



Report
to the
Board of Trustees

April 23, 2021

ADMINISTRATIVE STAFF

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Provost and Vice President for Academic Affairs	Dr. Jay D. Gatrell
Vice President for Business Affairs	Mr. Sean Reeder
Director of Business Services/Treasurer	Mr. Paul A. McCann
Vice President for Student Affairs	Dr. Anne G. Flaherty
Vice President for University Advancement	Dr. Kenneth A. Wetstein
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Dean, Lumpkin College of Business and Technology	Dr. Austin Cheney
Dean, College of Education	Dr. Laretta Henderson
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Dean, Honors College	Dr. Richard England
Dean, Library Services	Mr. Zachary Newell
Dean, Graduate School & Vice Provost Of Sponsored Research	Dr. Ryan C. Hendrickson

EIU'S MISSION STATEMENT

Eastern Illinois University is a public comprehensive university that offers superior, accessible undergraduate and graduate education. Students learn the methods and results of free and rigorous inquiry in the arts, humanities, sciences, and professions, guided by a faculty known for its excellence in teaching, research, creative activity, and service. The University community is committed to diversity and inclusion and fosters opportunities for student-faculty scholarship and applied learning experiences within a student-centered campus culture. Throughout their education, students refine their abilities to reason and to communicate clearly so as to become responsible citizens and leaders.



III. REPORTS

A. Report from the Board Chair

B. Committee Reports

Executive/Planning Committee

Ms. Barb Baurer, Chair

University Advancement & Alumni Relations Committee

Mr. Martin Ruhaak, Chair

Finance/Audit Committee

Ms. Joyce Madigan, Chair

Academic and Student Affairs Committee

Ms. Audrey Edwards, Chair

Board Regulations

Executive/Planning Committee

Note: All trustees are members of all committees.

IV. ACTION ITEMS

A. Approval of Minutes

January 22, 2021 Board Meeting

B. Purchase Approvals

Expenditure Recommendation for Purchases of \$250,000 or more:

Purchase Item:	Library Books, Periodicals, and Electronic Resources
Description / Explanation:	Approval is requested for the purchase of various books and periodicals for Booth Library. This purchase of books, journals, databases, abstracts, indexes, yearbooks, and newspapers covers all subject areas, in various formats including print and online. This purchase is primarily for periodicals, which provide the most current subject matter available. These books and periodicals support both student and faculty research in all academic disciplines. This purchase is for the period of July 1, 2021 through June 30, 2022.
Cost:	Not to exceed \$500,000.00
Recommended Vendor:	EBSCO Industries Inc. Cary, IL
Summary of Bids:	Sole Source Vendor
Fund Source:	Appropriated and Income Funds
Rationale / Justification:	EIU is a leader in the area of faculty-mentored graduate and undergraduate research. The importance of research is reflected in the University's mission statement, which pledges that the University "fosters opportunities for student-faculty scholarship and applied learning experiences." Best research practices require connecting one's research to previous publications and results, and the library resources acquired through EBSCO provide a strong foundation for our faculty and student research.

It is recommended that the Board of Trustees approve this purchase item.

B. Purchase Approvals (continued)

Expenditure Recommendation for Purchases of \$250,000 or more:

Purchase Item: Group Insurance Reimbursement

Description / Explanation: In December 2001, the State began requiring that higher education contribute \$45 million to Central Management Services (CMS) to cover a shortfall in the State group insurance program. Eastern's prorated share of the shortfall is determined by the Illinois Board of Higher Education.

<u>University</u>	<u>Contribution</u>
Chicago State	\$ 1,024,000
<i>Eastern Illinois</i>	1,713,300
Governors State	656,200
Illinois State	3,078,300
Northeastern Illinois	1,072,600
Northern Illinois	3,541,300
Western Illinois	1,944,800
Southern Illinois	7,076,300
University of Illinois	<u>24,893,200</u>
Total	<u>\$45,000,000</u>

We anticipate that Eastern's share will be made in four (4) installments as follows:

September 21, 2020	\$ 428,325
December 14, 2020	428,325
March 22, 2021	428,325
June 7, 2021	<u>428,325</u>
	<u>\$ 1,713,300</u>

Cost: \$1,713,300

Recommended Vendor: Illinois Department of Central Management Services

Summary of Bids: Sole Source Vendor

BEP Goals: There was no BEP goal set for this purchase.

Fund Source: Appropriated and Income Funds

Rationale / Justification: State requirement.

It is recommended that the Board of Trustees approve this purchase item.

B. Purchase Approvals (continued)

Expenditure Recommendation for Purchases of \$250,000 or more:

Purchase Item: Consortium of Academic and Research Libraries (CARLI)-- membership for, data and database access.

Description / Explanation: Approval is requested for the purchase of a membership in CARLI and access to several databases for Booth Library. As a member of CARLI the University purchases access to select data and databases from several vendors at a discounted rate. Access for member libraries is billed centrally through the CARLI Office at the University of Illinois. The resources are primarily electronic and include indexes, abstracts and databases. This purchase supports student and faculty research in all academic disciplines for the period July 1, 2021 through June 30, 2022.

Cost: Not to exceed \$430,000.00

Recommended Vendor: University of Illinois, CARLI
Champaign, IL

Summary of Bids: Sole Source Vendor

Fund Source: Appropriated and Income Funds

Rationale / Justification: EIU is a leader in the area of faculty-mentored graduate and undergraduate research. The importance of research is reflected in the University's mission statement, which pledges that the University "fosters opportunities for student-faculty scholarship and applied learning experiences." Best practices require connecting one's research to previous publications and results, and library resources acquired through the CARLI system provide a strong foundation for our faculty and student research.

It is recommended that the Board of Trustees approve this purchase item.

B. Purchase Approvals (continued)

Expenditure Recommendation for Purchases of \$250,000 or more:

Purchase Item: Printing Services

Description / Explanation: This purchase is for printing and direct mail services for various departments across campus.

The initial term for this contract was April 24, 2018 through June 30, 2019, with an option to renew for four additional two-year periods. This contract was approved with a not to exceed amount of \$200,000 for the initial term and each subsequent renewal period. Due to an increase in campus usage, the not to exceed amount was increased to \$249,999.99 during the first renewal period. With decreased on-campus activities due to the pandemic, additional printing and direct mail services are required beyond this level.

Federal COVID relief funding provided to the State as a GEER Grant funding is available to help offset this increase. This request is to increase the not to exceed amount to \$350,000 for the current renewal period of July 1, 2019 through June 30, 2021, and each subsequent two-year renewal period.

Cost: NTE \$350,000

Recommended Vendor: Finline Printing Group, Indianapolis, IN

Summary of Bids: Three (3) unsuccessful respondents include:
Premier Print Group, Champaign, IL
Stolze Printing Company, Bridgeton, MO
RR Donnelley, Heyworth, IL (Late Submittal)

BEP Goals: Finline Printing Group is a 100% self-performing certified Minority Business Enterprise (MBE)

Fund Source: Various

Rationale / Justification: This contract is used to drive brand consistency and provide consolidated print marketing, to produce promotional materials for recruitment and retention, and has accelerated and fostered efficient procurement processes to support University-wide marketing and recruitment. Further print projects will include direct mail services with traditional print materials including variable data printing to increase the level of personalization for critical recruitment print materials. Eastern Illinois University has also utilized Available Application Programming Interface (API) for integration with our Client Relationship Management System (CRM) to assist in creating a dynamic communication flow for prospective students.

It is recommended that the Board of Trustees approve this purchase item.

B. Purchase Approvals

Expenditure Recommendations for Purchases of \$250,000 or more:

Purchase Item:	Annual Supply of Fuel and Gasoline
Description / Explanation:	Approval is requested for the purchase of fuel and gasoline. The vendor shall supply and deliver #1 ULS dyed diesel fuel, DSLX ULS dyed diesel fuel, Fuel oil #1 dyed and Regular 10% Ethanol Blended No Lead Gasoline. This purchase is for the period of July 1, 2021 through June 30, 2026, with the University's option to renew for one (1) additional five-year period.
Cost:	Not to exceed \$300,000.00 annually
Recommended Vendor:	South Central FS Inc, Effingham, IL
Summary of Bids:	South Central FS Inc, Effingham, IL Four (4) companies downloaded the bid but did not respond.
BEP Goal:	There are no BEP vendors registered to provide fuel and gasoline in this area, thus no BEP goal was established for this purchase.
Fund Source:	Appropriated, Local and Revenue Bond Funds
Rationale/Justification:	Fuel and gasoline are necessary to power University vehicles and equipment.

It is recommended that the Board of Trustees approve this purchase item.

IV. ACTION ITEMS

C. 2021-2022 Tuition Recommendations

**Proposed FY22 Tuition
(Fall 2021, Spring 2022, Summer 2022)**

Undergraduate - A student who has not earned the baccalaureate degree will pay the following tuition:

Illinois Resident

	<u>Present</u>	<u>Proposed</u>	<u>Increase</u>
FY22 New Students – Per Semester Hour		\$315.74	
Continuing, Non-guaranteed Students – Per Semester Hour	\$302.00	\$308.04	\$6.04

Effective FY05, state law (110 ILCS 665/10-120) provides that tuition for new undergraduate Illinois resident students will remain the same for four continuous academic years. The guaranteed tuition rate period is extended for undergraduate degree programs approved by the University for completion in more than four years. The extension is limited to the minimum number of additional semester(s) to complete the program as approved by the University. This list of programs approved by the University for completion in more than four years is maintained by the Provost. In addition, state law limits the tuition increase applied in a continuing resident undergraduate student’s fifth and sixth years. Continuing, non-guaranteed students are charged the guaranteed student rate for first fiscal year prior to the current year.

Previous Resident Rates:

FY21 Guaranteed Students – Per Semester Hour	\$308.04
FY20 Guaranteed Students – Per Semester Hour	\$302.00
FY19 Guaranteed Students – Per Semester Hour	\$296.00
FY18 Guaranteed Students – Per Semester Hour	\$292.00

Non-Resident

	<u>Present</u>	<u>Proposed</u>	<u>Increase</u>
FY22 New Students – Per Semester Hour		\$394.68	
Continuing Students – Per Semester Hour	\$385.05	\$394.68	\$9.63

Previous Non-Resident Rates:

FY21 Students – Per Semester Hour	\$385.05
FY20 Students – Per Semester Hour	\$378.00
FY19 Students – Per Semester Hour	\$370.00
FY18 Students – Per Semester Hour	\$365.00

Note—Even with the increases in tuition noted above, EIU remains the school with the lowest total attendance cost (tuition and mandatory fees) in the State of Illinois.

2021-2022 Tuition Recommendations (Cont.)

Graduate - A post-baccalaureate student will pay the following tuition (regardless of the level of courses in which he/she enrolls):

Illinois Resident

	<u>Present</u>	<u>Proposed</u>	<u>Increase</u>
Per Semester Hour	\$312.63	\$320.45	\$7.82

Non-Resident

	<u>Present</u>	<u>Proposed</u>	<u>Increase</u>
Per Semester Hour	\$750.31	\$769.07	\$18.76

It is recommended that the Board of Trustees approve these tuition recommendations for FY22.

D. HOUSING RATES

RESIDENCE HALLS & GREEK COURT- 2021-2022 Academic Year Rates (Effective Fall Semester 2021) Per semester rate based on double occupancy

	<u>CURRENT</u>	<u>INCREASE</u>	<u>PROPOSED</u>	
7 Meal Plan Option 7 Dining Center Meals per Week plus \$200 Dining Dollars per Semester plus 2 Bonus Meals per Semester	\$4,550	\$127	\$4,677	(Rm \$3,274/Bd \$1,403)
10 Meal Plan Option 10 Dining Center Meals per Week plus \$60 Dining Dollars per Semester plus 3 Bonus Meals per Semester	\$4,753	\$133	\$4,886	(Rm \$3,274/Bd \$1,612)
12 Meal Plan Option 12 Dining Center Meals per Week plus \$100 Dining Dollars per Semester plus 4 Bonus Meals per Semester	\$4,932	\$138	\$5,070	(Rm \$3,274/Bd \$1,796)
15 Meal Plan Option 15 Dining Center Meals per Week plus \$140 Dining Dollars per Semester plus 5 Bonus Meals per Semester	\$5,131	\$143	\$5,274	(Rm \$3,274/Bd \$2,000)
Unlimited Meal Plan Option 55 Dining Center Meals per Week plus \$150 Dining Dollars per Semester plus 6 Bonus Meals per Semester	\$5,415	\$151	\$5,566	(Rm \$3,274/Bd \$2.292)

The Meal Plan Option permits each student with a board plan to use a specified number of Dining Dollars for any of the following: 1) Purchases at the Food Court within the University Union; 2) Purchases at our residence hall convenience centers; 3) Purchases at Panther Pantry and Java B&B in the University Union; 4) Meals for a guest in any Dining Center when accompanied by the student; 5) Additional meals for the student in any Dining Center. Bonus Meals allows the plan holder to use those meals for a guest or for themselves if they run out of meals.

Adjusted Usage Charges	<u>CURRENT</u>	<u>INCREASE</u>	<u>PROPOSED</u>
Double Room as Single (per Semester)	\$850	\$0	\$850
Triple Room as Double (per Semester)	\$450	\$0	\$450

Summer Room and Board (2.8% increase)	<u>CURRENT</u>	<u>INCREASE</u>	<u>PROPOSED</u>
2020 Summer - 4 week - Single Room	\$1,056	\$30	\$1,086
2020 Summer - 4 week - Double Room	\$844	\$24	\$868
2020 Summer - 6 week - Single Room	\$1,583	\$44	\$1,627
2020 Summer - 6 week - Double Room	\$1,266	\$35	\$1,301
2020 Summer - 8 week - Single Room	\$2,112	\$59	\$2,171
2020 Summer - 8 week - Double Room	\$1,685	\$47	\$1,732

NOTE: 12 Meal Plan Option is the only option offered during Summer Sessions

D. HOUSING RATES (Cont.)

UNIVERSITY APARTMENTS (Monthly rates will be effective August 1, 2021)

<u>10 MONTHS:</u>	<u>CURRENT</u>	<u>INCREASE</u>	<u>PROPOSED</u>
Efficiency Apartment	\$4,880	\$0	\$4,880
1 Bedroom Apartment	\$5,130	\$0	\$5,130
<u>PER MONTH:</u>			
Efficiency Apartment	\$488	\$0	\$488
1 Bedroom Apartment	\$513	\$0	\$513

UNIVERSITY COURT - 2021-2022 Academic Year Rates (Effective August 1, 2021) Per resident, per semester, based on double occupancy

	<u>CURRENT</u>	<u>INCREASE</u>	<u>PROPOSED</u>
2 Bedroom, 1 Bath, No Balcony	\$2,598	\$0	\$2,598
2 Bedroom, 1 Bath, Balcony	\$2,756	\$0	\$2,756
2 Bedroom, 1 1/2 Bath, No Balcony	\$2,795	\$0	\$2,795
2 Bedroom, 1 1/2 Bath, Balcony	\$2,895	\$0	\$2,895
1 Bedroom, 1 Bath, No Balcony	\$3,002	\$0	\$3,002
Studio	\$2,460	\$0	\$2,460
3 Bedroom, 1 Bath	\$3,290	\$0	\$3,290

Fall 2020 Semester Only Contracts

2 Bedroom, 1 Bath, No Balcony	\$2,858	\$0	\$2,858
2 Bedroom, 1 Bath, Balcony	\$3,032	\$0	\$3,032
2 Bedroom, 1 1/2 Bath, No Balcony	\$3,074	\$0	\$3,074
2 Bedroom, 1 1/2 Bath, Balcony	\$3,184	\$0	\$3,184
1 Bedroom, 1 Bath, No Balcony	\$3,302	\$0	\$3,302
Studio	\$2,706	\$0	\$2,706
3 Bedroom, 1 Bath	\$3,618	\$0	\$3,618

Summer 2021 (Effective May 1, 2021)

Monthly Rate (per apartment)

2 Bedroom, 1 Bath, No Balcony	\$490	\$90	\$580
2 Bedroom, 1 Bath, Balcony	\$523	\$90	\$613
2 Bedroom, 1 1/2 Bath, No Balcony	\$518	\$90	\$608
2 Bedroom, 1 1/2 Bath, Balcony	\$538	\$90	\$628
1 Bedroom, 1 Bath, No Balcony	\$490	\$90	\$580
Studio	\$491	\$90	\$581
3 Bedroom, 1 Bath	\$550	\$90	\$640

-Though our base rate is staying the same we recommend adding the average monthly electricity cost of \$90 to save the student from having to set up an Ameren account for a very short amount of time. Other utilities are already covered in this way.

<u>Adjusted Usage Charges</u>	<u>CURRENT</u>	<u>INCREASE</u>	<u>PROPOSED</u>
Two Bedroom Apartment as Single	\$850	\$0	\$850

It is recommended that the Board of Trustees approve the room and board rates for FY22.

E. Student Fee Adjustments FY22

FY22 Student Fee Adjustments

	<u>Present</u>	<u>Proposed</u>	<u>Increase</u>
<u>Union/Bond Revenue Fee</u>	\$29.82	\$33.78	\$3.96

Additional resources generated from this student fee will be used to help offset increases in utilities, equipment maintenance, minimum wages and other contractual obligations. It will also be used to help offset significant revenue reductions.

<u>Athletic Fee</u>	\$13.00	\$13.78	\$0.78
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Additional resources generated from this student fee will be used to help offset increases in costs within athletic operations.

<u>Lantz/O'Brien Operations Fee</u>	\$5.50	\$6.88	\$1.38
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Additional resources generated from this student fee will be used to help offset increases in costs within the Lantz/O'Brien operations.

<u>Student Recreation Operations Fee</u>	\$5.79	\$6.79	\$1.00
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Additional resources generated from this student fee will be used to partially fund operations of the Student Recreation Center that to date have been funded by Student Activity Fees.

<u>Grant-In-Aid Fee</u>	\$17.05	\$18.07	\$1.02
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Previously, the Grant-In-Aid Fee has been tied to the increase in room and board rates. However, this practice has not kept pace with tuition increases for which much of the Grant-In-Aid Fee is used. As a result, this increase is requested for FY22 to help better provide for student scholarships.

It is recommended that the Board of Trustees approve the proposed student fee adjustments.

F. Personnel Contract

Article II.C.2 of the Board of Trustees Governing Policies permits the President of the University to offer multi-year contracts to coaches at Eastern Illinois University with prior approval of the Board. Dr. Glassman is recommending that the Board authorize him to offer the following multi-year contract:

New Contract

Martin R. Simmons, Head Men's Basketball Coach

Initial term of four years (April 1, 2021-March 30, 2025) with a possible extension of one year (until March 30, 2026) should, in any year of the initial agreement, at the close of the season the team attain the status of top 4 based on OVC Tournament seeding.

Annual base salary of \$165,000 with the annual ability to receive additional compensation of up to \$35,000 based on additional revenue generated by Team (non-appropriated funds). Further, there is additional compensation for attaining certain achievement goals such as Team GPA, APR, championships and coach-of-the-year.

It is recommended that the Board of Trustees approve the personnel contract for Marty Simmons.

G. Deferred Compensation Plan

The State Universities Retirement System under the Illinois Pension Code, 40 ILCS 5/15-202, is required to establish a voluntary deferred compensation plan under IRS Code Section 457 (b) for all university employees. Under the Pension Code, the University is required to offer the plan and to allow its employees to participate in the plan. The plan is funded by elective employee deferrals, and, if elected by the employer, discretionary employer contributions. At this time, the University does not plan to offer any discretionary employer contributions. An employee can contribute up to the limit established by the IRS annually. In 2020, an employee, under the age of 50, can contribute up to \$19,500 to the plan. Employees that are age 50 and above can contribute the normal deferral plus catch-up contributions. The plan becomes effective July 1, 2021.

In order to establish the Plan the University must have the following resolution adopted by its Board of Trustees.

Resolution to Adopt Plan

Whereas, the State Universities Retirement System Deferred Compensation Plan (“Plan”) is an eligible deferred compensation plan under Section 457(b) of the Internal Revenue (“Code”) established and administered by the State Universities Retirement System (“System”) pursuant to Section 15-202 of the Illinois Pension Code, 40 ILCS 5 et seq.;

Whereas, the Plan is funded by elective deferral, and if elected by the Employer in the Employer Participation Agreement, discretionary employer contribution;

Whereas, contributions to the Plan are held in trust by SURS as Trustee pursuant to the State Universities Retirement System Master Trust Agreement (“Trust Agreement”) and are invested in investment options selected and monitored by SURS;

Whereas, SURS has contracted with certain service providers (“Service Providers”) to administer the Plan in accordance with its written terms and applicable law;

Whereas, Section 15-202 of the Illinois Pension Code, 40 ILCS 5, et seq., and Section 2.02(v) of the Plan provide that an employer that is subject to Article 15 of the Illinois Pension Code and that is an eligible employer within the meaning of Code Section 457(e)(1)(A) offer the Plan to its eligible employees;

Whereas, the Employer is an employer subject to Article 15 of the Illinois Pension Code, and is an eligible employer within the meaning of Code Section 457(e)(1)(A); and

Whereas, the Employer has reviewed the Plan, is authorized by law to adopt this Resolution, and is concurrently executing an Employer Participation Agreement for the Plan, which shall constitute a part of the written terms of the Plan.

Now therefore the governing body of the Employer hereby resolves:

Section 1. The Employer adopts the Plan for the benefit of its eligible employees, including the Employer Participation Agreement which is attached hereto and made a part of this Resolution.

Section 2. The Employer agrees to abide by the terms of the Plan and the Trust Agreement, including amendments to the Plan and the Trust Agreement, and all applicable provisions of the Code, the Illinois Pension Code, and other applicable law.

Section 3. The Employer agrees to enroll only those individuals who are employees, as defined in Section 15-107 of the Illinois Pension Code, of the Employer. An employee does not include an individual who is a leased employee under Code Section 414(n)(2).

Section 4. The Employer acknowledges that all assets held in connection with the Plan, including all contributions to the Plan, all property and rights acquired or purchased with such amounts and all income attributable to such amounts, property or rights shall be held in the Trust for the exclusive benefit of participants and their beneficiaries under the Plan. No part of the assets and income of the Plan shall be used for, or diverted to, purposes other than for the exclusive benefit of participants and their beneficiaries and for defraying reasonable expenses of the Plan. All contributions to the Plan shall be held, managed, invested and distributed as part of the Trust in accordance with the provisions of the Plan. All benefits under the Plan shall be distributed solely from the Trust pursuant to the terms of the Plan.

Section 5. This Resolution and an Employer Participation Agreement shall be submitted to SURS. SURS shall determine whether the Resolution and the Employer Participation Agreement comply with the Plan, and, if they do, shall provide appropriate forms to the Employer to implement employee participation in the Plan. SURS may refuse to approve a Resolution and/or an Employer Participation Agreement from an employer that does not have state statutory authority to participate in the Plan. The Employer hereby acknowledges that it is responsible for assuring that this Resolution and the Employer Participation Agreement are adopted and executed in accordance with the requirements of applicable law.

Adopted by the Employer as of the date set forth below in accordance with applicable law.

It is recommended that the Board of Trustees approve the Deferred Compensation Plan.

G. Deferred Compensation Plan (continued)

STATE UNIVERSITIES RETIREMENT SYSTEM DEFERRED COMPENSATION PLAN

EMPLOYER PARTICIPATION AGREEMENT

The undersigned employer ("Employer") and the State Universities Retirement System ("SURS") agree to the participation of the Employer in the State Universities Retirement System Deferred Compensation Plan ("Plan"). The Plan is sponsored and administered by SURS and is intended to qualify as an eligible deferred compensation plan under Section 457(b) of the Internal Revenue Code ("Code") that is a governmental plan under Code Section 414(d) and Section 3(33) of the Employee Retirement Income Security Act of 1974 ("ERISA").

Complete this Participation Agreement only if the Employer is both an employer subject to Article 15 of the Illinois Pension Code and an eligible employer within the meaning of Code Section 457(e)(1)(A).

A. EMPLOYER INFORMATION

Name: Board of Trustees of Eastern Illinois University

Address: 600 Lincoln Avenue

Charleston, IL 61920

Tax ID Number: 37 - 6013590

B. TYPE OF ADOPTION AND EFFECTIVE DATE

The Employer's Plan document shall consist of this Employer Participation Agreement ("Agreement") and the Plan document, as amended from time to time. All capitalized terms in this Agreement shall have the meaning set forth in the Plan document.

It is very important that this Employer Participation Agreement be completed accurately to ensure consistency between the Plan and actual plan operation. The Employer may prospectively change the terms of its participation in the Plan at any time by completing a new Employer Participation Agreement with SURS.

This Agreement is for the following purpose (*check and complete one only*):

1. This is a new 457(b) deferred compensation plan adopted by the Employer for its Employees effective July 1, 2021 (*insert effective date of this Agreement*).
2. This is an amendment to be effective as of _____, _____ (*insert effective date of this amendment*) to the current Agreement previously adopted by the Employer, which was originally effective _____, _____ (*insert effective date of the original Agreement*).

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3. This is an amendment and restatement of another 457(b) deferred compensation plan maintained by the Employer, effective _____, _____ (insert effective date of this Agreement). This Employer's prior plan was originally effective _____, _____ (insert effective date of the prior plan). The Employer understands that it is the Employer's responsibility to ensure that the prior plan met all applicable state and federal requirements.

C. **CUSTODY OF ASSETS.** Code Section 457(g) shall be satisfied by setting aside Plan assets for the exclusive benefit of Participants and Beneficiaries in a Trust pursuant to the terms of the Plan.

D. **PARTICIPATION.** An Employee may become a Participant in the Plan for purposes of Elective Deferrals and Discretionary Employer Contributions immediately upon commencement of employment with the Employer. "Employee" means an individual who is an employee, as defined in Section 15-107 of the Illinois Pension Code, of an Employer. An Employee does not include an individual who is a leased employee under Code Section 414(n)(2).

E. **ELECTIVE DEFERRALS.** All Employees of the Employer shall be permitted to make Elective Deferrals to the Plan. Elective Deferrals include Pre-Tax Contributions and Roth Contributions. A Participant shall be 100% Vested in his or her Elective Deferrals at all times.

F. **DISCRETIONARY MATCHING CONTRIBUTIONS.**

1. The Employer shall (check and complete one only):

- a. not make Discretionary Matching Contributions.
- b. match _____% of Elective Deferrals of up to _____% of Compensation each pay period annually.
- c. match _____% of the first \$_____ of Elective Deferrals each pay period annually.
- d. match the percentage or amount of Elective Deferrals that the Employer determines in its discretion for the Plan Year.

Check this box if the Discretionary Matching Contributions match elective deferrals made to another plan, and enter the name of the plan:

NOTE: Any Discretionary Matching Contribution will reduce, dollar for dollar, the Elective Deferrals that a Participant can contribute.

2. The Employer shall make Discretionary Matching Contributions for the following Employees (complete only if Discretionary Matching Contributions will be made to the Plan; check and complete as many as applicable):

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- a. any full-time Employee, defined as an Employee who has _____ or more Hours of Service per week.
- b. any permanent part-time Employee, defined as an Employee who is not a full-time Employee and who has _____ or more Hours of Service per week.
- c. any Employee in the following class(es) of Employees:

3. A Participant shall be 100% Vested in his or her Discretionary Matching Contributions at all times; provided, however, that if SURS enacts an Eligible Automatic Enrollment Arrangement under Section 4.2(e) of the Plan, Discretionary Matching Contributions related to a withdrawal of Automatic Pre-Tax Contributions in accordance with Section 4.2(e)(4) will be placed in a forfeiture account and used first to reduce the Employer's Discretionary Matching Contributions, if any, and then to reduce the Employer's Discretionary Nonelective Contributions, if any.

G. DISCRETIONARY NONELECTIVE CONTRIBUTIONS.

- 1. The Employer shall (*check and complete one only*):
 - a. not make Discretionary Nonelective Contributions.
 - b. contribute _____% of Compensation on behalf of each Participant each pay period annually.
 - c. contribute \$ _____ on behalf of each Participant each pay period annually.
 - d. contribute the percentage or amount that the Employer determines in its discretion for the Plan Year.

NOTE: Any Discretionary Nonelective Contribution will reduce, dollar for dollar, the amount a Participant can contribute.

- 2. The Employer shall make Discretionary Nonelective Contributions for the following Employees (*complete only if Discretionary Nonelective Contributions will be made to the Plan; check and complete as many as applicable*):
 - a. any full-time Employee, defined as an Employee who has _____ or more Hours of Service per week.
 - b. any permanent part-time Employee, defined as an Employee who is not a full-time Employee and who has _____ or more Hours of Service per week.

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c. [] any Employee in the following class(es) of Employees:

3. A Participant shall be 100% Vested in his or her Discretionary Nonelective Contributions at all times.

H. ADMINISTRATIVE INFORMATION.

In executing this Employer Participation Agreement, the Employer agrees:

- that it is eligible to adopt the Plan, and that its governing body has adopted a resolution to approve the adoption of the Plan for its eligible employees, which resolution has been provided to SURS or its designee;
- to be bound by all terms of the Plan document, as applicable, the terms of this Employer Participation Agreement, and the rules and regulations of SURS, all as may be amended from time to time, and that no oral understanding not incorporated into this Agreement is binding on any party;
- to provide any information reasonably requested by SURS or a service provider from time to time to properly administer the Plan in accordance with its terms and applicable law;
- to allow SURS and/or the service providers reasonable access to eligible employees to assist with enrollment in and administration of the Plan;
- to be solely responsible for the correction of any operational or compliance errors resulting from the Employer's failure to perform its responsibilities or provide accurate information to SURS or a service provider;
- that all contributions to the Plan will be deposited in the State Universities Retirement System Master Trust for the exclusive benefit of participants and beneficiaries, and that the Employer shall have no right to Trust assets;
- that participants in the Plan have the right to direct the investment of their accounts by choosing among the investment options selected by SURS and offered under the Plan, and that any participant who does not provide timely investment direction will be deemed to have elected the Plan's default investment, as selected by SURS;
- that participants will be charged fees for the investment and administration services provided by SURS and the service providers, which will be offset against investment returns or deducted from participant accounts periodically; and
- that the Employer has consulted, to the extent necessary, with its own legal and tax advisors.

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The Employer further agrees that it is responsible for the following areas of compliance:

- determining and monitoring employee eligibility in accordance with the terms of the Plan and the Employer Participation Agreement;
- entering into salary reduction agreements with Employees and timely remitting all Elective Deferrals and Discretionary Employer Contributions, if any, to the Plan; and
- complying with the applicable contribution limits under the Code as such limits apply to the Plan and any other Code Section 457(b) plan in which Employer's employees participate.

This Employer Participation Agreement is duly executed on behalf of the Employer by the undersigned authorized signatories and shall be effective as indicated in Section B.

EMPLOYER'S AUTHORIZED SIGNATORIES:

By: _____	By: _____
Print: _____	Print: _____
Title: _____	Title: _____
Date: _____	Date: _____

ACCEPTANCE OF EMPLOYER'S PARTICIPATION IN THE STATE UNIVERSITIES RETIREMENT SYSTEM DEFERRED COMPENSATION PLAN:

By: _____
Martin M. Noven, Executive Director

Date: _____

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APPENDIX A

AUTHORIZED CONTACT FORM

All official communications from the Employer to SURS shall be directed to the attention of the following person:

State Universities Retirement System
Attention: Executive Director and General Counsel
1901 Fox Drive
Champaign, Illinois 61820
Telephone Number: 217-378-8800
Facsimile Number: 217-378-9801
Email: Executive_Director@surs.org
General_Counsel@surs.org

All official communications from SURS to the Employer shall be directed to the attention of the following person:

Employer: Board of Trustees of Eastern Illinois University
Attention: Director of Human Resources
Address: 600 Lincoln Avenue
Charleston, IL 61920
Telephone Number: (217) 581-3514
Facsimile Number: (217) 581-3614
Email: lholloway2@eiu.edu

The following individuals are authorized to represent and act on behalf of the Employer for all purposes related to the Employer's participation in the State Universities Retirement System Deferred Compensation Plan.

Contact Name	<u>David M. Glassman</u>	Title	<u>President</u>
Phone No. (<u>217</u>)	<u>581-2011</u>	E-Mail Address	<u>dglassman@eiu.edu</u>
Signature	_____	Date	____/____/____
Contact Name	<u>Sean D. Reeder</u>	Title	<u>VP Business Affairs</u>
Phone No. (<u>217</u>)	<u>581-2921</u>	E-Mail Address	<u>sdreeder@eiu.edu</u>
Signature	_____	Date	____/____/____
Contact Name	<u>Paul A. McCann</u>	Title	<u>Dir Bus Svs./Treasurer</u>
Phone No. (<u>217</u>)	<u>581-2979</u>	E-Mail Address	<u>pmccann@eiu.edu</u>
Signature	_____	Date	____/____/____
Contact Name	<u>Linda C. Holloway</u>	Title	<u>Dir Human Resources</u>
Phone No. (<u>217</u>)	<u>581-3514</u>	E-Mail Address	<u>lholloway2@eiu.edu</u>
Signature	_____	Date	____/____/____

The Employer agrees that SURS is entitled to rely on this Appendix A, and shall be held harmless in doing so, until such time that the Employer submits a revised Appendix A to SURS.

The undersigned represents that he or she is an authorized representative of the Employer with authority to sign the Agreement and this Appendix A on the Employer's behalf.

By _____ Date _____

Print Name _____

Title _____

Phone No. (____) _____ E-mail Address _____

H. 2021 – 2022 Tenure Recommendations

Approval of the Board is requested for the awarding of tenure to the following individuals effective with the 2021-2022 academic year:

1. Holly Farley, Assistant Professor & Interim Chair, School of Nursing
2. Gabriel Grant, Assistant Professor, School of Technology
3. Cliff Karnes, Assistant Professor & Chair, Department of Educational Leadership
4. Heidi Ramrattan, Assistant Professor, Department of Communication Disorders and Sciences
5. Jennifer L. Stevens, Assistant Professor, Department of Sociology, Anthropology & Criminology
6. Nan Wang, Assistant Professor, School of Business

It is requested that the Board of Trustees approve the above tenure recommendations effective with the 2021-2022 academic year.

Tenure is a cornerstone of the academy. Tenure is awarded in an academic department and connotes a relationship of continuing commitment between the University and the faculty member including continuous employment at the University until resignation, retirement, layoff, or termination for adequate cause.

The Board of Trustees confers tenure upon the recommendation of the President based on a comprehensive evaluation process. In order to qualify for tenure consideration, a faculty member must complete a probationary period, generally six years, and demonstrate successively progressive achievement and effectiveness in three areas of evaluation: 1) teaching/performance of primary duties; 2) research/creative activities; and 3) service. Among the three areas of evaluation, teaching/performance of primary duties is given the most consideration.

Procedures for the evaluation of tenured and tenure-track faculty are contained in the University's collective bargaining agreement with the faculty union. Faculty are evaluated annually for retention during the probationary period culminating in a tenure evaluation, ordinarily in the sixth probationary year.

At the time of application for tenure, faculty members prepare an extensive dossier describing and documenting their achievements and effectiveness in the three areas of evaluation. The tenure evaluation involves independent reviews of the dossiers by a faculty department personnel committee, the department chair, the dean, and a university personnel committee. The review at each level of evaluation includes a recommendation. Evaluation recommendations are reviewed in the Office of the Provost in consultation with the President, and tenure recommendations are subsequently made to the Board of Trustees by the President.

Each recommended tenure applicant has met the required evaluation criteria for tenure and the educational requirement for tenure in their respective departments. While not part of the recommended Board action, each recommended tenure applicant not already promoted to the rank of associate professor or professor, and who is eligible for promotion, has also been adjudged worthy of promotion to the rank of associate professor.

Brief summaries of each individual recommended for tenure follow:

Holly Farley (Ed.D., Grand Canyon University) is the department chair and a faculty member in the School of Nursing. Dr. Farley completed her doctorate in Education while at EIU and has published two peer-reviewed articles and delivered several poster presentations. She has served as a mentor in an *American Nurses Association* program.

Gabriel Grant (Ph.D., Indiana State University) is a faculty member in the School of Technology. He is the editor of the *Visual Communication Journal* and his work has been published in the *Online Journal of Workforce Education and Development*. Dr. Grant has served as vice-president of the Graphic Communications Education Association.

Cliff Karnes (Ed.D., Oakland City University) is the department chair and a faculty member in the Department of Educational Leadership. Dr. Karnes has published six articles and delivered professional presentations to local and state organizations. He has provided leadership to the community of principals and superintendents in the local south-central Illinois region.

Heidi Ramrattan (Au.D., University of Illinois) is a faculty member in the Department of Communication Disorders and Sciences. Dr. Ramrattan has presented at national conferences and has published her research in *Perspectives of the ASHA Special Interest Group* and *Folia Phoniatica et Logopaedica*. She contributes her clinical expertise to providing hearing disability examinations for veterans.

Jennifer L. Stevens (Ph.D., Purdue University) is a faculty member in the Department of Sociology, Anthropology & Criminology. She has presented at many national and regional conferences and published her research in the *Journal of Educators Online*. Dr. Stevens has served as the co-chair of the Criminal Justice Panel for the Illinois Articulation Initiative.

Nan Wang (Ph.D., University of Oklahoma) is a faculty member in the School of Business. Dr Wang has published six peer-reviewed articles, including in *Information and Organization* and *Information & Management*. She has twice received the School of Business Outstanding Teaching Award and in 2020 was selected as the EIU Faculty of the Year in International Education.

I. Collective Bargaining Agreement for Teamsters

TEAMSTERS LOCAL #26 SUCCESSOR AGREEMENT

Labor Agreement:

Mediation with FMCS occurred on November 20, 2020, in which an agreement was not achieved. Negotiations between the two parties continued with a tentative agreement reached on February 24, 2021. The Teamsters ratified a one year agreement on Thursday, March 4, 2021. There are approximately twelve members. The agreement is effective July 1, 2020, through June 30, 2021.

Cost of Settlement:

The parties agree that this unit will receive a one percent (1%) across the board wage increase. In addition, a one-time sign on bonus will also be issued in the amount of \$250.00, for each member.

Estimated Cost of the Increase:

1% wage increase, effective July 1, 2020	\$5,059
<u>Sign-on bonuses, effective upon BOT approval</u>	<u>\$3,000</u>
Total Cost	\$8,059

It is recommended that the Board of Trustees approve the Teamsters Local #26 Successor Agreement.

J. Annual Meeting: Election of Officers

The April meeting is the annual meeting for the Board.

The following Officers will be elected for one-year terms:

- Chair
- Vice Chair
- Secretary
- Member Pro Tem

Eastern Illinois University's law, 110 ILCS 665/10-25 provides for secret ballots for the Board Chair and Secretary. During the appropriate time at the meeting, each member will forward their vote to Laura McLaughlin at either lmclaughlin@eiu.edu or 314-304-5600 (cell.)

The Vice Chairperson and Member Pro Tem of the Executive Committee will be selected by a roll call vote.

V. Information Items

A. President's Report

1. Facilities Projects
2. Award Winning Undergraduate Finance Portfolio Team

B. Reports from Constituencies

Faculty Senate – Donald Holly

Staff Senate – Peggy Brown

Student Senate – Noor-UI-Haash Khamisani

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

<u>Vendor</u>	<u>Type of Purchase</u>	<u>Bids</u>	<u>Amount</u>
Sage Publications Inc.	Textbooks	(A)	\$110,000
MacMillan Holdings LLC	Textbooks	(B)	\$200,000
WW Norton and Co.	Textbooks	(C)	\$125,000
McGraw-Hill	Textbooks	(D)	\$400,000
Cengage Learning	Textbooks	(E)	\$400,000
Pearson Education	Textbooks	(F)	\$500,000
John Wiley and Sons Inc.	Textbooks	(G)	\$110,000
MBS Textbook	Textbooks	(H)	\$100,000
Gobi	Library Books	(I)	\$130,000
Konica Minolta Business Solutions	MFP Copier Fleet	(J)	\$200,000

- (A) IPHEC Contract #1645; Exempt per V.B.1.d. of Board Regulations
- (B) IPHEC Contract #1950; Exempt per V.B.1.d. of Board Regulations
- (C) IPHEC Contract #1923; Exempt per V.B.1.d. of Board Regulations
- (D) IPHEC Contract #1904; Exempt per V.B.1.d. of Board Regulations
- (E) IPHEC Contract #1902; Exempt per V.B.1.d. of Board Regulations
- (F) IPHEC Contract #1915; Exempt per V.B.1.d. of Board Regulations
- (G) IPHEC Contract #1908; Exempt per V.B.1.d. of Board Regulations
- (H) IPHEC Contract #17ALC; Exempt per V.B.1.d. of Board Regulations
- (I) Exempt per Illinois Procurement Code
- (J) Sole Source #CED2301

D. FY 2021 Deposit and Investment Report

Eastern Illinois University
Deposit and Investment Report
For the Quarter Ending March 31, 2021

Operating Funds Investment Performance:

	Quarterly	Year to Date
Average Daily Cash Balance	\$ (2,501,553.53)	\$ (2,335,931.56)
Average Daily Invested Balance	63,797,257.99	55,196,638.38
Net Average Daily Balance	<u>\$ 61,295,704.46</u>	<u>\$ 52,860,706.82</u>
Total Interest Earned on Investments	<u>\$ 13,343.94</u>	<u>\$ 50,368.11</u>
Percentage of Net Average Daily Balance Invested	<u>104.08%</u>	<u>104.42%</u>
Annualized Average Yield	<u>0.09%</u>	<u>0.13%</u>
Benchmark - 90 Day Treasury Bill	<u>0.06%</u>	<u>0.09%</u>

Summary of Investments:

EIU invests primarily in the Illinois Funds. The Illinois Funds consist primarily of repurchase agreements, commercial paper and money market funds. EIU investments may also include U.S. Treasury Notes, Government Agencies (e.g., Federal Home Loan Bank, FNMA, etc), Money Market Funds, Depository Accounts and Commercial Paper. Earnings rates for the quarter ranged from 0.04% to .09%

University/Foundation/Alumni/Agency General Ledger Cash by Major Category:

Local Accounts/Athletics/Student Governed Funds/Reserves	\$ 10,117,200.91
Student Insurance Fund/Departmental Equipment Reserves	11,783,229.24
Alumni/Foundation Funds Held by the University	14,181,399.39
Construction Funds/Capital Projects	11,112,145.43
Income Fund	17,161,183.34
Gifts with Donor Restrictions for Departments	4,129,165.48
Housing/Student Life Construction/Repair/Replacement Reserve	3,142,791.35
Housing/Student Life Operating Funds	(6,233,152.78)
Student Loan/Work Study Funds	934,742.09
Research and Grant Funds	385,256.62
Parking/Lounge Operating Funds	408,458.11
Endowment Funds	568,011.85
Funds Held for Clubs/Organizations	166,386.88
Scholarships Receivable	(498,799.53)
General Revenue Funds Due From the State of Illinois	(11,777,062.08)
Total Cash Balance March 31, 2021	<u>\$ 55,580,956.30</u>

D. FY 2021 Deposit and Investment Report (continued)

Endowment Funds Investment Performance:

		Quarterly		Year to Date
Previous Portfolio Market Value	1/1/21	\$ 5,951,322.09	7/1/20	\$ 5,468,187.57
Interest and Dividends Income Reinvested		11,267.28		70,245.83
Change in Value of Investments		85,899.84		508,322.24
Withdrawal to Earnings		(121,538.28)		(121,538.28)
Farm Interest Dividends		2.50		34.81
Farm Income/Expense Net		39,200.37		40,901.63
Farm Distribution				
Present Portfolio Market Value	3/31/21	\$ 5,966,153.80	3/31/21	\$ 5,966,153.80
 Return of Schwab Institutional Brokerage Account Excluding Farm	 Quarterly	 3.0%	 Year to Date	 20.1%

Endowment Funds Asset Allocation

Schwab Institutional Brokerage Account:

	Market Value 3/31/21		Market Value 3/31/20
Equity Funds:			
Brookfield Global	\$ 83,630.45		\$ 61,371.65
John Hancock Global Absolute	263,545.66		240,691.70
Morgan Stanley Intl	339,354.49		168,424.18
Principal Diversified	124,261.78		92,369.90
Touchstone Intl Small Cap.	77,894.38		52,336.88
Vanguard Developed Markets	502,894.18		333,451.56
Vanguard Dividend Appreciation	134,030.76		92,527.45
Vanguard Emerging Markets	198,973.04		102,063.66
Vanguard Total Stock Market	445,563.33		353,812.42
Vanguard 500 Index Fund	444,456.52		331,066.89
Vaughan Nelson Value	110,064.27		64,671.33
Total Equity Funds	\$ 2,724,668.86		\$ 1,892,787.62
Bond Funds:			
Doubleline Total Return	\$ 83,850.67		\$ 81,152.63
JPMorgan Core Bond	148,897.94		194,880.68
Metropolitan West Total	204,626.24		197,639.84
Vanguard Intermediate Term	194,831.22		182,009.91
Total Bond Funds	632,206.07		655,683.06
Cash Funds:			
Schwab Money Market Fund/Cash	2,115.57		2,135.27
Total Schwab Institutional Brokerage Acct:	\$ 3,358,990.50		\$ 2,550,605.95

Buckler Farm Assets:

Cash or Equivalent Operating Funds	\$ 121,038.30		\$ 107,674.96
Co-op Stock	1,125.00		1,125.00
Farmland	2,485,000.00		2,485,000.00
Total Buckler Farm Assets	2,607,163.30		2,593,799.96
Total Endowment Assets	\$ 5,966,153.80		\$ 5,144,405.91

E. Tuition Waivers

TABLE 1
EASTERN ILLINOIS UNIVERSITY
UNDERGRADUATE TUITION AND FEE WAIVERS
FISCAL YEAR
2020

A	B		C		D		E		F	
	(unduplicated)		(duplicated)		(duplicated)		(duplicated)			
	Number of Recipients	Number of Waivers	Value of Waivers	Value of Waivers	Number of Waivers	Value of Waivers	Number of Waivers	Value of Waivers		
(in thousands of dollars)										
MANDATORY WAIVERS										
Teacher Special Education	46	46	390.2		-		-		-	
General Assembly	-	-	-		-		-		-	
ROTC	48	48	353.9		-		-		-	
DCFS	25	25	83.9		6		8.9		-	
Children of Employees	103	103	373.6		-		-		-	
Senior Citizens	-	-	-		-		-		-	
Honorary Scholarships	-	-	-		-		-		-	
Veterans Grants & Scholarships*	183	182	716.5		134		47.3		-	
Other (please specify) **	-	-	-		-		-		-	
SUBTOTAL	405	404	\$ 1,918.1		140		\$ 56.2		-	
DISCRETIONARY WAIVERS										
Faculty/Administrators	-	-	-		-		-		-	
Civil Service	24	24	73.4		23		11.3		-	
Academic/Other Talent	145	145	181.7		-		-		-	
Athletic	152	152	746.3		-		-		-	
Gender Equity in Intercollegiate Athletics	61	61	409.7		-		-		-	
Foreign Exchange Students	9	9	41.0		9		11.0		-	
Out-of-State Students	-	-	-		-		-		-	
Foreign Students	33	33	88.8		-		-		-	
Student Need-Financial Aid	13	13	27.0		-		-		-	
Student Need-Special Programs	945	945	2,089.7		-		-		-	
Cooperating Professionals	-	-	-		-		-		-	
Research Assistants	-	-	-		-		-		-	
Teaching Assistants	-	-	-		-		-		-	
Other Assistants	-	-	-		-		-		-	
Student Employment	-	-	-		-		-		-	
Interinstitutional/Related Agencies	111	111	288.3		-		-		-	
Retired University Employees	-	-	-		-		-		-	
Children of Deceased Employees	2	2	15.0		1		1.7		-	
Contract/Training Grants	-	-	-		-		-		-	
All Other (please specify)**	1	-	0.9		-		-		-	
-Washington Center	1	-	0.9		-		-		-	
SUBTOTAL	1,417	1,417	\$ 3,961.8		33		\$ 24.0		-	
TOTAL	1,785	1,784	\$ 5,879.9		172		\$ 80.2		-	

*Illinois Veterans Grants (ISAC), Illinois National Guard Grants (ISAC), and POW/MIA Scholarships (Department of Veterans Affairs). Include only the waived (unfunded) portion of these grants.

**Other waiver categories must be approved by the Board of Higher Education prior to reporting.

E. Tuition Waivers

TABLE 2
EASTERN ILLINOIS UNIVERSITY
GRADUATE TUITION AND FEE WAIVERS
FISCAL YEAR
2020

A (in thousands of dollars)	B (unduplicated) Number of Recipients	C		D		E		F	
		Tuition Waived		Fees Waived					
		(duplicated)		(duplicated)					
		Number of Waivers	Value of Waivers	Number of Waivers	Value of Waivers				
MANDATORY WAIVERS									
Teacher Special Education	4	4	42.1	-	-	-	-	-	-
General Assembly	-	-	-	-	-	-	-	-	-
ROTC	3	3	20.5	-	-	-	-	-	-
DCFS	-	-	-	-	-	-	-	-	-
Children of Employees	-	-	-	-	-	-	-	-	-
Senior Citizens	2	2	12.4	-	-	-	-	-	-
Honorary Scholarships	-	-	-	-	-	-	-	-	-
Veterans Grants & Scholarships*	-	-	-	-	-	-	-	-	-
Other (please specify)**	-	-	-	-	-	-	-	-	-
SUBTOTAL	9	9	\$ 75.0	-	-	\$	-	\$	-
DISCRETIONARY WAIVERS									
Faculty/Administrators	34	34	71.4	34	15.9				
Civil Service	23	23	42.0	23	11.2				
Academic/Other Talent	-	-	-	-	-				
Athletic	-	-	-	-	-				
Gender Equity in Intercollegiate Athletics	-	-	-	-	-				
Foreign Exchange Students	1	1	14.0	1	1.6				
Out-of-State Students	-	-	-	-	-				
Foreign Students	69	69	218.7	-	-				
Student Need-Financial Aid	-	-	-	-	-				
Student Need-Special Programs	1	1	0.9	-	-				
Cooperating Professionals	119	119	131.5	49	8.8				
Research Assistants	88	88	564.2	-	-				
Teaching Assistants	110	110	962.0	-	-				
Other Assistants	276	276	2,183.7	-	-				
Student Employment	-	-	-	-	-				
Interinstitutional/Related Agencies	36	36	89.8	-	-				
Retired University Employees	8	8	9.5	8	3.4				
Children of Deceased Employees	-	-	-	-	-				
Contract/Training Grants	11	11	4.1	-	-				
All Other (please specify)**	-	-	-	-	-				
SUBTOTAL	745	745	\$ 4,291.8	115	\$ 40.9				
TOTAL	753	753	\$ 4,366.8	115	\$ 40.9				

*Illinois Veterans Grants (ISAC), Illinois National Guard Grants (ISAC), and POW/MIA Scholarships (Department of Veterans Affairs). Include only the waived (unfunded) portion of these grants.

**Other waiver categories must be approved by the Board of Higher Education prior to reporting.

E. Tuition Waivers

Eastern Illinois University
Tuition Waivers

IBHE Name	FY 2019			FY 2020			FY 2021			Administrative Unit
	Budgeted	Awarded as of 6/30/2019	%	Budgeted	Awarded as 06/30/2020	%	Budgeted		%	
Undergrad Mandatory										
Teacher Special Education	\$ 471,287	\$ 333,097	71%	\$ 450,000	\$ 390,160	87%	\$ 400,000	\$ 59,840	87%	0% IL State Board of Education
ROTC	\$ 336,000	\$ 349,916	104%	\$ 336,000	\$ 353,849	105%	\$ 336,000	\$ 17,849	105%	0% EIU Dept of Military Science
DCFS	\$ 60,000	\$ 78,636	131%	\$ 68,000	\$ 83,917	123%	\$ 78,000	\$ (15,917)	123%	0% IL Dept of Children and Family Services
Children of Employees	\$ 450,000	\$ 408,864	91%	\$ 450,000	\$ 373,691	83%	\$ 425,000	\$ 76,369	83%	0% EIU Human Resources Office
Senior Citizens	\$ 7,000	\$ 7,000	0%	\$ 7,000	\$ 7,000	0%	\$ 7,000	\$ 0	0%	0% EIU Office of Financial Aid
Veterans Grants	\$ 409,000	\$ 377,473	92%	\$ 354,571	\$ 293,615	83%	\$ 325,000	\$ 60,956	83%	0% EIU Office of Financial Aid
National Guard Grants	\$ 400,000	\$ 393,576	98%	\$ 400,000	\$ 388,264	97%	\$ 400,000	\$ 11,736	97%	0% EIU Office of Financial Aid
MIAP/OW Scholarships	\$ 117,000	\$ 175,069	150%	\$ 148,000	\$ 7,519	5%	\$ -	\$ 140,481	5%	0% EIU Office of Financial Aid
Subtotal Undergrad Mandatory	\$ 2,250,287	\$ 2,116,630	94%	\$ 2,213,571	\$ 1,890,955	85%	\$ 1,971,000	\$ 322,616	85%	0%
Undergrad Discretionary										
Faculty/Administrators	\$ 2,000	\$ 2,000	0%	\$ 2,000	\$ -	0%	\$ 2,000	\$ -	0%	EIU Human Resources Office
Civil Service	\$ 51,400	\$ 60,664	118%	\$ 51,400	\$ 73,369	143%	\$ 61,000	\$ 21,969	143%	0% EIU Human Resources Office
Interinstitutional Civil Service	\$ 220,000	\$ 304,533	138%	\$ 260,000	\$ 288,324	111%	\$ 260,000	\$ (28,324)	111%	0% EIU Human Resources Office
Retired University Employees	\$ 2,000	\$ 2,000	0%	\$ 2,000	\$ -	0%	\$ 2,000	\$ -	0%	0% EIU Human Resources Office
Childred of Deceased Employees	\$ 16,000	\$ 12,975	81%	\$ 16,000	\$ 15,019	94%	\$ 16,000	\$ 981	94%	0% EIU Office of Financial Aid
Other Talented Students	\$ 263,187	\$ 211,933	81%	\$ 263,187	\$ 182,560	69%	\$ 263,187	\$ 80,607	69%	0% Appropriate Academic Unit
Athletic Talented Students	\$ 873,456	\$ 881,693	101%	\$ 873,456	\$ 746,273	85%	\$ 873,456	\$ 127,183	85%	0% EIU Dept of Intercollegiate Athletics
Gender Equity	\$ 437,797	\$ 439,704	100%	\$ 437,797	\$ 409,747	94%	\$ 437,797	\$ 28,050	94%	0% EIU Dept of Intercollegiate Athletics
Foreign Exchange	\$ 50,000	\$ 4,440	9%	\$ 50,000	\$ 41,040	82%	\$ 50,000	\$ 8,960	82%	0% EIU Office of Study Abroad
International Students	\$ 90,650	\$ 91,211	101%	\$ 90,650	\$ 88,784	98%	\$ 140,000	\$ 49,324	98%	0% EIU Office of International Students
Disadvantaged Students	\$ 31,000	\$ 18,475	60%	\$ 31,000	\$ 26,976	87%	\$ 31,000	\$ 4,024	87%	0% EIU Office of Financial Aid
Panther Promise	\$ 1,900,000	\$ 2,020,613	106%	\$ 2,200,000	\$ 2,089,703	95%	\$ 2,200,000	\$ 110,297	95%	0% EIU Office of Financial Aid
Continuing Education	\$ 3,000	\$ 3,000	0%	\$ -	\$ -	0%	\$ -	\$ -	0%	0% EIU Office of Extended Learning
Subtotal U-Discretionary	\$ 3,940,490	\$ 4,046,241	103%	\$ 4,277,490	\$ 3,961,815	93%	\$ 4,336,440	\$ 315,675	93%	0%
Graduate Mandatory										
Teacher Special Education	\$ 35,000	\$ 6,781	19%	\$ 30,000	\$ 42,067	140%	\$ 40,000	\$ (12,067)	140%	0% IL State Board of Education
ROTC	\$ 14,600	\$ 10,764	74%	\$ 14,600	\$ 20,536	141%	\$ 14,600	\$ (5,936)	141%	0% EIU Dept of Military Science
Subtotal Grad Mandatory	\$ 49,600	\$ 17,545	35%	\$ 44,600	\$ 62,602	140%	\$ 54,600	\$ (18,002)	140%	0%
Graduate Discretionary										
Faculty/Administrators	\$ 84,000	\$ 67,801	81%	\$ 80,000	\$ 71,428	89%	\$ 69,200	\$ 8,572	89%	0% EIU Human Resources Office
Civil Service	\$ 70,000	\$ 51,227	73%	\$ 65,000	\$ 41,975	65%	\$ 65,000	\$ 23,025	65%	0% EIU Human Resources Office
Interinstitutional Civil Service	\$ 41,000	\$ 56,777	138%	\$ 48,000	\$ 89,762	187%	\$ 90,000	\$ (41,762)	187%	0% EIU Human Resources Office
Retired University Employees	\$ 13,000	\$ 8,970	69%	\$ 13,000	\$ 9,502	73%	\$ 13,000	\$ 3,499	73%	0% EIU Human Resources Office
Foreign Exchange	\$ 15,000	\$ 15,975	107%	\$ 15,000	\$ 13,976	93%	\$ 15,000	\$ 1,024	93%	0% EIU Office of Study Abroad
International Students	\$ 314,000	\$ 235,007	75%	\$ 314,000	\$ 218,653	70%	\$ 314,000	\$ 95,347	70%	0% EIU Office of International Students
Senior Citizens	\$ 8,000	\$ 7,176	89%	\$ 8,000	\$ 12,356	154%	\$ 8,000	\$ (4,356)	154%	0% EIU Office of Financial Aid
Graduate Network for Undergrad Continuing Education	\$ 7,000	\$ 7,000	0%	\$ 7,000	\$ 920	13%	\$ 7,000	\$ 6,081	13%	0% EIU Graduate School
Cooperating Professionals	\$ 250,000	\$ 155,262	62%	\$ 225,000	\$ 131,534	58%	\$ 175,000	\$ 93,466	58%	0% EIU School of Education
Research Assistantships	\$ 650,000	\$ 641,367	99%	\$ 666,250	\$ 564,167	85%	\$ 616,250	\$ 102,083	85%	0% EIU Graduate School
Teaching Assistantships	\$ 1,276,000	\$ 687,230	54%	\$ 1,307,900	\$ 962,045	74%	\$ 1,257,900	\$ 345,855	74%	0% EIU Graduate School
Other Assistantships	\$ 2,200,000	\$ 2,628,185	119%	\$ 2,255,000	\$ 2,183,703	97%	\$ 2,255,000	\$ 71,297	97%	0% EIU Graduate School
Contract/Training	\$ 17,000	\$ 16,448	97%	\$ 17,000	\$ 4,145	24%	\$ 17,000	\$ 12,855	24%	0% Sponsored Programs
Subtotal G-Discretionary	\$ 4,947,000	\$ 4,571,455	92%	\$ 5,023,150	\$ 4,304,187	86%	\$ 4,904,350	\$ 718,963	86%	0%
EIU										
Undergrad Mandatory	\$ 2,250,287	\$ 2,116,630	94%	\$ 2,213,571	\$ 1,890,955	85%	\$ 1,971,000	\$ 322,616	85%	0%
Undergrad Discretionary	\$ 3,940,490	\$ 4,046,241	103%	\$ 4,277,490	\$ 3,961,815	93%	\$ 4,336,440	\$ 315,675	93%	0%
Grad Mandatory	\$ 49,600	\$ 17,545	35%	\$ 44,600	\$ 62,602	140%	\$ 54,600	\$ (18,002)	140%	0%
Grad Discretionary	\$ 4,947,000	\$ 4,571,455	92%	\$ 5,023,150	\$ 4,304,187	86%	\$ 4,904,350	\$ 718,963	86%	0%
Total	\$ 11,187,377	\$ 10,751,871	96%	\$ 11,558,811	\$ 10,219,560	88%	\$ 11,266,390	\$ 1,339,251	88%	0%

F. University Highlights

From January 9, 2021 to April 9, 2021

These are summary highlights. A full list of news items is always available at <http://castle.eiu.edu/media/>.
EIU celebrates Asian-American and Pacific Islander Heritage Month in April (April 9)
Throughout April, Eastern Illinois University will Celebrate Asian American and Pacific Islander Heritage Month with a variety of events on campus. Due to COVID restrictions, events will either be held virtually or with purposefully spaced accommodations.

EIU announces new L.M. Hamand Dean of the Graduate School endowments (April 1)
The Graduate School at Eastern Illinois University is pleased to announce the founding of the L. M. Hamand Dean of the Graduate School through the generous financial contributions of Dr. Carol Hamand Stephens and the Hamand family. The gifts to the University establish two endowments to support EIU's Graduate School.

EIU designated a Voter Friendly Campus by NASPA and Campus Vote Project (March 11)
Eastern Illinois University was one of less than 250 colleges and universities nationwide designated as a Voter Friendly Campus by the Student Affairs Administration in Higher Education (NASPA) and the Fair Election Center's Campus Vote Project.

Arbor Day Foundation Honors EIU with 2020 Tree Campus Higher Education® Recognition (March 3)
The Arbor Day Foundation has once again honored Eastern Illinois University, marking the fourth consecutive year the Charleston, Illinois-based university has earned the foundation's Tree Campus Higher Education® recognition for its commitment to effective urban forest management.

Eastern Illinois University receives First-gen Forward designation; national honor for commitment to first-generation student success (March 1)
The Center for First-generation Student Success, an initiative of NASPA – Student Affairs Administrators in Higher Education and The Suder Foundation, recently announced Eastern Illinois University as a member of its 2021-22 First-gen Forward cohort. As a member of the cohort, EIU joins a devoted community of higher education professionals dedicated to sharing evidence-based practices and innovative resources that will continue to advance the success of first-generation students throughout Illinois and across the country.

EIU celebrating African-American Heritage Month with virtual events in February (February 4)
Eastern Illinois University invites community members to join students, staff and faculty in celebrating African-American Heritage Month this February.

EIU spring enrollment jumps 13 percent (January 27)
After reporting a nine percent total increase in spring-to-spring enrollment in the two-year span from 2018 to 2020, Eastern Illinois University's spring-to-spring enrollment has once again jumped from 2020 to 2021.

EIU partners with SHIELD Illinois to bring COVID rapid saliva testing to campus (January 14)
EIU has entered into an agreement with SHIELD Illinois to bring widespread saliva testing to our campus communities. This increased level of testing will deliver another layer of protection to EIU's campus and further safeguard the health and wellness of its students, employees, and broader community.

*** A collection of EIU-related organizational messaging on its COVID-19 response also has appeared in a variety of news outlets during this time frame, and remains available at <https://www.eiu.edu/covid/emails.php>.**

F. University Highlights (continued)

From January 9, 2021 to April 9, 2021

Provided is an abridged, composite summary of positive news headlines that has been gathered from an online analytic tool, allowing for a more concentrated media snapshot. Athletics articles are not included.

- **EIU announces spring enrollment increase – January 28, JG-TC/Effingham Daily News**
Eastern Illinois University showed a 13% increase in enrollment since the end of the last school year, largely because of dual-credit programs, the university announced Wednesday.
- **EIU recognized by Arbor Day Foundation 2020 as Tree Campus USA – March 3, WCIA**
Eastern Illinois University is being recognized, for the fourth year in a row, by the Arbor Day Foundation.
- **EIU Designated Voter Friendly Campus by NASPA And Campus Vote Project March 12, WAND**
Eastern Illinois University was one of less than 250 colleges and universities nationwide designated as a Voter Friendly Campus by the Student Affairs Administration in Higher Education (NASPA) and the Fair Election Center’s Campus Vote Project.
- **\$7.4 million released to Eastern Illinois University for utility tunnel & boiler upgrades – March 24, WCIA**
Eastern Illinois University will get \$7.4 million from the state to upgrade their utility tunnel and boiler. The money was released by the Illinois Capital Development Board on Wednesday.
- **David Glassman: “All In” mentality carries EIU, community through pandemic – March 27, JG-TC (Editorial)**
“EIU’s ability – and agility – to continue providing our students and community with necessary programs and services during a once-in-a-lifetime pandemic is a testament to our institution’s enduring strength and resiliency. It is also a testament to the dedication and ingenuity of our people.”
- **Former Hoosier Marty Simmons Hired as Eastern Illinois' Basketball Coach – March 31, Sports Illustrated**
Former Indiana basketball player Marty Simmons has been hired as the new basketball coach at Eastern Illinois University, the school announced Wednesday.

G. Other Matters

H. Public Comment