive and personal investments and the conduct of private business affairs shall not be prohibited hereunder.

3. Term of Appointment; Evaluation; Reassignment to Position.

- 3.1 This Agreement shall be for a term of one (1) year commencing on the earlier of March 1, 2025 or the effective date of Dr. Green's retirement if earlier than March 1, 2025 (the "Term") Dr. Bradford's appointment as Interim President will terminate automatically one (1) year from the start of the Term. The Board and Dr. Bradford may agree to renew Dr. Bradford's appointment as Interim President for another Term subject to such additional or different terms confirmed in a written agreement executed by the parties at the time of the extension. In the event that Dr. Green takes a leave from which she is expected to return prior to March 1, 2025, Dr. Bradford agrees to serve as the Acting President for such period of leave pursuant to the same compensation provisions stated herein.
- 3.2 The Board is required by law to review the President's performance on an annual basis. The Board, or one of its Committees, shall meet with Dr. Bradford annually to evaluate and discuss his performance if he serves a term of one (1) year. To aid the Board in such annual job performance reviews, Dr. Bradford agrees to furnish such oral and written reports as may be required by the Board.
- 3.3 Upon termination of this Agreement for any reason except cause (as defined in Paragraph 11.1.1), Dr. Bradford will be entitled to return to his role as Vice President of Administration and Finance plus any University-wide adjustments made to all GSU employees' salaries between now and reassuming his Vice President role. Notwithstanding any provision to the contrary, this severance provision will survive termination of this Agreement for any reason except termination for cause.

4. Compensation. Upon execution of this Agreement, GSU shall pay Dr. Bradford up to ten thousand dollars (\$10,000) for reasonable attorneys' fees actually incurred in connection with negotiating, reviewing, and executing this Agreement. GSU shall make the payment within 30 days of Dr. Bradford providing a copy of the invoice to GSU.

4.1 Base Salary

- 4.1.1 For all services rendered under this Agreement, the Board shall pay Dr. Bradford for the Term a monthly stipend of nine thousand, six hundred, fifty dollars (\$9,650) for each full month of service and that prorated portion of \$9,650 for any partial month served (the "Stipend"), in addition to the salary he earns as Vice President of Administration and Finance. The Stipend shall be payable in equal monthly installments subject to the availability of funding by the State of Illinois. The Stipend shall include deductions for local, state, and federal taxes and for employee portion of any benefit costs provided under this Agreement. If this Agreement is terminated for any reason before the expiration of its Term, the Stipend payments shall cease as of the effective date of termination.
- 4.1.2 If Dr. Bradford works beyond July 1, 2025, the Stipend shall increase in accordance with any University-wide adjustments in salary paid to other GSU employees.
5. **Insurance and Retirement Benefits.** The Board shall provide Dr. Bradford with health care coverage, life insurance, State retirement and workers compensation benefits accorded to administrative and professional employees of the Board as authorized by law, Governors State University Board of Trustees Governing Policies ("Board Policy") or Governors State University Board of Trustees Regulations ("Board Regulations").
6. **Leave Benefits.** Dr. Bradford shall receive all leave benefits, including vacation and sick leave benefits, which days may be accumulated and expended under the terms, and up to the maximum number, permitted by law, Board Policy, or the Board Regulations. Dr. Bradford shall not take vacation, personal, or professional leave if such leave interferes with properly discharging the duties under the terms of this Agreement.
7. **General Employee Benefits.** Dr. Bradford shall be eligible for any other general employee benefits not contained in this Agreement afforded to administrative and professional employees of the Board as authorized by law, Board Policy or Board Regulations. Dr. Bradford shall be eligible for indemnification consistent with the State Employee Indemnification Act, 5 ILCS 350, as same may be amended from time to time.
8. **Automobile.** The University will maintain a 2022 or later model full size automobile for use by the University President. All insurance and maintenance related to the use of the University's vehicle shall be the responsibility of the University. This vehicle shall be made available for use by Dr. Bradford as early as is practicable. Pursuant to the Illinois Vehicle Code, such automobile shall be used for official State of Illinois business only or, if used for personal use, shall be separately insured by Dr. Bradford for that use. Dr. Bradford shall certify and affirm annually that he is duly licensed to drive the assigned vehicle and that he has liability insurance coverage extending to him when the assigned vehicle is used for other than official State business. If this Agreement is terminated for any reason before the expiration of its Term, access to an automobile shall cease as of the effective date of termination.
9. **Out of Pocket Travel Expenses.** The Board will provide reimbursement for all reasonable expenses incurred by Dr. Bradford in his official capacity as University President consistent with the requirements of applicable Illinois law, Board Policy or Board Regulations. The University will

reimburse Dr. Bradford for the use of a personal vehicle on University business on a per-mile basis at the rate authorized from time to time by the Higher Education Travel Control Board for such reimbursement. When Dr. Bradford's spouse's or partner's attendance at events is of benefit to the University, the University shall reimburse Dr. Bradford for all reasonable University-related travel expenses incurred by Dr. Bradford's spouse or partner, in accordance with State and University policies and procedures, as existing or hereafter promulgated. Dr. Bradford will be required to present expense statements or vouchers, or other reasonable supporting information requested by the University for all expense reimbursements.

- 10. Professional Development Activities and Memberships.** Dr. Bradford shall be entitled to expend up to five thousand dollars (\$5,000.00) annually in payment for "Professional Development Activities and Memberships" to ensure **his** fulfillment of the Presidential duties relating to the mission of the University. This amount can be expended in the University President's discretion, subject to appropriate expense documentation being submitted to the University consistent with applicable law, Board Policy, or the Board Regulations. GSU shall pay for all reasonable expenses, including those associated with annual dues, membership fees and expenses for professional associations meetings and entertainment and designated parking near campus, in accordance with State or GSU current policies and procedures.
- 11. Working Facilities.** Dr. Bradford will be furnished with a private office, secretarial assistance, a computer, a cellphone and such other facilities and services suitable to the position of University Interim President and adequate for the performance of his duties under this Agreement.
- 12. Termination.**

12.1 Termination by the Board for Cause.

12.1.1 The parties agree that the Board may terminate this Agreement at any time for "Cause" which, in addition to any of its other normally understood meanings in employment agreements, shall include the following: (i) deliberate or serious violation of the duties set forth in this Agreement or refusal or unwillingness to perform such duties in good faith and to the best of Dr. Bradford's abilities; (ii) any conduct of Dr. Bradford that constitutes moral turpitude, or that would tend to bring public disrespect, contempt or ridicule upon the University; (iii) a deliberate or serious violation of any Board Policy, Board Regulation, constitutional, or local, state, or federal law, which violation may, in the sole judgment of the Board, reflect adversely upon GSU; or (iv) prolonged absence from duty without the Board's consent.

12.2 Termination without Cause.

12.2.1 The parties agree that the Board may terminate this Agreement prior to its normal expiration at any time by delivering written notice to Dr. Bradford at least seven (7) days prior to termination. This Agreement shall terminate automatically upon the start date of a new president. This Agreement may be terminated without cause by Dr. Bradford giving the Board thirty (30) days' advance written notice of termination.

12.2.2 Regardless of any other provision of this Agreement, this Agreement shall terminate automatically if Dr. Bradford dies or becomes totally disabled, or totally incapacitated or incapable of fully carrying out the duties as defined by the University and Board, for a period of 90 days or more. The Board reserves the right to require Dr. Bradford to submit to a medical examination, either physical or mental, in the event the Board deems Dr. Bradford disabled, totally incapacitated, or incapable of carrying out the duties as University President.

12.2.3 The parties may mutually agree in writing to terminate this Agreement at any time for reasons satisfactory to both parties. In such event, the terms and conditions associated with such early termination will be set out via mutual agreement between the parties.

- 13. Board Policy; Board Regulations.** Reference in this Agreement to Board Policy or Board Regulations shall be deemed to include and incorporate any amendments, modifications or replacements that may be enacted from time to time.
- 14. Notice.** Any notice required to be given under this Agreement shall be in writing and will be deemed to have been duly given when (a) delivered by hand (with written confirmation of receipt), (b) received by the addressee, if sent by certified mail, return receipt requested, or (c) received by the addressee, if sent by a nationally recognized overnight delivery service as follows:

If to the University (or the Board of Trustees):

Chief of Administrative Operations and Liaison to the Board of Trustees
Governors State University
1 University Parkway
University Park, IL 60484

If to Dr. Bradford:

Office of the President
Governors State University
1 University Parkway
University Park, IL 60484

With a copy to: Interim President's
address on file with the University.

- 15. Entire Agreement; Modification.** This Agreement constitutes the entire understanding of the parties hereto and supersedes any and all prior or contemporaneous representations of agreements, whether written or oral, between the parties, and cannot be changed or modified unless in writing signed by the parties hereto. This Agreement may be executed in counterparts.

- 16. Severability.** The terms of this Agreement are severable such that if any term or provision is declared by a court of competent jurisdiction to be illegal, void, or otherwise unenforceable in whole or in part, the remainder of the provisions shall continue to be valid and enforceable.
- 17. Governing Law: Forum.** This Agreement shall be interpreted and construed in accordance with the laws of the State of Illinois which shall be the forum for any lawsuit arising from or incident to this Agreement.
- 18. Dispute Resolution.** The parties agree to make a good faith effort to resolve any dispute arising from this Agreement.
- 18.1.1 The parties will engage in non-binding mediation, jointly selecting an experienced mediator knowledgeable regarding the subject matter. Said mediation will take place in Chicago, Illinois within 30 days of the selection of the mediator. The University will pay the mediator and any administrator's fee.
- 18.1.2 In the event the mediation is not successful, the federal and state courts of Cook County Illinois, located in Chicago, Illinois shall have jurisdiction and venue to hear any claim related to this Agreement.
- 19. 409A.** It is the intention of the parties that payments or benefits payable under this Agreement comply with or be exempt from Internal Revenue Service Code Section 409A, and not be subject to the additional tax imposed pursuant to Code Section 409A. To the extent such potential payments or benefits could become subject to Section 409A, the parties shall take commercially reasonable steps to cooperate to amend this Agreement with the goal of giving Executive the economic benefits described herein in a manner that does not result in such tax being imposed.
- 20. Waiver.** No delay or failure to enforce any provision of this Agreement shall constitute a waiver or limitation of rights enforceable under this Agreement.
- 21. Non-Assignable.** This Agreement is not assignable but shall be binding upon the heirs, administrators, personal representatives, successors, and assigns of both parties.
- 22. Disclosure of Agreement Terms and Conditions.** The Parties acknowledge that applicable law, including Freedom of Information Act (5 ILCS 140/), will govern the disclosure of the existence and terms of this Agreement.

IN WITNESS HEREOF:

Corey S. Bradford, Sr. and the authorized representative of the Board of Trustees of Governors State University have executed this Agreement on this ____ day of February 2025.

The Board of Trustees of Governors State University:

James Kvedaras, Chair
Governors State University

Corey S. Bradford, Sr., Ph.D.

Corey S. Bradford, Sr., Ph.D.

Exhibit A
JOB DESCRIPTION OF
INTERIM PRESIDENT

1. Provide leadership to the university community by assisting to identify and solidify its mission. Articulate that mission and engage the university in its successful implementation while keeping central and balanced the needs of students and the institutional integrity of the faculty.
2. Identify functions appropriate to implementing the mission within university administration, assign those to various job categories and hire appropriate people to fill those positions. Assess those people effectively and encourage them to succeed in promoting their dimension of the mission implementation.
3. Work with the Board to assist in its pursuit of its mission and effective execution of its duties.
4. Perform such activities as are necessary to meet the external expectations for the university including working with the Board of Higher Education, marketing the university, working with the community, the alumni and various organizations with which the university must interface for the achievement of its goals.
5. Provide leadership and direction as well as engagement in securing resources for the university through work with the General Assembly and Executive Branch on the budget process. Secure resources through fundraising from other government entities, private foundations, individuals, and other pursuits as identified and implemented within the activities of the Foundation Board.

Tab 11

EXECUTIVE SUMMARY**Resolution 25-19**

I. ACTION ITEM: Approval of the recommended candidates to be added to the list of possible recipients of the Honorary Doctorate of Humane Letters.

II. BACKGROUND:

A committee consisting of the Faculty Senate President, members of the Faculty Senate Commencement Committee, the Provost, and the Vice President of External Affairs receives nominations from the Governors State University community at large, including but not limited to, alumni, faculty, staff, students, donors, and community members, for recipients of the Honorary Doctorate of Humane Letters.

An honorary degree may be awarded to persons who have achieved an exemplary and distinctive record at the university, state, or national level in such areas as scholarly or professional work, public service, or economic development. The honoree will exemplify the ideals of Governors State University's mission with a focus on excellence, research, and service.

Candidate Criteria

Honorary degrees may be awarded to persons who have achieved a record of major distinction at the state or national level in such areas as the arts, education, public service, research, humanities, business, or the professions.

In exceptional circumstances, an honorary degree may be awarded to a person who, though they have not achieved national or statewide recognition, have made an especially outstanding and significant contribution.

Process

Honorary degrees may be awarded only by approval of the Board upon the recommendation of the President. The Faculty Senate Commencement Committee, Provost, and Vice President of External Affairs make up the committee that recommends to the President proposed honorary degree recipients from the nominations.

Before requesting Board approval, the President will submit to the Board written information concerning the candidate's achievements. Unless an exception is approved by the Board, Board approval of candidates must be obtained at least four months prior to the award of the degree and no more than six honorary degrees may be awarded by the university each year. Documentation in support of each candidate is attached hereto as **Exhibit A**.

Limitations

Elected or appointed public officials in state or local government, members and employees of the Board, and members and employees of the Board of Higher Education are ineligible for award of an honorary degree during their term of office or employment.

III. RESOLUTION: Please see resolution submitted herewith.

IV. RESOURCE/CONTACT: Mr. Will Davis, Vice President of External Affairs & CEO,
Governors State University Foundation; wdavis3@govst.edu; 708.235.7494

Resolution No. 25-19**Approval of Honorary Degree Candidates' Eligibility for Selection**

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 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 III(B)(2), honorary degrees may be awarded only by approval of the Board upon the recommendation of the President;

WHEREAS, Pursuant to Board Regulation III(B)(2), before a candidate may be recommended by the President, the President must (i) establish a representative committee composed of faculty, academic staff, and administrative staff (the “Committee”) to evaluate nominees and (ii) submit to the Board written information concerning each candidate’s achievements and any significant contributions to the University, higher education, or the State of Illinois at least four months before the conferral of an honorary degree;

WHEREAS, The President has convened the Committee and said Committee has reviewed and recommended the following candidates (the “Candidates”) for consideration by the Board for receipt of an honorary degree for the reasons set forth in each candidate’s packet:

Frank Clark

Bukky DaSilva

Stephen Davis
Donald Dew
John Grueling
Kyle Hastings
William LeMonnier
Salvador Mendoza
Kenneth Osborne
Stan Rakestraw
Tyrone Stoudemire
Nate Sutton

WHEREAS, The President, upon advice of the Committee and an independent review of the Candidates, does hereby submit written information to the Board regarding each Candidate's qualifications for receipt of an honorary degree; and

WHEREAS, The Board has reviewed the President's recommendations and is fully advised in the premises of the Resolution.

Now, therefore, it is:

Resolved that the Board approves the following Candidates for consideration for receipt of an honorary degree:

Frank Clark
Bukky DaSilva
Stephen Davis
Donald Dew
John Grueling
Kyle Hastings
William LeMonnier

Salvador Mendoza

Kenneth Osborne

Stan Rakestraw

Tyrone Stoudemire

Nate Sutton

Approved: February 24, 2025

James Kvedaras, Chair

Karen Nunn, Secretary

Tab 12

EXECUTIVE SUMMARY*Regarding***Resolution 25-20: Administrative Leave for William Davis**

- I. **ACTION ITEM:** Authorize approval of administrative leave for six months, effective June 1, 2025, at full pay.
- II. **BACKGROUND:** Pursuant to Board Regulation II(E)(8)(a), certain employees hired on or before July 1, 2025, including department heads, “shall be eligible, upon approval by the Board (following recommendation of the President) to receive six months’ leave at full pay or twelve months’ leave at half pay if they meet all the following criteria at the time of retirement” The criteria are: (i) “They do not hold a tenured teaching appointment”; (ii) “They have been in [their] position[] for a period of at least ten years prior to retirement”; and (iii) “They have not had a sabbatical or educational leave during the ten years immediately preceding retirement.” *Id.*
- William Davis, who has announced his retirement, meets the above criteria, having served as the department head of development for at least ten years, having not held a tenured teaching position, and having not taken a sabbatical or educational leave within the prior ten years. President Green recommends this Board action.
- III. **PROPOSED RESOLUTION:** Please see proposed Resolution submitted herewith.
- IV. **RESOURCE/CONTACT:** Mr. Joshua Allen, Vice President, Chief Human Resources Officer, jallen@govst.edu; 708.235.7169.

Resolution 25-20**Approval of Administrative Leave
for William Davis**

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 the 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 University student selected by student peers;

WHEREAS, Pursuant to Section II(E)(8)(a) of the Board Regulations, certain employees hired on or before July 1, 2025, including Deans and Department Heads or Division Chairpersons, may, upon electing to terminate their employment, receive six months’ leave at full pay if they meet certain criteria, are recommended for such leave by the President, and such leave is approved by the Board (“Administrative Leave”);

WHEREAS, The criteria for Administrative Leave are:

- a) They do not continue in a tenured teaching appointment;

- b) They have been in one or more of the aforementioned positions [including Dean and Department Heads or Division Chairpersons] for a period of at least ten years prior to retirement; and
- c) They have not had a sabbatical or educational leave during the ten years immediately preceding retirement.

WHEREAS, William Davis has been employed by the University since 2012, beginning as Director of Corporate and Foundation Relationships;

WHEREAS, After over almost 13 years of dedicated service to the University, including over 12 years as a member administration, William Davis has announced his retirement from the University, will not continue in a tenured teaching position, and has not had a sabbatical or educational leave in the prior 10 years; and

WHEREAS, Having met all the criteria for Administrative Leave, President Green recommends that the Board approve Administrative Leave for William Davis.

Now, therefore, it is:

Resolved, that the Board approves Administrative Leave for William Davis in the amount of six months leave at full pay, effective June 1, 2025.

Resolved, that the Board directs the University to take all reasonable and necessary steps to otherwise effectuate this Resolution.

Approved this 24th day of February 2025

James Kvedaras, Chair

Karen Nunn, Secretary

Tab 13

Resolution No. 25-21
To Honor and Pay Tribute to President Cheryl F. Green

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 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 the Board of Trustees of Governors State University Bylaws, Article I, Section 4, the Board is empowered to select and engage a chief executive officer to lead the University;

WHEREAS, After a comprehensive nationwide search, the Board selected and appointed Cheryl F. Green, PhD, who brought over 30 years of experience in higher education, to serve as the University’s sixth President and Chief Executive Officer effective July 1, 2020 for a three-year term and extended that term for an additional three years effective July 1, 2023;

WHEREAS, among her varied achievements as President and Chief Executive Officer,

President Green oversaw the development and construction of the University's Social Justice Initiative program and building, the establishment of the Honors College and the College of Graduate Studies, the installation of the University's first Chief Diversity Officer and Compliance Officer, the establishment of the Latinx Resource Center, the cultivation and receipt of historic gifts by the University, the official designation and recognition of the University as both an Emerging Hispanic Serving Institution and a Predominately Black Institution, and the education and enrichment of over 4,000 students annually;

WHEREAS, President Green has been nationally and regionally recognized for her leadership in higher education, winning renown for the University on a national stage;

WHEREAS, President Green tirelessly has served the University with excellence and distinction throughout her tenure as President and Chief Executive Officer; and

WHEREAS, President Green will retire effective February 28, 2025.

Now, therefore, be it:

Resolved that Board of Trustees of Governors State University does hereby recognize, honor and pay tribute to the contributions of President Green as the sixth President and Chief Executive Officer of Governors State University.

Resolved that that Board of Trustees of Governors State University does hereby thank President Green for her commitment, dedication, and service to Governors State University, to the field of higher education, and to the thousands of students she has impacted throughout her career.

Approved this 24th day of February 2025

James Kvedaras, Chair

Karen Nunn, Secretary