



**GOVERNORS STATE
UNIVERSITY**

Board of Trustees Meeting

February 26, 2024

Engbretson Hall

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TAB 1

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

February 26, 2024 – Committee of the Whole at 9:00 am in Engbretson Hall

and

February 26, 2024 – Board Meeting at 1:00 pm in Engbretson Hall

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

February 26, 2024 – Committee of the Whole

Chair Pro tem Kevin Brookins

Time		Item	Tab #'s
9:00 am*	I.	CALL TO ORDER AND ROLL CALL	
9:01 am	II.	PUBLIC COMMENT** Consistent with Public Act 91-0715 and reasonable constraints determined by the Board of Trustees, at each regular or special meeting of the Board or its committees that is open to the public, members of the public may request a brief time on the approved agenda of the meeting to address the Board on relevant matters within its jurisdiction.	
9:07 am	III.	CHAIR'S COMMENTS <i>Chair Pro tem Kevin Brookins</i>	
9:10 am	IV.	APPROVE PROPOSED AGENDA FOR FEBRUARY 26, 2024, COMMITTEE OF THE WHOLE MEETING	1

9:12 am	V.	APPROVE MEETING MINUTES FROM December 8, 2023 BOARD OF TRUSTEE MEETING (OPEN AND CLOSED SESSIONS)	2
9:15 am	VI.	INFORMATIONAL ITEMS <ul style="list-style-type: none"> • Faculty Senate President – Dr. Stephen Wagner • Civil Service Vice President – Susie Morris • Student Senate President – Marquis Parks • The Governors State University Honors College Study Abroad Program to Italy - Dr. David Rhea • Business Brigade to Panama – Dr. Carlos Ferran • Internal Auditor’s Annual Report – Dr. Corey S. Bradford, Sr., Vice President for Administration and Finance and Kristoffer Evangelista, Chief Internal Auditor • Tuition and Fee Planning for Academic Year 2024-2025 – Ms. Sandra Zurawski, Executive Director, Budget and Financial Planning • IT Security Presentation – Mr. Chuck Pustz, AVP for Information Technology and David Weissbohn, Director, Information Security and Compliance • Strategic Planning Process – Dr. Beverly Schneller, Provost and Vice President for Academic Affairs and Dr. Stephen Wagner, Faculty Senate President • Board of Trustee Dashboard Update – Dr. Beverly Schneller, Provost and Vice President for Academic Affairs <p><i>See Board Book for written informational reports not presented:</i></p> <ul style="list-style-type: none"> • Report on Income-Producing Contracts • Report on Contributions to/from University-Related Organizations • Report on Procurement Activities between \$100,000 and \$249,000 • Report on Budget to Actual FY 23-24 • Quarterly Investment Report • Institutional Program Review List – Internal and External 	3
10:30 am		BREAK	
10:45 am	VII.	PROPOSED ACTION ITEMS <i>Presentation and discussion of action items proposed for Board of Trustees Meeting as scheduled for today.</i> <ol style="list-style-type: none"> 1. Resolution 24-13: Approve Metropolitan Alliance of Police Union Contract for the Department of Public Safety 	4

		<p><i>Presenter: Mr. Joshua Allen, Vice President for Human Resources</i></p>	
		<p>2. Resolution 24-14: Approve Salary Adjustment to Market for Occupational Health and Physical Therapy Faculty Members <i>Presenter: Mr. Joshua Allen, Vice President for Human Resources</i></p>	5
		<p>3. Resolution 24-15: Approve Emeritus Faculty Designation for Dr. Cheryl Mejta, College of Health and Human Services; Dr. Jeannine M. Klomes, College of Education and Human Development, and Dr. Jun Zhao, College of Business. <i>Presenter: Dr. Beverly Schneller, Provost and Vice President for Academic Affairs</i></p>	6
		<p>4. Resolution 24-16: Approve Award of Tenure for Dr. Sonia Dalmia, Dean of the College of Business <i>Presenter: Dr. Beverly Schneller, Provost and Vice President for Academic Affairs</i></p>	7
		<p>5. Resolution 24-17: Approval of Maintaining Meeting Minutes as Confidential, required twice per year under the Open Meetings Act <i>Presenter: Ms. Therese King Nohos, Vice President and General Counsel</i></p>	8
		<p>6. Resolution 24-18: Approve proposed tuition rates and use of block tuition billing for Academic Year 2024-2025 <i>Presenter: Dr. Corey S. Bradford, Sr., Vice President for Administration and Finance</i></p>	9
		<p>7. Resolution 24-19: Approve proposed Mandatory Fees for Academic Year 2024-2025 <i>Presenter: Dr. Corey S. Bradford, Sr., Vice President for Administration and Finance</i></p>	10
		<p>8. Resolution 24-20: Approve proposed housing rates for Prairie Place for Academic Year 2024-2025 <i>Presenter: Dr. Corey S. Bradford, Sr., Vice President for Administration and Finance</i></p>	11

11:30 am	VIII.	CLOSED MEETING	
		<p>According to Section 2(c) of the Illinois Open Meetings Act, 5 ILCS 120, the Board may meet in closed session to consider certain topics, including but not limited to:</p> <ul style="list-style-type: none"> • The appointment, employment, compensation, discipline, performance, or dismissal of specific employees pursuant to Section 2(c)(1) • Union Negotiation Information and Update (5 ILCS 120/2(c)(2)) • 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)). • Meetings between internal or external auditors and governmental audit committees, finance committees, and their equivalents, when the discussion involves internal control weaknesses, identification of potential fraud risk areas, known or suspected frauds, and fraud interviews conducted in accordance with generally accepted auditing standards of the United States of America. 5 ILCS 120/2(c)(29). 	
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 Dr. Janelle A. Crowley (contact info below) to request them.

2) If you wish to watch the meeting remotely via Zoom, a link is provided below for your use. The Chair kindly asks anyone who is attending virtually to log on and into the meeting ten (10) minutes prior to the meeting, to minimize disruption once the meeting is in session. 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 22, 2024.

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

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

<https://us02web.zoom.us/j/87401773871?pwd=anpHaHhYNUoyN3hkeVFJVDFmSGJuZz09>

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

Passcode: 671507

Webinar ID: 874 0177 3871

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

Chair Pro tem Kevin Brookins

6

		<p>5. Resolution 24-15: Approve Emeritus Faculty Designation for Dr. Cheryl Mejta, College of Health and Human Services; Dr. Janine Klomes, College of Education and Human Development, and Dr. Jun Zhao, College of Business. <i>Presenter: Dr. Beverly Schneller, Provost, and Vice President for Academic Affairs</i></p>	6
		<p>6. Resolution 24-16: Approve Award of Tenure for Dr. Sonia Dalmia, Dean for the College of Business <i>Presenter: Dr. Beverly Schneller, Provost, and Vice President for Academic Affairs</i></p>	7
		<p>7. Resolution 24-17: Approval of Maintaining Meeting Minutes as Confidential, required twice per year under the Open Meetings Act <i>Presenter: Ms. Therese King Nohos, Vice President and General Counsel</i></p>	8
		<p>9. Resolution 24-18: Approve proposed tuition rates and use of block tuition billing for Academic Year 2024-2025 <i>Presenter: Dr. Corey S. Bradford, Sr., Vice President for Administration and Finance</i></p>	9
		<p>10. Resolution 24-19: Approve proposed Mandatory Fees for Academic Year 2024-2025 <i>Presenter: Dr. Corey S. Bradford, Sr., Vice President for Administration and Finance</i></p>	10
		<p>11. Resolution 24-20: Approve proposed housing rates for Prairie Place for Academic Year 2024-2025 <i>Presenter: Dr. Corey S. Bradford, Sr., Vice President for Administration and Finance</i></p>	11
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

1) If you require accommodations to participate fully in the meeting, please contact Dr. Janelle A. Crowley (contact info below) to request them.

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

meeting, to minimize disruption once the meeting is in session. 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 22, 2024.

You are invited to a Zoom webinar 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 webinar:

<https://us02web.zoom.us/j/84999531428?pwd=UCtyc1NGQkNOZENsSzI1NzlhbkU4QT09>

Telephone or One Tap: US: +13092053325, 84999531428# or +13126266799, 84999531428#

Passcode: 107320

Webinar ID: Webinar ID: 849 9953 1428

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

TAB 2

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

A special meeting of the Board of Trustees of Governors State University (the “Board” and “GSU,” respectively), an Illinois body politic and corporate, was held in person and via audio-videoconference at GSU’s University Park Campus in Engbretson Hall on December 8, 2023 beginning at approximately 10:00 am. The purpose of the meeting was to conduct the business described in the Agenda posted for public notice before 10:00 am on December 6, 2023 in accordance with Section 2.02 of the Illinois Open Meetings Act. 5 ILCS 120/ *et seq.* Before the meeting, each Trustee received books with materials corresponding to the action items, a copy of which is maintained with the Board records.

I. MEETING DETAILS

Meeting Chair: Angela M. Sebastian

Minutes Recorded By: Therese King Nohos, General Counsel

II. ATTENDEES

Chair Sebastian confirmed a quorum was present given the presence of the following seven (7) Trustees in attendance in person at the start of the meeting:

- Kevin Brookins, Trustee and Vice Chair;
- John Brudnak, Trustee;
- Stacy Crook, Trustee;
- Lluvia Hernandez Aguirre, Student Trustee;
- James Kvedaras, Trustee;
- Karen Nunn, Trustee;
- Angela M. Sebastian, Trustee and Chair; and
- Anibal Taboas, Trustee.

Acting President Corey S. Bradford, Sr., Ph.D., *ex-officio* Board member and acting chief executive officer of GSU, 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;
- Janelle A. Crowley, PhD, Chief of Staff, President's Office;
- 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.

Senate Presidents, Steven Wagner, PhD (Faculty Senate), Susie Morris (Civil Service Senate), and Marquis Parks (Student Senate), were present as well.

III. ABSENCES

N/A

IV. CALL TO ORDER

The meeting was called to order by Chair Sebastian at approximately 10:00 am.

V. PUBLIC COMMENTS

A public comment was made by Zion Banks.

VI. CHAIR COMMENTS/APPROVAL OF AGENDA

Chair Sebastian welcomed all to the meeting and noted that Trustees Stacy Crook and Karen Nunn were recently appointed and welcomed them to the Board. She noted that today would be a short meeting to address limited items of business. She also thanked Acting President Bradford for continuing to serve in the role of Acting President. She then asked for a motion to approve the proposed agenda. Trustee Brudnak so moved, and Trustee Brookins seconded the motion. The motion passed unanimously.

VII. APPROVAL OF MINUTES

Chair Sebastian asked for a motion to approve the meeting minutes from the October 23, 2023 meeting of the Committee of the Whole and of the Board. Trustee Brookins noted a correction to the title of the minutes regarding the meeting of the Committee of the Whole. Trustee Brookins moved to approve the minutes as amended and Trustee Kvedaras seconded the motion. The motion passed unanimously.

VIII. ACTION ITEMS

Chair Sebastian then asked Provost Schneller to present Action Item 24-11 regarding approval of honorary degree candidates, and Provost Schneller did so. A discussion ensued regarding how candidates are selected. Trustee Brookins made a motion to approve Resolution 24-11, and Trustee Brudnak seconded the motion. The motion passed unanimously.

IX. CLOSED SESSION

Chair Sebastian recommended that the Board go into closed session pursuant to Section 2(c)(1) of the Illinois Open Meetings Act, 5 ILCS 120/ *et seq.* Chair Sebastian so moved, and Trustee Brudnak seconded. The motion passed unanimously. The open session of the meeting adjourned at approximately 10:10 am.

X. OLD/NEW BUSINESS

The open session of the meeting resumed at approximately 11:00 am. Chair Sebastian noted that there was no action taken in closed session. There being no other new or old business, Chair Sebastian then

asked for a motion to adjourn. Trustee Taboas so moved, and Trustee Kvedaras seconded. The motion passed unanimously. The meeting adjourned at approximately 11:05 am.

Approved this 26th day of February 2024

Kevin Brookins, Chair Pro Tem

James Kvedaras, Secretary

TAB 3

Faculty Senate Report to Board of Trustees
February 24, 2024
Dr. Stephen Wagner, President

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

At the center of Governors State's mission statement is the commitment to offer an accessible and excellent education. Our use of technology, now and in the future, will greatly influence the degree to which we realize this mission. Time is a precious resource for our students, as often their time is stretched between demands from their classes, their jobs, their families, and their communities. Through technology we can deliver education through multiple modalities and enable access to learning that helps our students to navigate these time demands. Technology can also lead to excellence in learning, and not just by developing accessible, high-quality online classes. Through using technology in face-to-face and hybrid modalities we can establish foundational knowledge through online learning activities and provide the means to 'flip the classroom' and use the precious time in the presence of others to engage in richly interactive, high impact learning practices, like project- and team-based learning.

Technology also presents us with many challenges. Most recently, proliferation in the use of generative artificial intelligence via apps like ChatGPT and Google Bard has presented a unique challenge to higher education. There is growing concern that generative AI is being used as a means of cheating or plagiarizing in academic endeavors and faculty have an obligation to maintain integrity within their academic programs. However, faculty also have the responsibility to remain updated within their disciplines, and with the increasing use of generative AI across academic fields, they must ensure its application in educational activities aligns with the norms of these disciplines. This is part of the faculty's responsibility for the quality of their academic programs.

Recognizing these emerging opportunities and challenges, GSU initiated a *Digital Learning Master Planning Task Force* in the fall 2023 semester. The objective of this task force is to develop a plan for digital learning at GSU that can be integrated into planning endeavors throughout the institution, including curriculum development and management, academic policies, decisions about infrastructure, and existing academic master planning and budget proposal processes. The work of this task force began last year with a steering committee composed of academic leaders identifying critical technology-related issues that GSU should investigate and address. Next, three working teams, composed of faculty and staff, were formed to address issues connected with infrastructure, curriculum, and policy. The task force plans to conclude and report on its work at the end of this semester. Ultimately, the goal of this group is to produce a plan for leveraging digital technologies, including AI, to enhance teaching and learning, improve student engagement, and ensure academic integrity and excellence. I look forward to presenting you the results of this work later this year. Thank you.

EXECUTIVE SUMMARY

TWO-YEAR INTERNAL AUDIT PLAN FOR FISCAL YEARS 2024 AND 2025

Background

The Fiscal Control and Internal Auditing Act (30 ILCS 10/2003(a)) requires each State agency's Internal Audit program to include a Two-Year Internal Audit Plan, identifying the audits scheduled, which is approved by the University President. Further, the Institute of Internal Auditors' International Standards for the Professional Practice of Internal Auditing requires that the Chief Internal Auditor must establish a risk-based plan to determine the priorities of the internal audit activity, consistent with the organization's goals, to be approved by the University President, and reported to the Board of Trustees.

Risk Assessment Process

The Chief Internal Auditor conducted its annual risk assessment process to determine the priorities of the internal audit activity, including the audit activities required by the State regulations. To facilitate the risk assessment process, the Chief Internal Auditor developed a risk assessment survey designed to obtain inputs directly from the University functional unit/department heads about their knowledge of risks within the functional areas or processes of the University, and the controls in place to manage those risks. The completed risk assessment surveys were reviewed and analyzed for the purpose of assessing the levels of risk within each functional area or process. Based on the results, a risk ranking procedure was applied in determining the high-risk areas or processes to be prioritized in the internal audit activity.

Two-Year Internal Audit Plan

Based on the results of the risk assessment and further assessments made, the Office of Internal Audit proposed the Two-Year Internal Audit Plan for Fiscal Years 2024 and 2025. The Two-Year Internal Audit Plan outlines a feasible plan (taking into consideration the audit resources and planned testing details) while also addressing the risk areas identified during the risk assessment process. Non-audit activities (i.e., professional development, administrative duties, holidays, and benefit leaves) were also included in the Two-Year Internal Audit Plan to reflect the total budgeted hours of the Internal Audit function for the entire fiscal year. Below is the summary of the Two-Year Internal Audit Plan:

Fiscal Year 2024	Fiscal Year 2025
FCIAA evaluation and certification	FCIAA evaluation and certification
Compliance audits and internal control reviews (2)	Compliance audits and internal control reviews (4)
Information Technology (IT) audits (2)	Information Technology (IT) audit (1)
Special audit/unanticipated project (1)	Special audit/unanticipated project (1)
Operational and performance audits (2)	Operational and performance audits (2)
Risk assessment	Risk assessment
Annual Internal Audit Plan	Annual Internal Audit Plan
Non-audit activities	Non-audit activities

EXECUTIVE SUMMARY
ANNUAL INTERNAL AUDIT REPORT
FISCAL YEAR 2023

The annual internal audit report serves as a comprehensive document that aims to provide information and highlight the outcomes of the activities of the University's internal audit function for Fiscal Year 2023. The Office of Internal Audit is committed to supporting management in identifying and remediating significant risks, as well as promoting operational efficiencies across the University.

Key accomplishments of the Office of Internal Audit for Fiscal Year 2023 are as follows:

- Completion of 10 audit and review engagements, and one (1) consulting project resulting to 59 audit recommendations.
- Coordination of the FCIAA internal control evaluation and submission of the required certifications for the University and GSU Foundation resulting to three (3) audit recommendations.
- Performance of a University-wide comprehensive risk assessment to determine the priorities of the internal audit activity.

Special thanks are extended to key stakeholders including the Office of the President, Office of the Vice President for Administration and Finance, and the Board of Trustees for their continued support.

Internal Audit Recommendation Summary

The following table highlights the number of audit issues and the status of implementation of corrective action plans to remediate the risks.

Project	Internal Audit Findings			Internal Audit Recommendation		
	Deficiency	Process Improvement	Total	Implemented	In Progress	Under Study
FCIAA internal control certification		3	3	1	1	1
Travel Expenditures	6		6	3	3	
Student Financial Aid Program	4		4	2	2	
Tuition and Fee Waiver Program	5		5	3	2	
Mandate: Meningococcal Disease	3		3	3		
Mandate: Admissions Process Veterans	1		1	1		
Pre-Implementation: Slate Advancement	3		3	2	1	
Tuition and Fee Revenues and Rec.	3		3	1	2	
Cellular Stipend Program	10	1	11	6	4	1
Purchasing Cards (P-Cards)	15	3	18	14	4	
Records Mgmt. & State Records Act	5		5		5	
Total	55	7	62	36	24	2

Personnel/Professional Development

The Office of Internal Audit was staffed by the Chief Internal Auditor for the entire year, and by the new Internal Audit Associate hired June 1, 2023. Professional development enables the Office of Internal Audit to provide quality service to its clients. The Chief Internal Auditor achieved the required continuing professional education by the professional organizations and internal auditing standards.

Participation in University Initiatives

The Office of Internal Audit continues to partner with management to support key initiatives. Some of the efforts included participating in various committees as ex officio member or trusted advisor, coordinating risk efforts, and providing ad hoc support.

Fiscal Year 2025



GOVERNORS STATE
JAGUARS

Tuition & Fees Proposal AY 2024-2025

Governors State University
February 2024



ILLINOIS PUBLIC UNIVERSITIES

Fiscal
Year July 1
- June 30
i.e.
FY 2025
AY 24-25

GOVSTATE

- **GOVSTATE:** serving historically underrepresented student populations
- **GOVSTATE:** higher percentage of diverse student populations than most Illinois public universities
- **GOVSTATE:** high quality education, academic support, stand-by services, equity and inclusion

GOVERNORS STATE

Chicago State

Eastern

Illinois State

Northeastern

Northern

SIU-Carbondale

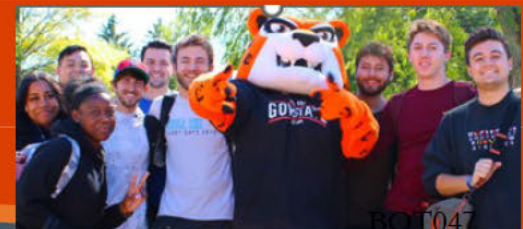
SIU-Edwardsville

U of I Champaign

U of I Chicago

U of I Springfield

Western



STRATEGIC CORE VALUES

GOVSTATE

- Student Success
- Opportunity and Access
- Economic Catalyst
- Stewards of our future
- Inclusiveness and Diversity
- Promote Quality of Life

**ALIGNMENT
OF
RESOURCES
WITH
STRATEGIC
PLAN**

**ALIGNMENT
OF
RESOURCES WITH
STATE INITIATIVES**

A THRIVING ILLINOIS

- Growth
- Sustainability
- Equity

**PROPOSED
AY 2024-2025**

INCREASE

**UG \$15 per CH
~4.6%**

**G \$15 per CH
~4.1%**

**Non- Resident
Rates are 2X
resident rate**

GSU TUITION RATES

Tuition Category	Resident	Non-resident	AY24-25 PROPOSED
Undergraduate *	\$328	\$656	\$343
Graduate	\$368	\$736	\$383
Graduate - College of Business	\$421	\$842	\$436
Graduate - Computer Science & Information Technology	\$421	\$842	\$436
Graduate – Occupational Thrpy	\$505	\$1,010	\$520
Graduate - School Psychology	\$437	\$874	\$452
Doctoral - College of Education	\$492	\$984	\$507
Doctoral – Occupational Thrpy	\$812	\$1,624	\$827
Doctoral - Nursing	\$812	\$1,624	\$827
Doctoral - Physical Therapy	\$628	\$1,256	\$643

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

**PROPOSED
AY 2024-2025**

**INTRODUCE
BLOCK
TUITION
RATE
12+ CH
FOR NEW
AY 24-25
UNDER
GRADUATE
STUDENTS**

GSU TUITION RATES

Tuition Category	Resident	Non-resident
Undergraduate 12+ CH	\$4,920	\$9,840

Undergraduate Tuition assessed per CH 1-11, FLAT RATE 12+

Tuition is capped, creating an incentive for students to enroll in course loads that enable graduation within four years.

Rate Set equivalent to AY23-24 15 Credit Hours (\$328 x 15)

New Student AY24-25	Block Credit Hour Rate	Per Credit Hour Rate \$343	Block VS AY24-25 Per CH Rate Annual Savings (Additional Cost)
UG 15 CH	\$9,840	\$10,290	\$450
UG 12 CH	\$9,840	\$8,232	(\$1,608)

**PROPOSED
AY 2024-2025**

GSU MANDATORY FEES

Name Change

MANDATORY FEES: Per Credit Hour*	AY23-24 Main Campus	AY23-24 Totally Online / Off- Campus Programs	AY24-25 PROPOSED
Student Support & Services	\$25	N/A	\$25
Health & Wellness	\$10	\$10	\$10
Student Center & Recreation	\$16	N/A	\$22
University Facilities	1-6 CH \$205 7+ CH \$585	1-6 CH \$205 7+ CH \$585	1-6 CH \$205 7+ CH \$585
Technology	1-6 CH \$105 7+ CH \$285	1-6 CH \$105 7+ CH \$285	1-6 CH \$150 7+ CH \$375
Strategic Initiatives	\$16	\$16	\$16
Instructional Support	N/A	\$41	\$47
We CARE (Student to Student Aid)	\$1	\$1	\$1
Campus Access & Safety Fee	\$38	N/A	\$38

AY 2024-2025

Additional Expenses

- Instructional Materials / Books
 - Technology
 - Transportation
 - Health/Wellness
 - Housing / Food:
- PP Semi Suite
\$7,424
- PP 4 Bedrm Apt
\$10,509
- Meal Plan
\$2,000

Additional Resources

- Institutional Aid
i.e. Waiver, Scholarship
 - Employment
 - Federal Loan
- Freshman \$5500

AY24-25 New Student Block Tuition Rate VS \$15 Per Credit Hour Increase Rate

PELL & MAP

AY24-25 Incr \$15 Per Credit Hour Rate

GovState Undergraduate Tuition & Fees For Student with \$0 EFC:

15 Hours/Semester (30 annually)

Tuition @ \$343 CH	\$ 10,290
+ Fees	<u>\$ 4,226</u>
= TOTAL	\$14,516
Less Pell Grant	(\$7,395)
Less MAP Grant	<u>(\$8,400)</u>

**Monies Refunded to
Student for Add'l Exp* \$ 1,279**

12 Hours/Semester (24 annually)

Tuition @ \$343 CH	\$ 8,232
+ Fees	<u>\$ 3,782</u>
= TOTAL	\$13,622
Less Pell Grant	(\$7,395)
Less MAP Grant	<u>(\$6,720)</u>

**Monies Refunded to
Student for Add'l Exp* \$ 2,101**

AY24-25 Block Tuition Rate \$9,840

GovState Undergraduate Tuition & Fees For Student with \$0 EFC:

15 Hours/Semester (30 annually)

Tuition	\$ 9,840
+ Fees	<u>\$ 4,226</u>
= TOTAL	\$14,066
Less Pell Grant	(\$7,395)
Less MAP Grant	<u>(\$8,400)</u>

**Monies Refunded to
Student for Add'l Exp* \$ 1,729**

12 Hours/Semester (24 annually)

Tuition	\$ 9,840
+ Fees	<u>\$ 3,782</u>
= TOTAL	\$13,622
Less Pell Grant	(\$7,395)
Less MAP Grant	<u>(\$6,720)</u>

**Monies Refunded to
Student for Add'l Exp* \$ 493**

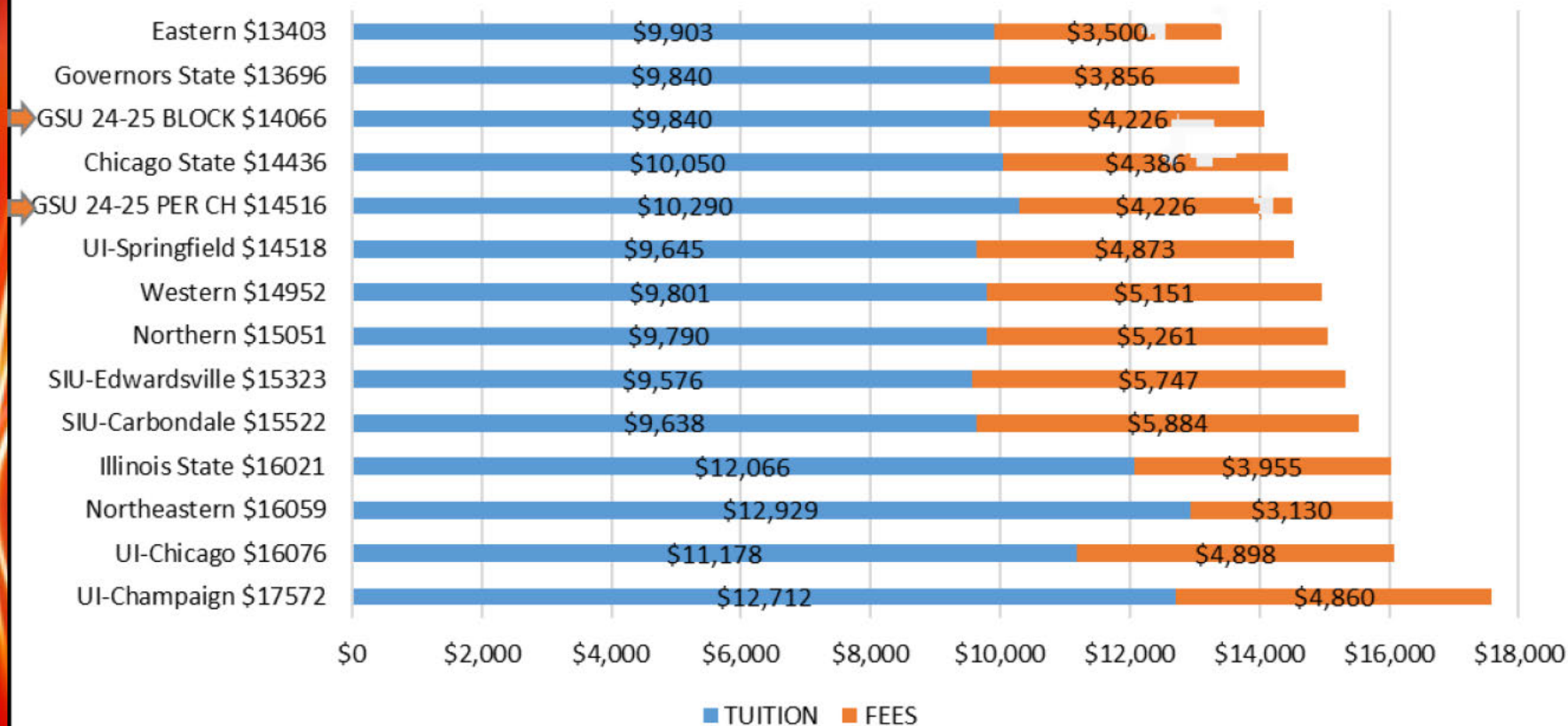
**Money is refunded to student for intended use of additional educational materials, technology, and living expenses.*

**GSU
PROPOSED
AY 2024-2025**

**AY24-25 New Student Block Tuition Rate
VS \$15 Per Credit Hour Increase Rate**

UNDERGRADUATE

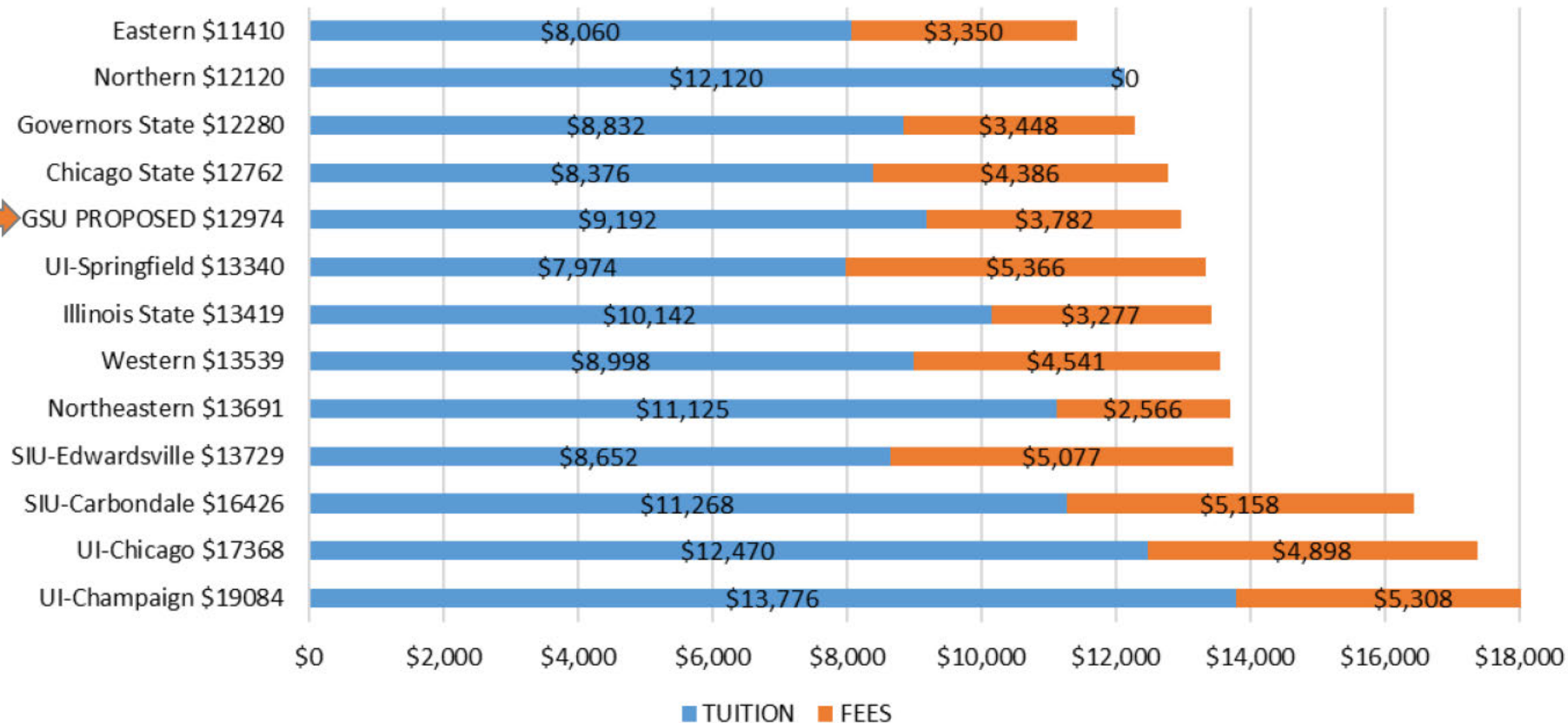
AY2023-2024 ILLINOIS PUBLIC UNIVERSITY UNDERGRADUATE ANNUAL COST



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

GRADAUTE

AY2023-2024 ILLINOIS PUBLIC UNIVERSITY GRADUATE ANNUAL COST



**GSU
PROPOSED
AY 2024-2025
4.5%
RATE
INCREASE**

PROPOSED AY 2024-2025 PP HOUSING RATES

Unit Type	Academic Year (Fall & Spring)	Rate Per Semester
Semi-Suites (Double-Occupancy)	\$7,424	\$3,712
2 Bedroom Apartment (Double-Occupancy)	\$8,736	\$4,179
4 Bedroom Apartment (Single-Occupancy)	\$10,509	\$5,255
2 Bedroom Apartment (Single-Occupancy)	\$12,486	\$6,243

Illinois Public University Housing Rates for Academic Year 2023-2024

University of Illinois at Chicago	\$ 12,816
University of Illinois at Urbana-Champaign	\$ 12,577
Western Illinois University	\$ 10,918
Illinois State University	\$10,902
Northern Illinois University	\$ 10,808
University of Illinois at Springfield	\$ 10,646
Southern Illinois University Carbondale	\$ 10,622
Southern Illinois University Edwardsville	\$ 10,530
Eastern Illinois University	\$ 10,010
Chicago State University	\$8,610
Governors State University PROPOSED	\$ 7,424
Governors State University	\$ 7,104

AY24-25 Proposed

Students who successfully re-contract for housing during designated period lock in current room rate for next academic year.

ACCREDITED



Higher
Learning
Commission

2022
Best Colleges
for Adults

- FINISH COLLEGE -



2022
Best Colleges
for Adults

- FLEXIBLE & AFFORDABLE -



BEST
COLLEGES

& WORLD REPORT
U.S. News

SOCIAL MOBILITY
2022

BEST
ONLINE PROGRAMS

& WORLD REPORT
U.S. News

BACHELOR'S
BUSINESS
2022

THANK YOU!



Quarterly Report of Income Producing Contracts of \$100,000 or More
For the Period Ended December 31, 2023 (Q2FY24)
(With Comparative Information For the Period Ended December 31, 2022 - Q2FY23)

Federal Grants:

Provider Name	Type of Contract	Income 12.31.23	Income 12.31.22	Principal Investigator (PI)/ College/Department	Award Period and Award Amount
U.S. Department of Health & Human Services	Early Head Start Grant	\$259,125	\$237,616	Erin Soto COE/Family Dev Center	Period: 1/1/20 to 12/31/24 Award Amount: \$3,925,163
National Science Foundation (NSF)	NSF Engines Development Award - Advancing Smart Logistics	\$248,851	\$ -	Reggie Greenwood College of Business	Period: 5/15/23 to 4/30/25 Amount: \$1,000,000
U.S Department of Education	TRIO Educational Opportunities Centers Project	\$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 12.31.23	Income 12.31.22	Principal Investigator (PI)/ College/Department	Award Period and Award Amount
U.S. Department of Treasury; passed through the Illinois Will County	State and Local Fiscal Recovery Funds grant program (Will County's American Rescue Plan Act grant funding)	\$40,214	\$ -	Shannon Dermer/COE; Catherine Balthazar/CHHS	Period: Fall 2023 through Fall 2026 Amount: \$2,500,000
U.S. Department of Health & Human Services, passed through the Illinois Department of Human Services	Block Grants for Prevention and Treatment of Substance Abuse	\$38,906	\$37,346	Cheryl Mejta CHHS/Addiction Studies and Behavioral Health	Period: 7/1/22 to 6/30/23 Amount: \$427,477 Period: 7/1/23 to 6/30/24 Amount: \$135,000
U.S. Department of Health & Human Services	Mental and Behavioral Health Education and Training Grants	\$34,636	\$57,598	Cheryl Mejta CHHS/Addiction Studies and Behavioral Health	Period: 9/1/21 to 8/31/25 Amount: \$1,424,720

State Grants:

Provider Name	Type of Contract	Income 12.31.23	Income 12.31.22	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	\$507,000	\$ -	Cheryl Mejta CHHS/Addiction Studies and Behavioral Health	Period: 12/1/23 to 6/17/24 Amount: \$507,000
Illinois Network of Child Care Resource and Referral Agencies	Child Care Restoration Grant	\$156,002	\$82,900	Erin Soto COE/ Family Development Center	Period: 7/1/22 to 3/31/24 Amount: \$272,236
IL Department of Human Services	Certified Recovery Support Specialist Success Grant Program	\$115,228	\$ -	Cheryl Mejta CHHS/Addiction Studies and Behavioral Health	Period: 7/1/22 to 6/30/24 Amount: \$1,528,132
IL Board of Higher Education	Mental Health Early Action on Campus Act Grant	\$40,595	\$ -	Mushtaq Choudhary/Dean of Students	Period: 7/1/22 to 6/30/23 Amount: \$112,362 Period: 7/1/23 to 6/30/24 Amount: \$162,379

Others:

Provider Name	Type of Contract	Income 12.31.23	Income 12.31.22
Clearwire Spectrum Holdings	Broadband Lease of Excess Channels	\$134,080	\$107,264
Various Clients - Extended Learning	Training programs for professional development/ continuing professional education to individuals, school districts, and employees of certain private organizations	\$129,385	\$310,244

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

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

**University Contributions to University-Related Organization
 For the Period Ended December 31, 2023
 (With Comparative Information For the Period Ended December 31, 2022)**

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

The Foundation has an ongoing contract with the University, which includes provisions requiring the Foundation to comply with Section VI of the “University Guidelines 1982 (as amended 2023)” as adopted by the State of Illinois Legislative Audit Commission. The contract requires the University to provide the Foundation with personnel and operational services at no cost. The estimated value of these services, which includes all direct payroll expenses and fringe benefits, for the comparative period ended December 31, 2023 and 2022 is as follows:

December 31, 2023 (Unaudited)	December 31, 2022 (Unaudited)
\$ 212,920	\$ 197,666

**Contributions to the University of \$25K or more
 For the Period Ended December 31, 2023
 (With Comparative Information For the Period Ended December 31, 2022)**

The Foundation provided the University with the following support for the comparative period ended December 31, 2023 and 2022:

	December 31, 2023 (Unaudited)	December 31, 2022 (Unaudited)
Support given to University departments	\$ 539,403	\$ 470,122
Support given for scholarships	244,013	198,002
Total	\$ 783,416	\$ 668,124

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

INFORMATION ITEM

Procurement Activities of \$100,000 to \$249,999 for the Period of October 1, 2023 through December 31, 2023

There are no activities to report for this time period.

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

GSU Operating Budget to Actual

FY2024

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 FY2024 tuition revenue resulting as budgeted. Appropriation monies from the Illinois Office of the Comptroller are fully vouchered and received timely.

FY2024 expenditures are primarily on target compared to the original expense budget with a slight overage due to inflation on goods and service obligations and fringe benefits tied to salaries. We anticipate an overall balanced budget to actual.

**Governors State University
Budget to Actual by Major Category
As of December 31, 2023 (Unaudited)**

Category Name	FY2023 Actual	FY2024 Operating Budget	FY2024 Actuals (Unaudited)*	FY2024 Projected Actual	FY2024 Projected Ending Balances (Budget- Actual)
Revenues:					
Income Fund	\$32,954,359	\$34,441,900	\$16,050,791	\$34,441,900	\$0
Appropriation	24,353,300	26,058,100	19,173,429	26,058,100	0
Total Revenues	\$57,307,659	\$60,500,000	\$35,224,220	\$60,500,000	\$0
Expenses:					
Personnel Services	\$48,342,465	\$50,844,668	\$25,244,041	\$50,829,880	\$14,788
Fringe Benefits	1,621,788	1,483,326	799,255	1,591,905	(108,579)
Contractual	7,687,001	6,551,592	4,428,563	6,558,496	(6,904)
Commodities	701,747	729,120	224,335	677,193	51,927
Permanent Improvement	57,762	0	0	0	0
Travel	272,639	362,673	96,288	317,299	45,374
Equipment	313,195	305,705	124,766	291,371	14,334
Telecom	230,716	185,541	77,934	181,607	3,934
Auto Operations	60,789	37,375	6,255	52,249	(14,874)
Awards	48,871	0	0	0	0
Reserve**	0	0	0	0	0
Total Expenses:	\$59,336,973	\$60,500,000	\$31,001,437	\$60,500,000	\$0
Surplus (Deficit)	(\$2,029,314)	\$0	\$4,222,783	\$0	\$0

Notes: ** Historical Years Surplus adequate funds to support BOT Reserve requirement for FY2024.



GOVERNORS STATE UNIVERSITY

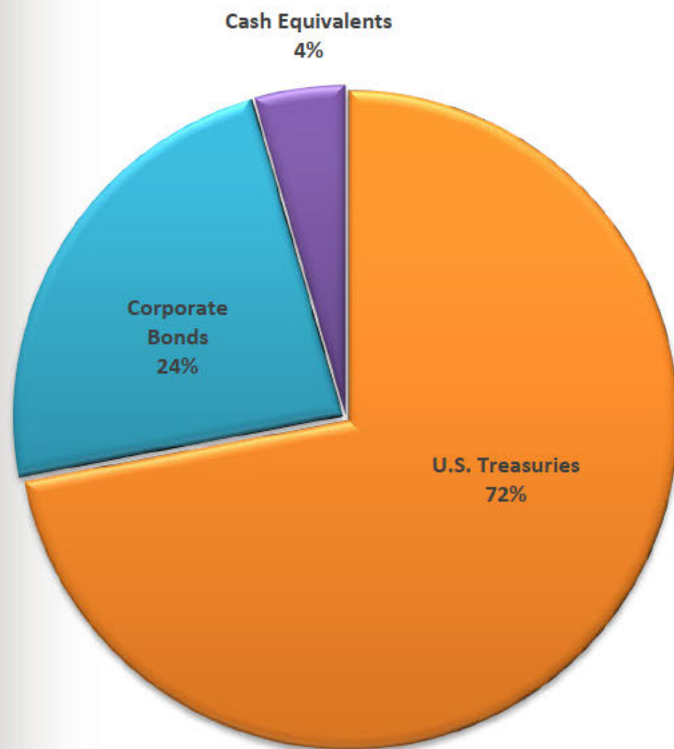
INVESTMENT REPORT DECEMBER 31, 2023

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, 2023



	Market Value	%
Fixed Income: U.S. Treasuries	\$ 30,107,656	72%
Fixed Income: Corporate Bonds	9,830,490	24%
Cash Equivalents	1,859,597	4%
Total Investments, December 31, 2023	\$41,797,743	100%

Note: Amounts shown above were obtained from the December 31, 2023 investment report provided by Old National Bank.

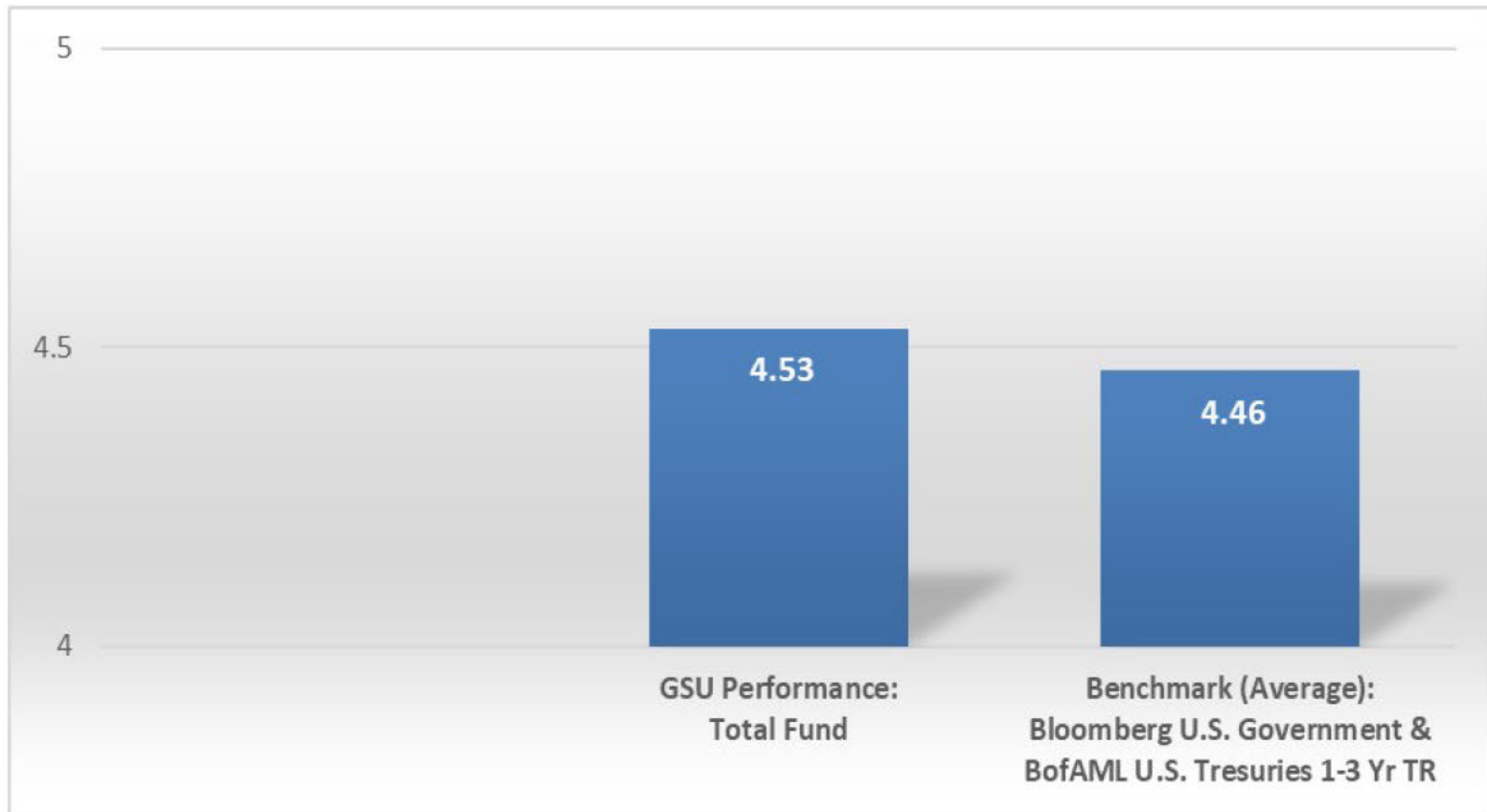
Governors State University - Investment Summary as of December 31, 2023

Initial Amount Invested - December 1, 2022 Inception Date	\$ 35,000,000
Additional Investments - June 2023	5,000,000
Net Earnings (net of Investment Fee)	1,797,743
Ending Market Value, December 31, 2023	\$ 41,797,743

Total net investment earnings is at about \$1.8 million since inception (13 months, from 12/1/22 to 12/31/23).

Note: Amounts shown above were obtained from the December 31, 2023 investment report provided by Old National Bank.

University's Investment Portfolio is Outperforming the Benchmark as of December 31, 2023



Note: Amounts shown above were obtained from the December 31, 2023 investment report provided by Old National Bank.

Programs Under Review – Three-Year Cycle 2023-2024
Dr. Beverly Schneller

Program Review Cycle 2023-2024:

1. Business and Applied Science, BA
2. Communication Disorders, BHS
3. Communication Disorders, MHS
4. Counselor Education and Supervision, PhD.
5. Criminal Justice, BA
6. Early Childhood Education, MA (this includes their certificates)
7. English, BA (this includes the Teacher Education concentration and the certificate)
8. English, MA
9. Health Administration, BHA
10. Manufacturing Management, BA
11. Multicategorical Special Education, MA
12. Nursing, BSN
13. Nursing, MSN
14. Social Sciences with Teacher Education, BA – for their first 3-year review

TAB 4

EXECUTIVE SUMMARY**regarding****Resolution 24-13****Approval of Collective Bargaining Agreement with****Metropolitan Alliance of Police, Chapter 717****I. Action Item**

Authorize approval of a certain collective bargaining agreement by and between the Board of Trustees of Governors State University (“GSU” or the “University”) and the Metropolitan Alliance of Police, Chapter 717 (“MAP”), a labor union representing University Police Officers, Police Sergeants, and Police Telecommunicators, which is attached to proposed Resolution 24-13 as Exhibit A.

II. Background

MAP represents University Police Officers, Police Sergeants, and Police Telecommunicators. MAP’s last collective bargaining agreement with the University expired as of June 30, 2021. The parties began negotiating a new collective bargaining agreement in May 2023, and negotiated with the assistance of a federally-appointed mediator since December 2023. On the afternoon of December 11, 2023, the parties reached tentative agreement on all issues, including wages, for a three-year contract effective July 1, 2022. The tentative agreement is scheduled to be ratified by MAP during the week of January 29, 2024.

Besides wages, the parties negotiated and reached agreement over 10 additional issues regarding working conditions, the majority of which were memorialized by tentative agreement. Those tentative agreements are summarized below:

- Language surrounding the retention of employee discipline files was changed to reflect the employer “retention” of five (5) years versus “destroyed” after five (5) years;
- Language was changed in “Grievance Procedures” to add “business” days versus ten (10) days (not defined);

- Language in “Limits” was updated from “Council” to “Union”;
- Language in “Arbitration” was modified to define the selection of an arbitrator who is registered with the American Arbitration Association (“AAA”);
- Language in “Hours/Schedules” was updated to change temporary schedule changes from fourteen (14) days to seven (7) days for advance notice of schedule changes unless exigent circumstances exist;
- Language in overtime was changed for employees required to work on their second scheduled day off within the workweek to be paid at two (2) times the hourly rate versus the previous three (3) times;
- A new section (Article 13, Section 6) was added to include language that “Non-bargaining unit supervisory personnel shall not perform bargaining work unless exigent circumstances exist. But in no event shall they harm a bargaining unit member’s working condition.”
- In addition to the foregoing provisions, the provisions regarding wages were adjusted such that all currently employed MAP bargaining unit members will receive base wages increases as follows, effective July 1 of the fiscal year (FY):
 - FY 2023 – 6% increase to base salary retroactive to July 1, 2022;
 - FY 2024 – 3.5% increase to base salary
 - FY 2025 – 3.5% increase to base salary

Moreover, the salary for employees assigned the positions of “Investigations” (Article 16, Section 11) and Lead Agency Coordinator (Article 16, Section 12) shall receive a \$3,000 additional premium stipend. Stipends are not retroactive.

III. Proposed Resolution

Pursuant to Board Regulation II(A)(b)(iii), the Board must approve any final collective bargaining agreement in order for it to become effective. The Board has authority to enter into contracts pursuant to the Illinois Governors State University Act, 110 ILCS 670/15-40. Proposed Resolution 24-13 has been submitted herewith.

IV. Resource/Contact

Please contact Joshua R. Allen, MPS, SHRM-SCP, Vice President, Chief Human Resources Officer, for additional information or with questions. Mr. Allen may be reached at jallen10@govst.edu or 708.235.7169 (office) or 708.510.4679 (cell).

Resolution No. 24-13***Approval of Collective Bargaining
Agreement with Metropolitan Alliance
of Police, Chapter #717***

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, The University’s Police Officers, Police Sergeants, and Police Telecommunicators are organized and represented by Metropolitan Alliance of Police, Chapter #717 (“MAP”), a labor union;

WHEREAS, The University and MAP reached a collective bargaining agreement covering the time period of July 1, 2022 through and including June 30, 2025;

WHEREAS, The University and MAP have been in earnest negotiations over a new collective bargaining agreement since May 2023 and with the assistance of a federally-appointed mediator since December 2023;

WHEREAS, On the afternoon of December 11, 2023, the University and MAP reached a tentative agreement to resolve all outstanding issues and form a new collective bargaining agreement effective as of July 1, 2022;

WHEREAS, MAP's membership has ratified the proposed collective bargaining agreement attached hereto as Exhibit A (the "Collective Bargaining Agreement");

WHEREAS, President Green recommends ratification of the Collective Bargaining Agreement; and

WHEREAS, The Board believes the Collective Bargaining Agreement has been reached in arms' length negotiations and is in the best interests of the University.

Now, therefore, it is:

Resolved, that the Board approves the Collective Bargaining Agreement.

Resolved, that the Board directs the Chair and President to execute the Collective Bargaining Agreement on behalf of the University.

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

Approved February 26, 2024

Kevin Brookins
Chair *Pro Tem*

James Kvedaras
Secretary

COLLECTIVE BARGAINING AGREEMENT BETWEEN

**THE BOARD OF TRUSTEES FOR
GOVERNORS STATE UNIVERSITY**

AND

METROPOLITAN ALLIANCE OF POLICE, CHAPTER #717

July 1, 2022 through June 30, 2025

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ARTICLE 1
PREAMBLE

THIS AGREEMENT made and entered into by and between the Board of Trustees for Governors State University (hereinafter referred to as the "Employer" or the "Board") and the METROPOLITAN ALLIANCE OF POLICE, CHAPTER (hereinafter referred to as the "Union"):

WITNESSETH:

WHEREAS, a majority of all status University Civil Service employees in the classification of:

Police Officer
Police Sergeant
Police Telecommunicator

have duly designated the Union as their exclusive representative, for the purpose of collective bargaining in respect to wages, hours of employment, and other conditions of employment; and

WHEREAS the Employer, on the basis of such determination, agrees to recognize the Union in the manner and for the purpose herein described; and

WHEREAS by such recognition and collective bargaining, the parties hereto intend to establish and promote mutual harmonious understanding and cooperative relationships within the Police Department; and

WHEREAS it is recognized that the equitable resolution of differences and issues which may arise from time to time must inevitably promote high standards of moral and inter-departmental efficiency and effectiveness;

NOW, THEREFORE, in consideration of the mutual covenants and agreements herein contained, the parties do mutually covenant and agree as follows:

ARTICLE 2
UNION RECOGNITION AND MEMBERSHIP

Section 1.

In accordance with Public Act 83-1014 the Employer recognizes the Union as the exclusive collective bargaining agent in matters pertaining to wages, hours, and working conditions as expressly contained herein, except those that may be specifically provided for and/or controlled by the State Universities Civil Service System and the Illinois Compiled Statutes, for all University Civil Service employees in the classifications Police Officer, Sergeant, and Police Telecommunicator.

Section 2.

The Employer and the Union agree that there shall be no discrimination against or coercion by the Employer and Union against employees regarding Union membership, that Union

membership is entirely a matter of the employees' free choice and determination. The Union further agrees that it will not deny membership to any employee.

The Employer agrees that there will be no discrimination against representatives or officers of the Union engaged in the negotiation of agreements, the adjustment of grievances or the performance of relative work in the interest of the Union and its members subject to limitations that may be specified elsewhere in this agreement.

Section 3.

The Union agrees that it will not conduct Union business during scheduled work hours except in regard to those matters expressly provided in this agreement in reference to grievances, negotiations, or other meetings on matters mutually agreed to.

Section 4.

The Employer agrees to notify all new employees in the Classification covered by this agreement that the Union is the exclusive bargaining agent.

Section 5.

A Union official or designated unit employee representative, with permission of his/her immediate supervisor may leave his/her assigned work for a reasonable period of time to investigate an alleged grievance. The Union representative shall be in a non-pay status while so occupied if proper permission to absent himself/herself from work has not been first obtained.

Section 6.

With supervisory permission, which shall not be unreasonably withheld, and only for unusual job demands, employees will be permitted time off with pay during their respective working hours subject to the following limitations:

- (a) the University agrees to pay not more than two (2) employees designated by the Union and acting as members of the Union negotiating team, their straight time hourly rate for time spent in attendance at negotiating meetings and,
- (b) in no event shall such pay exceed eight (8) hours per employee for each day spent in negotiations.

Section 7.

Union officials may visit the campus and meet with employees covered under this agreement to discuss Union matters provided:

- (a) that such meetings not be held during employees' work hours; and
- (b) that the Union official first advises the Director of Human Resources of his intended visit and receives approval.

Section 8. File Inspection

The Employer's personnel files and disciplinary history files relating to any officer shall be open and available for inspection by the affected officer during regular business hours. Such inspection shall be in accordance with existing Governors State University policy.

Section 9. Use and Destruction of File Material

Disciplinary investigation files will be retained by the Employer after the date of the incident or the date upon which the violation is discovered. The Complaint case files normally will be retained five years after the date of the final court adjudication, unless a pattern of sustained infractions exists.

Any information of an adverse employment nature which may be contained in any unfounded, exonerated or otherwise not sustained file, shall not be used against the officer in any future proceedings.

Any record of summary punishment other than suspension may be used for a period of time not to exceed nine (9) months and shall thereafter not be used to support or as evidence of adverse employment action.

All records of disciplinary action shall be retained consistent with the requirements of 50 ILCS 205/25.

Section 10. Part-Time Employees

The Employer may utilize the services of part-time Employees to perform bargaining unit work in accordance with 65 ILCS 5/3.1-30-21.

Use of part-time employees will not result in any layoffs or reduction of the normal work hours or overtime hours worked by bargaining unit members. Use of part-time employees will not result in a reduction of bargaining unit members.

ARTICLE 3 MANAGEMENT RIGHTS

Section 1.

The Board retains and reserves to itself, solely and exclusively, all its inherent rights, functions, duties and responsibilities, whether exercised or not, with the unqualified and unrestricted right to determine the manner in which the operations of the universities subject to its jurisdiction will be conducted except where those rights may be clearly, expressly, and specifically limited in this agreement, or except as limited by law or regulations. It is expressly recognized, merely by way of illustration and not by way of limitation, that such rights, functions, duties, and responsibilities which are solely and exclusively the responsibility of the Board include, but are not limited to (1) full and exclusive control of the operation, management, control and maintenance of the Board universities; (2) the right to determine the methods, processes, means and personnel by which any and all operations will be conducted; (3) the right to determine the composition, assignment, direction, size and type of academic and non-academic workforces at each university;

(4) the right to determine the work to be done and the standards to be met by university employees; (5) the right to discontinue, change, or introduce new services, operations, methods, processes, means or facilities and the right to determine whether and to what extent work shall be performed by university employees; (6) the right to hire, promote, transfer, assign, layoff, release, or retain university employees and to demote or take disciplinary action against university employees for cause; (7) the right to establish and change work schedules and set hours of work for university employees and otherwise to maintain orderly, effective, and efficient operations.

The Union recognizes the rights of the Employer to manage its operations and to plan, direct, and control the policies and conditions of employment of its employees insofar as such policies and conditions of employment are not inconsistent with the expressed provisions of this collective agreement.

Section 2.

Nothing contained in this agreement shall be construed to prevent the Union or the Employer and their respective employees or representatives from meeting with any third party to hear views on any matter. However, the express terms and conditions of this agreement shall not be changed as a result of such meetings.

ARTICLE 4 **LABOR-MANAGEMENT CONFERENCES**

Section 1.

The Union and the Employer mutually agree that in the interest of efficient management and harmonious employee relations, it is desirable that conferences be held between Union representatives and responsible administrative representatives of the Employer. Any such labor-management conference will be convened following the submission of a written request to include a written agenda from either party to the other at least seven days in advance of the desired conference date. Requests from the Union shall be submitted directly to the Director of Human Resources. The dates for such meetings and their location shall be mutually agreed to before being held, and the purpose of any such meeting shall be limited to:

- (a) Discussion on the implementation and general administration of this agreement.
- (b) A sharing of general information of interest to the parties.
- (c) Notifying the Union of changes in non-bargaining conditions of employment contemplated by the Employer which may affect employees.
- (d) Safety issues.

Section 2.

It is expressly understood and agreed that such conferences shall be exclusive of the grievance procedure. Grievances being processed under the grievance procedure shall not be considered at "labor-management conferences" nor shall negotiations for the purpose of altering any or all of the terms of this agreement be carried on at such conferences.

Section 3.

When absence from work is required to attend "labor-management conferences", Union members shall, before leaving their workstation, give reasonable notice to and receive approval from, their supervisor in order to remain in pay status. Supervisors shall approve the absence except in emergency situations. Attendance by unit members at labor-management conferences shall be limited to: (a) on duty unit employees provided that the number of employees remaining at the duty station(s) would not be reduced to less than two (2); (b) off duty personnel, but in such numbers that when combined with those, if any, attending under (a) above, the total would not exceed three (3). Employee travel expenses associated with "labor-management conferences" shall be the responsibility of the employee.

ARTICLE 5 **GRIEVANCE**

Section 1. Introduction

It is the intent of the parties to this agreement to use their individual and collective best efforts to promote and encourage the informal and prompt adjustment of any complaint which may arise between the Union or any member covered under this agreement and the Employer. Therefore, the parties agree that they shall use the procedures set forth in this Article for the resolution, strictly pursuant to the terms of this agreement, of all alleged violations to the terms or provisions of this agreement. The Union waives its right, if any, and the rights, if any, of all those whom it represents, to use any other procedure as a means to the resolution of any grievance. Should the Union or the employee initiate proceedings in any other forum in respect to any matter that is or may become the subject of a grievance as hereinafter defined it shall immediately waive its right to file or pursue a grievance on these matters. Representatives of the Union shall not solicit complaints or grievances. Except that grievances related to alleged discrimination in violation of Statute shall not be subject to the above waiver in the event the employee initiates such a complaint through the appropriate statutory process.

Section 2. Definitions

For purposes of this grievance procedure, the following definitions shall be applicable.

Grievant shall mean any employee covered under this agreement or the Union on behalf of all employees in the unit, who, pursuant to the terms of this agreement, seeks resolution for a grievance.

Grievance is an allegation placed in writing by the grievant that any express provision or term of this agreement has been violated by the Employer. The written grievance shall contain specific details including the Article and Section alleged to be violated and the remedy sought, names of involved persons, date, time, and place and signature of the grievant.

Day shall mean a working day, Monday through Friday, exclusive of any Employer approved holiday.

Section 3.

With supervisory permission, which shall not be unreasonably withheld and only for unusual job demands, employees will be permitted reasonable time off with pay during their respective working hours to process and/ or investigate grievances.

Section 4. Informal Complaint Procedure

An employee having a misunderstanding or who wishes to offer a complaint regarding employment may consult with their immediate supervisor. The supervisor may consider and attempt to resolve or adjust such issues.

Section 5. Grievance Procedure

Step 1 A grievance must be filed in writing, on an agreed upon form, within ten (10) business days following or within ten (10) business days of the date the grievant reasonably should have been aware of the occurrence giving rise to the complaint with the department head. The department head shall first review the grievance and then personally discuss the issue with the grievant within five (5) business days of receipt of the grievance. Every effort shall be first made to conciliate the matter. Should conciliatory efforts not resolve the matter, the department head shall render a decision regarding settlement or denial of the grievance and shall forward that decision in writing to the grievant within ten (10) business days following completion of the required discussion. The grievant retains the right to have a Union representative present at any discussion between the grievant and the department head.

Step 2 Should the grievance not be resolved in Step 1 to the mutual satisfaction of the parties, the grievant shall submit the grievance, in writing, to the Director of Human Resources within five (5) business days following receipt of the department head's response. The Director of Human Resources shall first review and investigate the grievance and the history of actions taken in Step 1, and then personally discuss the issue with the grievant and the Union representative within ten (10 business) days of receipt of the grievance.

Every effort shall be first made to conciliate the matter. Should such conciliatory efforts not resolve the matter, the Director of Human Resources shall render a decision regarding the settlement or denial of the grievance and shall forward that decision in writing to the grievant within seven (7) days following completion of the required discussion. Should the Union not agree with the decision rendered herein, or reach a settlement on the issues presented, it may proceed to Arbitration by submitting the grievance to the Director of Human Resources within 10 days following receipt of the answer.

Section 6. Limits

Failure to respond by the Employer's representative at any step does not find in favor of the grievant, but automatically allows for the advancement of the grievance to the next step of the grievance procedure. Should the grievant at any step fail to timely file a grievance or fail to provide sufficient information on which the Employer may reasonably act, the Employer shall be permitted to unconditionally deny the grievance and request for remedy. The time limits at any step may be extended by mutual agreement provided it is reduced to writing and signed by the Union or a Union representative and the Director of Human Resources. Such requests shall be submitted by the requesting party to the other within the prescribed time limits at any step.

ARTICLE 6 **ARBITRATION**

Section 1.

Should any difference arise between the parties regarding the application of any of the express provisions of this agreement or any violation of any provision of this agreement, which cannot be first adjusted or resolved in the grievance procedure the difference may then be submitted by the Union to an arbitrator. Only grievances which affect the entire unit covered by this agreement and made on behalf of them by the Union or any individual employee whose grievance is not resolved under the grievance procedure shall be considered for settlement under this Article.

Section 2. Selection

The Employer and the Union agree that the arbitrator shall be selected in the following manner:

- (a) The Grievant shall jointly request from the Federal Mediation and Conciliation Service a list consisting of seven (7) names registered with either the American Arbitration Association ("AAA") or the National Academy arbitrators. Prior to striking from the panel the parties shall attempt to mutually agree upon a neutral arbitrator. In the event the parties are unable to mutually agree upon an arbitrator within ten (10) working days of receipt of the panel they shall follow the selection process as outlined in section (b).
- (b) The selection process requires that each party beginning with the Employer, to alternately strike one (1) name off the list until only one name remains, who shall then be appointed to arbitrate the matter. Failure of the selected arbitrator to accept or undertake the case shall result in the two parties repeating the process as defined in this section.
- (c) The arbitrator shall commence the arbitration proceedings on a date, time, and place agreed to by the arbitrator, Union, and the Employer, but in no event shall it be delayed beyond sixty (60) days following acceptance of the case by the arbitrator.
- (d) A final written decision shall be submitted by the arbitrator to the parties no later than thirty (30) calendar days following the conclusion of the hearing.

Section 3. Authority

The arbitrator shall limit his review to the specific issues submitted for arbitration and shall have no right or authority to change this agreement. The arbitrator shall not have the power to, in whole or in part, amend, modify, delete, add to, or disregard any of the express provisions or terms of this agreement. The arbitrator shall interpret this agreement in accordance with the reserved rights theory of labor contracts whereby all rights, policies, regulations, and practices of the Employer, whether exercised or not, and not specifically limited or prohibited by this agreement are reserved.

A decision reached by the arbitrator shall be consistent with the provisions of this agreement and shall be accepted by the Union and the Employer as a final settlement of the difference existing between the parties.

Section 4. Expenses

- (a) Each party shall bear its respective expenses incident to the procession of an arbitration which shall include one-half of the expenses and fees incident to the services of the arbitrator.
- (b) The cost of a certified reporter and transcript fees shall be borne by the hiring party except when both parties are to receive copies of transcripts, then the total cost of the reporter and all transcripts shall also be equally shared.

ARTICLE 7 **BENEFITS**

Section 1.

Employee benefits (e.g., leaves of absence, retirement disability, sick leave, holidays, vacation, personal leave, and retirement) provided for employees covered under the terms of this agreement shall be strictly pursuant to those specifically approved and published by the Board of Trustees in its Manual of Regulations, governing civil service employees, as amended from time to time, a copy of which shall be provided to the Union. Benefits under the control of the Employer will not be diminished during the life of this agreement, and improvements in such benefits will be made applicable to employees covered by this agreement on the same date that such improvements are made applicable to other employees of the Employer.

Section 2.

In the event of death in his/her immediate family, an employee shall be entitled to three (3) regularly scheduled workdays off within a period of five (5) consecutive workdays commencing from the date of occurrence. During such leave the employee shall be paid his/her base hourly rate. Bereavement Leave shall be taken in no less than one-half day increments.

The employee's immediate family shall be defined as spouse, child, stepchild, mother, father, stepmother, stepfather, brother, sister, grandmother, grandfather, and grandchildren, mother-in-law, father-in-law, daughter-in-law, son-in-law, brother-in-law, sister-in-law, aunt, uncle, niece or nephew, first cousin, or a member of the immediate household.

Section 3.

In the event, 30 ILCS 105/14A of the Illinois Compiled Statutes (Sick Leave Pay Out) is amended or repealed, the parties agree that the Board of Trustees Benefits Regulations for civil service employees regarding sick leave pay out as it applies to employees in this unit shall be automatically amended or repealed consistent with that action.

ARTICLE 8 **NON-DISCRIMINATION**

Section 1.

The Employer shall not discriminate against employees, and employment related decisions will be based on qualifications and predicted performance in a given position without regard to race, color, sex, religion, disability, marital status, sexual preference, parental status or national origin of the employee, nor shall the Employer discriminate against employees as a result of membership of the Union.

Section 2.

All reference to "employees" in this agreement shall be deemed to include both sexes and whenever the male gender is used it shall be construed to fully include both male and female employees.

Section 3.

The Employer shall not discriminate against, interfere with, restrain or coerce employees because of their lawful activities on behalf of the Union.

Section 4.

The Union shall not prohibit, restrain, coerce or take punitive action against any employee in the exercise of any rights granted by this agreement.

Section 5.

Pursuant to all the terms and conditions contained in this agreement, the Union agrees to represent equally all employees covered by this agreement.

Section 6.

Disputes under this Article shall not be eligible for resolution through grievance arbitration, but may be adjudicated in the appropriate administrative agency or court.

ARTICLE 9

HOURS/SCHEDULES

Section 1.

The calendar payroll week shall begin at 12:00 a.m. each Sunday and end at 11:59 p.m. the following Saturday with each day having three eight-hour shifts.

Section 2.

- (a) The individual basic workweek shall consist of five consecutive workdays of eight hours per day for a total of 40 work hours per week. Exceptions to the standard shift assignment or consecutive five workday schedule may be made by the Department Director for officers placed on special assignments and/or for other officers as emergency situations may dictate.

The Department may implement on a temporary or permanent basis a four-day workweek schedule for employees in the bargaining unit subject to the operational needs of the University and Department of Public Safety. If such a four-day schedule is implemented, the overtime provisions of this agreement relative to payment shall be amended to reflect the number of work hours during a day.

- (b) Each eight hour shift shall allow for and include a paid one-half (1/2) hour lunch period which shall be granted at the discretion of the OIC at a convenient time; however, all officers while at lunch shall remain on-call and subject to performing any and all duties as the situation may require.
- (c) The Employer shall devise and post schedules for the bargaining unit employees consistent with the operating needs of the Employer and the terms of this agreement. The employees shall bid twice each year by classification and seniority for selection of shifts. Such bidding shall take place in May and November of each year and be completed by the first day of the following month. Schedules shall be posted for bidding prior to the first day of each month. Bidding will take place no sooner than three (3) days after shift posting. Bids may be submitted in writing or electronically. Each employee shall complete a bid no later than twenty-four (24) hours following the posting of the prior employee's schedule selection. The bids will be effective on January 1 and July 1 of each year.

Section 3.

Should an employee covered by this agreement be required to work before his regularly scheduled work shift in a workday, he shall be permitted to continue working his normal work shift in that day.

Section 4.

Temporary schedule changes may be made by the employer when required to meet the operational needs of the employer. The employee shall receive seven (7) days advance notice of such schedule changes, unless exigent circumstances exist. Employees shall be allowed to trade

shifts within the same pay period upon written request signed by both employees. Such trades shall not incur overtime liability for the employer. Each employee can make a trade shift no more than once a month with supervisor's approval.

Section 5.

Because the Department of Public Safety provides services essential to the operation of the University, employees are required to appear for their normally scheduled shift during emergency closings of the University and shall be compensated at the rate of double their regular hourly rate for all hours of work during such emergency closings. Employees who do not appear for their regularly scheduled shift during emergency closing shall receive no compensation for their absence unless such absence is requested and approved pursuant to provisions contained in the Board of Trustees manual of Regulations.

Section 6.

Employees may be assigned to any shifts with reasonable advance notice during their probationary period as part of the department training program and for a period of time not to exceed the next scheduled bid meeting after completion of the state prescribed Basic Police Minimum Standards Course.

ARTICLE 10 STRIKES - LOCKOUTS

Section 1.

During the life of this agreement or any extension thereof, the Union or any of its officers, agents, or representatives shall not directly or indirectly instigate, promote, cause, participate in or recognize nor authorize employees to instigate, promote, cause, participate in or recognize any strike, job action, work stoppage, slowdown, interruption of work, picket line, secondary boycott, or other interference of any kind with operations. The Union shall fully support the Employer in maintaining operations. The Union acknowledges the Employer has the right to seek injunctive relief in the event the Employer feels the Union has violated this Article.

In the event an employee is in violation of this Article, his/her fringe benefits as outlined elsewhere in this agreement shall be suspended during the course of the strike or work stoppage, and the employee shall not be entitled to any accrual thereof during the period of any such strike or work stoppage.

Section 2.

Employees shall not instigate, promote, cause, participate in or recognize any strike, job action, work stoppage, interruption of work, pick line, secondary boycott, or other interference of any kind with operations by the Union or by any of its officers, agents, representatives, members, or by any other person or persons whomever with or without the authority or support of the Union during the life of this agreement. Any employee who is absent from work without permission, or who refrains wholly or in part from the full performance of his/her duties in a normal manner without permission, on the date or dates that a strike or other work stoppage as defined in Section 1 above occurs, may be presumed to have engaged in such strike or work stoppage on such date

or dates and shall be placed in a non-pay status for such days. Any employee who violates this Article shall be subject to disciplinary action including discharge and such action may not be raised as a grievance or be subject to any review procedure under this agreement except as to a dispute involving an individual's involvement in activity prohibited by this Article.

Section 3.

Furthermore, in the event that an employee represented by the Union violates this Article, the Union shall immediately use its best efforts to terminate the continuance of such violation and to restore conditions to the status in which they existed prior to the violation and the Union in so using its best efforts, shall include the posting of notices in conspicuous places where employees are most likely to see them, which notices shall express the disapproval of the Union as to the violation, and which further shall direct those employees represented by the Union in a course of action designed to terminate the violation and to restore conditions to the status in which they existed prior to the violation.

Section 4.

All employees who hold a position of officer, or other position of authority and trust in the Union, occupy a position of special trust and responsibility in maintaining and bringing about compliance with this provision, including the responsibility to remain at work during any interruption which may be initiated by other police officers and to encourage the police officers violating this paragraph to return to work.

Section 5.

There shall be no lockout by the Employer during the life of this agreement. The exercise of management's right shall not, when those rights are exercised in accordance with Article III, constitute a lockout.

Section 6.

The Employer will not use employees covered by this agreement to perform work of employees represented by another Union as substitutes in the event of a labor dispute.

ARTICLE 11 **OVERTIME**

Section 1.

Overtime shall be paid at the rate of 1 1/2 times the basic hourly rate whenever an employee covered by this Agreement works in excess of eight (8) hours in a day or forty (40) hours in a workweek, except as provided in Section 2 and Section 10 herein.

Section 2.

Employees required to work on their second scheduled day off within the workweek shall be paid at two (2) times their hourly rate.

Section 3.

If an employee is called back to work after the employee's scheduled workday, he shall receive a minimum of four (4) hours pay at the applicable rate of pay.

Section 4.

If an employee is called to work on a regularly scheduled day off, he shall receive a minimum of four (4) hours of pay at the applicable overtime rate of pay.

Section 5.

Officers required to attend court outside their regularly scheduled work hours shall be compensated at the overtime rate with a minimum of two hours, except:

- (a) while the officer is on paid medical leave, or
- (b) if the officer is compensated for such time by a secondary employer.

Officers required to attend authorized court to authorized pre-trial conference within one hour immediately preceding their normal tour of duty will be compensated at the overtime rate for one hour.

Officers required to attend authorized court or authorized pre-trial conference commencing during their tour of duty and extending beyond the normal end of the tour of duty will be compensated at the overtime rate on the basis of completed fifteen (15) minute segments. This overtime will be computed from the end of the normal tour of duty to the sign-out time at court or at conclusion of the pre-trial conference.

Court appearances during off duty hours will be credited at the rate of time and one-half with a minimum of two hours when the actual time spent in court is two hours or less. When the actual time spent in court exceeds two hours, overtime will be computed on the basis of completed fifteen (15) minute segments. Appearances at more than one court on the same day will be computed at the rate of time and one-half in the following manner:

- (a) When the time between court appearances exceeds two hours (sign-out time from the first court to sign-in time at the next court), a minimum of two hours will be credited for each court appearance.
- (b) When the time between court appearances is two hours or less, overtime will be computed on the basis of completed fifteen (15) minute segments for the total time between sign-in at first court and sign-out time at the last court. A minimum of two hours will be credited when this total time is two hours or less.

Section 6.

Overtime shall be distributed as equally and impartially as possible. It is mutually desirable and hereby agreed that all overtime be handled in accordance with the following overtime policy procedure. It is understood that no employee is obligated to work overtime unless such is deemed

an emergency overtime situation. Emergency overtime is a situation requiring the need for additional police officers at a time when the on-duty police officers cannot provide sufficient protective services for unanticipated circumstances.

A rotary card file box system will be used for overtime assignment when adequate notice of two (2) hours is given by the non-reporting officer. Upon receiving such notice, the OIC will use the overtime card file to determine the call up for offering overtime. There shall be only one rotary card file box system utilized and it shall be housed in the radio communication center. For telecommunicators, before going to the rotary card file box, overtime shall be first offered, in rotating seniority order, to all telecommunicators. If the overtime is not accepted, then the rotary card box system shall be used.

In using the file box, the OIC or designee will begin the calling process by using the first card. As a person is called, the OIC will note on the card, the date, time of call, amount of anticipated overtime, the proper code letter and his/her initials. The code letters to be used are: A-accepted; R-refused; U-unavailable to contact; I-ineligible.

Cards marked "A" or "R" shall then be moved to the last card in the box. Cards marked "U" or "I" shall not be moved and shall remain in their original position in the box.

In the event of inadequate prior notice (less than two hours before shift starting time) the OIC shall make short-notice overtime assignments. The overtime will then be offered to available on-duty shift officers without the use of the overtime card file box, and without charging acceptances or refusals. If no on-duty shift officer wishes to work the overtime, then the card file will be utilized.

Any long-range overtime availability will be also incorporated into the overtime card file and the above procedures followed.

When overtime availability is posted, selected and assigned, any officer who has been selected for the specific posted overtime, and who subsequently cancels his/her acceptance of the assignment less than forty-eight (48) hours prior to it, she/he shall have her/his card placed to the back of the overtime box, and shall not be eligible for subsequent overtime postings for a period of five (5) workdays from the date of the posted overtime.

Section 7.

In case of a scheduled event where it is known at least 7 days in advance that employees will be needed to work an overtime assignment, such employees will be notified at least seven (7) days before the time of the scheduled event. Employees scheduled to work the overtime assignment are required to give notice of acceptance or refusal within 24 hours after receiving notice of the overtime assignment.

Section 8.

Overtime charts will be maintained by the Employer and overtime will be posted weekly by hours paid and accumulated on an annual basis. A new overtime chart will be established with overtime equalization carried over year to year.

Section 9.

An employee who accepts an overtime assignment shall make every effort to give sufficient notice of at least two hours if the employee is unable to fulfill the commitment except in the case of extreme emergency. An employee who does not fulfill an overtime commitment shall be credited with the hours which would have been credited had he worked.

Section 10.

- (a) In the event that an employee is required to work on any of the Boards designated holidays or holidays as assigned by the President, they shall be paid two (2) times their regular rate of pay for hours worked in addition to regular holiday pay compensation.
- (b) Employees scheduled to work on a designated holiday and who fail to work due to any illness, shall forfeit regular holiday pay compensation.

Section 11.

Compensatory time shall be defined as time off from work given to employees in lieu of overtime payment. Arrangements for use of accumulated compensatory time shall be subject to the operational needs of the employer and must be consistent with the following:

The balance of accrued compensatory time shall not exceed one hundred and twenty (120) hours. The rate of time off from work shall be computed on the basis of "time and one-half" for each overtime hour worked except that overtime hours worked Sunday or on any approved Board holiday shall be computed on the basis of double time for each overtime hour worked except as set forth in (b) below.

- (a) In the interest of coordinating meetings designed to implement and enhance departmental efficiencies, organization, and/or morale, the Chief maintains the right to convene mandatory meetings or regular meetings at any time he believes such meetings are necessary in the best interests of the department. Compensation for such meetings shall be paid on the basis of the standards set forth herein. The Chief at his discretion and based on these standards, shall have the right to award compensatory time in lieu of overtime pay for meetings held on Sunday, even though such Sunday meetings may cause the employee(s) to exceed the one hundred twenty (120) hour limit.

ARTICLE 12 LEAVES OF ABSENCE

Section 1.

Leaves of absence with pay may be granted, to the extent that there is no interference with Employer operations, to employees who are elected, delegated or appointed to attend conventions or educational conferences of the Union. Any request for such leave shall be submitted in writing by the Union to the employee's department head and shall be answered in writing, no later than five (5) days following receipt of the request, and shall be subject to the operational needs of the

employer, but shall not be unreasonably denied. This provision shall provide for each of not more than two people, a maximum of twenty-four (24) hours of absence per fiscal year, for an aggregate total not to exceed forty-eight (48) hours of absence per fiscal year.

Section 2.

Bargaining unit employees who have been in continuous employment at Governors State University for one (1) or more years shall be eligible for two (2) non-accruable personal days. Those employees with two (2) or more years of service shall be eligible for one (1) additional personal day, for a maximum of three (3) non-accruable personal days. Time will be granted for any reason upon advanced request of the employee to his/her supervisor.

Where the need for such leave is occasioned by factors beyond the control of the employee and arising too suddenly to permit advanced approval, the employee may be granted post approval at the discretion of the employer on a case-by-case basis. The employee must adhere to the normal call-in procedures of notifying the supervisor four (4) hours in advance of the start of the shift. Approval shall not be unreasonably denied.

ARTICLE 13 **GENERAL PROVISIONS**

Section 1.

The Employer agrees to furnish bulletin board space in the Police Department for the posting of Union notices related to regular Union business. Such notices or any material posted shall be signed by the local Union President and shall not be political or partisan in nature and shall not defame the Employer or any individual(s) associated or employed by the University or the State. While not limited to the following, notices shall relate to: activities of Union meetings, Union elections and results thereof, appointments, recreational, social, and educational programs.. In the event a dispute arises concerning the appropriateness of any material or posted notice, the President of the local Union will be advised in writing by the Human Resources Director of the nature of the dispute and the materials or notices in question shall be removed from the bulletin board by the Human Resources Director or designee until the dispute is resolved. The Employer shall not be held liable for notices or other materials posted or removed from the bulletin board.

Section 2.

Employees required to attend Police Department meetings or undergo a physical examination as may be required by the Employer outside the employee's assigned work schedule shall receive overtime pay in accordance with this agreement.

Section 3.

Any officer who, while on duty, determines that an assigned police vehicle is hazardous or unsafe to operate, shall immediately notify the OIC of the vehicle's condition. Following consultation of the vehicle's malfunctions with the OIC, the officer may down check (reject) the vehicle and complete any necessary forms requesting proper maintenance or repair. The OIC will then reassign another vehicle if available to the officer, or assign the officer to duties without the use of a vehicle.

Section 4.

As a condition of employment, if an employee covered by this Agreement voluntarily terminates their employment in the Governors State University Police Department within two (2) years of the employee's date of hire, then such employee shall reimburse the Employer for the Employer's actual costs (less actual State reimbursement, if any) of sending such employee through police officer training courses, excluding salary. The University may withhold such an amount from the employee's final payout check, or the employee shall be legally liable to pay the full amount owed directly to the University. An employee (or former employee) shall only be obligated to reimburse the Employer for training costs under this Section if he or she becomes an employee of another local, municipal, county, or state law enforcement agency, excluding the Illinois State Police, the City of Chicago Police Department, or law enforcement agencies of the Federal Government, within six (6) months of the date the employee voluntarily terminates his employment in the Governors State University Police department. Prior to hiring, the employee shall receive and sign as receipt, a copy of this section.

Section 5.

The Employer will make reasonable provisions for the safety of its police personnel during their hours of employment. The Union recognizes the responsibility of individual employees to obey safety rules and follow safe work practice to ensure the employees' safety as well as his/her fellow officers, and to immediately report any unsafe working conditions, unsafe equipment or practices to his/her immediate supervisor. It is agreed that the Employer shall continue to maintain such safety and sanitary methods as are necessary to protect and preserve the health and safety of covered employees.

Section 6.

Non-bargaining unit supervisory personnel shall not perform bargaining unit work unless exigent circumstances exist. But in no event shall they harm a bargaining unit members existing working condition.

ARTICLE 14 **LAY- OFF/RECALL**

Prior to laying off any status employees covered under this Agreement, all probationary, temporary or part-time employees within the Police Department shall first be laid off.

In the event of lay-offs, personnel will be laid off in the reverse order of their overall seniority.

In the event of a lay-off of sworn personnel, the Employer agrees not to hire civilian personnel to perform the duties that only a peace officer can perform. A peace officer shall be defined to mean any person who by virtue of their office is vested by law with the duty to maintain public order and make arrests for offenses.

The Employer shall not contract out work performed by employees within the bargaining unit, which would result in the lay-off of bargaining unit employees. Employees shall be recalled

in the inverse order of the lay-off, as stated in the State Universities Civil Service System Statute and Rules, as from time to time amended.

ARTICLE 15

UNIFORMS

- (a) Uniforms and equipment will be issued, maintained, and worn as directed by the Department Director. Employees shall be supplied with a minimum of five (5) long sleeve shirts, five (5) short sleeve shirts, and five (5) pants.
- (b) Issued items of clothing and equipment will be replaced on an "as need" basis. Officers will turn in to the Department Director any item requiring replacement. The Department Director will inspect such item(s) and, if warranted in his judgment, authorize replacement.

The acquisition of replacements will be in accordance with Police Department policy. Any replacement for hats, shirts and pants, will be new.

- (c) Employees shall maintain and clean their uniforms. They shall receive an annual lump-sum payment of hundred four hundred dollars (\$400) on July 1st each year. This payment shall be made by a separate check from the employee's regular paychecks.
- (d) Bullet proof vests shall be issued to all officers and shall be replaced at manufacturers recommended intervals.

ARTICLE 16

COMPENSATION

Section 1. Wages

Bargaining unit employees shall be compensated in accordance with the step plan outlined in Addendum "A" hereafter.

Section 2. Step Placement and Advancement

The parties agree that employees placed into the step program on its inception or who are hired subsequent to the implementation of the step program shall progress throughout the steps after completion of each additional year of service, as calculated from their date of appointment to the classification. An employee will be advanced to the next step in the pay period following completion of the year of service.

Section 3. Promotions

When an employee is promoted within the bargaining unit he/she shall receive effective the date of such promotions, a salary increase to the minimum starting rate established for the classification.

Section 4. Shift Premium

Any Employee who works during the first or third shift shall receive thirty cents (\$0.30) per hour shift differential for all hours worked in that day. The shift differential shall be included in the calculation of overtime compensation.

Section 5. Hourly Rate Calculation

Any necessary reduction in wages for lost time or increase in earnings for overtime for all employees covered under this agreement shall be determined on an hourly basis by dividing the annual rate by 2,080 hours.

Section 6. Officer In Charge Pay

Any Police Officer assigned to act as the Officer In Charge (OIC) shall receive an additional 10% per hour for the duration of such assignment. No probationary police officer shall serve as OIC over a non-probationary police officer.

Section 7. Appropriations Recall

Should any Public Act or official act or order of the Governor imposing a requirement on the Board of Trustees to establish reserves, and/or providing other restrictions or limitations on the Board's ability to obligate, encumber or expend appropriated funds enacted or declared during the term of the contract the parties agree to immediately re-open the economic provisions of the contract for the purpose of negotiating the implementation of such reserves, restrictions and/or limitations to the contract.

Section 8. Range Qualification

In addition to the standard required annual firearm qualification session, the employer agrees to provide a minimum of one mandatory two (2) hour practice session within each year of this agreement. Additional mandatory sessions may be scheduled "as-needed" on a group or individual basis, as determined by the Director of Public Safety. The cost of such training(s) will be paid by the employer. Employees will be compensated in accordance with the labor agreement and the scheduling provisions contained therein. This article shall not be subject to the minimum 4-hour guarantee in Sections 3 and 4 of Article XI of this agreement. Employee's attendance at such scheduled qualification or practice sessions is mandatory and a condition of employment.

Section 9. Travel Time For Training

Employees will receive compensatory time for travel to and from scheduled and approved training events which do not require an overnight stay. Such compensatory time shall be limited to actual time spent traveling up to a maximum of four (4) hours per day. Employees who, pursuant to this section, exceed their maximum allowable accrued compensatory time shall have the excess time paid out in cash.

Section 10. Compensation for Training Outside of Normal Shift Hours

An employee required to participate in training that occurs outside of the employee's scheduled shift will be compensated with compensatory time

Section 11. Investigations

Any employee assigned to investigations shall receive a three thousand dollar (\$3000.00) additional premium stipend.

Section 12. Leads Agency Coordinator (LAC)

Any employee serving in the position of Leads Agency Coordinator shall receive a three thousand dollar (\$3000.00) additional premium stipend.

ARTICLE 17 **SENIORITY**

Section 1.

- (a) Overall seniority shall be defined as the length of time since the date of last hire into the bargaining unit.
- (b) Seniority by classification shall prevail in the choice of work schedules, i.e., shift assignments and scheduled days off. The choice of work schedules shall be determined at a bid meeting, which shall be held annually.
- (c) The Department Director may reassign an employee's work schedule for justifiable cause.

Section 2.

Seniority lists by classification shall be updated semi-annually with a copy forwarded to the Union President.

Section 3.

Seniority shall prevail in vacation requests as long as such requests are submitted between the first and fifth of no less than the month preceding the month in which the vacation is to be taken. Requests shall be approved or disapproved within 7 days of submission. Any request for vacation submitted other than above, shall be given consideration by the Department Director, considering fully the employee's preference and operational needs of the Department. Vacation request shall not be unreasonably denied.

Section 4.

In all cases where the normal OIC is absent from his assigned duties, the senior ranking officer, by seniority, shall be the OIC except as otherwise assigned by the Chief of Police.

ARTICLE 18
DISCIPLINARY MEASURES

- (a) All disciplinary measures to be taken shall be guided by the tenants of the theory of corrective and progressive discipline where appropriate. Further, all disciplinary actions shall be for just cause and given in a manner as to not embarrass the employee publicly.
- (b) Where the employee has a reasonable belief that the interview with the employer will result in disciplinary action to be taken against the employee, the employee is entitled to union representation. The employer shall not unreasonably refuse the employee representation by off campus union officials so long as said representation does not unduly delay or encumber the employer. Off campus union official shall mean Metropolitan Alliance of Police representatives and/or agents.” This provision covers potential or actual disciplinary meetings, including those specifically required by the Rules of the State Universities Merit Board.
- (c) Any and all proceedings regarding disciplinary actions shall be pursuant to the Uniform Peace Officers’ Bill of Rights (50 ILCS 725).
- (d) Employees shall not be required to take a polygraph or voice stress test as a condition of continued employment. Refusal to voluntarily take such a test shall not constitute grounds for disciplinary action against an employee, pursuant to edict of the Illinois Supreme Court, until such time the courts permit such actions.

ARTICLE 19
HEALTH AND LIFE INSURANCE. PENSIONS AND DISABILITY

Section 1.

During the terms of this agreement, health and life insurance benefits shall be provided to all eligible employees covered by this agreement in accordance with Illinois State Employees Group Insurance Act of 1971. The parties agree to accept the terms and conditions of life and health benefits as provided by the Department of Central Management Services at a statewide level intended to apply to state universities.

Section 2.

During the term of this agreement, retirement, death, and disability benefits shall be provided to all eligible employees covered by this agreement in accordance with Illinois Pension Code, (40 ILCS 5/1-101 *et. seq.*).

Section 3.

During the term of this agreement, statutory benefits under workers' compensation shall be provided to all eligible employees covered by this agreement in accordance with Illinois Compiled Statutes, 820 ILCS 305 *et. seq.*; 820 ILCS 310 *et seq.*

Section 4.

The parties recognize that a police officer, injured in the line of duty, is subject to coverage under the provisions of the Public Employee Disability Act (5 ILCS 345/1 *et. seq.*).

Section 5.

During the term of this agreement, related optional benefits (e.g., U.S. Savings Bonds, supplemental health and life insurance, tax sheltered annuities) available to other eligible university employees, shall be available to eligible employees covered by this agreement in accordance with applicable Board of Trustees policies and guidelines.

ARTICLE 20 **DRUG AND ALCOHOL TESTING**

Section 1. Statement of Policy

It is the policy of the Employer that the public has the reasonable right to expect persons employed by the Employer to be free from the effects of drugs and alcohol while on duty. The purposes of this policy shall be achieved in such manner as not to violate any constitutional rights of the employees.

Section 2. Prohibitions

Employees shall be prohibited from:

- (a) consuming or possessing alcohol on duty other than in an authorized duty capacity, when absolutely required in the conduct of an investigation, with prior supervisory authorization;
- (b) possession, use or being under the influence while on duty of any controlled substances/cannabis except with the approval and guidance of a licensed physician of Illinois and with the knowledge of an immediate supervisor;
- (c) use of an illegal drug, or any designer drug not yet scheduled as a controlled substance, but which impairs an employee;
- (d) failing to report to their immediate supervisor any known adverse side effects of over the counter medication or prescription drugs which they are taking.

Section 3. Drug and Alcohol Testing Permitted

Where the Employer has reasonable suspicion to believe that an employee is under the influence of alcohol, a controlled substance or illegal drugs during the course of the workday, the Employer shall have the right to require the employee to submit to alcohol or drug testing as set forth in this Agreement.

One supervisor who is not a member of the bargaining unit must certify their reasonable suspicions concerning the affected employee prior to any order to submit to the testing authorized

herein. The basis for reasonable suspicion shall be documented by the supervisory personnel and a copy be provided to the employee in writing prior to the test being ordered. There shall be no random or unit-wide testing of employees, except random testing of an individual employee as authorized in Section 8 below. The foregoing shall not limit the right of the Employer to conduct such tests as it may deem appropriate for persons seeking employment as an employee prior to their date of hire.

In addition, an employee shall be ordered to submit to drug and alcohol testing whenever that employee discharges a firearm and such action may have caused injury or death to a person or persons. The employee shall submit to the test as soon as practical, but not later than the end of the shift. All time spent in the testing process shall be compensable under this Agreement.

Section 4. Order to Submit to Testing

At the time an employee is ordered to submit to testing authorized by this Agreement, the Employer shall provide the employee with a written notice of the order, setting forth all of the objective facts and reasonable inferences drawn from those facts which have formed the basis of the order to test. The employee shall be permitted to consult with a representative of the Union at the time the order is given.

No questioning of the employee shall be conducted without first affording the employee the right to Union representation and/or legal counsel. No unreasonable delay shall occur while awaiting Union representations and/or legal counsel. Refusal to submit to such testing may subject the employee to discipline, but the employee's taking of the test shall not be construed as a waiver of any objection or that he may have.

Section 5. Tests to be Conducted

In conducting the testing authorized by this Agreement, the Employer shall:

1. use only a clinical laboratory that has been accredited by the Substance Abuse and Mental Health Services Administration (SAMHSA).
2. establish a chain of custody procedure for both sample collection and testing that will insure the integrity of each sample and test result. No employee covered by this Agreement shall be permitted at any time to become a part of such chain of custody;
3. collect a sufficient sample of the same bodily fluid or material from an officer to allow for initial screening, a confirming test and a sufficient amount to be set aside reserved for later testing if requested by the employee;
4. collect samples in such a way as to preserve the employee's right to privacy and to insure a high degree of scrutiny for the sample and its freedom from adulteration;
5. confirm any sample that tests positive in the initial screening for drugs by testing the second portion of the same sample by gas chromatography-mass

spectrometry (GC-MS) or an equivalent or better scientifically accurate and accepted method that provides quantitative data about the detected drug or drug metabolites;

6. provide the employee tested with an opportunity to have the additional sample tested by a separate SAMHSA certified laboratory or hospital facility of the employee's own choosing and at the employee's own expense within forty-eight (48) hours of the test results; provided the employee notifies the Employer within twenty-four (24) hours of receiving the results of the tests;
7. require that the laboratory or hospital facility report to the Employer that a blood or urine sample is positive only if the sample has been confirmed positive by a SAMHSA certified laboratory and a qualified Medical Review Officer (MRO), with whom the employee has had the opportunity to speak.
8. the parties agree that should any information concerning such testing or the results thereof be obtained by the Employer inconsistent with the understandings expressed herein (*i.e.*, billings for testing that reveal the nature or number of tests administered), the Employer will not use such information in any manner or forum adverse to the employee's interests;
9. require that with regard to alcohol testing, for the purpose of determining whether the officer is under the influence of alcohol, test results that show an alcohol concentration of .04 or more based upon the grams of alcohol per 100 milliliters of blood be considered positive;
10. provide each employee tested with a copy of all information and reports received by the Employer in connection with the testing and the results;
11. insure that no employee is the subject of any adverse employment action except temporary reassignment or relief from duty with pay during the pendency of any testing procedure. Any such temporary reassignment or relief from duty shall be immediately discontinued in the event of a negative test result.

Section 6. Right to Contest

The Council and/or the employee, with or without the Council, shall have the right to file a grievance concerning any testing permitted by this Agreement, contesting the basis for the order to submit to the tests, the right to test, the administration of the tests, the significance and accuracy of the tests, the consequences of the testing or results or any other alleged violation of this Agreement. Such grievances shall be commenced at Step 3 of the grievance procedure. It is agreed by the parties they in no way intend to have in any manner restricted, diminished or otherwise impair any legal rights that employees may have with regard to such testing. Employees retain any such rights as may exist and may pursue the same in their own discretion, with or without the assistance of the Council.

Section 7. Voluntary Requests for Assistance

The Employer shall take no adverse employment action against an employee who prior to detection voluntarily seeks treatment, counseling or other support for an alcohol or drug related problem, other than the Employer may require reassignment of the employee with pay if he is then unfit for duty in his current assignment. The Employer shall make available through its Employee Assistance Program a means by which the employee may obtain referrals and treatment. All such requests shall be confidential, and any information received by the Employer, through whatever means, shall not be used in any manner adverse to the employee's interest, except reassignment as described above.

Section 8. Discipline

An employee who, prior to detection voluntarily seeks assistance shall not be subject to discipline or other adverse employment action by the Employer. The foregoing is conditioned upon:

- (a) the employee agreeing to appropriate treatment as determined by the physicians) involved;
- (b) the employee discontinues his use of illegal drugs or abuse of alcohol;
- (c) the employee completes the course of treatment prescribed, including an "after-care" group;
- (d) the employee agrees to submit to random testing during hours of work during the period of "after-care."

Employees who do not agree to or who do not act in accordance with the foregoing, or who test positive for the presence of illegal drugs or alcohol during the hours of work shall be subject to discipline, up to and including discharge.

The foregoing shall not be construed as an obligation on the part of the Employer to retain an employee on active status throughout the period of rehabilitation if it is appropriately determined that the employee's current use of alcohol or drugs prevents such individual from performing the duties of an employee or whose continuation on active status would constitute a direct threat to the property or safety of others. Such employees shall be afforded the opportunity to use accumulated paid leave or take an unpaid leave of absence, at the employee's option, pending treatment. The foregoing shall not limit the Employer's right to discipline employees for misconduct provided such discipline shall not be increased or imposed due to alcohol or drug abuse.

Employees who are taking any over the counter or prescribed medication which has adverse side effects) that may interfere with the employee's ability to perform his normal duties may be temporarily reassigned to another more suitable law enforcement duty when available.

ARTICLE 21

MENTAL FITNESS FOR DUTY/PSYCHOLOGICAL TESTING

Section 1.

The employer may order an employee's mental fitness for duty to be evaluated by a medical professional of the employer's choosing where there is a reasonable belief the employee is not mentally fit for duty. As used herein, "medical professional" means a medical doctor or licensed psychologist.

Section 2.

Any medical professional's evaluation shall be shared, in confidence, with the Associate Vice President of Human Resources. This report shall contain a statement as to the employee's fitness for duty, supported by appropriate findings of the medical professional. The medical professional shall include one of the following statements in the report, a) the officer is mentally fit for duty; b) the employee is mentally fit for duty but requires some remedial action, e.g. counseling, reevaluation after a date certain, reassignment, etc.; c) the employee is presently unfit but with "specified" remedial action is likely to fit for return to duty; d) the employee is unfit for duty and the condition is not remedial. The content of the report, other than the finding on fitness for duty, shall not be communicated to any person not directly involved in determining what, if any, course of action shall be taken regarding the employee. The employee shall be entitled to a copy of the report, should he/she request one.

Section 3.

If the employer's medical professional determines the employee unfit for duty, the employer shall inform the employee. The employee may seek a second evaluation, at his/her cost, and shall provide the findings contained therein to the employer. Nothing contained herein shall prevent the parties from agreeing to additional evaluations before an employment action is taken. Expenses incurred by the employee, consistent with the State of Illinois Travel Regulations, during the initial or subsequent jointly agreed evaluations shall be paid by the employer.

Section 4.

During the period of the initial evaluation of the employee, the employer shall have the right to relieve the employee from duty, with full pay and benefits. Once that evaluation is received the employer shall have the right to take such other employment action as is appropriate under the terms of this agreement. The employer may delay any such action during a period where an additional joint evaluation is being conducted. Any grievance arising from an employment action taken pursuant to this article, which the union claims violates the terms of the agreement, shall be filed with the Associate Vice President of Human Resources, or her or his designee.

Section 5.

The fact that an employee is undergoing an evaluation shall not be disclosed to anyone other than those management personnel who require such knowledge in the ordinary course of their duties. All findings obtained by the employer shall be kept confidential and maintained in a file separate from the employee's official personnel file, unless such findings are needed to support

an official employment action. The employer shall limit access to information regarding any evaluation regarding fitness for duty to those personnel who require such access in the ordinary course of their duties. The officer employee shall have the right to inspect any file maintained by the Employer which contains information regarding a fitness for duty evaluation.

ARTICLE 22

DUES DEDUCTION AND INDEMNIFICATION

Section 1.

The Employer agrees to deduct from the pay of those employees who individually request if any or all of the following: Union membership dues or assessments. The Employer shall provide to the Union on a bi-annual basis, an updated police personnel roster to include dates of hire, promotion and/or retirement.

Section 2.

The Union shall indemnify, defend, and hold the Employer harmless against any claim, demand, suit, or any form of liability (monetary or otherwise), including attorney's fees and cost, arising from any action taken by its members, officers, agents, employees or representatives in complying with this Article.

ARTICLE 23

LIMITATIONS OF AGREEMENT

Section 1. Legal Limitations

- (a) No provision or clause of this collective agreement may supersede law.
- (b) Previous or past agreements and commitments by and between the parties and those they represent, contrary to and/or not made a part of this agreement, are agreed to be null and void without recourse.

Section 2. University System Limitations

No provision or clause of this collective agreement may supersede or contradict any existing Rules governing the State Universities Civil Service System, as enacted or as from time to time amended unless mutually agreed.

Section 3.

Should any provision of this agreement, or any application thereof, become unlawful by virtue of any Federal or State Law, or Executive Order of the President or the Governor of Illinois, or final adjudication of any court of competent jurisdiction, the provision or application of a provision of this agreement shall be renegotiated by the parties. In all other respects the provisions and applications of provisions of this agreement shall continue in full force and effect of the life thereof.

Section 4.

- (a) The parties acknowledge that during the negotiations which resulted in this agreement, the parties had the unlimited right and exercised full opportunity to make demands and proposals with respect to any permissible subject or matter. Further, it is agreed that this agreement expressly states and constitutes all negotiated terms and conditions of employment for employees covered under the agreement.

The parties voluntarily and unqualifiedly waive the right, and each agrees that the other shall not be obligated to bargain collectively with respect to any other subject or matter, whether or not referred to or covered by this agreement, and whether or not the subject or matter was mentioned or discussed during the negotiations preceding the execution of this agreement, even though such subject or matter may not have been within the knowledge and contemplation of either or both at the time they negotiated or signed this agreement. However, should the employer notify the union of its intent to alter a condition of employment, which falls within statutory control, the union shall first have an opportunity to negotiate over the impact of this change. This provision shall not be applicable to any changes in conditions of employment initiated by the State Universities Merit Board or Illinois Department of Central Management Services, nor any other public body which has the statutory authority to require such changes.

Section 5.

The resolution of any bargaining impasse shall be in accordance with the procedures of the Illinois Public Labor Relations Act, as amended.

ARTICLE 24

DURATION OF AGREEMENT AND CHANGES OR AMENDMENTS

Section 1. Duration of Collective Agreement

This collective bargaining agreement shall become effective at the opening of business on July 1, 2022 and remain in effect through June 30, 2025. It shall automatically be renewed thereafter from month to month unless either party notifies the other by registered or certified mail at least ten (10) days prior to the date that it desires to terminate this agreement.

Section 2. Changes or Amendments

Either party may seek to change or amend the agreement if not more than one hundred twenty (120) days to June 30, 2025, they notify the other party by certified mail of their desire to modify or terminate the agreement.

Negotiations or proposed changes or amendments to this collective agreement, pursuant to the notice required by Section 1, immediately above, shall begin not later than sixty (60) days following notification of one party to the other that it seeks to change or amend this agreement.

Section 3. Continuing Effect

Notwithstanding any provision of this Article or Agreement, this agreement shall remain in full force and effect after any expiration date while negotiations or resolution of impasse are continuing for a new Agreement or part thereof between the parties.

ACCEPTANCE BY PARTIES

We hereby state that the foregoing Instrument consisting of pages, numbered 1 through _____ inclusive is mutually acceptable to us, and we covenant to maintain it and obey its provisions during the period of its effectiveness.

FOR THE BOARD OF TRUSTEES OF
GOVERNORS STATE UNIVERSITY

METROPOLITAN ALLIANCE OF
POLICE, CHAPTER #717

Date:

Date:

SCHEDULE A
ROTARY DAYS OFF SCHEDULING SYSTEM

1. All parties agree to the stipulation that this system shall remain functional as long as staffing levels within the Department of Public Safety are at least 13 sworn line police officers. Any increase will have no effect, but any further decrease must result in the return to the former schedule type pending another schedule type mutual agreement or revision of the MAP contract.
2. The three shifts shall have rotating days off as follows:
 - 1st Watch (0000 – 0800) Saturday and Sunday, Monday and Tuesday, Thursday and Friday.
 - 2nd Watch (0800 – 1600) Sunday and Monday, Monday and Tuesday, Thursday and Friday, Friday and Saturday, Saturday and Sunday
 - 3rd Watch (1600 – 0000) SAME AS 2ND WATCH
3. Officers shall progress from one set of days off to the next set in progression per the attached sample schedules, every month for five (5) months. At the completion of the 5 month cycle, shift pick will occur. OFFICERS CHANGING SHIFTS AT SHIFT PICK MUST ASSUME THE SET OF DAYS OFF VACATED BY THE OFFICER LEAVING OR "BUMPED" BY THE MORE SENIOR OFFICER, in order to maintain the quality and flow of rotation.
4. During "transition week" (i.e. week leaving one set of days off to the next set of days off ONCE PER MONTH) the following schedule occurs:
 - 1st Watch
 - Slot "A" -- works 6 days into a three-day weekend
 - Slot "B" -- split days off into new day off set
 - Slot "C" -- split days off into new day off set
 - 2nd Watch
 - Slot "A" -- 3 day weekend
 - Slot "B" -- 6 workdays into new day off set
 - Slot "C" -- split days off into new D/O set
 - Slot "D" -- 6 workdays into new day off set
 - Slot "E" -- 3 day weekend into new D/O set
 - 3rd Watch Same as 2nd Watch

*NOTE - THE ABOVE SCHEDULE ONLY OCCURS DURING EACH MONTH'S TRANSITION WEEK
5. A five month schedule will be posted at one time for the convenience of department personnel. No vacations can be listed initially, but each month vacation requests will be

handled per current contract provisions and will be indicated monthly on the master schedule set posted in the police communications center.

ADDENDUM "A"
WAGES

Section 1.

Employees within classifications covered by this agreement shall be employed at the starting rate for their classification and progress through the steps, based on years of service. Current employees (those persons so employed on the effective date of this amendment) shall continue to advance to the next step on their anniversary date as shown below, calculated from their date of appointment to the classification.

	<u>Current</u>	<u>7/1/2022</u>	<u>7/1/2023</u>	<u>7/1/2024</u>
Patrol Officer		6%	3.5%	3.5%
Years Of Service				
Start	\$4,156.07	\$4,405.43	\$4,559.62	\$4,719.21
Year 2	\$4,321.35	\$4,580.63	\$4,740.95	\$4,906.88
Year 3	\$4,492.14	\$4,761.67	\$4,928.33	\$5,100.82
Year 4	\$4,671.96	\$4,952.28	\$5,125.61	\$5,305.01
Year 5	\$4,851.78	\$5,142.89	\$5,322.89	\$5,509.19
Year 6	\$5,004.36	\$5,304.62	\$5,490.28	\$5,682.44
Year 7	\$5,155.12	\$5,464.43	\$5,655.69	\$5,853.64
Year 8	\$5,307.71	\$5,626.17	\$5,823.09	\$6,026.90
Year 9	\$5,467.55	\$5,795.60	\$5,998.45	\$6,208.40
Year 10	\$5,631.06	\$5,968.92	\$6,177.83	\$6,394.05
Year 12	\$5,743.67	\$6,088.29	\$6,301.38	\$6,521.93
Telecommunicator		8%	3.5%	3.5%
Years Of Service				
Start	\$3,248.63	\$3,508.52	\$3,631.32	\$3,758.42
Year 2	\$3,378.20	\$3,648.46	\$3,776.16	\$3,908.33
Year 3	\$3,480.27	\$3,758.69	\$3,890.24	\$4,026.40
Year 4	\$3,582.36	\$3,868.95	\$4,004.36	\$4,144.51
Year 5	\$3,690.32	\$3,985.55	\$4,125.04	\$4,269.42
Year 6	\$3,800.22	\$4,104.24	\$4,247.89	\$4,396.57
Year 7	\$3,916.05	\$4,229.33	\$4,377.36	\$4,530.57
Year 9	\$3,994.37	\$4,313.92	\$4,464.91	\$4,621.18

Sergeant Years Of Service		6%	3.5%	3.5%
Start	\$6,014.32	\$6,375.18	\$6,598.31	\$6,829.25
Year 2	\$6,255.91	\$6,631.26	\$6,863.35	\$7,103.57
Year 3	\$6,443.01	\$6,829.59	\$7,068.63	\$7,316.03
Year 4	\$6,637.37	\$7,035.61	\$7,281.86	\$7,536.73
Year 5	\$6,770.10	\$7,176.31	\$7,427.48	\$7,687.44
Year 6	\$6,905.54	\$7,319.87	\$7,576.07	\$7,841.23
Year 8	\$7,043.64	\$7,466.26	\$7,727.58	\$7,998.05

TAB 5

EXECUTIVE SUMMARY**regarding****Resolution 24-14****Approval of Memorandum of Agreement with****University Professionals of Illinois, Local 4100****I. Action Item**

Authorize approval of a certain memorandum of agreement by and between the Board of Trustees of Governors State University (“GSU” or the “University”) and the University Professionals of Illinois, Local 4100 (“UPI”), a labor union representing University faculty, which is attached to proposed Resolution 24-14 as Exhibit A.

II. Background

The University’s unit A and B faculty are represented by UPI. UPI’s collective bargaining agreement with the University expires as of August 15, 2025. Based on a recommendation of a salary increase by the Dean of the College of Health and Human Services, Catherine Balthazar, and agreed to by UPI, President Green recommends a wage adjustment for certain faculty as follows to meet market demands. Wages will be increased for specific faculty members within the Occupational Therapy program based on market analysis.

- The provisions regarding wages will be adjusted such that the identified bargaining unit members in the College of Health and Human Services, Occupational Therapy program will receive a one-time salary adjustment retroactive to August 16, 2023:

UPI Bargaining Member	New Salary as of Aug 16, 2023
King, Luther	\$88,900.00
Simpson, Erin	\$88,900.00
Czuba, Frank	\$93,500.00
Kvasnicka, Rebecca	\$87,500.00

III. Proposed Resolution

Proposed Resolution 23-24 has been submitted herewith.

IV. Resource/Contact

Please contact Joshua R. Allen, MPS, SHRM-SCP, Vice President, Chief Human Resources Officer, for additional information or with questions. Mr. Allen may be reached at jallen10@govst.edu, 708.235.7169 (office), or 708.510.4679 (cell).

Resolution No. 24-14

*Approval of Memorandum of
Agreement with University
Professionals of Illinois, Local 4100*

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, The University’s faculty are organized and represented by University Professionals of Illinois, Local 4100 (“UPI”), a labor union;

WHEREAS, The University and UPI reached a Memorandum of Agreement (MOA) for a salary increase for four (4) UPI faculty in the College of Health and Human Services, Occupational Therapy program;

WHEREAS, UPI’s leadership has agreed to the proposed Memorandum of Agreement attached hereto as Exhibit A (MOA for Faculty in the College of Health and Human Services);

WHEREAS, President Green recommends approval of the Memorandum of Agreement as presented; and

WHEREAS, The Board believes the Memorandum of Agreement has been reached in arms’ length negotiations and is in the best interests of the University.

Now, therefore, it is:

Resolved, that the Board approves the Memorandum of Agreement.

Resolved, that the Board directs the Chair and President to execute the Memorandum of Agreement on behalf of the University.

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

Approved February 26, 2024

Kevin Brookins
Chair *Pro Tem*

James Kvedaras
Secretary

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement (“MOA”) is by and between Governors State University (“GSU”) and the Governors State University Chapter of the University Professionals of Illinois (“UPI”):

WHEREAS:

GSU and UPI are parties to a collective bargaining agreement for full-time faculty covering the academic years of 2022 through 2025;

GSU informed UPI that it was considering adjusting the salary for certain faculty members in the Occupational Therapy Department due to market conditions and in an effort to retain existing faculty members in that department; and

GSU and UPI have discussed these one-time salary adjustments and reached agreement on the amount of these increases.

NOW, THEREFORE, in consideration of the foregoing recitals and the mutual covenants set forth herein, GSU and UPI agree as follows:

1. The above recitals are incorporated herein.
2. This Agreement shall be subject to approval by the Board of Trustees of GSU. If the Board of Trustees does not approve this Agreement, this Agreement shall be null and void, and neither GSU nor UPI shall have any obligation under it.
3. GSU shall make one-time salary adjustments for the following faculty members effective August, 16, 2023.

Faculty Member	New Salary as of Aug 16, 2023
King, Luther	\$88,900.00
Simpson, Erin	\$88,900.00
Czuba, Frank	\$93,500.00
Kvasnicka, Rebecca	\$87,500.00

4. The salary adjustments set forth above in Paragraph 2 will be retroactive. Any faculty member receiving a one-time adjustment pursuant to this Agreement shall continue to be eligible for all wage increases and additional compensation set forth in the collective bargaining agreement.

5. The Parties agree that the one-time adjustments provided by this Agreement are based on the unique circumstances currently faced by the Occupational Therapy Department. Accordingly, the Parties agree that this Agreement shall be non-precedential and shall not be cited

by either GSU or UPI as a past practice or other precedent. This Agreement shall not be admissible in any proceeding except a proceeding to enforce the terms of this Agreement.

6. The Parties hereto have participated in the drafting of this Agreement and, accordingly, any claimed ambiguity should not be presumptively construed for or against any of the parties hereto.

Agreed to this _____ day of February
2024 by:

Governors State University

By: _____

Name: Kevin Brookins

Title: Chair Pro Tem

By: _____

Name: Cheryl Green

Title: President

Agreed to this _____ day of February
2024 by:

**The Governors State University Chapter of
the University Professionals of Illinois**

By: _____

Name: _____

Title: _____

TAB 6

EXECUTIVE SUMMARY**Resolution 24-15*****Resolution for Approval of Faculty Emerita Status*****I. ACTION ITEMS:**

The Board is requested to award the Professor Emerita faculty designation to Dr. Jeannine M. Klomes, College of Education and Human Development, Dr. Cheryl Mejta, College of Health and Human Services, and Dr. Jun Zhao, College of Business.

II. BACKGROUND:

Pursuant to Policy 35, the Division of Academic Affairs is pleased to recommend the following three faculty leaders for the status of Professor Emerita at Governors State University: Dr. Jeannine M. Klomes, College of Education and Human Development; Dr. Cheryl Mejta, College of Health and Human Services; and Dr. Jun Zhao, College of Business. Each candidate has received the unanimous and appreciative support of their colleagues, dean and the provost and vice president for academic affairs.

To be eligible for emerita status at the rank of Associate or Professor, the faculty member must (i) have had the rank of Associate Professor, Professor, or University Professor; (ii) have served the University for at least ten (10) years; and (iii) be retired. Furthermore, it is expected that a candidate for emerita status maintain a continuing interest in scholarly activity and in higher education, be able to provide advice on or be 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 candidates for emerita status must be voted upon by their colleagues in their respective college, supported by their dean and provost, and subsequently be recommended to the Board of Trustees for the title of Professor Emerita by the University President.

As indicated in each of their application documents, each candidate has had a distinguished career at Governors State University and has, respectively, made significant contributions to teaching, scholarship and service, both internally and externally. A brief summary of the qualifications of each colleague follows and additional information is attached hereto:

Dr. Jeannine M. Klomes

Dr. Jeannine M. Klomes, Associate Professor in the Division of Education and Leadership, has applied for Associate Professor Emerita of Governors State University. In accordance with policy 35 for Professor Emerita or Associate Professor Emerita status, the provost has verified that she meets the requirements for Associate Professor Emerita and supports Dr. Klomes' request for conferral of such status. Dr. Klomes has full-time service to Governors State University (GSU) since 2000, exceeding the requirement of at least ten years of service, and retired from GSU as an Associate Professor. In addition, of the 34 faculty eligible to vote in the College of Education and Human Development, 23 members voted and unanimously voted "yes" in support of her Associate Professor Emerita Status. At least 50% (+1) of eligible faculty must vote in favor of Emerita Status. For Dr. Klomes, 68% of faculty eligible to vote, and 100% of those who voted, recommended conferral of Associate Professor Emerita.

Dr. Klomes was a valued faculty member in the College and in the Division of Education and Leadership. She served GSU as an Assistant and Associate Professor in Early Childhood, served as an interim director for the Family Development Center, coordinator for the Early Childhood Education programs, and later served as an Associate Professor for the Education Administration (Principal Licensure) program. She also contributed in other ways, such as working with UPI in several capacities.

Dr. Cheryl Mejta

Dr. Mejta began her appointment as Assistant Professor in 1985, achieved tenure and promotion to Associate Professor in 1991, and was promoted to Full Professor in 2005. In addition to her role as a faculty member, she has held several administrative positions. These included: Chair of the Department of Addictions Studies and Behavioral Health, Chair of the multi-disciplinary Department of Health and Human Services, Director of the Peer Recovery Support Specialist Training Program, and Executive Director of the Center for Addiction Technology, Education and Evaluation. As a scholar, she has: obtained over \$15 million in federal, state, and local grants; published 30 manuscripts and videos; and presented over 70 papers and workshops at international, national, and state conferences. Besides her service on many university committees and membership in state and national associations, Dr. Mejta has served on an international and several community boards. Additionally, Dr. Mejta intends to continue her scholarly activities, including advocating for funding for GSU students and programs.

Dr. Jun Zhao

Dr. Zhao started her career at GSU in 1999 as an Assistant Professor of Management in the College of Business and Public Administration (CBPA), after completing a Doctor of Business Administration in 1998 at Southern Illinois

University. She was appointed to her first leadership role in 2012, as Chair of the Division of Management, Marketing, and Public Administration. She became Dean of the College of Business in 2017, after serving as interim dean in 2016. She was instrumental in the College of Business' attaining initial Association to Advance Collegiate Schools of Business (AACSB) accreditation in 2016 and the re-accreditation in 2022.

Dr. Zhao plans to stay connected and engaged with the GSU community after retirement. She has collaborated with Institutional Advancement to set up the Dr. Jun Zhao Business Faculty Recognition Fund and plans to continue contributing to the fund.

Given the contributions of Drs. Klomes, Mejta and Zhou to the students, faculty, staff and community, each is recommended without reservation for recognition as Professor Emerita at Governors State University.

III. RESOLUTION

A proposed resolution is put forth with this summary.

IV. CONTACT INFORMATION

For additional information, please contact Dr. Beverly Schneller, Provost and Vice President for Academic Affairs; bschneller@govst.edu; 708.534.4980.



Office of the Provost
1 University Parkway
University Park, IL 60484
708.534.4980
www.govst.edu

20 December 2023

To: Dr. Cheryl Green, President
From: Dr. Beverly Schneller, Provost, VP Academic Affairs
Re: Recommendation of Dr. Jeannine Klomes for Emerita Status

Dear Dr. Green:

I am pleased to support the recommendation from Dean Shannon Dermer and the faculty of the College of Education and Human Development that Dr. Jeannine Klomes be awarded Emerita status at Governors State University. Dr. Klomes submitted her application per Policy 35 in November 2023. She was unanimously endorsed by her colleagues for the title of Associate Professor Emerita.

In her career at GovSt, Dr. Klomes served as assistant and an associate professor of early childhood education as well as an interim director in the Family Development Center. Dr. Klomes was also active across campus as a member of UPI's leadership team.

Based on the endorsements of her colleagues and the evidence provided in her application of a distinguished and generous career at GovSt, I am pleased to recommend Dr. Jeannine Klomes for the title of Associate Professor Emerita.

A handwritten signature in black ink, reading "Beverly Schneller", is written over the typed name.

Beverly Schneller, PhD
Provost and Vice President for Academic Affairs

cc: Shannon Dermer, Dean, College of Education and Human Development

O'Neal, Patricia

From: Schneller, Beverly
Sent: Monday, November 27, 2023 1:01 PM
To: Bradford, Corey
Cc: O'Neal, Patricia; Hunt, Veronica
Subject: FW: Emeritus Recommendation for Dr. Jeannine Klomes
Attachments: Klomes Emeritus.docx

Dear Acting President Bradford,

After review and consideration of Dr. Klomes' significant record of teaching and overall contribution to Governors State University during her employment with us, I endorse and recommend her for emerita status. Dean Dermer's memo outlining the successful completion of the review process within the College of Education and Human Development is attached and may serve as the basis for the Board note and resolution for the same action if you approve as well.

Best,


Beverly Schneller, PhD
Provost and Vice President for Academic Affairs

From: Dermer, Shannon <SDermer@govst.edu>
Sent: Monday, November 27, 2023 12:54 PM
To: Schneller, Beverly <bschneller@govst.edu>
Cc: Hunt, Veronica <VHunt@govst.edu>; O'Neal, Patricia <poneal2@govst.edu>
Subject: Emeritus Recommendation for Dr. Jeannine Klomes

Dear Provost Schneller,

Attached is the memo recommending Dr. Klomes for Emeritus status.

Shannon B. Dermer, Ph.D.
Dean of the College of Education and Human Development
Governors State University

To: Dr. Beverly Schneller, Provost
From: Shannon B. Dermer, Dean of the College of Education and Human Development

Date: November 27, 2023
Subject: Application for Emeritus Status

Dr. Jeannine Klomes, Associate Professor in the Division has applied for Associate Professor Emeritus of Governors State University. In accordance with policy 35 for Professor Emeritus or Associate Professor Emeritus, I have verified that she meets the requirements for Associate Professor Emeritus and support Dr. Klomes' request for conferral of such status. Dr. Klomes has full-time service to Governors State University (GSU) since 2000, exceeding the requirement of at least ten years of service and retired from GSU as an Associate Professor. In addition, of the 34 faculty eligible to vote in the College of Education and Human Development, 23 members voted and unanimously voted "yes" in support of her Associate Professor Emeritus Status. At least 50% (+1) of eligible faculty must vote in favor of Emeritus Status. For Dr. Klomes 68% of eligible faculty voted and all of those who voted recommended conferral of Associate Professor Emeritus.

Dr. Klomes was a valued faculty member in the College and in the Division of Education and Leadership. She served GSU as an Assistant and Associate Professor in Early Childhood, served as an interim director for the Family Development Center, coordinator for the Early Childhood Education programs, and later served as an Associate Professor for the Education Administration (Principal Licensure) program. She also contributed in other ways, such as working with UPI in several capacities.

It is without reservation that the College of Education and Human Development recommends conferral of Associate Professor Emeritus upon Dr. Jeannine Klomes.

O'Neal, Patricia

From: Klomes, Jeannine
Sent: Tuesday, October 17, 2023 6:43 PM
To: Green, Cheryl
Cc: Schneller, Beverly; Klomes, Jeannine; Dermer, Shannon; Cummings, Marlon; O'Neal, Patricia
Subject: Application for Professor Emeritus
Attachments: J Klomes CV 2022.docx

Follow Up Flag: Follow up
Flag Status: Flagged

Dear Dr. Green,

The purpose of this message is to request the status of Professor Emeritus. As a Professor for Governors State University since 2000, I have taught a plethora of undergraduate and graduate courses across the Early Childhood, Elementary Education, and Education Administration programs. In addition, I have served on multiple committees as well as implemented an abundant of tasks across various walks and levels of Governors State University's operations. My dedication to services that complemented the developments of GSU, as well as the progress of engaged students, remained energetic, sound, and effective. Moving forward, I am committed to remaining in contact with GSU colleagues as well as participative in services that continue to complement the University's excellence. I have attached my CV reflecting progressive accomplishments and engagements. Thank you for your consideration as I begin my new journey.

Sincerely,
Jeannine M. Klomes
Associate Professor
Governors State University
708-710-1029
jklomes@govst.edu

JEANNINE MARIE KLOMES, Ed. D.

jklomes@govst.edu

Education

Ed.D. Northern Illinois University, DeKalb, IL; Curriculum and Instruction

M.A. Governors State University, University Park, IL; Education Administration and Supervision

M.S. Northern Illinois University, DeKalb, IL; Early Childhood Education; EC Special Education

B.S. Northern Illinois University, DeKalb, IL; Child Development

Professional Education Licenses

Education Administration Type 75

Elementary Education Type 03

Early Childhood Type 02; now referenced as Type 04

Early Childhood Special Education Approval

*Illinois Teacher Evaluation Training Credential

Professional Experience

2017 – Present Associate Professor Education Administration Principal Licensure

Governors State University, University Park, IL

Instruct graduate courses in the Education Administration Principal Preparation Program; implement sections of the student EDAD admissions process; serve on program, division, college and university wide committees; attend on/off campus faculty/student functions, present/attend professional workshops/conferences; engage in scholarly activities.

2004 – 2019 Present Associate Professor Early Childhood Teacher Licensure

Governors State University, University Park, IL

Overlap with EDAD Program; instruct graduate and undergraduate courses in the Early Childhood Teacher Education Program; supervise student field experiences and student teachers; chair culminating research projects; serve on program, division, college and university wide committees; attend on/off campus faculty/student functions, present/attend professional workshops/conferences; engage in scholarly activities.

2014 – 2016 Early Childhood Education BA and MA Program Coordinator

Governors State University, University Park, IL

Coordinate program documents and meetings; maintain BA and MA degree track options related to ISBE teacher license EC Type 04 entitlement, EC SPED Approval, INCCRRA/Gateways credentialing, curricular updates/changes/initiatives; junior seminar course, IAI courses, ESL UG courses; Dual Admissions with community colleges; EC Program Fact sheets, EC transfer Guides; mentor full time and adjunct faculty; design/submit curricular proposals; develop/address program initiatives; maintain communications and program updates related to student advising; coordinate semester course scheduling; monitor syllabi formatting; write MA and BA cyclical, IBHE, and SPA reports, address NCATE/CAEP program expectations, and engage in multiple program, college, university meetings/committees.

2008 (May – November) Family Development Center *Interim* Director

Governors State University, University Park, IL

Part time assignment while a search was conducted for a new director. Assisted in year-end routine activities for the pre-k program; implemented public announcements regarding year round programs; engaged in the search process for new hire; began process for annual photo releases via GSU's public relations professionals; and participated in parking lot development ideas.

2002 – 2008 Early Childhood Education BA and MA Program Coordinator

Governors State University, University Park, IL

Coordinate program documents and meetings; engage in program initiatives such as EC SPED Approval, INCCRRA credentialing, and Dual Admissions with community colleges; mentor full time and adjunct faculty; design/submit curricular proposals; develop/address program initiatives; respond to student advising/concerns; monitor program academic advisor responsibilities; author program progress and assessment reports; chair program student progress committee; coordinate trimester course scheduling; review/submit trimester syllabi and book orders; coordinate comprehensive exam evaluations; and engage in multiple program, college, university meetings/committees

2000 – 2004 Assistant Professor

Governors State University, University Park, IL

Instructed graduate and undergraduate courses; supervised student teaching experiences; chaired graduate research projects; served on program, division, college/university wide committees; attended on/off campus faculty/student functions, presented/attended professional workshops/conferences; engaged in scholarly writings/activities.

1996 – 2000 Assistant Professor

Saint Xavier University, Chicago, IL

Instructed undergraduate and graduate courses; served as academic advisor for junior and seniors; served on departmental and university wide committees; designed curricular proposals; engaged in grant writing; implemented professional development sessions for a local Chicago public school partnership; attended/presented workshops/conferences; engaged in scholarly writing for publication; participated/served in professional organizations as well as on multiple department, college and university committees.

1993 – 1996 University Lecturer

Governors State University, University Park, IL

Instructed undergraduate and graduate level courses for the Division of Education; chaired graduate culminating research projects; supervised practicum; fulfilled department responsibilities; and served on department committees.

1995 – 1996 Research Instructor

National Louis University, Orland Park Cohort, IL

Instructed field based graduate students; taught topics on education and the early years as well as chaired graduate culminating research projects.

1990 – 1991 Sixth Grade Teacher

Brookwood Middle School District 167, Glenwood, IL

Taught regular education students the subjects of language arts, English, spelling, social studies, mathematics and science; taught middle-high and corrective levels; fostered affective development through social skills lessons.

1982 – 1990 Early Childhood Special Education Teacher

Longwood Elementary School District 167, Glenwood, IL

Taught non-categorical special education children ages 3- 5 years; planned/presented lessons to meet the individual needs of children in all academic areas; implemented speech, physical and occupational therapy techniques, developed and monitored IEP's; administered various diagnostic assessments; scheduled multidisciplinary conferences; and designed/implemented parent-involvement workshops.

1986 – 1990 Second in Command to Principal

Longwood Elementary School District 167, Glenwood, IL

Served as second in command to building principal; supervised schools activities upon principal's absences; consulted on school schedules; reviewed school reports; and lead various school meetings/committees.

1985 – 1989 Summer School Teacher

Brookwood School District 167, Glenwood, IL

Taught remedial mathematics for third, seventh and eighth grade levels; implemented appropriate curriculum, assessment and class management criteria.

Teaching Undergraduate and Graduate Levels

Organizational Leadership

Teacher as Instructional Leader

Leading All Learners

Student Teacher Supervision

Practicum Supervisor

Graduate Culminating Research Chair

Organizational Leadership

Primary Grade Methods of Literacy and Lab/Field Supervision

Primary Grade Methods of Math, Science, Social Studies and Lab/Field Supervision

Developmentally Appropriate Practices

Advanced Child Development

Observation and Assessment in EC / Typical & Atypical

Advanced Assessment in EC / Typical & Atypical

Pre-Primary & Special Education Methods and Lab/Field Supervision

Child, Family and Community

Infant and Toddler Teaching Methods and Lab/Field Supervision

Foundations of EC Education

History and Philosophy of Early Childhood Education

Early Childhood Growth and Development

Integrating Curriculum

Class Management

Child Nutrition

College Transitions

Adult Health and Nutrition

Methods of ELED Science

Scholarship / Professional Development – Research / Publications / Grants

Conrad, D. L., & Klomes, J. (2021). Reform under turbulence: Leveraging accreditation for improvement of principal preparation programs. *International Journal of Educational Leadership Preparation*, 16(1), 106-121.

https://www.icpel.org/uploads/1/5/6/2/15622000/ijelp_volume_16_number_1_spring_2021_.pdf

ICPEL August 2020; Teaching Ethical Responsiveness Leadership; virtual conference paper and PPT presentation; International Council of Professional of Educational Leadership

ICPEL August 2020; Reform Under Turbulence: Leveraging Accreditation for Program Improvement; paper and presentation; International Council of Professional Education Leadership

Grant: (2014-2015) GSU w/ PSCC and SSCC; an Illinois Governor's office and

BOT128

IBHE Grant, including representation from IL Gateways for Opportunity - *Education Program Preparation Innovation (EPPI) \$47,000 – Klomes PI of full grant*

EPPI Grant Outcomes Collaboration (2014) Saint Xavier University, IL – report out sessions to IL Governors' Representatives, IBHE representative, Gateways representative and other engaged Illinois colleges/universities

GSU View - organized professional pre-service collaboration (2014) *Student Teachers and Lab 3 Annual Breakfast Social*

StarNet featured all day presenter (2012) at Joliet Junior College in Joliet, IL; *In Respect for Atypical Development, Let's Revisit Typical*

Teacher Quality Partnership Grant (TPQ) (2012) training participant at GSU University Park, IL; *Co-Teaching Certification*

The Southtown Star local newspaper; Southland Extra IL (2010) Article Interview "When 'Grandma' gets Old-Fashioned" by Howard Ludwig quoting Dr. Jeannine Klomes GSU

The Daily Journal, Southern Counties, IL (2010) Article interview "Grandparents Going with New Nomenclature" by Howard Ludwig quoting Dr. Jeannine Klomes GSU

The Southtown Star local Newspaper, IL (2009) Article Interview "The Choice is Yours: Letting Kids make their own Choices a Valuable Tactic" by Howard Ludwig, referencing Dr. Jeannine Klomes, GSU

The Southtown Star local newspaper, IL (2008) Article Interview "Play it Again, Dad" by Howard Ludwig referencing Dr. Jeannine Klomes, GSU

The Southtown Star local newspaper, IL (2006) Article Interview "Homeschooling" by Carole Schrock Quoting Dr. Jeannine Klomes, GSU

The Star local newspaper, IL (2006) Article Interview; article topic full day/half day kindergarten; publishing TBA, did not follow through on obtaining a copy

Houghton-Mifflin (2005) Edited Pocket Guide to APA Style

Illinois State Pension Fund (2005) Participated in All Call request to write our local State Senator

Klomes, J. & Mott, S. (2002). A Comparative Approach to the Examination of the Technical Qualities of a Pen and Paper Writing Assessment for Elementary Students' Hypermedia-Created Products. Submitted to The Reading Teacher, a professional journal.

Erikson Institute Faculty Development Project on the Brain, team publication 2002; 1995-2000 Curriculum participation.

Klomes, J. & Mott, S. (2001). The Synthesis of Writing Workshop and Hypermedia-Authoring: Grades 1-4, Early Childhood Research & Practice, Volume 3, No. 2, pp. 1-12, University of Illinois: Champagne, IL

Klomes, J. (2001). Comedy for Tots, Parenting/Magazine, April 2001, p.174.

Klomes, J. (2000). The School Reentry Process for Children with Traumatic Brain Injury. Chapter Author, Advances in Special Education, Volume 13, pp.199-216, JAI Press, Inc.,

Klomes, J. (2000). Stimulating Children's Minds, Project Treehouse/Magazine, Kid County: Illinois.

Chicago Public School 19th Ward/SXU Partnership Project, 1998-2000 co-authored

The Barbara Vick EC and Family Center – proposal recommendation to start a new school; full proposal accepted by CPS; school opened Fall 2002, currently active student enrollment

Chicago Tribune / Tempo Southwest (1998).

Article Interview: "Q & A: Choosing Toys is Child's Play" section 17, p3 by Annemarie Mannion quoting Dr. Jeannine Klomes, SXU

Klomes, J. (1996). Components Associate with the School Reentry Process for Students with Traumatic Brain Injury. UMI Dissertation Services, Bell & Howell Information Company: Ann Arbor, Michigan.

Scholarship / Professional Development – Presentations

2020 International Council of Professional of Educational Leadership (ICPEL); Presentation acceptance for August 2020; Teaching Ethical Responsive Leadership; Virtual Conference (also listed under research due to paper portion)

2016 Jean Piaget Society – Accepted proposal authored by Dr. Hisrich, team presentation organized by Carol Morrison and Dr. Klomes, Chicago, IL; GSU denied funding, thus commitment could not be served

2015 National Institute for EC Professional Development – *Helping Educators Enhance Professional Language*; co-developed and presented, New Orleans, LA

2014 Governors State University, University Park, IL
Attended/spoke at *Student Teacher / Cooperating Teacher Dinner*

2013 Governors State University, University Park, IL
Attended/spoke at *Student Teacher / Cooperating Teacher Dinner*

2013 STAR-NET Saint Xavier Campus, Orland Park, IL
Presented Early Childhood Today Conference: *Typical Development*

2012 Joliet Junior College, Joliet, IL
Featured Presenter, *In Respect for Atypical Development, Let's Revisit Typical.*

2012 StarNet Saint Xavier Campus Orland Park, IL
Presented Early Childhood Today Conference Presenter; *Bullies & Bystanders.*

2012 Saint Xavier University, Orland Park Campus IL
Presented Early Childhood Today Conference: *Bully Victim, Bystander; Understanding Roles*

2011 Carl Sandburg High School, Orland Park, IL
Presented *Non-Residential College Options for College*

2011 Indiana Convention center, Indianapolis, IN

Presented Indiana Early Childhood Conference, *Victims, Bullies, Bystanders: Is the EC Teacher Involved?*

2010 Governors State University, University Park, IL

Presenter volunteer list, *Administrator's Group*, (via Joe Matula) EC Programs

2010 National Association for the Education of Young Children (NAEYC), Anaheim Convention

Center, Anaheim, CA. Featured Presenter, *The Bully, the Victim, and the Bystander*, representing Dr. Marian Marion

2009 Governors State University, university Park, IL

Presented at *Community College Counselor Day* about the BA in EC Program

2007 Governor State University, University Park, IL

Presented "Early Childhood Education Program" for Community College Day

2007 Jerling Junior High School District 135, Orland Park, IL

Presented at Career Day representing College Professors

2005 SPEED Cooperative District #802, University Park, IL 60466

Presented "Early Childhood Special Education"

2004 Northwest Indiana Early Childhood Conference, Highland, IN

Presented "Developmentally Appropriate Toys for Infants and Toddlers"

2004 Forum for Higher Education, Springfield, IL

Presented "Collaborating for Success"; emerging AAT degree/topic

2003 Midwest AEYC Conference, Peoria, IL

Presented "Developmentally Appropriate Toys for Infants and Toddlers"

2002 Annual IAEYC Conference, Springfield, IL

Presented "Sensori-Stimulation and Play for Infants and Toddlers"

2001 GSU College of Education Workshop, CPDU credit available,

Presented "Tell Me More about the Current Brain Research Related to Young Children"

2001 GSU Early Childhood Annual Conference; University Park, IL

Presented "Sensori-Stimulation and Play for Infants and Toddlers"

1999 Fifth Annual Research Conference at SXU; Chicago, IL

Presented "Erikson Institute Development Project on the Brain"

1998 Capitol Area AEYC Mid-Winter Conference; Springfield, IL

Presented "Authentic Assessment"

1998 National Louis University Annual Conference; Wheeling, IL

Presented "Sensori-Stimulation and Play for Infants and Toddlers"

1998 Illinois AEYC State Conference; Springfield, IL

Presented "Assessment in the Live Classroom"

1998 Quest Early Childhood Professionals; Willow brook, IL

Presented "Sensori-Stimulation and Play for Infants and Toddlers"

1998 National Association of EC Teacher Educators; Toronto, Canada

Presented "Chicago Public School / SXU Partnership Project"

Scholarship / Professional Development - Participation / Attendance

2019 Performance Evaluation Review Act (PERA) Training for IL Evaluator Approval

2019 Illinois Principal Association (IPA) Legislative Breakfast

2018 Student Education Association (SEA) Events throughout the year

2018 Dr. Kip Tellez – Getting Connected with edTPA – Governors State University

2018 Dr. Daniel Goleman – Emotionally Intelligent Teaching and Learning – GSU

2018 Ed - TPA webinar

2018 University Senate Retreat Day with GSU Administration – Mission and Academic Focus

2017 Gateways Higher Education Forum; Bloomington, IL – The Illinois Association for Early Childhood Teacher Educators (ILAECTE)

2017 STAR NET Early Childhood Community Focus Group/Early Childhood Coordinators Meeting, Tinley Park, IL

2017 Governors State University Student Education Association, Reading Showcase

2017 Governors State University Board of Trustees – Program Elimination Discussion

2017 Double Tree, Springfield, IL - delegate, UPI House of Delegates; *State Updates, Legislative Issues, IFT Higher Education Conference*

2017 Governors State University Student Education Association, Student Success Panel

2016 Crowne Plaza Chicago, IL Participated as delegate, UPI House of Delegates; *State Updates, Legislative Issues, Major Talking Points; Resolutions*

2016 Governors State University; GSU Student Faculty rally for Funding, Daily Southtown Coverage

2016 Gateways Higher Education Forum; Bloomington, IL – The Illinois Association for Early Childhood Teacher Educators (ILAECTE)

2016 STAR NET Early Childhood Community Focus Group/Early Childhood Coordinators Meeting, Tinley Park, IL

2015 Gateways for Opportunity – Collaborating for Success – Bloomington, IL - The Illinois Association for Early Childhood Teacher Educators (ILAECTE)

- 2015 Prairie State College Chicago Heights, IL [Partnership/Advisory Council Member]
Bi-Annual Professional Development meetings
- 2015 IL-TPAC Annual State Conference – *Moving Forward* – edTPA; Normal, IL
- 2015 GSU FDC Self-Assessment Training – Accreditation required – implemented visits, observations, documentation and written feedback regarding classroom education and environment related to Child Development, Meeting the Needs of Children with Disabilities, and DAP Curriculum & Assessment
- 2015 Governors State University; ELED/EDEC New Student Orientation; Meet the Faculty / Share about the Program / Answer Students Questions
- 2015 Governors State University EDEC mandatory edTPA session for incoming candidates
- 2015 Illinois STAR NET region IV Tinley Park, IL Conference Attendance current topics and annual workshop offerings
- 2015 Governors State University Student/Cooperating Teacher Completion Award Dinner
- 2015 edTPA Conference –Normal, IL – IL-TPAC Annual State Conference
- 2015 ILAECTE - Illinois Association of Early Childhood Teacher Educators - Elmhurst College, IL – edTPA, EC Redesign, Chicago City Colleges restructuring; Gateways for Opportunity
- 2015 STAR NET – Early Childhood Community Focus Group – Oak Forest, IL
- 2015 GSU – Student Education Association; attended two meetings, speaking at one
- 2015 GSU – visiting EDEC entry level BA and MA course to speak about program study plan progression
- 2015 Dr. Kip Tellez – Getting Connected with edTPA – Governors State University
- 2015 Dr. Daniel Goleman – Emotionally Intelligent Teaching and Learning – Governors State University
- 2014 Prairie State College Chicago Heights, IL [Partnership/Advisory Council Member]
professional development meeting topics: Student Transfer Issues & Changes in Program
- 2014 GSU FDC Self-Assessment Training – Accreditation required – implemented visits, observations, documentation and written feedback regarding classroom education and environment related to Child Development, Meeting the Needs of Children with Disabilities, and DAP Curriculum & Assessment
- 2014 Governors State University; ELED/EDEC New Student Orientation; Meet the Faculty / Share about the Program / Answer Students Questions
- 2014 Gateways for Opportunity – Collaborating for Success – Bloomington, IL - The Illinois Association for Early Childhood Teacher Educators (ILAECTE)
- 2014 Illinois STAR NET region IV Tinley Park, IL– Conference Attendance – *Integrating Technology in EC Programs*

- 2014 Governors State University Student/Cooperating Teacher Completion Award Dinner
- 2014 April Governors State University edTPA Retreat – Presentation and then scoring tasks
- 2014 Ern Webinars *How Girls Learn: Brain Based Teaching Strategies that Raise the Bar in STEM and in Leadership* with Michael Gurian
- 2014 Governors State University Search for Interim Chair – met with Dean D’Arcy and Provost Bordelon
- 2014 Governors State University; ELED/EDEC New Student Orientation; Meet the Faculty / Share about the Program / Answer Students Questions
- 2014 STAR NET Infnitec Southwest Tinley Park, IL -Early Childhood Community Focus Group Member - professional development meeting topics: Project Director’s report; resource Specialists Updates, Early Childhood Today
- 2014 Webex.com Webinar *Customer Insights: Field Experience Management*
- 2014 Advanced Illinois – Chicago edTPA Event – National Louis University, Chicago IL - overall topic and attended *Academic Language Supports* – by Karen Daly
- 2014 Governors State University Student/Cooperating Teacher Completion Award Dinner
- 2014 Illinois Association of Early Childhood Teacher Educators (ILAECTE) Elmhurst College, IL – requested to share about EPPI Grant – other topics: edTPA, Voices, RFP funding, video disclosure statements, rubrics
- 2014 *An Evening with Michael Fullan: Key Factors for Maximizing Impact on Student Achievement*; Oak Brook, IL
- 2014 Governors State University, University Park, IL Attended/spoke at *Student Teacher / Cooperating Teacher Dinner*
- 2013 Illinois Resource Center Attended *K-8 Program design for English Language Learners*.
- 2013 Crowne Plaza Chicago, IL Participated as delegate, UPI House of Delegates; *State Updates, Legislative Issues, Major Talking Points; Resolutions*
- 2013 Gateways for Opportunity, Bloomington, IL
Participated in Higher Education Forum; *Collaborating for Success*
- 2013 STAR NET Infnitec Southwest, Tinley Park, IL
Participated as member, Early Childhood Community Focus Group: *KIDS-Kindergarten Individual Developmental Survey, Blending, EE Coding, Teacher Evaluations*
- 2013 Prairie State College, Chicago Heights, IL
Participated as member, Partnership/Advisory Council: *Curriculum, Common Core Standards, Employment Outlooks*
- 2013 Governors State University, GSU View, University Park, IL

Planned/Implemented *EC Lab/Student Teachers Bi-Annual Breakfast Social*

2013 Governors State University, University Park, IL

Participated in ELED/EDEC New Student Orientation; *Meet the Faculty / Share about the Program / Answer Students Questions*

2013 Governors State University, University Park, IL

Participated in Evaluator's Workshop; *University Personnel Committee & Division Department Personnel Committee*

2013 Governors State University, University Park, IL

Attended/spoke at *Student Teacher / Cooperating Teacher Dinner*

2013 Governors State University, University Park, IL

Participated in retreat pilot experience with *Team Scoring edTPA*

2013 Gateways for Opportunity, Oak Lawn, IL

Participated IBHE - ISBE topics: *Effective Teacher Preparation, CAEP (NCATE), NAEYC, Race to Top, edTPA*

2013 Governors State University, University Park, IL

Professional engagement entry COE news; *The ABCs of Early Childhood*

2013 STAR NET Infinetec Southwest, Tinley Park, IL

Participated, as member, Early Childhood Community Focus Group; *Workshops and Topics for Study Groups.*

2012 Governors State University, University, IL

Participated Teacher Quality Partnership Grant (TPQ) training; *Co-Teaching Certification*

2012 Gateways to Opportunities at Chateau Hotel in Bloomington, IL

Participated, as member, *Professional Development Advisory Council*

2012 Prairie State College, Chicago Heights, IL

Participated, as member, *Child and Family Studies and Paraprofessional Advisory Committee; Semester Program Activities, Director Credential and Internships*

2012 Frank Lloyd Wright Preservation Trust in Chicago, IL

Participated in *Froebel's Theory and Educational Gifts and Their Impact upon Student Learning Especially in the Area of Constructive Design*

2012 Governors State University, GSU View, University Park, IL

Planned/Implemented *EC Lab/Student Teachers Bi-Annual Breakfast Social*

2012 STAR NET Oak Forest, IL

Participated, as member, Early Childhood Community Focus Group; *Workshops and Topics for Study Groups*

2012 Governors State University, University Park, IL

Participated, as member, GSU Board of Trustees / GSU Senators Retreat; *Faculty Governance and other agreed upon topics.*

- 2012 Governors State University, University Park, IL
Participate in Common Core Summit; *ESL/ELL Learners; Differentiated Instruction Universal Design for Learning, Special Education Needs in the General Education Classroom, and The Social/Emotional and Common Core Learning Standards.*
- 2012 STAR NET Infnitec Southwest in Tinley Park, IL
Attended *The Problem with Problem Behavior*
- 2012 STAR NET Saint Xavier University Orland Park Campus, IL
Participated, as member, Early Childhood Community Focus Group; *Time Management for Administrators*
- 2012 STAR NET Oak Forest, IL
Attended workshop *Where Did the Time Go?*
- 2012 Governors State University, GSU View, University Park, IL
Planned/Implemented *EC Lab/Student Teachers Bi-Annual Breakfast Social*
- 2012 Governors State University, University Park, IL
Participated in *Student Teachers – Cooperative Teachers Dinner; Farewell and Words of Wisdom*
- 2012 Crown Plaza in Chicago, IL
Participated as delegate, UPI House of Delegates; *Together we can make the Unlikely Happen and the Impossible Possible*
- 2012 Bloomington, IL
Participated as member, ILACTE meeting, followed by Gateways Forum; *Bilingual Language Learners, Cognitive Flexibility, and the Future of Education*
- 2012 Governors State University, University Park, IL
Attended TaskStream Webcast; *How the Common Core will Impact College Readiness and Teacher Education*
- 2011 Governors State University, University Park, IL
Planned/Implemented *EC Lab/EC Student Teachers Social*
- 2011 Governors State University, University Park, IL
Attended/spoke at *Student Teacher / Cooperating Teacher Dinner*
- 2011 Prairie State University, Chicago Heights, IL
Participated in, as member, *Child/Family/Paraprofessional Advisory Committee*
- 2011 Governors State University, University Park, IL
Participated in *Division Personnel Committee Training* by Peggy Woodward
- 2011 Moraine Valley Community College, Palos Heights, IL
Participated in *Drawing Children into Reading, SAEYC*
- 2011 STAR NET Southwest Cooperative, Oak Forest, IL
Participated, as member, *EC Community Focus Group; Support and Technical Assistance*

- 2011 University of Illinois, Urbana, IL
 Attended *Assessing Teaching Competencies and Proficiencies*, IACTE
- 2011 Crowne Plaza Hotel, Springfield, IL
 Attended *Preconference Institute for Higher Education Faculty: Supporting Linguistically and Culturally Diverse Students*
- 2011 Governors State University, University Park, IL
 Participated in *Whiteboard Workshop*
- 2011 Governors State University, University Park, IL
 Attended *A Conversation with Vivian Paley*
- 2011 Governors State University, University Park, IL
 Planned/Implemented *EC Lab/EC Student Teachers Social*
- 2011 Governors State University, University Park, IL
 Implemented *GSU NCATE/GSU Poster Session; BA/MA EC*
- 2011 Governors State University, University Park, IL
 Donated to *GSU University Library*; eighteen books
- 2011 Prairie State College, Chicago Heights, IL
 Participated, as member, *Child/Family Studies/Paraprofessionals Advisory Committee*
- 2011 Saint Xavier University, Chicago, IL
 Participated, as member, *StarNet, EC Community Focus Group, Support and Technical Assistance*
- 2011 Crown Plaza Chicago Metro, Chicago, IL
 Participated, as delegate member, *House of Delegates/UPI*
- 2011 Governors State University, University Park, IL
 Participated in *Conversations about general Education Outcomes of GSU Undergraduates*
- 2010 Judson University, Elgin, IL
 Participated in Chicago Area Faculty Development Network (CAFDN) Fall Event, *Teaching Our Changing Student Population*
- 2010 Marriott Oak Brook Hills, Oak Brook, IL
 Participated in ISBE Illinois Resource Center (IRC) Early Childhood Professional Development Institute, *Increasing the Awareness of English Language Learners in Early Childhood Teacher Preparation Programs*
- 2010 University of Saint Francis, Joliet, IL
 Participated in Trinity Services, Incorporated Workshop, *The Invisible Disability Fetal Alcohol Spectrum Disorder*
- 2010 GSU Family Development Center (FDC), University Park, IL
 Participated in ISBE Head Start Training and Technical Assistance Workshop, *Early Head Start Pre-Birth t Three Cluster Training*
- 2010 Governors State University, University Park, IL

Participated in GSUs Faculty Summer Institute, *Sharing Success*

2010 Parke Hotel and Convention Center, Bloomington, IL

Participated in IL IRC Gateways to Opportunities Higher Education Forum, *Collaborating for Success*

2010, ECHO, South Holland, IL

Participated in Exceptional Children Have Opportunities Open House; informative tour across multiple age-level special education sites

2010 Governors State University, University Park, IL

Participated in GSUs Center for On-Line Teaching and Learning, *Planning Your Hybrid Course*

2010 Governors State University, University Park, IL

Participated in GSUs Unit of Education Featured Presentation, *Dr. Harry Wong: Effective Teaching*

2009 Governors State University, University Park, IL

Participated in Gloria Ladson-Billings *What it Takes to Successfully Lead a Diverse School Community*

2009 Governors State University, University Park, IL

Planned and implemented annual *GSU Early Childhood Education Program Advisory Council*; Connecting EC Professionals /maintaining communication across common curricular fields

2009 Governors State University, University Park, IL

Participated in *COE Conversations on Diversity*; Influence of Culture on Education / Develop Meaningful Experiences for All Students

2009 Governors State University, University Park, IL

Participated in *GSU's COE Student Teaching Dinner*; congratulating students & cooperative school district professionals for their excellent partnership

2009 Governors State University, University Park, IL

Participated in *COE Conversations on Diversity*; Exemplary Models of Bi-lingual Programs

2009 Crowne Plaza Chicago Metro

Participated Delegate of *UPI House of Delegates*; Annual Agenda Topics

2009 STAR NET Region IV Early Childhood Community Focus Grp, Round Table; Oak Forest, IL

Participated in, as a member, IL Support and Technical Assistance Regionally

2009, Prairie State College, Chicago Heights, IL

Participated, as a member, *Joint Child and Family Studies and Education Paraprofessional Advisory Committee*; Yearly reports / Qualities, Knowledge and Skills Expected of Employees and Students

2009 Chicago Public Schools, Chicago, IL

As a proposal/grant author of the 1999 CPS development grant, attended the *Anniversary Celebration of the Barbara Vick Early Childhood and Family Center*; Community Open House

2009 STAR NET Region IV Early Childhood Community Focus Group, Workshop; Oak Forest, IL

Participated, as a member, IL Support and Technical Assistance Regionally

2009 Meet and Greet Reception for New Executive Director; Chicago, IL.

Personally invited, unable to attend, the *Department of Family and Support Services (DFSS)*; *National Head Start Association (NHSA)*; *National Association of Child Care resource and Referral Agencies (NACCRRA)*; and *Council for Professional Recognition*

2009 GSU Summer Institute

Participated in various educational seminars regarding advancements related to elearning

2008 STAR NET IL Support and Technical Assistance Region VI

Participated in Bi-Annual Early Childhood Community Focus Groups

2008 Springfield, IL

Participated in University Professionals of Illinois Local 100 IFT, AFT, AFT-CIO Rally Day
Higher Education legislation Coalition

2008 STAR NET Oak Forest, IL

Attended "Writing Defensible IEP's" by Teri Engler and Christi Flores

2008 Governor State University, University Park, IL

Attended IL-SAELP Consortium Metropolitan Institute for Leadership in Education Programs (MILE)

2007 Governor State University, University Park, IL

Participated in "Illinois Review Board (IRB) Box Lunch Informative Session"

2007 Governor State University, University Park, IL

Attended COE Student Teaching Dinner

2007 Illinois Resource Center (IRC), Prairie State Community College, Chicago Heights, IL

Attended "Tighten that Link: Strategies for Strengthening the Link b/w Preschool Settings and Home"

2007 Illinois Resource Center (IRC), Matteson Holiday Inn, Matteson, IL

Attended "Pre-Kindergarten Literacy: Making Program both Developmentally Appropriate and Effective"

2007 Governor State University, University Park, IL

Attended "Documentation: The Engine for Learning"

2007 Governor State University, University Park, IL

Attended "NCATE/AACTE: Accreditation, Accountability and Quality"

2006 Governors State University, University Park, IL

Participated in "Exploring New Possibilities for Teaching and Learning: Based on Influences of the Reggio Emilia Approach"; Amelia Gambetti and Lella Gandini from Italy

2006 Governors State University, University Park, IL

Completed Adventures of American Mind Grant

2005 Illinois Resource Center (IRC), Prairie State Community College, Chicago Heights, IL
Attended "The Early Education Station: The Best of a Model Classroom"
Originated as the IL "Governor's Tent" display; Exhibition "On the Road"

2004 Prairie State Community College, Chicago Heights, IL
Participated in "Access and Equity Institute on Inclusion Training of Trainers"

2004 Hamburger University, Oak Brook, IL
Attended "Access and Equity Summer Faculty Institute"

Professional Service: Past & Present

IPA
ILAECTE
University Personnel Committee, UPC
University Excellence Committee
University Executive Senator, COE
University Senator, COE
UPI House of Delegates, Delegate
Division Personnel Committee, DPC
Program Coordinator, Early Childhood
Graduate Council, Chair
Undergraduate Council
EDAD / EDEC / DOE / COE Program
Educator Preparation Provider Unit, EPPU
Professional Education Unit Committee, PEU
NCATE Standard Two
COE Dean Search Committee
EC Faculty Search Committee, Chair
FDC Director Search Committee
Family Development Center Consulting Committee
GSU EC Advisory Committee, Chair
STAR NET Region VI Early Childhood Community Focus
Group Prairie State Community College EC Advisory
Committee UPI Rally Day; Springfield, IL 2008
GSU FDC Pre-K Graduation; Governor State University, IL
UPI House of Delegates Forum; University Delegate; Chicago, IL
UPI Secretary
UPI Treasurer
UPI Negotiation Team Tier I
University Academic Policy Committee
University Auxiliary Committee
NCATE EC Data Collection
School of Education Library / Media and Technology Committee
Clinical Task Force
Committee Re-organization Task Force
Scholarship Task Force
Hospitality Committee
Division I Committee
University Division Library Committee
Division Professional Relations Committee
District In-service Committee

Human Relations Committee
Building Communication/Advisory Committee
Teacher Evaluation Committee
Special Education Philosophy Committee

Professional Organization Memberships: Past & Present

Illinois Principal Association
Association of Supervision and Curriculum Development
Council for Exceptional Children
National Association for Early Childhood Teacher Educators
National Association for the Education of Young Children (NAEYC)
Phi Delta Kappa
Illinois Principal Association
Local Professional Development Committee; Orland School District 135
Higher Education Commission on Early Childhood, Secretary 1997-2001
Illinois Association for Early Childhood Teacher Educators ILAECTE
South Suburban Association for the Education of Young Children (SAEYC)
Association for Supervision and Curriculum Development

Additional Awards / Accomplishments

2021 Excellence for Outstanding Performance Award Governors State University

2016 Nominated for Governors State University Excellence in Teaching and Service Award

2016 Nominated for Governors State University Excellence in Teaching and Service Award

2014 Governors State University, University Park, IL
Completed the Faculty Scholarship 3 credit hour course; Learning / Teaching On-Line

2013 NAEYC, Washington, DC
Annual National Conference Peer Proposal Reviewer (Daniel Volt); Topic category: *Guidance Discipline / Challenging Behavior*; 31 proposals reviewed

2013 Governors State University, University Park, IL
Scholarship Cues Application; requested to begin 18credit hours over three semesters at GSU for the ESL approval that complements the EC Type 04 IL teaching certificate for the purpose of enhancing my professional knowledge so as to assist in teaching this six course sequence at the UG/G level for GSU

2013 Nominated for Governors State University Excellence in Teaching and Service Award

2012 Nominated for Governors State University Dr. Gerald C. Baysore endowed distinguished service award

2012 NAEYC, Washington, DC
Annual National Conference Peer Proposal Reviewer (Daniel Volt); Topic category; *Guidance Discipline/Challenging Behavior*; 32 proposals reviewed.

2011 Phi Beta Delta
Manuscript Reviewer, *International Studies Regarding EC*, Michael Smithee, Editor

2011 NAEYC, Washington, DC

Annual National Conference Peer Proposal Reviewer (Daniel Volt); 28 proposals reviewed

2008 Governors State University

BA and MA Early Childhood Education Special Program Report Writing
(SPAs – NAEYC Initial and Advanced) – accepted, no conditions

2007 Governors State University, University Park, IL

Excellence in Teaching Award

2001 Governors State University

BA and MA Early Childhood Education Special Program Report Writing
(SPAs – NAEYC Initial and Advanced) – accepted, no conditions

2001 GSU Annual Employee Recognition Program, ten years of service

Additional Experiences

1991 – 1993 Graduate Assistant

Northern Illinois University, DeKalb, IL

Worked for Dr. Voelker, Dr. Thomas, Dr. Reyes, Dr. Pickle & Dr. Borstad; library research; instructional development; videotaped and programmed segments on child interactions; substitute instructor; designed instructional materials; implemented other related services.

1983 – 1987 Summer Employment

Homewood-Flossmoor Park District, IL

Worked in various departments such as camp director, office clerk, lifeguard, trip chaperon, and Sports/Racket club desk attendant.

1981 – 1982 Graduate Research Assistant

Northern Illinois University, DeKalb, IL

Conducted teaching segments to implement an experimental design and assisted in gathering data through computer searches.

References

Furnished upon request.



Office of the Provost
1 University Parkway
University Park, IL 60484
708.534.4980
www.govst.edu

20 December 2023

To: Dr. Cheryl Green, President
From: Dr. Beverly Schneller, Provost, VP Academic Affairs
Re: Recommendation of Dr. Cheryl Mejta for Emerita Status

Dear Dr. Green:

It is my pleasure to endorse and support the recommendation of the Dean and faculty that Dr. Cheryl Mejta be awarded emerita status in recognition of her commitment to the students of the College of Health and Human Services and to Governors State University.

Dr. Mejta presented her application for emeritus status in keeping GSU Policy 35. Her credentials were reviewed in her department, by her department chair and by her dean, who recommended her unanimously for the honor. To her credit and our benefit, Dr. Mejta has indicated an interest in continuing to support the College of Health and Human Services as a scholar, mentor, and advisor.

Based on the recommendation of her peers, and on her application, I am pleased to recommend Dr. Cheryl Mejta for the title of Professor Emerita at Governors State University.

A handwritten signature in black ink, reading "Beverly Schneller".

Beverly Schneller, PhD
Provost and Vice President for Academic Affairs

cc: Catherine Balthazar, Dean, College of Health and Human Services

To: Acting President Corey Bradford
From: Cheryl L. Mejta, Ph.D.
RE: Request for Professor Emerita Recommendation
Date: November 16, 2023

I am requesting your recommendation to the Board of Trustees so I may be considered, for Professor Emerita. After 38 years at Governors State University, I will be retiring on January 31, 2024, as Full Professor in the Department of Addictions Studies and Behavioral Health.

I began my appointment as Assistant Professor in 1985, achieved tenure and promotion to Associate Professor in 1991 and was promoted to Full Professor in 2005. In addition to my role as a faculty member, I have held several administrative positions. These included: Chair of the Department of Addictions Studies and Behavioral Health, Chair of the multi-disciplinary Department of Health and Human Services, Director of the Peer Recovery Support Specialist Training Program, and Executive Director of the Center for Addiction Technology, Education and Evaluation. As a scholar, I have obtained: over \$15 million in federal, state, and local grants; published 30 manuscripts and videos; and presented over 70 papers and workshops at international, national, and state conferences. Besides my service on many university committees and membership in state and national associations, I have served on an international and several community boards. In my retirement, I intend to continue my scholarly activities, including advocating for funding for GSU students and programs.

Although there have been many changes across my tenure at GSU, the one constant has been GSU's commitment to provide educational opportunities to students with previously limited or restricted access to higher education. I would be honored to continue to support GSU's mission, its students, and its faculty in my role of Professor Emerita.

Many thanks for your consideration and support of my request.



Cheryl L. Mejta, Ph.D.
Department of Addictions Studies and Behavioral Health

CURRICULUM VITAE

CHERYL L. MEJTA, Ph.D.


EDUCATION

Ph.D.	Psychology	Illinois Institute of Technology Chicago, Illinois, May 1981
M.A.	Psychology	Bradley University Peoria, Illinois, December 1974
B.S.	Psychology	Bradley University Peoria, Illinois, December 1973

PROFESSIONAL EXPERIENCE

9/85 to Present **Governors State University**
College of Health Professions
University Park, Illinois 60466

Positions Held: **Full Professor- Department of Addictions Studies and Behavioral Health**
(2005 to present)

Teach graduate courses in addictions studies and behavioral health.

Program Co-director- Peer Recovery Support Training Program
(7/13 to present)

Serve as the administrator for the externally funded Peer Recovery Support Specialist Training Program. Responsibilities include overseeing the development and delivery of courses, trainee program admissions and completions, evaluating staff performance, managing budgets, writing and submitting reports, evaluating program outcomes, and coordinating with other university departments.

Chair – Department of Addictions Studies and Behavioral Health (7/12 to 8/23)

Served as the administrator for a multi-disciplinary department consisting of 10 faculty and 2 academic staff. Programs offered included an undergraduate Community Health Program, an undergraduate minor in Addictions Studies, a graduate Addictions Studies Program, a graduate Addictions Counseling Concentration Program, and a post-baccalaureate certificate in Addictions Screening, Assessment, and Referral. Responsible for the division's budget, evaluating faculty performance, supervising adjunct faculty, managing the accreditation process for academic programs, resolving student grievances, and reviewing faculty requests for retention and promotion,

**Professor - Addictions Studies and Behavioral Health (9/85 to Present;
Tenured 1991; Full Professor 2005)**

Taught undergraduate and graduate courses in addictions studies and behavioral health. Served as coordinator of the graduate internship program. Designed and taught two web-based graduate-level courses in behavioral health.

**Executive Director – Center for Addiction Technology, Education and
Evaluation (10/92 to 09/05)**

Served as the executive director of a federally funded Addiction Technology Transfer Center which developed and delivered curricula in addictions for students and professionals in the health and human services fields through a multi-disciplinary training consortium involving five academic departments, a public tertiary hospital, a state government agency, several publicly-funded substance abuse organizations, and a private therapy and training organization.

Chair - Division of Health and Human Services (9/90 to 7/94)

Served as the administrator for a multi-disciplinary, university division which included addictions studies, health education, medical technology, and social work. Responsible for the division's budget, evaluating faculty performance, supervising adjunct faculty, managing the accreditation process for academic programs, resolving student grievances, and reviewing faculty requests for retention and promotion.

2012**Rio Salado College**

Adjunct Faculty for Undergraduate Addictions Studies Program

12/82 to 9/85

Interventions
1234 South Michigan Avenue
Chicago, Illinois 60605

Positions Held:**Director of Quality Assurance (6/85 to 9/85)**

Reviewed, revised and monitored clinical programming and documentation for five corporation substance abuse clinics.

Facility Director - Crossroads (12/82 to 6/85)

Managed a multi-modality alcohol and drug abuse treatment facility consisting of three programs (an adolescent residential program, an adult residential program, and an outpatient program), 20 staff, and 100 clients.

Facility Assistant Director - Crossroads (12/82 to 10/83)

Implemented and supervised clinical programming and operations of a residential substance abuse program for adolescents and young adults.

6/81 to 12/82

Research Associate (Assistant Professor)
Drug Abuse Rehabilitation Program

**Department of Psychiatry
The University of Chicago
Chicago, Illinois 60637**

Conducted, coordinated, and originated clinical research; administered and developed clinical and research grants.

9/81 to 6/85

**Instructor in Psychology
St. Xavier College
Chicago, Illinois 60655**

Taught undergraduate psychology courses.

9/78 to 10/81

**Research Director/Psychologist
Community Corrections Drug Abuse Program
1439 W. Michigan Avenue
Chicago, Illinois**

Conducted process and outcome evaluations; developed program grants.

9/75 to 8/77

**Goodwill Rehabilitation Center
120 South Ashland Avenue
Chicago, Illinois**

Coordinator-Micrographics Training Program (3/76 to 8/77)

Coordinated general activities of a federally funded program training physically disabled persons as micrographic technicians; specific tasks included interviewing; supervising and evaluating trainees; communicating with referral and funding agencies; and supervising two other staff.

Vocational Evaluator (9/75 to 3/76)

Determined physically and emotionally disabled persons' vocational capabilities through psychometric testing, behavioral observation, and situational assessment; facilitated job seeking skills groups.

1/74 to 8/74

**Youth Development Specialist
Guardian Angel Home
2900 W. Heading Avenue
Peoria, Illinois 61611**

Provided individual and group counseling to behaviorally disordered adolescents in a residential treatment center; supervised three weekend staff members.

CONSULTING POSITIONS

- 3/95 to Present** **Clinical Health Psychologist**
Wellness Home at NorthStar (Previously NorthStar Healthcare from 1998-2020 and Center for Special Immunology prior to 1998)
2835 North Sheffield Avenue
Chicago, Illinois 60657
- Provide psychological and consultation services in primary care practice for people with chronic health conditions.
- 9/85 to 9/92** **Research and Program Development Consultant**
Interventions
1234 South Michigan Avenue
Chicago, Illinois 60605
- Developed program and research proposals; implemented research designs of approved proposals; developed and presented staff training programs.
- 10/87 to 6/97** **Consulting Psychologist**
Chicago House Social Service Agency
913 W. Belmont
Chicago, Illinois 60657
- Facilitated a support group for counselors who provide social services to persons with AIDS; conduct psychological and substance abuse assessments for clients; provide in services to staff.
- 9/90 to 8/95** **Clinical Consultant**
Aunt Martha's Substance Abuse Programs
224 Blackhawk Road
Park Forest, Illinois 60466
- Served as a psychological consultant for counselors working with female substance abusers and adolescent substance abusers.
- 2/93 to 12/94** **Consulting Psychologist**
Horizon Hospice
2800 N. Sheridan Road
Chicago, Illinois 60657
- Facilitated a support group for hospice staff.
- 9/85 to 9/87** **Employee Assistant Consultant**
Members Assistant Program
(Affiliated with Interventions)
1234 South Michigan Avenue
Chicago, Illinois 60605
- Provided assessment, consultation, and referral for employee assistance clients.

1987-1989 **Instructor**
Midwest AIDS Training and Education Center

10/79 to 10/81 **Consulting Psychologist**
Neumann Training Center
3245 W. Armitage Avenue
Chicago, Illinois

Assessed the intellectual and psychological functioning of developmentally disabled individuals; recommended treatment interventions for behavioral/emotional problems.

ASSISTANTSHIPS

9/77 to 6/79 Graduate Psychology Teaching Assistant
Illinois Institute of Technology
Chicago, Illinois 60616

6/73 to 9/74 Graduate Psychology Research Assistant
Bradley University
Peoria, Illinois

1/72 to 6/73 Undergraduate Psychology Research Assistant
Bradley University
Peoria, Illinois

INTERNSHIPS**9/77 to 6/78**

**Psychology Intern
Goodwill Rehabilitation Center
120 S. Ashland Avenue
Chicago, Illinois**

Supervised in group and individual psychotherapy with physically, emotionally, and vocationally disabled persons; supervised in psychological testing; also worked with the Vocational Evaluation Department.

9/74 to 9/75

**Psychology Intern
Institute of Physical Medicine and Rehabilitation
619 N.E. Glen Oak
Peoria, Illinois**

Supervised in group and individual psychotherapy with physically, emotionally, and vocationally disabled persons; supervised in psychological testing; also worked with the Vocational Evaluation Department.

PRACTICUMS**National Institute on Drug Abuse**

AIDS and the IV drug user; a training program in education, risk assessment, and treatment planning for drug abuse counselors (23 hours - 11/86)

Focusing Institute

Chicago, Illinois

Focusing training workshops (20 hours - 9/82)

Chicago Counseling and Psychotherapy Center

Chicago, Illinois

Practicum in Client Centered Therapy (520 hours - 10/81 to 7/82)

Zeller Zone Center

Peoria, Illinois

Practicum in inpatient and outpatient adult psychological treatment (100 hours - 1/74 to 6/74)

Bradley University Counseling Center

Peoria, Illinois

Practicum on the treatment of phobias using systematic desensitization and implosive therapy (100 hours - 1/73 to 6/73)

CERTIFICATIONS

Governors State University, Certificate in Online Teaching

LICENSURE

Licensed clinical psychologist in the State of Illinois IL 071-002946

BOARD MEMBERSHIP

- 2016-present International Consortium of Universities on Drug Demand Reduction
(ICUDDR) United States Advisory Board Member
- 2008-2010 Test Positive Aware Network (TPAN)
Vice Chair of the Board of Directors
Chair Ad Hoc Committee on Services Integration
Member Finance Committee
Member CEO Search Committee

OTHER BOARDS

- Board of Directors for The Crossroads Coalition serving the Chicago Southland
Communities in addressing health disparities, Chicago Heights, IL
Member of the Mobilizing Action through Planning and Partnership (MAPP),
Will County, IL.
Member of the "Tobacco Free Will County" Committee for the Will County
Department of Public Health, IL.
Member of the Southland Human Services Leadership Council, Chicago Heights
IL

HONORS AND AWARDS

- Phi Kappa Phi National Honor Society (1973-Present)
Alpha Eta Society (2010 – Present)
Allied Health Leadership Program, Association of Schools of Allied Health
(1999)
Faculty Excellence Award (1995)
Chicago House Founder's Award (September 1990)
Illinois Institute of Technology Graduate Scholarship (1979-1980)

GRANT REVIEWER

- 2010-2015 Centers for Disease Control (CDC)
2008-2014 City of Chicago, Department of Public Health

PROFESSIONAL ORGANIZATIONS AND COMMITTEES

- American Psychological Association
Illinois Psychological Association
International Society of Substance Use Professionals (ISSUP)
NAADAC, The Association for Addiction Professionals

REFERENCES

Available upon request.

GRANTS

Illinois Certification Board (ICB). CADC Expansion Grant. 43CCC03782. 12/1/23-6/30/24. \$507,000.00. Role PI.

Substance Abuse and Mental Health Services Administration (SAMHSA), Center for Substance Abuse Prevention (CSAP). Minority AIDS Initiative: The Substance Use and Human Immunodeficiency Virus Prevention Navigator Program for Racial/Ethnic Minorities. SP-23-005. 10/1/23-9/30/28 (Cornelius Ogundele PI Community Action Services FOLA). Role: Program Evaluator \$100,000.

State of Illinois Department of Mental Health. 814 CRSS Success Program. 45CCB04313. 12/15/21-6/30/24. \$2,080,237. Role PI

State of Illinois Division of Substance Abuse Prevention and Recovery- Peer Recovery Support Training Program. 43CAC00123. 7/1/12-6/30/24. \$3,370,032. Role PI

Health Research and Services Administration (HRSA). Behavioral Health Workforce Education and Training- Para-Professional. M01HP42507019/1/21-8/31/25. \$1,344,951. Role: PI

Health Research and Services Administration (HRSA). Behavioral Health Workforce Education and Training- Professional. M01HP31301. 9/30/17-8/31/21. \$1,918,310. Role: PI

Substance Abuse and Mental Health Services Administration (SAMHSA). Module-based Substance Use Disorders Training for Behavioral, Medical, and Allied Health Practitioners. 1H79F-G000098. 9/30/20-9/29/22. \$188,093. Role: Co-PI

Substance Abuse and Mental Health Services Administration (SAMHSA). Targeted Capacity Expansion HIV: High Risk Populations-Young black men having sex with men. TI080691. 2019-2023. Approximately \$889,030. (Cornelius Ogundele PI Community Action Services FOLA) Role: Program Evaluator \$180,000.

American Psychological Association. Health Equity Ambassador's Program. Smoking cessation program for people living with HIV. 2014-2015. \$500. Role: PI

Substance Abuse and Mental Health Services Administration (SAMHSA). Targeted Capacity Expansion - HIV Interventions East St. Louis. Illinois Department of Human Services and Cornell Interventions. 2001-2006. \$2,223,938. Peter Gaumond PI. Role: Research Director approximately \$333,590.

Substance Abuse and Mental Health Services Administration (SAMHSA). Targeted Capacity Expansion- HIV/HCV Interventions Northside. TI-00-005. 2001-2003. Approximately \$1,255,779. Frank Page, MD PI. Role: Research Director approximately \$100,000.

Health Research Services Administration (HRSA). Allied Health Grant Program. Advanced Curriculum Training 21st Century. 2001-2004. Approximately \$546,783. (Cecilia Rokusek Florida Gulf Coast University PI.) Role. Curriculum Developer and Evaluator \$136,696.

Governors State University. Mini Grant. Delivering Training in Addictions Using Internet Technology. 1997-1998. \$1,500. Role: PI

National Institute of Justice. Residential Substance Abuse Treatment Program Outcome Evaluation Dwight Correctional Center. 97RTVXK017 1997-2000. \$60,000. Role: PI

Department of Justice. Drug Court Implementation Initiative. Kankakee Drug Court. 1995-1996. \$392,107.50. Judge John Michaels PI. Role: Program Evaluation approximately \$70,000.

Substance Abuse and Mental Health Services Administration (SAMHSA), Center for Substance Abuse Treatment (CSAT). The Addictions Training Center: Iowa Expansion Grant. 3V98 TI00849-03. 10/1/95-9/30/98. \$480,000. Role PI

Substance Abuse and Mental Health Services Administration (SAMHSA), Center for Substance Abuse Treatment (CSAT). The Addictions Cross Training Academy Expansion Grant 3 U98-TI00849-03. 10/1/95-9/30/98. \$900,000. Role: PI

Substance Abuse and Mental Health Services Administration (SAMHSA), Center for Substance Abuse Treatment (CSAT). The Addictions Training Center at Governors State University. 1 U98 TI00849-01. 1993-1998. \$2.7 million. Role: PI

Governors State University. Mini Grant. Promoting Healthy Parent-Child Relationships with Women in Treatment For Substance Abuse. 1994-1995. \$1,600. Role: PI.

Chicago Department of Health. Chicago House and Social Service Agency. Client Evaluation Of HIV-Related Services. 1994. \$10,000. Role: Research Director.

State of Illinois. Lieutenant Governor's Office. Training The Gender Competent Substance Abuse Counselor. 1993. \$35,000. Role: Project Co-Director.

National Institute on Drug Abuse (NIDA). Substance Abuse Case Management. 1989-1994. SR 18 DA06086. \$3.1 million. (PI Peter Bokos). Role: Research Consultant approximately \$250,000.

Governors State University. Mini Grant. Identification of Lifestyle Risk Factors that Affect the Health of GSU Students. 1988. \$5,000. Role: Project Co-Director.

Governors State University. Mini Grant. AIDS: A survey of Counselors' Knowledge, Attitudes, and Reactions. 986. \$2,000. Role: PI.

City of Chicago. Department of Health. AIDS Risk Reduction Project for IV Drug Users. 1986. \$40,000. Role: PI

National Institute on Drug Abuse (NIDA). Comprehensive Treatment for Heroin Addictions. PHS 5R18 DA03226. 1982-1986. (PI. Dr. Senay). Role: Project Coordinator.

PUBLICATIONS AND PRESENTATIONS

PUBLICATIONS

- Mejta, C.** (2017). Managing stress using complementary and alternative medicine approaches. In S. Wadhwa (Ed.), *Stress in the modern world*. Santa Barbara, CA: ABC-CLIO Publishers
- Schlaeger, J.M., Xu, N., **Mejta, C.L.**, Park, C., & Wilkie, D. (2015). Acupuncture for the treatment of vulvodynia: A randomized wait-list controlled pilot study. *Journal of Sexual Medicine*, 12 (4), 1019-1027. Doi: 10.1111/jsm.12830.
- Mejta, C. & Rokusek, C.** (1997). Developing competencies in substance abuse for dietitians: Research and Opportunities. *Developmental Issues*, 16, 1-2.
- Mejta, C.**, and Lavin, R. (1996). Facilitating healthy parenting among mothers with substance abuse or dependence issues: Some considerations. *Alcoholism Treatment Quarterly*.
- Mejta, C.**, Bokos, P., Mickenberg, J., and Maslar, M. (1995). Improving substance abuse treatment access and retention among intravenous drug users. *Journal of Drug Studies*, 14, 33-46.
- Mejta, C.**, Goldenstein, S., Ealey, A., and Klosak, J. (1995). Models of Substance Abuse Intervention Within Criminal Justice. (25-hour videotaped teleclass.) University Park, Illinois: Addiction Training Center and Governors State University.
- Mejta, C.**, and Sarlo, G. (1995). Psychological cofactors in HIV disease: Strategies for enhancement of one's health status. *AIDS Info Source*, 1(1), 3.
- Sarlo, G., and **Mejta, C.** (1995). Enhancing your health through stress management. *AIDS Info Source*, 1(2), 3.
- Mejta, C.**, Bokos, P., Mickenberg, J., & Maslar, M. (1995). Case management with intravenous drug users: Implementation issues and strategies. In J.A. Inciardi, F.M. Tims, & B.W. Fletcher (Eds.), The implementation of innovative approaches to drug abuse treatment. Westport, CT.: Greenwood Press.
- Bokos, P., **Mejta, C.**, Mickenberg, J., & Maslar, M. (1995). The effectiveness of case management in working with intravenous drug users. In J.A. Inciardi, F.M. Tims & B.W. Fletcher (Eds.), The effectiveness of innovative approaches to drug abuse treatment. Westport, CT.: Greenwood Press.
- Mejta, C.**, Bokos, P., Mickenberg, J., Maslar, M., Hasson, A., Gil, V., O'Keefe, Z., Martin, S., Isenberg, II., Inciardi, J., Lockwood, D., Rapp, R., Siegal, H., Fisher, J., & Wagner, J. (1994). Approaches to case management with substance abusing populations. In J. Lewis (Ed.), Addictions: Concepts and strategies for treatment. Maryland: Aspen Publishers, 59-81.
- Mejta, C.** (1994). Chicago House and Social Service Agency (CHASSA): Client evaluation of HIV-related services. Report submitted to CHASSA Board and the Chicago Department of Health. Chicago, Illinois.

- Mejta, C., Engles, J., and Andrews, D.J.** (1993). Internship manual. University Park, Illinois: Governors State University.
- Bokos, P., Mejta, C., Mickenberg, J., & Monks, R.** (1993). A case management model for intravenous drug users. In J.A. Inciardi, F.M. Tims, & B.W. Fletcher (Eds.), Innovative approaches in the treatment of drug abuse: Program models and strategies. Westport, CT.: Greenwood Press, pp. 87-96.
- Mejta, C., Lewis, J., & Engle, J.** (1993). Training the gender competent substance abuse counselor. Training manual developed under contract with the Illinois Lieutenant Governor's Office and the Illinois Department of Alcoholism and Substance Abuse. Chicago, Illinois.
- Mejta, C.** (1992). Health risks in childhood and adolescence. In J. Lewis, B. Hayes, and L. Bradley (Eds.), Counseling women over the life span. Denver, Colorado: Love Publishing Company.
- Bokos, P.J., Mejta, C. L., Mickenberg, J.H., & Monks, R.** (1992). Case management: An alternative approach to working with intravenous drug users. In R. Sager Ashery (Ed.), Progress and issues in case management. Rockville, Maryland: National Institute on Drug Abuse (ADM) 92-1946, pp. 92-111.
- Mejta, C., Denton, E., Krems, M. E., and Hiatt, R.** (1988). Acquired Immunodeficiency Syndrome (AIDS): A survey of substance abuse clinic directors' and counselors' perceived knowledge, attitudes, and reactions. Journal of Drug Issues 18, 403-420.
- Mejta, C.** (1987). Acquired Immunodeficiency Syndrome (AIDS): Implications for counseling and education. Counseling and Human Development, 20, 1-12.
- Mejta, C. & Ochenfeld, G.** (1987). Alcoholism: A study of addiction (Self-paced guided course). University Park, Illinois: Governors State University.
- Senay, E., Mejta, C., Dorus, W., Soberij, K., & Baumgardner, M.** (1986). Comprehensive treatment for heroin addicts: A pilot study. Journal of Psychoactive Drugs, 18, 107-116.
- Mejta, C.** (Developer & Lecturer) (1986). Alcoholism and subcultures (27-hour videotaped teleclass). University Park, Illinois: Governors State University Instructional Communications Center.
- Mejta, C.** (1986). Alcoholism and subcultures: Study guide. University Park, Illinois: Governors State University Instructional Communications Center.
- Senay, E., Mejta, C., Dorus, W., Soberij, K., and Baumgardner, M.** (1985). Comprehensive treatment for heroin addicts: A pilot study. Journal of Psychoactive Drugs, 18, 107-116.
- Mejta, C.,** (1981). Sex related differences in the attributions of responsibility for heroin addiction: Implications for treatment. Unpublished Doctoral dissertation, Chicago, Illinois: Illinois Institute of Technology.

- Mejta C**, VanBerschoot S, & Vermillion M. (1981). Female substance abuse: Need for research. Psychological Reports, 48, 625-626.
- Cooper S, Coon K., **Mejta C**, & Reid L. (1974). Methods of deconditioning persisting avoidance: Amphetamine, Chlorpromazine, and Chlordiazepoxide as adjuncts to response prevention. Psychological Psychology, 2, 519-522.
- Mejta C**, Reid L, Coon K, et al. (1974). Methods of deconditioning avoidance: II. Journal of Supplement Abstract Service, 4 No, 761.
- Mejta C**. (1974). Basic studies germane to therapies for the elimination of phobias and specific hyperanxieties. Unpublished Masters thesis, Bradley University.
- Paxton, R., **Mejta, C.**, & Reid, L. (1974). Methods of deconditioning persisting avoidance: Counterconditioning with and without response prevention. Psychological Psychology, 2, 490-492.
- Voss, E., **Mejta C.**, & Reid, L. (1974). Methods of deconditioning persisting avoidance: Response prevention and counterconditioning after extensive training. Bulletin of the Psychonomic Society, 3, 345-347.

PRESENTATIONS AND WORKSHOPS

- Burley, N., Schranz, C., Dermer, S., & **Mejta, C.** (2023, August). Making a difference: Incorporating SBIRT Training in Mental and Allied Health Education. Poster presented at the annual ICUDDR Conference, Chiang Mai University, Chiang Mai, Thailand.
- Burley, N., **Mejta, C.**, & Dermer, S. (2019, July). Building Trauma-Informed Treatment in Clinical Practice: A Curriculum for Addictions and Mental Health Students and Counselors. Paper presented at the annual ICUDDR Conference, Cusco, Peru.
- Mejta, C.**, Burley, N., and Dermer, S. (2018, October). Preparing addictions counselors to work in integrated health settings. Paper presented at the Annual NADAAC Conference, Houston, Texas.
- Wadhwa, S., Mejta, C., & Burley, N.** (2017, September). Responding to the opioid epidemic: The role of the behavioral health specialist on the inter-professional team. Paper presented at the Illinois Behavioral Health Association Conference, Naperville, Illinois.
- Mejta, C.**, Burley, N., & Wadhwa, S. (2016, November). Responding to the Opioid Epidemic: Psychologists' Role on the Inter-professional Team. Paper presented at the Illinois Psychological Association Conference, Schaumburg, Illinois.
- Aase, D., & **Mejta, C.** (March 2016). Facial affect recognition accuracy during early alcohol abstinence: Possible sex differences. Poster presented at the Collaborative Perspectives on Addiction: 4th Annual Meeting, San Diego, CA.
- Schlaeger, J.M., Xu, N., **Mejta, C.L.**, Park, C.G., Wilkie, D.J. (2016, May). Optimizing Healthcare Quality Conference. 2016: The Treatment of Vulvodynia with Acupuncture. Submitted

12/11/15 to Conference Sponsor, Faculty of Nursing, Chiang Mai University, Chiang Mai, Thailand.

Mejta, C., & Burley, N. (2015, October) Enhancing competencies of recovery coaches. Poster presented at the Annual NADAAC Conference, Rockville, Maryland.

Mejta, C., & Wadhwa, S. (2015, November). The cutting edge of addictions counseling: Dynamics, competencies, and beyond. Paper presented at the Illinois Counseling Association Conference, Skokie, Illinois.

Burley, N., & Mejta, C. (2015, October). Enhancing competencies of recovery coaches through a structured didactic and experiential curriculum. Poster presented at the NAADAC Conference, Rockville, Maryland.

Aase, A., & Mejta, C. (2014, August). Psychiatric symptoms and social perception in alcohol use disorders: Possible sex differences. Poster presented at the American Psychological Association Conference, Washington, D.C.

Schlaeger, J.M. & Mejta, C.L. (2013, October). Acupuncture for the treatment of vulvodynia. Poster presented at the International Pelvic Pain Society, Orlando, Florida

Aase, D. M., Day, J., Blagen, M., Brown, M., Jason, L.A., Majer, J.M., & Mejta, C. (2013, May). Integrating care in community-based treatment for dually diagnosed individuals. Roundtable discussion conducted at the Affiliate meeting of the Society for Community Research and Action at the annual meeting of the Midwestern Psychological Association, Chicago, Illinois.

Mejta, C. (2011, September). Conducting research in complementary and alternative medicine. Workshop presented to Ph.D. candidates from Guangzhou University of Chinese Medicine, Chicago, Illinois.

James, R., Lauridsen, S., Mejta, C., Vizzard, T. (2010, June). LGBTQ Pride Panel Discussion. Student Life, Diversity Committee, Governors State University, University Park, Illinois.

Mejta, C., James, R., Schroeder, C., & Schroeder, G. (2010, May). Women's behavioral health. Seminar presented at Governors State University, University Park, Illinois

Mejta, C. (2010, April). Complementary and alternative therapies in the treatment of addictive disorders. Presentation to the Addictions Studies Alumni Association, Governors State University, University Park, Illinois

Mejta, C. (2005, November). What partying can do to our bodies. Session presented at the TPAN Man Alive'05 Gay Men's Health Summit. Chicago, Illinois.

Mejta, C., Collard, J., Nichols, M. Balonick, L. (2001, October). Beyond Methadone Maintenance Therapy: Enhancing services for clients with HIV and/or HCV. Paper presented at the American Methadone Treatment Association Conference. St. Louis, Missouri.

Mejta, C., Engle, J., & Scheels, K. (1998, April). Treating women and other special populations within the context of managed care. Paper presented at the Center for Substance Abuse Treatment 4th State Systems Development Program Conference. Rockville, Maryland.

- Mejta, C.** (1997, June). Adolescent health issues. Workshop presented at the American Dental Hygienists Association 74th Annual Session. Phoenix, Arizona.
- Crews, K., Klien, J., **Mejta, C.**, Solt, D., & Johnson-Williams, N. (1996, June). Addiction Training for Dental Hygienists. Workshop presented at the American Dental Hygienists Association 73rd Annual Session. Atlanta, Georgia.
- Mejta, C** with Morgan E. and Deitch, D. (1995, November). The Addiction Training Centers' role in substance abuse training. Plenary session presented for the Association for Medical Education and Research in Substance Abuse. Washington, D.C.
- Mejta, C.**, and Lewis, J. (1995, November). Providing advanced clinical training to addictions counselors. Workshop conducted for the Puerto Rico Addiction Training Center. San Juan, Puerto Rico.
- Mejta, C.** (1995, August). Improving treatment outcomes among chronic, injecting drug users through a case management approach. Paper presented at the 37th International Congress on Alcohol and Drug Dependence. LaJolla, California
- Mejta, C.** (1995, August). Improving treatment outcomes among chronic, injecting drug users through a case management approach. Paper presented at the 37th International Congress on Alcohol and Drug Dependence. LaJolla, California.
- Mejta, C.** (1995, August). Improving treatment outcomes among chronic, injecting drug users through a case management approach. Paper presented at the 37th International Congress on Alcohol and Drug Dependence. LaJolla, California.
- Lawrence, A., Rokusek, C., **Mejta, C.**, and Rhee, S. (1995, March). Establishing community partnerships. Paper presented at the North Central Association of Colleges and Schools Annual Meeting. Chicago, Illinois.
- Lewis, J., and Mejta, C. (1994, August). Training addictions counselors. Workshop conducted for the Puerto Rico Addiction Training Center. San Juan, Puerto Rico.
- Mejta, C.** (1994, July). Motivation interviewing and addictions counseling. Workshop conducted at the 37th Annual Institute of Alcohol and Drug Studies. Austin, Texas.
- Mejta, C.** (1994, July). Gender-specific treatment for female substance abusers. Workshop conducted at the 37th Annual Institute of Alcohol and Drug Studies. Austin, Texas.
- Mejta, C.** (1993, September). Substance abuse in the era of health care reform. Presentation to Ingalls Hospital Staff. Harvey, Illinois
- Mejta, C.**, & Lewis, J. (1993, March). Substance abuse assessment and intervention. Workshop delivered to Illinois Department of Rehabilitation counselors. Chicago, Illinois.

- Mejta, C.** (1993, March). Confidentiality issues related to working with persons with AIDS. Presentation for staff at Chicago House and Social Service Agency. Chicago, Illinois.
- Mejta, C., & Mickenberg, J.** (1992, November). Case management with substance abusing populations. Paper presented at the Illinois Association of Alcoholism and Drug Abuse, Chicago, Illinois.
- Mejta, C.** (1992, June). Effective supervision within human services. Workshop delivered to Aunt Martha's Substance Abuse Programs. Park Forest, Illinois.
- Mejta, C.** (1992, March). Counselor interviewing techniques. Workshop delivered to AIDS Foundation case managers. Chicago, Illinois.
- Mejta, C.** (1990, June). Substance abuse crisis intervention: A case management model. Workshop conducted for Alexandria Community Services Board. Alexandria, Virginia.
- Brutvan, E., & Mejta, C.** (1990, May). Future of wellness in Corporate America. Presentation for the NutraSweet Company. Chicago, Illinois
- Mejta, C.** (1990, May). Care for the AIDS caregiver. Presentation for the Lincoln Park Presbyterian Church. Chicago, Illinois.
- Mejta, C., & Lewis, J.** (1989, November). Substance abuse treatment: Empowerment strategies. Paper presented at the Illinois Psychological Association Convention, Oak Brook, Illinois.
- Mejta, C., & Brutvan, E.** (1989, October). Health enhancement issues and strategies for nontraditional University students. Paper presented at the Health Promotion Conference, Michigan State University, East Lansing, Michigan.
- Mejta, C.** (1989, February). Persons with AIDS: Psychological issues and counseling strategies. Presented to the Illinois Nurses' Association, Palos Heights, Illinois.
- Mejta, C.** (1988, December). Teen sexuality. Presentation for Ingalls Hospital's 4th Annual Kids and Drugs Conference, Chicago, Illinois.
- Lewis, J., Mejta, C., and Brutvan, E.** (1988, November). The AIDS Risk Reduction Model: Conducting risk assessments and interventions in an EAP. Paper presented at the annual ALMACA conference, Los Angeles, California.
- Mejta, C. L., and Lewis, J.** (1988, November). Treatment for substance abusers: Alternatives to the disease-oriented perspective. Paper presented at the Illinois Psychological Association Annual Convention, Oak Brook, Illinois
- Mejta, C. L.** (1988, May). Substance abuse treatment: Alternatives to the disease concept. Presentation for Loyola University's Counseling Center. Chicago, Illinois

- Mejta, C. L.** (1988, April). Current approaches to substance abuse treatment: Problems and issues. Panel discussant for Substance Abuse Current Concepts teleclass. University Park, Illinois: Governors State University.
- Mejta, C. L.** (1988, March). Elderly substance abuse: Assessment and treatment. Presentation for the Methodist Hospital Alcoholism Institute's Community Seminar. Merrillville, Indiana.
- Mejta, C. L.** (1987, September). Substance abuse treatment issues of special populations. Presentation for Central States Institute of Addictions Programs. Chicago, Illinois.
- Lewis, J. A., **Mejta, C. L.**, and O'Donnell, D. (1987, August). Self-efficacy enhancement: An approach to promote recovery and reduce relapse. Paper presented at the Illinois Institute on Drugs and Alcohol, Peoria, Illinois.
- Brutvan, E. L., & **Mejta, C. L.** (1987, August). AIDS Prevention Strategies: Application of the Health Belief Model. Paper presented at the Illinois Institute on Drugs and Alcohol, Peoria, Illinois.
- Mejta, C.** (1987, August). Working with substance abusers: Modification of counseling approaches. Presentation for Counseling 843: Advanced theories in counseling and therapy. University Park, Illinois: Governors State University.
- Selan, B., Bigg, D., **Mejta, C.**, Becks, R., and Holder, M. (1987, February). AIDS and Substance Abuse. Workshop conducted in conjunction with the Illinois Alcoholism and Drug Dependence Association. Rockford, Illinois.
- Mejta, C.** (1986, October). Dual diagnosis within the substance abuse field. Presentation for the Methodist Hospital's Alcoholism Institute's Community Seminar. Merrillville, Indiana
- Lewis, J., & **Mejta, C.** (1986, August). Dealing with denial: An alternative to direct confrontation. Paper presented at the Illinois Department of Alcoholism and Substance Abuse Annual Conference. St. Charles, Illinois.
- Mejta, C.** (1986, May). Alcoholism: Diagnosis and treatment. Presentation for Psychology 821: Graduate Seminar Abnormal Psychology. University Park, Illinois: Governors State University.
- Mejta, C., & Marie, D.** (1985, October). An integrative approach to substance abuse treatment: Are the disease concept and therapeutic community concepts a happy union? Paper presented at the Illinois Alcoholism and Drug Dependence Association. Chicago, Illinois.
- Mejta, C.** (1984, December). Adolescents' use of cocaine. Paper presented at the Illinois Department of Alcoholism and Substance Abuse Annual Conference. Chicago, Illinois
- Mejta, C.** (1984, October). Treatment issues of sexually abused adolescents. Paper presented at the Illinois Alcoholism and Drug Dependence Association. Chicago, Illinois.
- Mejta, C., & Schavrien, J.** (1984, April and May). Focusing training for substance abuse counselors. Workshop conducted at Interventions/Crossroads. Chicago, Illinois.

- Mejta, C.** (1983, November). Panel discussant on: Bruce Dumont's (moderator) WFYR, Straight Talk: Drug Abuse and Adolescents. Chicago, Illinois.
- Mejta, C.** (1983, October). Adolescent treatment: A panel of ideas. Panel presentation at the Illinois Alcoholism and Drug Dependence Association. Chicago, Illinois.
- Mejta, C., & Schavrien, J.** (1983, September). A Rogerian approach to individual and group counseling. Two-day training workshop for the Illinois Dangerous Drugs Commission's 1983 Training Program. Chicago, Illinois
- Welches, P., **Mejta, C.**, & Mazura, C. (1983, August). Short-term residential treatment for chemically dependent individuals. Paper presented at the Illinois Institute on Drug Abuse. Bloomington, Illinois.
- Mejta, C., & Schavrien, J.** (1983, August). Active Listening Training. One day workshop conducted at the Illinois Institute on Drug Abuse. Bloomington, Illinois.
- Mejta C.** (1983, May). Outreach strategies for female substance abusers. Proceedings of the World Conference of Therapeutic Communities. Chicago, Illinois.
- Mejta, C.** (1983, March). Toward a model of females' heroin addiction. Paper presented at The Association for Women in Psychology. Seattle, Washington.
- Mejta, C.** (1983, 1984, 1985). Microcounseling: A training program for substance abuse counselors. Five-day training workshop conducted for Interventions, Inc. Chicago, Illinois.
- Mejta, C.** (1981, July-August). Substance Abuse treatment for women. Five in-service training sessions conducted at Community Health Programs, Inc. Chicago, Illinois.
- Mejta, C., & McMahon, B.** (1980, May). Sex differences in addiction: Implications for treatment. Paper presented at the Illinois Institute on Drug Abuse. Decatur, Illinois.
- Mejta, C.** (1980, April). Women and addictions. Workshop conducted in conjunction with the Lake County Substance Abuse Program's women and drug abuse workshop. Waukegan, Illinois, May.
- Mejta, C.** (1980, March). Female addiction and treatment: Perspectives in the 1980's. Paper presented at the Association for Women in Psychology, Santa Monica, California.
- Mejta, C., & Wisdom, L.** (1979, August). Community based drug treatment within the state correctional centers. Paper read at the National Drug Congress, Washington, D.C.
- Reid, L., & **Mejta, C.** (1974, May). Methods of deconditioning persisting avoidance. Paper read at the Midwestern Psychological Association, Chicago, Illinois.
- Mejta, C., Buss, R., & Reid, L.** (1973, November). Efficient deconditioning of avoidance: III. Paper read at the Psychonomic Society, St. Louis, Missouri.

Mejta, C., & Reid, L. (1972, November). Amount of response prevention (flooding) as a variable in reducing persisting avoidance responding. Paper read at the Psychonomic Society, St. Louis, Missouri.

PROFESSIONAL COMMITTEES

National Committees:

Health and Human Services – Center for Substance Abuse Treatment: National Evaluation Committee	Chair	1993-1996
Health and Human Services – Center for Substance Abuse Treatment: National Training Strategies Committee	Member	1995

State Committees:

DCFS Training Committee	Member	1996-1999
IDMH Counselor Competencies Committee	Co-Chair	1996-2001
Illinois Federations Training Committee	Member	1996-1999
IOASA: Training Advisory Committee	Chair	1997-2001
IOASA: Target Chicago Policy and Steering Committee	Member	1995-2000
IOASA: Target Chicago Training Subcommittee	Member	1995-2000
IOASA: Women's Advisory Committee	Member	1995-2002
State of Illinois - Status of Women: Health Subcommittee	Member	1997-2000
SUPR Peer Recovery Training for Doulas	Member	2021-2022

University Committees:

Addictions Studies Advisory Committee	Co-Chair	2012-2023
	Member	1985-2012
Academic Affairs Committee	Member	1993-present
Academic Program Committee	Member	2090-2094, 2012-2023
Children and Families Cabinet	Co-Chair	1995-1996
College of Health Professions Administrative Group	Member	1990-1995
Department Personnel Committee	Chair	1991-2012
Division Personnel Committee	Chair	1985-1990
Faculty Senate	Member	1987-1990
Faculty Senate Executive Committee	Member	1987-1990
Mediated Instruction Committee	Member	1988-1989
Mediated Instruction Subcommittee: Reimbursement of Faculty and Faculty/Administration Rights	Member	1988-1989
Provost Academic Council	Member	2013-2021
PBAC	Member	2020-2021
Sabbatical Leave Review Committee	Member	1989-1990
Search Committee: Dean College of Health Professions	Co-Chair	1994
Search Committee: Dean College of Health & Human Services	Member	2018
Search Committee: Associate Provost	Member	1995
Search Committee Associate Provost	Member	2022-2023
Search Committee Addictions Studies Program	Chair	2008, 2011, 2012
Search Committee Community Health Program	Chair	2012
University Policy Committee	Member	1987-1990
University Program Review Committee	Member	1985-1990

O'Neal, Patricia

From: Schneller, Beverly
Sent: Tuesday, January 9, 2024 12:52 PM
To: Green, Cheryl; Crowley, Janelle
Cc: O'Neal, Patricia
Subject: Fwd: Professor emeritus application
Attachments: Emeritus Status Packet-Jun Zhao.pdf

Follow Up Flag: Follow up
Flag Status: Flagged

Dear President Green, based on the College vote and the Dean's recommendation, I am pleased to endorse Dr Jun Zhao's candidacy for the recognition of Faculty Emerita. Please review the attached file for the documentation. The vote history is in the transmittal email. We have already included as a tentative action this item as part of the Board agenda submitted to Dr Crowley.

Best, Beverly
Beverly Schneller, PhD
Provost

Get [Outlook for iOS](#)

From: Dalmia, Sonia <sdalmia@govst.edu>
Sent: Tuesday, January 9, 2024 12:46 PM
To: Schneller, Beverly <bschneller@govst.edu>
Cc: Green, David <DGreen@govst.edu>; Ijose, Olumide <Oijose@govst.edu>
Subject: Professor emeritus application

Dear Provost Schneller:

Hope you are well. Pursuant to GSU Policy 35, Dr. Jun Zhao's application and CV were distributed to all full-time tenured/tenure track faculty in the COB. Out of the 28 eligible faculty 25 voted yes in favor of granting Dr. Zhao emerita status while three faculty did not respond.

Please find enclosed my formal recommendation along with Dr. Zhao's application materials.

Please let me know if you have any questions.

Thanks.

Regards,

Sonia

GOVERNORS STATE UNIVERSITY

College of Business

To: Dr. Beverly Schneller, Provost and VP for Academic Affairs
From: Dr. Sonia Dalmia, Dean

Re: **Faculty Emeritus Status Application - Dr. Jun Zhao**
Date: January 9, 2024
cc: Dr. David Green, Chair, AFME Division
Dr. Olu Ijose, Chair, MME Division

In a letter to Acting President, Dr. Corey Bradford, dated December 2020, Dr. Jun Zhao applied for Professor Emeritus status per GSU policy 35. Dr. Zhao submitted a required application and a CV.

According to the Governors State University Professor Emeritus Policy 35, in order for a faculty member to be eligible for Professor Emeritus or Associate Professor Emeritus status, and garner the privileges of such designation, the faculty member must (i) have had the rank of Associate Professor, Professor, or University Professor; (ii) have served the University for at least ten (10) years; and (iii) be retired. Furthermore, it is expected that a candidate for emeritus status maintain a continuing interest in scholarly activity and in higher education, be able to provide advice on or be 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 candidates for emeritus status must be voted upon by their colleagues in their respective college, 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.

Dr. Jun Zhao meets the stated requirements professionally and has been approved by more than 50% of the eligible votes. More specifically, she (i) holds the rank of Professor, (ii) has served the university for 24 years and (iii) effectively retired from GSU as of January 1, 2024.

Dr. Zhao started her career at GSU in 1999 as an Assistant Professor of Management in the College of Business and Public Administration (CBPA), after completing a Doctor of Business Administration in 1998 at Southern Illinois University. She was appointed to her first leadership role in 2012, as Chair of the Division of Management, Marketing, and Public Administration. She became Dean of the College of Business in 2017, after serving as interim dean in 2016. She was instrumental in the College of Business attaining initial Association to Advance Collegiate Schools of Business (AACSB) accreditation in 2016 and the re-accreditation in 2022.

Dr. Zhao plans to stay connected and engaged with the GSU community after retirement. She has collaborated with Institutional Advancement to set up the Dr. Jun Zhao Business Faculty Recognition Fund and plans to continue contributing to the fund.

Given Dr. Zhao's vast contributions to the students, COB, GSU and her profession, it is my personal honor to recommend her for the distinction of Professor Emeritus.

Dr. Jun Zhao



December 20, 2023

Dr. Corey Bradford

Acting President
Governors State University
1 University Parkway, University Park, IL 60484

Dear Dr. Bradford:

After over 24 years of service as faculty, division chair, and dean of the College of Business, I will formally retire from Governors State University as of January 1, 2024. I would like to apply for Professor Emeritus status per GSU Policy 35.

I believe I meet the requirement set forth in this Board of Trustees policy:

- A. I hold the title of Professor.
- B. I have completed at least ten years of service to the university.
- C. I will be retired from GSU at the time of conferral of the Emeritus title.

As a faculty emeritus, I plan to remain engaged with the College and the University in various ways, including:

- Remain available as a resource to GSU students and faculty.
- Participate in university events such as the annual Distinguished Alumni Reception, Business Week, and other events.
- Continue to contribute to Dr. Jun Zhao Business Faculty Recognition Fund annually, in support of COB's faculty awards.

Thank you for your consideration of my faculty emeritus status application. If you have any questions or need any additional information, please do not hesitate to contact me at j-zhao@hotmail.com, or 708-606-3890.

Best Regards,

A handwritten signature in blue ink, appearing to read 'J. Zhao'.

Dr. Jun Zhao

Dr. Jun Zhao



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EMPLOYMENT

Dean, College of Business, Governors State University, April 2017 – June 2023

Interim Dean, College of Business, Governors State University, November 2016-April 2017

Division Chair, MME Division (formerly MMPA Division), College of Business and Public Administration, Governors State University, University Park, IL, April 2013- November 2016

Interim Division Chair, Management, Marketing and Public Administration Division, College of Business and Public Administration, Governors State University, University Park, IL, April 2012- March 2013

Professor of Management, College of Business and Public Administration, Governors State University, University Park, IL June 2011 - Present

Associate Professor, College of Business and Public Administration, Governors State University, University Park, IL, July 2005 – June 2011

Assistant Professor, College of Business and Public Administration, Governors State University, University Park, IL, July 1999 – July 2005

Assistant Professor, Department of Management, Western Illinois University, Macomb, IL, August 1998- May 1999

Teaching Assistant, Department of Management, Southern Illinois University, Carbondale, IL, August 1994- May 1998

Sales representative, Sichuan Publishing Industry Trading Co., Chengdu, Sichuan, China August 1990-August 1992

Other Academic Positions:

Associate Professor of Management, Martin V. Smith School of Business and Economics, California State University Channel Islands, 8/2009- 12/2009

Adjunct Faculty Member, Roosevelt University, 2006-2011

EDUCATION

Doctor of Business Administration (DBA), Southern Illinois University, Carbondale, IL Degree granted: August 1998 Major: Organization Studies Minor: Industrial Organizational Economics
Dissertation: Corporate Refocusing during the 1990s: An Empirical Investigation of Its Performance Consequences Advisor: Dr. Charles I. Stubbart

Master of Business Administration (MBA), Southern Illinois University, Carbondale, IL Degree granted: August 1994 Major: Management

Bachelor of Engineering, Shanghai Jiaotong University, Shanghai, China Degree granted: July 1990 Major: Industrial Management Engineering

Major Administrative Responsibilities and Accomplishments

Dean of College of Business, Governors State University, November 2016- June 2023

- Led the development and implementation of Vision 2020 and Strategy 2025
- Achieved extension of AACSB accreditation
- Grew college budget by 25% in five years
- Increased alternative revenues through successful grant development and fundraising
- Championed the development of new programs and program revisions, resulting in 20% enrollment increase at the graduate level in five years
- Enhanced collaboration and partnership with other colleges and units within the university, as well as community colleges and business partners to create more opportunities for COB students and faculty
- Elevated the profile of the college in the regional and local community through effective external outreach and community engagement
- Championed the establishment of Supply Chain Innovation & Business Incubator (SCICBI), GSU's Illinois Innovation Network
- Enhanced career and professional development programs for COB students, through collaborations with regional businesses and other organizations

RESEARCH

Research Interest

Competitive advantage and resource-based view, Corporate restructuring and refocusing, Cross-border Mergers and Acquisitions, Organizational downsizing, Cross-cultural management, Psychological contract in employment

Referred Journal Publications

Zhao, J. (2019). Haier's Acquisition of GE Appliances. *Journal of Business Diversity*, 19(4), 111-119. <https://articlegateway.com/index.php/JBD/article/view/2364>

Zhao, J. and Ferran, C. (2016), "Business school accreditation in the changing global marketplace: a comparative study of the agencies and their competitive strategies", *Journal of International Education in Business*, Vol. 9, Issue 1:

Andrews, A., Simon, J., Tian, F., & Zhao, J. (2011), "The Toyota Crisis: An Economic, Operational, and Strategic Analysis of the Massive Recall", *Management Research Review*, Vol. 34, No. 10, 1064-1077.

Zhao, J., Michalisin, M., & Stubbart, C. (2011), "Corporate Restructuring Strategies that Change Corporate Focus: An Empirical Investigation of Their Performance Consequences", *Advances in Competitiveness Research*, Vol. 19, Issue1, 15-37

Zhao, J., Rust, K., & McKinley, W. (2010), "Downsizing, Ideology, and Contract: A Chinese Perspective", Accepted for publication by *Chinese Management Studies* (Emerald Publishing Network), Vol., 4, No. 2, 119-140.

Zhao, J., (2010), "Ownership Structure and Corporate Diversification Strategies of Chinese Business Groups", *Management Research Review (Formally Management Research News)*, Vol. 33, No. 12, 1101 – 1112.

Zhao, J. (2009), *Diversified Business Groups and Corporate Restructuring in China*, *Management Research News*, Vol. 32, No. 9, 874-887.

Zhao, J., & Chen, L. (2008), "Individualism/Collectivism, Selected personality traits, and psychological contract in employment: A comparative study", *Management Research News*, Volume 31, No. 4, p. 289-304

McKinley, W., Zhao, J., & Rust, K. (2000), "A socio-cognitive interpretation of organizational downsizing", *Academy of Management Review*, Vol. 25, No. 1, p. 227-243.

Book Chapter

Zhao, J., (2004). "Psychological Contracts and the New Employment Relationship", Book chapter in *On the Frontiers of Science*, Vol. III, Tsinghua University Press, Beijing.

Research Awards and Grant

Co-Principal Investigator, *Fostering Supply Chain Innovation in Chicago Southland*, \$578,000 (funded), Economic Development Administration, Build to Scale program, 2020-2023

Co-Principal Investigator, *Illinois Innovation Network capital funding to establish a Supply Chain Innovation Center and Business Incubator*, \$388,200 (funded), 2020

Principal Investigator, Sub-Grant of Indiana University Center for International Business Education and Research (IU CIBER), 2014-2018

Best Paper Award, Academy of Business Research annual conference, 2015, for "Business Accreditation in a Changing Landscape of Higher Education: Opportunities and Challenges"

Recipient of "Highly Commented Award" for "Individualism/Collectivism, Selected personality traits, and psychological contract in employment: A comparative study", Management Research News 2009

Best Theoretical/Empirical Paper Award, Decision Science Institute, 1999 annual conference, for "Corporate focusing strategies during the 1990s: A new typology with an empirical investigation of its performance consequences"

1999 Summer Research Award, College of Business and Technology, Western Illinois University; for "Corporate restructuring, international diversification, and firm performance", \$2500

Recipient of 2002 University Research Grant, Governors State University, "Business Ideology and Perceived Breach of Contract during Downsizing: A China Perspective", \$900.

Recipient of 2004 University Research Grant, Governors State University, "Post-Acquisition Workforce Reduction and Its Impact on Firm Performance: An Empirical Study of Chinese Firms", \$500.

TEACHING

Teaching Interest

Strategic Management/Business Policy, Organizational Behavior, International Management, International Business, Principles of Management

PROFESSIONAL ACTIVITIES

Founding member of the International Association of Chinese Management Research, 2003-present

Council member of the Society of Chinese American Professors and Scientists, 2006-present

Ad hoc reviewer for Journal of Management and Asia Pacific Journal of Management

OTHER SERVICE ACTIVITIES

Member, Will County Freight Advisory Board, 2016-Present

Member, Calumet Manufacturing Partnerships, 2015-Present

Member, Administrative Policy Committee, 2017-Present

Member, PBAC Technology Council, 2017-Present

Member, Strategy 2025 Steering Committee, 2018-Present

Chair, Search Committee for VP for Administration and Finance, 2022

Chair, Search Committee for College of Arts and Sciences Dean, 2022

Member, Search Committee for Chief Information Officer, 2016-2017

Member, GSU Planning and Budget Advisory Council, 2012-2013, 2015-2016, 2019-2023

Co-Chair, Faculty and Student Development Subcommittee, College of Business and Public Administration, Governors State University, 2009- 2011

Chair, Division Personnel Committee, College of Business and Public Administration, Governors State University, 2009-2010

Member, Global Affairs Committee, Governors State University, 2010-Present

Coordinator, Business and Applied Science Program, College of Business and Public Administration, Governors State University, 2004 - 2008

Member, Faculty Senate, Governors State University, 2000-2002, 2005-2008

Member, Graduate Council, Governors State University, 2002 - 2008

Member, University Honor Program Council, Governors State University, 2002- Current

Member, MBA Student Advisory Committee, College of Business and Technology, Western Illinois University, 1998-1999

Consultant, Education Consortium for the Ford Motor Company Technology Training Center

OTHER AWARDS AND HONORS

CBPA Faculty Service Award, Governors State University, 2012

Honorary Inductee, Delta Mu Delta, the Honor Society for ACBSP, 2012

Finalist, Faculty Excellence Award, Governors State University, 2011

Faculty Excellence Award, Governors State University, 2001

Dissertation Research Award, Graduate School, Southern Illinois University, 1997-1998

References

Available upon request

Resolution No. 24-15***Approval of Professor Emeritus Designation for
Retirees***

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, eligibility turns on three criteria: (i) rank of Associate Professor, Professor, or University Professor; (ii) at least ten (10) years of service to the University; and (iii) 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 title may be conferred upon recommendation of the President and approval of the Board;

WHEREAS, The 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;

WHEREAS, There are three retired faculty members now recommended for *emerita* status (the “Candidates”);

WHEREAS, The Candidates all have the rank of associate or full professor, with plans to continue with scholarly activity in higher education, provide advice to other professionals and students, and may continue to serve former students and colleagues and provide requested letters of recommendation; and

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

Now, therefore, it is:

Resolved, that the Board adopts the President's recommendation.

Resolved, that the Board approves, recognizes and grants the following Candidates the designation of Professor *Emerita* with all rights and privileges of the Professor *Emerita* distinction: Dr. Jeannine M. Klomes; Dr. Cheryl Mejta; and Dr. Jun Zhao.

Approved February 26, 2024

Kevin Brookins
Chair Pro Tem

James Kvedaras
Secretary

TAB 7

EXECUTIVE SUMMARY
Resolution 24-16
Resolution for Tenure Upon Hire

I. ACTION ITEMS:

The Board is requested to award tenure to Dr. Sonia Dalmia, Dean of the College of Business.

II. BACKGROUND:

Based on the recommendation of the Division Personnel Committee in the College of Business and the Provost, and in accordance with Section 20.4.b of the University's collective bargaining agreement with the University Professionals of Illinois, Local 4100 (UPI), Dr. Sonia Dalmia is recommended for tenure on hire. Dr. Dalmia negotiated her tenure on hire as part of her offer in July 2023. Dr. Dalmia joined the University on September 11, 2023.

As outlined in the College of Business Division Personnel Committee's evaluation report and supported by her application, Dr. Dalmia meets the criteria for the granting of tenure. She has a notable record of teaching, scholarship and service consistent with the both the College's divisional evaluation criteria and the AACSB expectations for excellence, particularly, in the area of scholarship. Dr. Dalmia has held a series of progressive leadership positions in her career, and has continued to make significant contributions to the Governors State University College of Business since her appointment in September.

Dr Sonia Dalmia is recommended without reservation for tenure in the College of Business per the attached.

III. RESOLUTION

A proposed resolution is put forth with this summary.

IV. CONTACT INFORMATION

For additional information, please contact Dr. Beverly Schneller, Provost and Vice President for Academic Affairs; bschneller@govst.edu; 708.534.4980.



Office of the Provost
1 University Parkway
University Park, IL 60484
708.534.4980
www.govst.edu

20 December 2023

To: Dr. Cheryl Green, President
From: Dr. Beverly Schneller, Provost, VP Academic Affairs
Re: Dr. Sonia Dalmia, Dean of the College of Business, application for tenure

Based on the recommendation of the Division Personnel Committee in the College of Business and in accordance with Section 20.4.b. I am pleased to recommend Dr. Sonia Dalmia for tenure. Dr. Dalmia negotiated her tenure on hire as part of her offer in July 2023. Dr. Dalmia joined GovSt on September 11, 2023.

As outlined in the Division Personnel Committee's evaluation report, Dr. Dalmia meets the criteria for the granting of tenure. She has a notable record of teaching, scholarship and service consistent with the both the College's divisional evaluation criteria and the AACSB expectations for excellence, particularly in the area of scholarship.

Therefore, I am pleased to recommend Dr. Sonia Dalmia for tenure without reservation.

A handwritten signature in black ink, reading "Beverly Schneller", is written over the printed name.

Beverly Schneller, PhD
Provost and Vice President for Academic Affairs

TO: Dr. David Green
Chair, AFME Division

FROM: Dr. Brian J. McKenna
Chair, Division Personnel Committee – AFME Division

DATE: December 6, 2023

SUBJECT: Dr. Sonia Dalmia – Tenure Consultation

I. INTRODUCTION

Dr. Sonia Dalmia was hired as the Dean of the College of Business in the Fall semester of 2023. As such, she is not a member of the UPI bargaining unit. Dr. Dalmia has requested the grant of tenure in connection with her appointment as Dean. Section 20.4.b of the current GSU-UPI contract provides:

Award of Tenure for Nonmembers of the Unit

Tenure may be granted to an individual not a member of the bargaining unit described in section 20.6 either upon initial appointment or subsequently, only after consultation with the Division/Department, and upon recommendation of the University President and approval of the Board.

The task of this Division Personnel Committee is to provide its consultation with respect to the grant of tenure to Dr. Dalmia. The 2023-2024 Division Personnel Committee consists of Professor Brian J. McKenna (Chair), Dr. Anthony Andrews (Member) and Dr. Michael Williams (Member).

II. TENURE CONSULTATION

The tenure consultation differs from the traditional tenure review which focuses on the candidate's current teaching, scholarship and service with numerous supporting documents. In a tenure consultation, the Committee simply examines the candidate's CV and determines whether the candidate's entire body of work demonstrates the overall level of commitment, achievement and success expected of a candidate earning tenure at Governors State University.

Dr. Dalmia earned her Ph.D. in Economics from the University of Iowa in 2000. Prior to that, she earned two Master degrees and two Bachelor degrees. Dr. Dalmia began her academic career at the Seidman College of Business at Grand Valley State University in 1999 as an Assistant Professor in Economics. Through a series of progressive promotions and appointments, Dr. Dalmia served Grand Valley State in many different roles including Department Chair and Associate Dean of Graduate Programs. Further, Dr. Dalmia has participated in numerous AACSB and HLC development activities on a regular annual basis. The depth and breathe of Dr. Dalmia's experience at Grand Valley State and her commitment to development activities demonstrates that she has a firm grasp of the duties and responsibilities of an administrative leader in an AACSB-accredited college of business.

Dr. Dalmia maintains an impressive scholarship record including several recent peer-reviewed journal articles:

Cruz, C.J., Dalmia, S. and Pulido-Velasquez, M. (2023). Race and Teaching Evaluations: Evidence from the Covid-19 Pandemic. *Applied Economics*

Cruz, C.J., Dalmia, S., Smith-Kelly, C., and Sicilian P. and (2022). Second Time Sweeter? Marital Matching between First and Second Marriages. *Journal of International Business and Economics*, 22(4), 55-65.

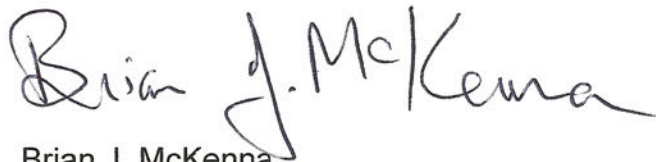
Dr. Dalmia remains an active participant in the Conference Proceedings and Presentations in her field of Economics including a 2023 presentation in Spain titled

"COVID-19 and Family Business Resiliency: Does Generation Matter?" Dr. Dalmia's record of scholarship is equivalent to that of any successful candidate for tenure at Governors State University.

Dr. Dalmia provided valuable and consistent service to Grand Valley State as both a faculty member and a member of the administrative team. In 2023, she served as the Lead on the Provost's Service Workload Task Force. Additionally, in AY 2022-2023, she served on a faculty search committee and on a management program development committee. Dr. Dalmia's record of service is equivalent to that of any successful candidate for tenure at Governors State University.

III. CONCLUSION

The Division Personnel Committee unanimously acknowledges that Dr. Dalmia **meets** the criteria for grant of tenure and unanimously **recommends** that Dr. Dalmia be granted tenure.

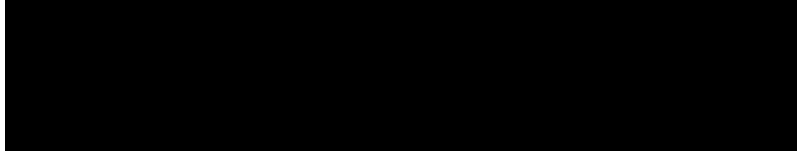


Brian J. McKenna
Associate Professor

Cc: Dr. Anthony Andrews
Dr. Michael Williams
Dr. Sonia Dalmia

SONIA DALMIA

Curriculum Vita



Education

- 2000 Ph.D. in Economics, University of Iowa, Iowa City, Iowa.
Concentrations: Labor Economics, Applied Econometrics
- 1994 MA in Economics, University of Oklahoma, Norman, Oklahoma
- 1990 B.Ed. in Economics and Mathematics, University of Delhi, Delhi, India.
- 1989 MA in Economics, Delhi School of Economics, Delhi, India.
- 1987 BA in Economics (Honors), University of Delhi, Delhi, India.

Administrative and Professional Experience

- Sep 2023-Present Dean, College of Business, Governors State University
- June 2022-Sep 2023 Associate Dean of Graduate Programs, New Initiatives and Outreach, Seidman College of Business, Grand Valley State University
- May-June 2022 Visiting Professor, Department of Economics, John Cabot University, Rome, Italy
- July 2021-July 2022 Interim Assistant Vice President of Academic Affairs-Assessment, Accreditation and Planning, Office of the Provost, Grand Valley State University
- Aug-Dec 2021 Interim Co-Director, School of Accounting, Seidman College of Business, Grand Valley State University
- Aug-Dec 2019 Interim Co-Chair, Department of Marketing, Seidman College of Business, Grand Valley State University
- May-June 2019 Visiting Professor, Department of Economics, John Cabot University, Rome, Italy
- May 2017-2022 Chair, Department of Economics, Seidman College of Business, Grand Valley State University
- Aug-Dec 2016 Interim Chair, Department of Economics, Seidman College of Business, Grand Valley State University
- 2014-2023 Assessment Director, Seidman College of Business, Grand Valley State University
- 2012-2023 Professor of Economics, Seidman College of Business, Grand Valley State University.
- 2008-2010 Program Director, Undergraduate Study Abroad Program in India.
- 2005-2012 Associate Professor of Economics, Seidman College of Business, Grand Valley State University.
- 1999-2005 Assistant Professor of Economics, Seidman College of Business, Grand Valley State University.

Professional Education and Development

- 2022 Certified in Pondera Virtual Assessment (PVA)
- 2021 Leading Edge, Grand Rapids Chamber Talent Development Program
- Participated in the cross-sector and cross-community leadership development program for women.
- 2021 Leading for Equity, Diversity, and Inclusion in Higher Education
- Completed the one-month course offered by University of Michigan.
- 2020 Certified in Online Teaching
- 2018 Young Professionals of Color
- Attended the one-day professional development conference hosted by Cascade Engineering.
- 2017 Inside Leadership Program
- Participated in the semester long faculty and staff development program with a focus on leadership attitudes and behaviors.
- 2017 Inclusive Hiring Symposium
- Participated in the workshop for GVSU Unit Heads and Deans with the goal of building more inclusive hiring processes across the university.
- 2016 Leadership Development Program
- Participated in the semester-long professional development program designed for emerging leaders in academia.
- 2016 Discussion Leadership Forum.
- Participated in the workshop on skills needed to facilitate case study discussion in the classroom.
- 2015 Leading Change Forum
- Attended a workshop on Leading Change by the Anderson Center in St. Cloud, Minnesota
- 2015 Knapsack Institute: Transforming, Teaching and Learning
- Attended the Intensive Three-Day Summer Institute focused on Social Justice Pedagogy
- 2013 Accelerating Leadership Excellence, Center for Leadership & Innovation, GVSU
- Participated in the semester-long professional development program designed for emerging leaders in academia.
- 2007-2023 Inclusion Advocate
- Trained to serve as an Inclusion Advocate in hiring processes.

AACSB/Faculty/Administrator Development Activities

- 2023 AACSB Americas Accreditation Conference, Indianapolis, IN
- 2023 AACSB International Conference and Annual Meeting, Chicago, IL
- 2022 AACSB Associate Dean's Conference, New Orleans, LA
- 2022 MBA Roundtable Curricular Innovation Symposium, Santa Clara University, CA
- 2022 Annual Undergraduate Dean's Conference, UT Dallas, TX
- 2018 AACSB Aspiring Deans Seminar, Tampa, FL
- 2017 AACSB Annual Accreditation Conference, Pittsburg, PA
- 2017 AACSB Assessment and Impact Conference: led a round table discussion on "Closing of the loop: Evidence and continuous improvement." Phoenix, AZ
- 2016 AACSB Assessment Conference: Co-presented a session on "Creating A Culture of Assessment: Meta Assessment and Kotter's 8-Step Leading Change Model," with

Amy Strickland, Charlotte, NC
 2015 AACSB Curriculum Conference, Austin TX
 2015 AACSB Assessment Conference, Austin, TX
 2014 AACSB Continuous Improvement Review Seminar, Tampa, FL
 2014 AACSB Applied Assessment Seminar, Tampa, FL
 2014 AACSB Assessment Seminar, Tampa, FL
 2006 AACSB Strategic Management Seminar, Tampa, FL

Higher Learning Commission Development Activities

2023 Federal Compliance Reviews
 2023 Open Pathway Comprehensive Evaluation visit
 2022 Two Open Pathway Comprehensive Evaluation visits
 2022 Federal Compliance Review
 2021-22 Michigan Association of State Universities (MASU) Accreditation Liaison
 Officers Committee
 2021 Open Pathway Assurance Review
 2020 Open Pathway Comprehensive Evaluation visit
 2015-Present Peer Reviewer
 2018 Annual Conference, Chicago, IL
 2017 Open Pathway Assurance Review
 2016 Open Pathway Comprehensive Evaluation visit
 2015 Assessment Institute, Indianapolis, IN
 2015 Standard and Open Pathways Training for Peer Reviewers, Chicago, IL

Honors and Special Recognitions

- Nominated, Gayle R. Davis Excellence in Leadership Award
- Keynote Speaker, 2013 Global Business, Management Information System, Economics and Finance Research Conference, Tokyo, Japan.
- Nominated, Outstanding Teacher Award, Department of Economics (2010, 2006).
- FOBI Scholar, Family-Owned Business Institute (April 2009 - April 2010).
- Nominated, Outstanding Community Service Award, Department of Economics (2009).
- Appointed, Advanced Placement Economics Reader, Educational Testing Service (2006 - 2009).
- 2005 Barbara Jordan Award for dedication and service to the Women and Gender Studies Program at GVSU.
- Nominated, 2005 Phenomenal Woman of the Year, GVSU Multicultural Assistants of Housing and Residence Life.
- Nominated, 2003 Professor of the Year, Sigma Kappa Sorority.
- Best Paper Award, 2003 International Business and Economics Research Conference.
- Beta Gamma Sigma, 2000.

Publications

Book Chapters

- Dalmia, S., Lawrence, P. G. (2015). The Institution of Dowry in India: Why It Continues to Prevail. Reprinted in Pulin Nayak (Ed.), *Economic Development of India*. Routledge: Taylor and Francis Group.
- Dalmia, S., Lowen, A., Sicilian, P. (2010). The "Boy Crisis" and the Socioeconomic Status of Young Adults. *Employment and Labor Issues: Unemployment, Youth Employment and Child Labor*. Hauppauge, NY: Nova Science Publishers.
- Dalmia, S., Lawrence, P. G. (2009). Trends and Patterns in Dowry Transactions: Evidence from North and South India. *Dowry: Bridging the Gap between Theory and Practice*. Cambridge, UK: Zed Books; New Delhi, India: Women Unlimited.

Refereed Journal Articles

- Cruz, C.J., Dalmia, S. and Pulido-Velasquez, M. (2023). Race and Teaching Evaluations: Evidence from the Covid-19 Pandemic. *Applied Economics*
- Cruz, C.J., Dalmia, S., Smith-Kelly, C., and Sicilian P. and (2022). Second Time Sweeter? Marital Matching between First and Second Marriages. *Journal of International Business and Economics*, 22(4), 55-65.
- Dalmia, S. (2016). Bridal Cost. *Encyclopedia of Evolutionary Psychological Science*.
- Dalmia, S., Smith Kelly, C. (2016). Marital Matching Among US Residents: A Comparison by Region of Origin. *Journal of International Business and Economics*, 16(2), 125-138.
- Sicilian, P., Dalmia, S., Smith Kelly, C. (2016). Marriage and Men's Earnings: Specialization and Cross-Productivity Effects. *Eastern Economic Journal*, 42(3), 335-348.
- Dalmia, S. (2011). Assortative Mating, Family Characteristics and Marital Transactions in India. *Journal of Applied Business and Economics*, 12(3), 110-121.
- Dalmia, S. (2011). Marriage and Matching: Are Marriage Markets More Efficient in the US Compared to India? *Journal of International Business and Economics*, 11(2), 118-126.
- Smith Kelly, C., Dalmia, S. (2011). Immigration Reforms, Marriage and Legal Permanent Residence Status. *Journal of Applied Business and Economics*, 12(2), 64-79.

- Dalmia, S., Lawrence, P. G. (2010). Dowry Inflation in India: An Examination of the Evidence for and Against it. *Journal of International Business and Economics*, 10(3), 58-74.
- Smith Kelly, C., Dalmia, S. (2010). Marital Matching Among Immigrants: A Multidimensional Approach. *International Business & Economics Research Journal*, 9(1), 71-82.
- Dalmia, S., Sicilian, P. (2008). Kids Cause Specialization: Evidence for Becker's Household Division of Labor Hypothesis. *International Advances in Economic Research*, 14(4), 448-459.
- Dalmia, S., Giedeman, D., Klein, H., Levenburg, N. (2005). Women in Academia: An Analysis of Their Expectations, Performance and Pay. *Forum on Public Policy: A Journal of the Oxford Round Table*, 1(2), 160-177.
- Dalmia, S., Lawrence, P. G. (2005). The Institution of Dowry in India: Why It Continues to Prevail? *Journal of Developing Areas*, 2(38), 71-93.
- Dalmia, S. (2004). A Hedonic Analysis of Marriage Transactions in India: Estimating Determinants of Dowries and Demand for Groom Characteristics in Marriage. *Research in Economics*, 58(3), 235-255.
- Dalmia, S. (2004). Making Course Content Conducive to a Marriage Between Theory and Practice: One Instructor's Experience. *Journal of College Teaching and Learning*, 1(2), 57-67.
- Dalmia, S. (2004). Testing Becker's Efficient Marriage Market Hypothesis and Its Implications for Spouse Selection and Marital Transfers in India. *Journal of Business and Economic Research*, 2(4), 1-8.
- Dalmia, S. (2001). An Empirical Analysis of Assortative Mating in India and the U.S. *International Advances in Economic Research*, 7(4), 443-458.
- Dalmia, S. (2000). Dowry and its Effect on Marital Choices in India. *Journal of South Asian Women Studies*, 6(1).

Working Papers

- Cruz, C.J., Dalmia, S. and Pulido-Velasquez, M. (2022). COVID-19 and Family Business Resiliency: Does Generation Matter?

Conference Proceedings

- Dalmia, S. (2019). *A comparison of marital matching in first and second marriages*. Proceedings of the 45th International Academic Conference.

- Sanchez, C., Dalmia, S. (2016). *Untapped Leadership: Women and Minority Women in Higher Education Leadership*. Lansing, MI: Michigan ACE Women's Network.
- Dalmia, S., Smith Kelly, C., Sicilian, P. (2012). *Marital Matching Among US Residents: A Comparison by Region of Origin*. International Advances in Economic Research.
- Smith Kelly, C., Dalmia, S. (2009). *The Effect of Immigration Laws on Marital Matching in the United States*. International Advances in Economic Research.
- Smith Kelly, C., Dalmia, S. (2009). *Marital Matching Among Immigrants: A Multidimensional Approach*. European Applied Business Research and College Teaching & Learning Conference Proceedings.
- Gondhalekar, V., Dalmia, S. (2007). *Examining the Stock Market Response: A Comparison of Male and Female CEOs*. International Advances in Economic Research.
- Dalmia, S., Sicilian, P. (2007). *Kids Cause Specialization: Evidence for Becker's Household Division of Labor Hypothesis*. International Advances in Economic Research.
- Dalmia, S. (2004). *A Household Production Function Analysis of Marriage, Matching and Marital Transfers in India*. Developments in Economic Theory and Policy, Institutions and European Integration Conference.
- Dalmia, S. (2004). *Making Course Content Conducive to a Marriage Between Theory and Practice: One Instructor's Experience*. The International Business and Economics Research Conference.
- Dalmia, S. (2003). *Testing Becker's Efficient Marriage Market Hypothesis and Its Implications for Spouse Selection and Marital Transfers in India*. The International Business and Economics Research Conference.
- Dalmia, S. (2002). *Examining the Role of Dowries in India*. International Advances in Economic Research.
- Dalmia, S. (2001). *Marriage and Matching: Do Dowries Improve the Efficiency of Marriage Markets in India?* The International Business and Economics Research Conference.
- Dalmia, S. (2001). *An Empirical Investigation of Marriage and Matching in India and the United States*. Sixth Institute for Women's Policy Research Conference.

Magazine/Trade Publications

Sanchez, C., Dalmia, S. (2018). *Why aren't there more women leaders? A look inside one West Michigan Organization*. Seidman Business Review.

Dalmia, S. (2013). *Son Preference in India*. Grand Valley Magazine.

Lowen, A., Dalmia, S., Sicilian, P. (2007). *Education and the Economy: The Challenge for West Michigan*. Seidman Business Review.

Dalmia, S., Seaman, S., Gerber, A. (2006). *Women's Status Varies in Western Michigan*. Grand Rapids Business Journal.

Dalmia, S., Silda, N. (2005). *Gender Differences in Political Engagement Among the Youth*. Seidman Business Review.

Dalmia, S. (2002). *Married Women Do Twice as Much Housework as Their Husbands Do*. Marketing to Women.

Dalmia, S. (2002). *Gender Differences in the West Michigan Marketplace*. Seidman Business Review.

Conference Presentations

Cruz, C.J., Dalmia, S., STEP Project Global Consortium (SPGC) Global Family Business Summit, "COVID-19 and Family Business Resiliency: Does Generation Matter?" Valencia, Spain (April 26-28, 2023)

Dalmia, S., ISES International Academic Conference, "A comparison of marital matching in first and second marriages," London, UK. (May 21, 2019)

Dalmia, S., Academic and Student Affairs Assessment Conference: Program Assessment for Learning, "How Can We Develop a Simple, Meaningful, Robust and Sustainable Assessment Process?" Grand Rapids, MI. (January 5, 2018).

Sanchez, C. & Dalmia, S., Michigan ACE Women's Network 2016 Conference: Move the Needle in Michigan, "Untapped Leadership: Women and Minority Women in Higher Education Leadership," Michigan ACE Women's Network, Lansing, MI. (June 7, 2016).

Smith Kelly, C., Dalmia, S., & Sicilian, P., Western Economic Association International Meeting, "A Comparison of Marital Matching in the First and Second Marriages," Denver, Colorado. (June 30, 2014).

Dalmia, S., The Global Business, Management Information System, Economics and Finance Research Conference, "Intra-Household Allocation, Child Survival and

Gender Bias: Evidence from Rural North and South India," Tokyo, Japan. (July 2013).

Dalmia, S., International Atlantic Economic Conference, "Intra-Household Allocation, Child Survival and Gender Bias in India," Vienna, Austria. (April 2013).

Dalmia, S., International Atlantic Economic Conference, "Marital Matching Among US Residents: A Comparison of Immigrants by Region of Origin," Istanbul, Turkey. (March 2012).

Dalmia, S., International Atlantic Economic Conference, "Marital Matching Among US Residents: A Comparison by Region of Origin," International Atlantic Economic Society, Athens, Greece. (March 2011).

Dalmia, S. & Lawrence, P. G., International Academy of Business and Economics, "Dowry Inflation in India: An Examination of the Evidence For and Against it," Las Vegas, Nevada. (October 19, 2010).

Dalmia, S. & Levenburg, N., Family Enterprise Research Conference, "The Succession Process: An Examination of Customer's/Client's Perspectives," Cancun, Mexico. (April 16, 2010).

Smith Kelly, C. & Dalmia, S., European Applied Business Research Conference (EABR), "Marital Matching Among Immigrants: A Multidimensional Approach," Prague, Czech Republic. (June 11, 2009).

Dalmia, S. & Smith Kelly, C., International Atlantic Economic Conference, "The Effect of Immigration Laws on Marital Matching in the United States," Warsaw, Poland. (April 9, 2008).

Dalmia, S. & Gondhalekar, V., International Atlantic Economic Conference, "Examining the Stock Market Response: A Comparison of Female and Male CEO's," Madrid, Spain. (March 14, 2007).

Dalmia, S. & Sicilian, P., International Atlantic Economic Conference, "Kids Cause Specialization: Evidence for Becker's Household Division of Labor Hypothesis," Madrid, Spain. (March 14, 2007).

Dalmia, S., Giedeman, D., Klein, H., & Levenburg, N., Oxford Round Table, "Women in Academia: An Analysis of their Expectations, Performance, and Pay," Oxford Round Table, Oxford, England. (August 7, 2005).

Dalmia, S., Developments in Economic Theory and Policy, Institutions and European Integration Conference, "A Household Production Function Analysis of Marriage, Matching and Marital Transfers in India," Bilbao, Spain. (July 15, 2004).

- Dalmia, S. & Sicilian, P., International Conference on Business, "Kids Cause Specialization: Evidence of Becker's Household Division of Labor Hypothesis," Honolulu, HI. (June 21, 2004).
- Dalmia, S., The International Business and Economics Research Conference, "Making Course Content Conducive to a Marriage Between Theory and Practice," Las Vegas, NV. (October 6, 2003).
- Dalmia, S., The International Business and Economics Research Conference, "Testing Becker's Efficient Marriage Market Hypothesis and Its Implications for Spouse Selection and Marital Transfers in India," Las Vegas, NV. (October 6, 2003).
- Dalmia, S. & Paul, S., National Business and Economic Society Conference, "Assortative Mating: Changes Over Years of Marriage and Implications for Mate Selection in the U.S.," St. Thomas, VI. (March 5, 2003).
- Dalmia, S., Missouri Valley Economic Association Conference, "Marriage, Matching and Monetary Transfers: Do Dowries Improve the Efficiency of Marriage Markets in India?" St. Louis, MO. (February 27, 2003).
- Dalmia, S., International Atlantic Economic Conference, "Examining the Role of Dowries in India," Philadelphia, PA. (October 11, 2001).
- Dalmia, S., The International Business and Economics Conference, "Marriage and Matching: Do Dowries Improve the Efficiency of Marriage Markets in India?" Reno, NV. (October 8, 2001).
- Dalmia, S., Western Economic Association International Meeting, "An Estimation of a Gale-Shapley Model," San Francisco, CA. (July 4, 2001).
- Dalmia, S., Institute of Women's Policy Research Conference, "An Empirical Investigation of Marriage and Matching in India," Washington, DC. (June 8, 2001).
- Dalmia, S., Eastern Economic Association Meetings, "Marriage and Matching: Estimation of a Gale-Shapley Model," New York City, NY. (February 23, 2001).
- Dalmia, S. & Lawrence, P. G., International Atlantic Economic Conference, "Matching in the Marriage Market: A Cross Cultural Comparison Between India and the US," Charleston, South Carolina. (October 2000).
- Dalmia, S. & Lawrence, P. G., Allied Social Science Associations Meetings, "Assortative Mating: Comparing Arranged Marriages to Self-Selected Marriages," Boston, MA. (January 2000).

Dalmia, S., Eastern Economic Association Meetings, "The Institution of Dowry," Boston, MA. (March 1999).

Dalmia, S., Midwest Economic Association Meetings, "A Hedonic Analysis of Marriage Transactions in India: Estimating Demand for Dowries and Groom Characteristics in Marriage," Nashville, TN. (March 1999).

Service to the University, College and Unit

University

- Lead, Provost's Service Workload (Time and Effort) Task Force (2023)
- Inclusion Advocate, Adjunct Recruiter for Graduate Programs, Search Committee (2022-2023)
- Co-Lead MS Engineering Management Program Development Committee (2022-2023)
- Created a Lunch and Learn Professional Development Series for all graduate students (2022)
- Inclusion Advocate, Interdisciplinary Engineering Search Committee (2022-2023)
- Member, Provost Cabinet (2021-2022)
- Ex-officio Member, University Academic Senate (2021-2022)
- Ex-officio Member, Executive Committee of the Senate (2021-2022)
- Inclusion Advocate, IE/ PDM Engineering Search Committee (2021-2022)
- Member, Program Review Data Advisory Group (2021-2023)
- Chair, Multi-Location Visit Institutional Report (2021-2022)
- Chair, Open Pathway Year 4 Assurance Review Team (2021-2022)
- Chair, Assessment and Accreditation Specialist Search Committee (2021-2022)
- Member, Aspire's Institutional Change initiative to advance diversity in STEM fields (2020-2023)
- Member, Employee Ombuds Search Committee (2020)
- Facilitated and participated in the President's 2019 Grand Huddle Series
- Faculty Partner, Student Success Network (2019-2022)
- Guest Speaker, ELS Language Centers (2018-2023)
- Member, Honors Curriculum and Development Committee (2018-2019)
- Captain, United Way Campaign (2016-2022)
- Reviewer, Awards of Distinction Scholarship Competition (2016, 2017, 2018)
- Transitions: New Student Orientation, faculty volunteer (2017, 2018, 2019)
- Seidman Representative in meetings with HLC peer evaluation team (Nov 5, 2018)
- Team Member, GVSU simulated HLC site visit (May 30, 2018)
- Judge, DataFest@GVSU Competition (March 25, 2018)
- Ad Hoc Reviewer and Contributor, Grand Valley State University's Assurance Argument for reaffirmation of reaccreditation (Nov 2017-July 2018)
- Member, MS Applied Statistics Program Development Task Force (2017-2018)
- Member, Office of Provost Assessment Specialist Search Committee (Fall 2017)
- Inclusion Advocate, Integrated Engineering Search Committee (Fall 2016)
- Member, Human Rights Minor Task Force (Winter 2015)
- Member, University Assessment Committee (2014-2023)

- Member, University Personnel Review Task Force (2014-2015)
- Member, Provost Faculty Panel (June 2014)
- Member, Sabbatical Review Process Committee (Winter 2014)
- Member, Liberal Education and Professional Skills Certificate Committee (2013-2014)
- Member, Executive Committee of the Senate Ombuds Task Force (2013-2014)
- Member, Seidman College of Business Dean's Search Committee (2013)
- Member, University Curriculum Committee (Fall 2013)
- Member, University Climate Study Committee (2010-2011; 2017)
- Member, Faculty Personnel Policy Committee (2007-2011)
- Member, Provost's University Scholarship Working Group (2009-2010)
- Member, Women and Gender Studies Search Committee (2005-2006)
- International Affairs Faculty (2002-2011)

College

- Lead, Stackable Masters in Management Program Development (2022-2023)
- Chair, STA 215 Redesign Task Force (2022-2023)
- Edited, wrote and reviewed, AACSB Continuous Improvement Business Report (July 2021)
- Member, Dean's Budget Planning Committee (2020-2023)
- Co-Chair, Seidman Strategic Planning Committee (March 2020-2022)
- Ex-officio member, Department of Economics Search Committee (2019-2020)
- Member, Seidman EMBA Technology Coordinator Search Committee (2019)
- Member, Seidman Strategic Planning Committee (March 2019-2023)
- Ex-officio member, Department of Economics Search Committee (2018-2019)
- New Faculty Peer Observer for the Classroom Observation Task Force (2019)
- Member, Seidman Undergraduate Advising Search Committee (2018)
- Member, AACSB Oversight Committee (2017-2023)
- Wrote the AOL Business and Accounting Appendix for the AACSB Continuous Improvement Report (July 2016)
- Edited and reviewed, AACSB Continuous Improvement Business Report (July 2016)
- Member, Dean's Advisory Council (2015-2023)
- Member, Seidman Leadership Council (2017-2023)
- Chair, Seidman Assessment Committee (2014-2023)
- Member, Full Professor Task Force (Fall 2012)
- Chair, Personnel Committee (2010-2014)
- Member, Strategic Management Executive Committee (2010-2013)
- Member, Family-Owned Business Institute Faculty Advisory Committee (2010-2012)
- Member, Family-Owned Business Institute Search Committee (2010-2011)
- Member, Promotion and Tenure Task Force (2009-2012)
- Member, Full-Time MBA Implementation Committee (2009-2012)
- Member, School of Accounting Search Committee (2009-2010; 2016)
- Member, Personnel Committee (2007-2010)
- Chair, Intellectual Contributions Committee (2005-2014)
- Member, Strategic Management Committee (2005-2013)
- Member, Finance Department Affiliate Instructor Search Committee (Winter 2008)
- Member, Finance Department Search Committee (2006-2007; 2000-2001)

- Member, Marketing Department Search Committee (2005-2006)
- Member, Research Committee (2001-2005)

Unit

- Created a Lunch and Learn Professional Development Series for students (2021-2022)
- Developed the Master Blackboard Shell for Introductory Microeconomics for all teaching modalities-online, staggered hybrid, hybrid and face-to-face (Summer 2020)
- Faculty Partner, Seidman Professional Mentorship Program (Fall 2019-Sab substitute)
- Faculty Advisor, Economics Club (Fall 2018-2022)
- Editor, Department of Economics Annual Alumni Newsletter (2018-2022)
- Ex-officio member, Economics Student Advisory Board (2018-2022)
- Ex-officio member, Economics Department Advisory Board (2017-2022)
- Member, Economics Department Advisory Board (2015-2017)
- Member, Reifel Scholarship Review Committee (2014-2022)
- Member, Economics Department Search Committee (2019-2020; 2018-2019; 2012-2013; 2009-2010; 2005-2006; 2004-2005; 2002-2003, 2000-2001)
- Chair, Economics Department Research Sub-Committee (2006-2010)

Service to the Discipline and Profession

- External Program Reviewer, MBA Program, McCoy College of Business, Texas State University (January 2023)
- Mentor, 2021 and 2022 Annual Committee on the Status of Women in the Economics Profession (CSWEP) Mentoring “Breakfast” for Junior Economists
- Guest Lecturer, AP Daily Instructional Videos 2020
- Manuscript Reviewer, Journal of International Development (2018-Present)
- Panelist, Educational Testing Service (December 10-13, 2017)
 - Participated in the Educational Testing Service (ETS) conducted standard setting study for the HEIghten™ Outcomes Assessment Suite
 - Made recommendations for the minimum scores needed for students to be categorized at each of the performance levels on the Civic Competency and Engagement Assessment and Intercultural Competency and Diversity Assessment
- Organized and conducted the pilot and field testing of ETS developed Intercultural Competence and Diversity Assessment Instruments (2017)
- Judge, MABDA Innovation in Business Education Awards (2015-2017)
- Judge for ANAHEI's Global Competition on "The Impact of Global Learning on World Peace" (Fall 2016)
- Manuscript Reviewer, International Journal of Social Economics (2015-Present)
- Reviewer, Family Enterprise Research Conference (2011-2012)
- Manuscript Reviewer, Routledge Books (2011)
- Reviewed book proposal on "Exploring Indian Arranged Marriages, Dowry and Preference for Sons: Insights from Fieldwork in Rural India."
- Judge, Best Undergraduate Paper Competition, International Atlantic Economic Society (2011)
- Conference Session Chair, International Atlantic Economic Conference (March 2011)
- Michigan Department of Education (2010)

- Completed the Economics Section of the Application for State Approval of Teacher Preparation Specialty Programs
- Manuscript Reviewer, Journal of Marriage and Family (2008-Present)
- Member, Teacher preparation program standards development committee, Michigan Department of Education (2008-2009)
- Member, Economics Content Advisory Committee, Michigan Test for Teaching Certification (MTTC) Test Standard Setting Conference (November 2, 2005)
- Conference Discussant, The Oxford Round Table, Oxford, England (August 7-12, 2005)
- Member, Economics Content Advisory Committee, Michigan Test for Teaching Certification (MTTC) Economics and Political Test Review Conference (April 19, 2005)
- Member, Economics Content Advisory Committee, Michigan Test for Teaching Certification (MTTC) Objective Review Conference (May 18-20, 2004)
- Manuscript Reviewer, Institute of Women's Policy Research (2004)
 - Reviewed "Assessing the Status of Women at the County Level: A Manual for Researchers and Advocates."
- Member, Economics Content Advisory Committee, Michigan Test for Teaching Certification (MTTC) Objective Review Conference (December 3, 2003)
- Conference Session Chair, The International Business and Economics Research Conference (October 6-10, 2003)
- Conference Discussant, Western Economic Association International Meetings (July 4-8, 2001)
- Conference Discussant, Eastern Economic Association Meetings (February 23-25, 2001)
- Conference Discussant, International Atlantic Economic Society (October 15-18, 2000)
- Numerous textbook reviews (2001-Present)

Service to the Community

- Keynote Speaker, BOMA, IFMA and CREW West Michigan, "2023 Economic Forecast," (January 18, 2023)
- Keynote Speaker, CREW West Michigan "The State of Women in the Workplace: How discrimination, social norms, and other forces affect occupational choices and earnings," (January 19, 2022)
- City Commissioner, Kent Hospital Finance Authority Board (2017-2023)
- Ad Hoc Reviewer, business plans for the EmpowerHER Competition, Michigan Women's Foundation (August 2017)
- Presenter and Discussant, West Michigan Health Check Economic Forecast (January 9, 2015; January 10, 2014; January 11, 2013)
- Associate Editor, Health Check. An annual publication of the West Michigan Health Care Economic Forecast (2014-2015, 2013-2014, 2012-2013)
- Secretary, West Michigan Hindu Temple Executive Board (2015-2018)
- Member, MI Women Foundation Advisory Committee (2014-2016)
- President, India Link (2014-2015)
- Conference Panel, "Understanding Unconscious Bias and Strategies," Inforum (October 9, 2013)

- Member, Forest Hills Public Schools Family Alliance (2010-2018)
- Member, Forest Hills Public Schools Global Learners Initiative (2009-2018)
- External Grant Proposal Reviewer, Nokomis Foundation (2008)
- Member, Economics Club of Grand Rapids (2007-2008, 2023-2023)
- Board Member, India Link (2003-2016)
- Member, West Michigan Women's Studies Council (2001-2010)
- Facilitator for the "Checks and Balances" Program on Economics offered by GROW-Grand Rapids Opportunities for Women four times a year (2001-2010)
- Keynote Speaker, MI Association of CPAs Women's Leadership Luncheon (October 29, 2014)
- Numerous media interviews (2001-Present)

OTHER ACTIVITIES

Contracts, Grants and Sponsored Research

Funded

- Isely, P. (Principal), & Dalmia, S. (Supporting), "Healthcheck," Sponsored by Blue Cross Blue Shield via Vice Provost of Health, External to Grand Valley State University, \$15,000.00 (2012-2015)
- Sundaram, S. (Principal), Sanchez, C. (Co-Principal), & Dalmia, S. (Co-Principal), "Partnership Development Grant," Sponsored by Padnos International Center, Grand Valley State University - PIC, \$3,000.00 (2010-2011)
- Levenburg, N. (Co-Principal), & Dalmia, S. (Co-Principal), "The Succession Process: An Examination of Perceptions from Stakeholders' Perspectives," Sponsored by Grand Valley State University Family-Owned Business Institute, Other, \$2,500.00 (April 2009)

Consulting

- United Method Community House (May 2019-2021)
Conducting an economic impact study of construction and operation of an assisted living facility and day-care center.
- Michigan Women's Commission, Pro Bono, Lansing, MI (2016-2017)
Developed a survey instrument to examine
 - (1) gender differences in graduation rates among the student veteran population on college campuses
 - (2) gender differences in barriers that prevent veteran students from graduating on time and/or dropping from college
 - (3) policy implications that emerge from this research
- Michigan Women's Commission, Pro Bono, Lansing, MI (2016)
Examined the diversity on corporate boards of Fortune 500 companies with a particular emphasis on Michigan
- Johnson Center for Philanthropy, Compensated, Grand Rapids, MI. (2012-2013)
Responsible for preparing a blueprint to calculate the social return on investment for the center's SOURCE project
- Phillips Wyatt Knowlton, Inc., Compensated, Battle Creek, MI (2008-2009)

Worked on four projects to examine and analyze the regional representation of female head of households with one or more children in the "missing class" in the state of Michigan

Phillips Wyatt Knowlton, Inc, Compensated, Battle Creek, MI (October 2008)

Prepared a report for the state of Michigan on "Women in the Missing Class."

Van Andel Global Trade Center, Compensated, DeVos Center, Grand Rapids, MI (October 16, 2008)

Gave a cultural presentation to help sales force of "S. Abraham & Sons, Inc." understand South Asian cultures in a business context

Van Andel Global Trade Center, Pro Bono, DeVos Center, Grand Rapids, MI (June 20, 2008)

Presented at the "Access China and India Best Practices Conference," on Markets and Culture in India

Resolution No. 24-16***Approval of Tenure for Dr. Sonia Dalmia***

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. Sonia Dalmia is being evaluated for the consideration of tenure based on Section 20.4(b) of the GSU-UPI Agreement, which states:

**20.4. AWARD OF TENURE FOR NEW EMPLOYEES AND
NONMEMBERS OF THE BARGAINING UNIT**

b. Tenure may be granted to an individual not a member of the bargaining unit described in Section 20.6 either upon initial appointment or subsequently, only after consultation with the Division/Department, and upon recommendation of the University President and approval by the Board.

WHEREAS, Dr. Sonia Dalmia was evaluated by the Division Personnel Committee in the College of Business in accordance with the above-referenced agreement and was found to have met the criteria for the award of tenure;

WHEREAS, Dr. Dalmia was hired as of September 11, 2023 and the award of tenure was negotiated as part of her offer;

WHEREAS, The President does hereby recommend that the Board award Dr. Dalmia tenure upon hire.

Now, therefore, it is:

Resolved that the Board approves and recognizes Dr. Sonia Dalmia's expertise and grants her all rights and privileges as a full professor with tenure upon hire with Governors State University within the College of Business.

Approved February 26, 2024

Kevin Brookins
Chair Pro Tem

James Kvedaras
Secretary

TAB 8

EXECUTIVE SUMMARY
Resolution 24-17

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 and 2023.

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 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

RESOLUTION 24-17: Please see proposed resolution submitted herewith.

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

Resolution No. 24-17***Consent to Maintain Confidentiality
of Certain 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 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, The Board is a public body within the meaning of, and subject to the provisions of, the Illinois Open Meetings Act, 5 ILCS 120/ *et seq.*;

WHEREAS, Pursuant to Section 120/2(c) of the Open Meetings Act, the Board has closed certain meetings to the public and taken confidential minutes thereof;

WHEREAS, Pursuant to Section 120/2.06(d) of the Open Meetings Act, the Board is required to periodically review minutes of closed sessions and determine whether the need for confidentiality still exists;

WHEREAS, General Counsel Nohos recommends that the need for confidentiality still exists with respect to minutes of closed sessions held on the following dates, which are available for review and inspection by the Board (collectively, the “Minutes”):

- 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.

WHEREAS, Relying on the advice of counsel, the Board finds the need for confidentiality of the Minutes still exists.

Now, therefore, it is:

Resolved, that the Board consents to preserving the confidentiality of the Minutes.

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

Approved February 26, 2024

Kevin Brookins
Chair *Pro Tem*

James Kvedaras
Secretary

TAB 9

EXECUTIVE SUMMARY**Resolution 24-18*****Resolution for the Approval of AY2024 – 2025 Tuition Rates***

I. ACTION ITEM: Approval for Academic Year (AY) 2024-2025 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) 2024-2025 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 despite heavy reliance on state funding.

In making this recommendation, the Administration has considered affordability, student recruitment, retention, and completion. Additionally, we acknowledge the ongoing ramifications of the COVID-19 pandemic and other world issues and the possible negative impact and barriers to our students.

IV. ANALYSIS: For AY2024-2025, the President recommends a \$15 per credit hour increase in resident tuition rates (in accordance with Illinois Truth in Tuition Act 110 ILCS 675/20-125). Non-resident tuition rates will be raised to the equivalent of two times the new resident tuition rate. 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.

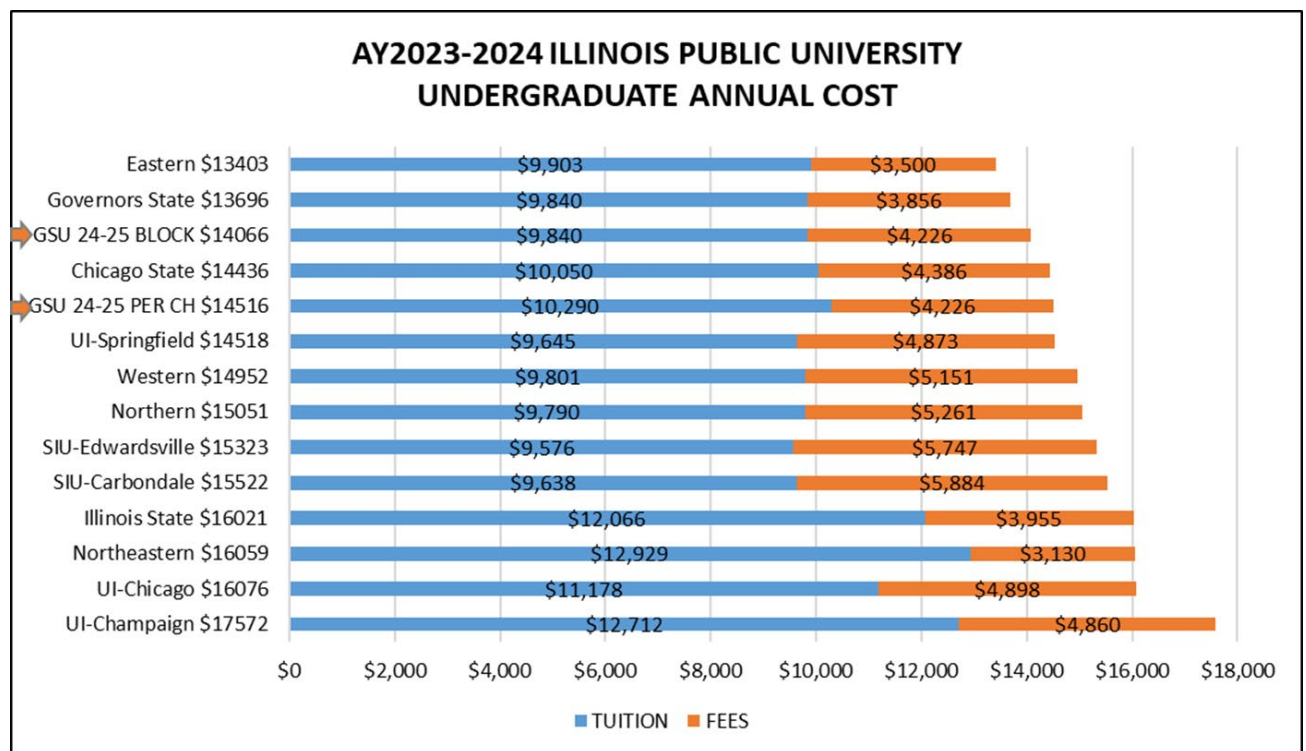
PROPOSED PER CREDIT HOUR RATES AY24-25	Resident	Non- resident
Undergraduate *	\$343	\$686
Graduate	\$383	\$766
Graduate - College of Business	\$436	\$872
Graduate - Computer Science & Information Technology	\$436	\$872
Graduate – Occupational Therapy	\$520	\$1,040
Graduate - School Psychology	\$452	\$904
Doctoral - College of Education	\$507	\$1,014
Doctoral - Occupational Therapy	\$827	\$1,654
Doctoral - Nursing	\$827	\$1,654
Doctoral - Physical Therapy	\$643	\$1,286

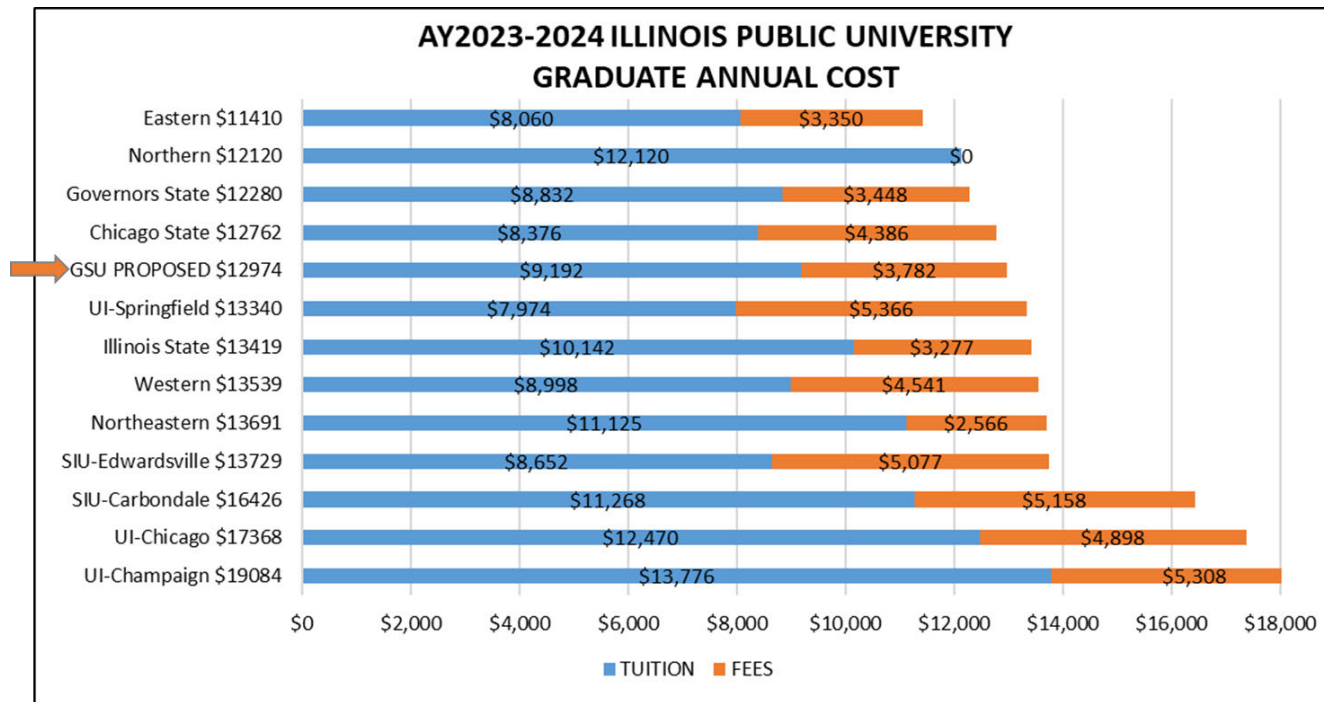
**Illinois Truth-in-Tuition Eligible Students remain at current rate.*

It is anticipated that \$1,097,640 in additional tuition revenues will be realized in the first year.

Additionally, for AY2024-2025, the President recommends a block tuition rate of \$4,920 for new undergraduate resident students who register for 12 credit hours or more; non-resident block tuition rates for undergraduates registering for 12 credit hours or more would equate to two times the resident rate, or \$9,840 (in accordance with Illinois Truth in Tuition Act 110 ILCS 675/20-125). Undergraduate Tuition will be assessed per credit hour registered for 1-11 hours and at the block rate for 12 or more credit hours. For students registering for 12 or more credit hours the tuition is capped, creating an incentive for students to enroll in course loads that enable graduation within four years.

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 2023-2024 rates for Illinois Universities including the proposed GSU credit hour rate for academic year 2024-2025.





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

Resolution No. 24-18***Approval of Tuition Rates for
Academic Year 2024-2025***

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

WHEREAS, The Board is comprised of eight members, seven of whom are appointed by the Governor of Illinois with the advice and consent of the Senate, and one 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, 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 2024-2025 as follows:

- The tuition rate for both graduate and undergraduate Illinois resident students shall increase by fifteen dollars (\$15) 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 non-resident rate shall increase to an amount equivalent to two times the resident 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 \$4,920; and students paying the non-resident tuition rate for 12 or more hours will pay the equivalent of two times the resident rate, or \$9,840 (in accordance with Illinois Truth in Tuition Act 110 ILCS 675/20-125).

WHEREAS, The tuition proposal was presented to the Student Senate on February 1, 2024 and put to a student referendum thereafter; and

WHEREAS, The Board carefully considered the tuition proposal during a meeting held on February 26, 2024.

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 Illinois resident students shall be raised by fifteen dollars (\$15) per credit hour, effective July 1, 2024, except as prohibited by Section 120 of the Governors State University Law for certain Illinois residents enrolled in an undergraduate program.

Resolved, that, effective July 1, 2024, the tuition rate for new 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 \$4,920 or \$9,840 for residents and non-residents, respectively.

Resolved, that, effective July 1, 2024, the hourly tuition rate and block tuition rate charged to both graduate and undergraduate students eligible for the non-resident rate shall be equivalent to twice the resident rate.

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 26, 2024

Kevin Brookins
Chair *Pro Tem*

James Kvedaras
Secretary

TAB 10

EXECUTIVE SUMMARY**Resolution 24-19*****Resolution for the Approval of AY2024 – 2025 Mandatory Fee Rates*****I. ACTION ITEMS:**

Approval of name change for the Student Center Fee to Student Center **& Recreation** Fee to better align the fee name with the fee usage.

Approval for Academic Year (AY) 2024-2025 Mandatory Fee Rates for:

- Technology to ensure information security and technological innovation.
- Student Center & Recreation to provides access and use of Recreation and Fitness Center facilities at no additional costs, the operation of the Student Center and related programs and services, and funding for both club and competitive sports teams.
- Instructional Support to balance the fee structure so students are paying the same per credit hour regardless of mode of instructional delivery.

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) 2024-2025 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 the 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 activity or purpose. Guided by our six core values, GSU invests in student success through a commitment to mentoring, counseling and a deliberate university focus on student achievement of academic, professional and personal goals, including the balance of recreational and sporting activities and the availability of technology 24x7 for innovative instruction and the 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.

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 and 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.

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, Women’s Softball, Men’s Baseball 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.

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 AY2024-2025, the President recommends the following:

Name change for the Student Center Fee to Student Center **& Recreation** Fee to better align the fee name with the fee usage.

Student Center & Recreation Fee to be changed at a rate of \$22 per credit hour for students registered in main campus programs. It is anticipated that \$531,012 in additional Student Center & Recreation Fee revenues will be realized.

Instructional Support Fee to be charged at a rate of \$47 per credit hour for students registered in totally online / off campus programs.

Technology Fee be charged on a flat rate basis vs per credit hour:

1-6 credit hours charged flat rate: \$150

7+ credit hours charged flat rate: \$375

It is anticipated that \$690,510 in additional Technology Fee revenues will be realized.

MANDATORY FEES: Per Credit Hour	AY24-25 Main Campus	AY24-25 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 \$205 7+ CH \$585	1-6 CH \$205 7+ CH \$585
Technology	1-6 CH \$150 7+ CH \$375	1-6 CH \$150 7+ CH \$375
Strategic Initiatives	\$16	\$16
Instructional Support	N/A	\$47
We CARE (Student to Student Aid)	\$1	\$1
Campus Access & Safety Fee	\$38	\$38

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

Resolution No. 24-19***Approval of Mandatory Fees for Academic Year 2024-2025***

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

WHEREAS, The Board is comprised of eight members, seven of whom are appointed by the Governor of Illinois with the advice and consent of the Senate, and one 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 Student Center fee be renamed to Student Center &

Recreation fee to better represent the fee usage and that the Student Center & Recreation, Instructional Support, and Technology fees be increased to support current funding priorities as follows:

- A mandatory student center and recreation fee shall be charged to graduate and undergraduate students registered in on-campus program regardless of residency status in the amount of (i) twenty-two dollars (\$22) for per credit hour;
- A mandatory instructional support fee shall be charged to graduate and undergraduate students registered in totally online/off campus programs regardless of residency status in the amount of (i) forty-seven dollars (\$47) for per credit hour;
- A mandatory technology fee shall be charged to graduate and undergraduate students regardless of residency status in the amount of (i) one hundred, fifty dollars (\$150) for students enrolled in one to six credit hours per semester and (ii) three hundred, seventy-five dollars (\$375) for students enrolled in seven or more credit hours per semester;

WHEREAS, Existing mandatory student fees for strategic initiative, student support and services, We CARE, and health and wellness would remain the same for Academic Year 2024-2025 under the President's proposal;

WHEREAS, The above fee proposal was presented to the Student Senate on February 1, 2024 and a student referendum was held thereafter; and

WHEREAS, The Board carefully considered the above fee proposal during a meeting held on February 26, 2024.

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.

Resolved that, effective July 1, 2024, the mandatory fee Student Center fee be renamed to Student Center & Recreation to better represent the fee usage.

Resolved that, effective July 1, 2024, a mandatory student center and recreation fee shall be charged to graduate and undergraduate students registered in on-campus program regardless of residency status in the amount of (i) twenty-two dollars (\$22) for per credit hour.

Resolved that, effective July 1, 2024, a mandatory instructional support fee shall be charged to graduate and undergraduate students registered in totally online/off campus programs regardless of residency status in the amount of (i) forty-seven dollars (\$47) for per credit hour.

Resolved that, effective July 1, 2024, a mandatory technology fee shall be charged to graduate and undergraduate students regardless of residency status in the amount of (i) one hundred, fifty dollars (\$150) for students enrolled in one to six credit hours per semester and (ii) three hundred, seventy-five dollars (\$375) for students enrolled in seven or more credit hours per semester.

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 26, 2024

Kevin Brookins
Chair Pro Tem

James Kvedaras
Secretary

TAB 11

EXECUTIVE SUMMARY**Resolution 24-20*****Resolution for the Approval of AY2024 – 2025 Prairie Place Housing Rates***

I. ACTION ITEM: Approval for Academic Year (AY) 2024-2025 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 year 2023-2024.

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).
- The cost of deferred maintenance repairs and renovations, \$150,000 - \$170,000 annually.
- 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)

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 AY2024-2025, the President recommends Prairie Place Housing Rates increase 4.5%. The 4.5 percent increase in room rates is projected to generate an additional \$115,000 at a 95 percent occupancy rate in the next contract year.

The following assumptions have been made related to the 2024-2025 contract year:

- Revenues generated from OIS programs, application fees, gated-lot parking fees, summer term, early arrival fees, damages, and faculty-in-residence reimbursements 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.

Unit Type	AY24-25
Semi-Suites/Double-Occupancy	
Academic Year	\$7,424.11
Per Semester	\$3,712.06
Summer Rate	\$2,889.81
12-Month Contract	\$9,897.14
Summer Rate (if on 12-Month Contract)	\$2,473.02
Nightly Rate	\$34.00
2 Bedroom Apartment/Double-Occupancy	
Academic Year	\$8,736.17
Per Semester	\$4,368.09
Summer Rate	\$3,371.45
12-Month Contract	\$11,647.39
Summer Rate (if on 12-Month Contract)	\$2,911.22
Nightly Rate	\$39.66
4 Bedroom Apartment/Single-Occupancy	
Academic Year	\$10,509.10
Per Semester	\$5,254.55
Summer Rate	\$4,067.14
12-Month Contract	\$14,012.13
Summer Rate (if on 12-Month Contract)	\$3,503.03
Nightly Rate	\$47.85
2 Bedroom Apartment/Single-Occupancy	
Academic Year	\$12,486.00
Per Semester	\$6,243.00
Summer Rate	\$4,816.35
12-Month Contract	\$16,701.10
Summer Rate (if on 12-Month Contract)	\$4,215.10
Nightly Rate	\$56.66

It is anticipated that \$115,000 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 2023-2024 rates for Illinois Universities including the proposed GSU rate for academic year 2024-2025.

Illinois Public University Housing Rates for Academic Year 2023-2024:

University of Illinois at Chicago	\$ 12,816
University of Illinois at Urbana-Champaign	\$ 12,577
Western Illinois University	\$ 10,918
Illinois State University	\$10,902
Northern Illinois University	\$ 10,808
University of Illinois at Springfield	\$ 10,646
Southern Illinois University Carbondale	\$ 10,622
Southern Illinois University Edwardsville	\$ 10,530
Eastern Illinois University	\$ 10,010
Chicago State University	\$8,610
Governors State University PROPOSED	\$ 7,424
Governors State University	\$ 7,104

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

Resolution No. 24-20***Approval of Prairie Place Housing Rates for
Academic Year 2024-2025***

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

WHEREAS, The Board is comprised of eight members, seven of whom are appointed by the Governor of Illinois with the advice and consent of the Senate, and one 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 2024-2025 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 26, 2024.

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 2024-2025 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 26, 2024

Kevin Brookins
Chair Pro Tem

James Kvedaras
Secretary