

Board Meeting
July 13, 2006

DIRECTOR, INSTITUTE FOR LABOR AND INDUSTRIAL RELATIONS, URBANA

Action: Approve Appointment of Director, Institute of Labor and Industrial Relations, Urbana

Funding: State Appropriated Funds

The Chancellor at Urbana has recommended the appointment of Joel Cutcher-Gershenfeld, presently Executive Director, Engineering Systems Learning Center, and Senior Research Scientist, Sloan School of Management, Massachusetts Institute of Technology, Cambridge, as Director of the Institute of Labor and Industrial Relations, non-tenured, on a twelve-month service basis, on 100 percent time, at an annual salary of \$175,000 (equivalent to an annual nine-month base salary of \$143,182 plus two-ninths annualization of \$31,818), and an administrative increment of \$25,000, for a total salary of \$200,000, beginning August 16, 2006.

In addition, Dr. Cutcher-Gershenfeld will be considered for the rank of Professor, Institute of Labor and Industrial Relations, on indefinite tenure, on an academic year service basis, on zero percent time. Pending successful completion of a campus level review, a recommendation for indefinite tenure will be forwarded to the Board for approval.

Dr. Cutcher-Gershenfeld will succeed Dr. Peter Feuille, who, after serving as Director since August 21, 1994, will return to his faculty position within the Institute.

The board action recommended in this item complies in all material respects with applicable state and federal laws, University of Illinois *Statutes, The General Rules Concerning University Organization and Procedure*, and Board of Trustees policies and directives.

This recommendation is made with the support of the Provost and Vice Chancellor for Academic Affairs and with the advice of a search committee.¹

The Vice President for Academic Affairs concurs with this recommendation.

The President of the University recommends approval.

¹John D. Colombo, Professor, College of Law, and Mengler Faculty Scholar, College of Law, *Chair*; Edward Hertenstein, Assistant Professor, Institute of Labor and Industrial Relations, and Head, Labor Education Program, Institute of Labor and Industrial Relations; Michael H. Leroy, Professor, Institute of Labor and Industrial Relations; Nell Catherine Madigan, Assistant Director, Institute of Labor and Industrial Relations; Joseph J. Martocchio, Professor, Institute of Labor and Industrial Relations; Craig Allen Olson, Professor, Institute of Labor and Industrial Relations, and Institute of Labor and Industrial Relations Alumni Professor, Institute of Labor and Industrial Relations; Deborah Rupp, Assistant Professor, Department of Psychology, College of Liberal Arts and Sciences, and Assistant Professor, Institute of Labor and Industrial Relations.

JOEL CUTCHER-GERSHENFELD

Education

Cornell University, Ithaca, New York, B.S., 1978

Massachusetts Institute of Technology, Cambridge, Ph.D., 1988

Professional or Other Experience

Labor Relations Press, Fort Washington, Pennsylvania, 1978-80, Managing Editor

Temple University, Philadelphia, Pennsylvania, 1980-81, Research Associate

Michigan Credit Union League/ League Insurance Companies, Southfield, 1980-81,

Methods and Procedures Analyst; Public Affairs Assistant

Michigan Quality of Work Life Council, Troy, 1981-84, Director, Communications,

Research and Area Labor Management Committee (ALMC) Support

Massachusetts Institute of Technology, Cambridge, 1984-87, Research Assistant;

1985-87, Teaching Assistant

Michigan State University, East Lansing, 1988-94, Assistant Professor, School of Labor

and Industrial Relations and Assistant Professor, Institute for Public Policy and Social

Research; 1994-97, Associate Professor, on indefinite tenure, School of Labor and

Industrial Relations

Harvard University, Cambridge, Massachusetts, 1995-96, Visiting Scholar, Program on

Negotiations, Harvard Law School (during Sabbatical leave from Michigan State

University); Co-Director, Program on Negotiations in the Workplace, within the

Program on Negotiation, Harvard Law School

Babson College, Babson Park, Massachusetts, 1997-99, Visiting Associate Professor,

F. W. Olin Graduate School of Management

Massachusetts Institute of Technology, Cambridge, 1997-2000, Visiting Associate

Professor, Sloan School of Management; 2000-date, Senior Research Scientist, Sloan

School of Management, and Executive Director, Engineering Systems Learning

Center