

The discussion held in executive session has not been approved for release to the public and has thus been deleted from these minutes.

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MEETING OF THE BOARD OF TRUSTEES  
OF THE  
UNIVERSITY OF ILLINOIS

July 13, 2006

This meeting of the Board of Trustees of the University of Illinois was held in Chicago Rooms B & C, UIC Student Center West, Chicago campus, Chicago, Illinois, on Thursday, July 13, 2006, beginning at 9:40 a.m.

Prior to the roll call, Chair Lawrence C. Eppley asked Trustee David V. Dorris and the student trustees present, Mr. Umair Mamsa, Chicago campus, and Ms. Sarah M. Doyle, Springfield campus, to proceed to the lectern where Mr. Dorris welcomed the two student trustees to their first Board meeting and read them the responsibilities of student trustees (materials on file with the secretary). Mr. Dorris also announced that Ms. Doyle had been designated by Governor Blagojevich as the student trustee with the official vote for this term.

Chair Eppley asked the secretary to call the roll. The following members of the Board were present: Mr. Devon C. Bruce, Mr. David V. Dorris, Mr. Lawrence C. Eppley, Dr. Kenneth D. Schmidt, Mrs. Marjorie E. Sodemann, Mr. Robert Y. Sperling,<sup>1</sup>

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<sup>1</sup>Mr. Sperling joined the meeting telephonically at 9:50 a.m.

Mr. Robert F. Vickrey. The following members of the Board were absent:

Governor Rod Blagojevich, Dr. Frances G. Carroll, Mr. Niranjana S. Shah. Ms. Sarah M.

Doyle, voting student trustee from the Springfield campus, was present. Mr. Umair Mamsa, nonvoting student trustee from the Chicago campus, was present. Mr. Christopher Kantas, nonvoting student trustee from the Urbana-Champaign campus, was absent.

#### INTRODUCTION OF UNIVERSITY OFFICERS AND SENATE OBSERVERS

Mr. Eppley asked President White to introduce the University officers and senate observers. President White introduced the following: Dr. Sylvia Manning, chancellor, University of Illinois at Chicago; Dr. Richard D. Ringeisen, chancellor, University of Illinois at Springfield; Dr. Richard H. Herman, chancellor, University of Illinois at Urbana-Champaign; Dr. David L. Chicoine, vice president for technology and economic development; and the officers of the Board, Mr. Stephen K. Rugg, comptroller (and vice president for administration); Mr. Thomas R. Bearrows, university counsel; Mr. Lester H. McKeever, Jr., treasurer; and Dr. Michele M. Thompson, secretary. The president also introduced: Mr. Richard M. Schoell, executive director for governmental relations; and Mr. Thomas P. Hardy, executive director for university relations. In addition, the following persons were also in attendance: Ms. Marna K. Fuesting and Ms. C. Ellen Foran, both assistant secretaries. President White then stated that the following persons were joining the meeting today: Dr. Lon Kaufman, professor of biological sciences, vice provost for undergraduate affairs, and dean of the Honors College, Chicago campus, representing the University Senates Conference; Dr. Gerald Strom, professor of political science, College of Liberal Arts and Sciences, and secretary of the UIC Senate,

representing the Chicago Senate; Ms. Patricia Langley, professor of women's studies/legal studies, College of Public Affairs and Administration, representing the Springfield Senate; Dr. Peter Loeb, professor of mathematics, College of Liberal Arts and Sciences, representing the Urbana-Champaign Senate. Also in attendance were Dr. Vernon Burton, professor of history, College of Liberal Arts and Sciences, and chair of the Urbana-Champaign Senate Executive Committee; and Dr. Elliot Kaufman, professor of biochemistry and molecular genetics, College of Medicine, and chair of the University Senates Conference.

#### OPENING REMARKS FROM THE CHAIR OF THE BOARD

Chair Eppley welcomed all to the July 13, 2006, meeting of the Board of Trustees and as his first comment extended congratulations to Trustee Schmidt for his induction into the fellowship of the Institute of Medicine of Chicago. Mr. Eppley noted that this organization was founded in 1915 and fellowship is extended to those physicians whose professional contributions are deemed to be meritorious, and who have demonstrated accomplishments in the fields of health care and health care policy. Mr. Eppley said Dr. Schmidt's advocacy for health care education was considered an important component of his nomination for Institute Fellowship. Mr. Eppley also recalled that Dr. Schmidt had been honored in 2001 when he was awarded the prestigious Public Service Award of the Chicago Medical Society in recognition of his work as chair of the Illinois Medical District Commission as well as his work on behalf of the University of Illinois as a member of the Board of Trustees.

Mr. Eppley continued by explaining that the agenda for this meeting included 30 items for consideration and he stated that there were three committee meetings scheduled. Among the agenda items, he noted that there were some appointments of consequence including a new director of the Institute of Labor and Industrial Relations at Urbana; recommendations for promotion and tenure for faculty at all campuses; a new clinic at Chicago funded by a generous gift; and a new policy to concerning re-hiring University retirees. In addition, he said that there was a recommendation for a new issuance of bonds to support the Auxiliary Facilities System and recommendations for renewal of the annual agreements for services between the Board and the University of Illinois Foundation and the Alumni Association.

Mr. Eppley also stated that there were several capital projects recommended to the Board for this meeting, including a contract to begin work on the Sandi Port Errant Language and Culture Learning Center at Grant Hall at the Chicago campus; a project for a residence hall at Springfield; and a recommendation to employ architects/engineers for student dining services and residence halls at Urbana.

In addition, he indicated that the Board would consider approving funds for preparing a Master Design Certificate of Need for the clinical facilities at Chicago.

Next, Mr. Eppley turned to Chancellor Manning who welcomed the Board to the Chicago campus.

## WELCOME FROM CHANCELLOR MANNING

Chancellor Manning reported that Governor Blagojevich visited the campus a few days earlier and signed a bill for nursing education designed to train more nurses and give grants for training programs. She said that Dr. Joan Shaver, dean of the College of Nursing, had been a consultant for writing this bill. The chancellor also said that the campus had received funds from the State to test drugs for the State. In addition, she told the Board that the Chicago campus had recently risen in the rankings of the National Institutes of Health (NIH) from 47<sup>th</sup> place nationally in 2003 to 45<sup>th</sup> place. She explained that this ranking is based on federal funds received by the campus.

The chancellor also reported that the campus had received two major grants, one was a NIH Center grant to the Islet Cell Research Center to fund for research on diabetes, and the other was the largest grant the campus had received, \$20.0 million over four years, from the National Cancer Institute to research blood cancers. She indicated that the grant from the National Cancer Institute was given to a consortium of 15 universities of which the Chicago campus is a member. She said this grant would provide for interdisciplinary seminars and a center to train professionals

In closing, Dr. Manning told the Board of a chancellor's campaign committee to assist in planning for the upcoming campaign of the University of Illinois Foundation.

## PUBLIC COMMENT

Mr. Eppley said that one individual had applied to address the Board today and invited Mr. Jen Tayabji to begin her statement to the Board.

Ms. Tayabji said she was the executive director of the Illinois Disciples Foundation at Urbana and co-chairperson of the Progressive Resource/Action Cooperative. She addressed the Board on the subject of the National Collegiate Athletic Association's (NCAA) decision on the Chief Illiniwek tradition and criticized the Board for not moving to discontinue the tradition. She reminded the Board members that she had addressed them at the April 11, 2006, meeting on this topic and was disappointed that no change had taken place regarding Chief Illiniwek. In addition, she objected to what she said was a lack of communication between the Board and groups opposed to the Chief Illiniwek tradition and requested a meeting with Chair Eppley.

Further, she asked the Board why it had not taken action to conclude the Chief Illiniwek tradition in view of the report of the North Central Association, the Plummer Report, the NCAA's decision regarding Chief Illiniwek, many complaints from Native American groups, and requests from other groups that had asked that Chief Illiniwek be discontinued. She added that continuing the Chief Illiniwek tradition hurts recruitment efforts to attract minority students to the Urbana campus. In closing, she stated that she implored the Board to take action on Chief Illiniwek.

## SPECIAL PRESENTATION

Mr. Eppley asked President White to introduce this session. The president described the University Administrative Fellows Program, which is designed to provide managerial training to mid-level administrative staff within the University and thus provide a stream of qualified managers for new positions. He indicated that the program includes classroom experiences, leadership training, professional development, planning, and mentoring. The president said there have been 17 fellows who have completed the program thus far and from that group eight have received promotions within the University. He said that he received a report on a proposal from three of the fellows to address problems within the University that might be due to procedural practices or bureaucratic approaches that hinder effective performance of managers' tasks.

President White then introduced the three fellows: Maureen Parks, director of employee relations and human resources for University Administration; Maxine Sandretto, director of budget and resource planning, College of Law, Urbana; and Carol Wakefield, director of budget and resource planning, College of Liberal Arts and Sciences, Urbana. These three individuals then presented their proposed program that will be implemented soon to address problems within the University and address problems created by the complexity of the organization and reductions in administrative staff in recent years.

This program involves reporting concerns with University procedures or practices through a website to a professional manager who within two months would



assess the items and select three concerns to address to the satisfaction of those reporting the problems. This would involve widespread circulation of the top three items for input from other managers. Within two months, the professional manager would collect enough information on the issue to identify ways to resolve it, provide cost data on the resolution, and cite the risks of any changes. This summary would be presented to the University Policy Council (staff group that reports to the president) and the summary would be posted to the website for a discussion of changing the issue that creates problems, with reasons given for not making changes (materials on file with the secretary).

The presenters indicated that the website would be available to the trustees as well as staff.

President White stated that an excellent organization must be committed to change and improvement and thanked the three fellows for providing an example of how this might occur.

#### RECESS FOR BUDGET AND AUDIT COMMITTEE MEETING

##### Presentation on Operating Budget for Fiscal Year 2007 and Budget Request for Fiscal Year 2008

Trustee Bruce, chair of this committee, convened the meeting and asked President White to present information on the University's budgets. The president briefed the Board on the budget for operations for Fiscal Year 2007 and on a preliminary budget request for Fiscal Year 2008 (materials on file with the secretary). He told the Board that there

would be agenda items recommending approval of both for the September 7, 2006, meeting of the Board.

President White enumerated five things that emerged from the recently completed strategic planning process that must be accommodated in future University budgets:

- The Urbana campus' status as one of America's best public research universities must be preserved and strengthened.
- The Chicago campus, with its strong academic programs and its setting, in the midst of tremendous development in an outstanding city, is poised to become one of the great urban public research universities in the country and should be supported to ensure its role as the State's other great public university.
- The Springfield campus should be developed to become one of the top five public liberal arts universities in the nation.
- The plan to launch a Global Campus for the University of Illinois must proceed as a way to provide affordable access to public higher education in the State and around the world.
- The Illinois Bill of Health is essential to position the medical center at the Chicago campus for the future in its role as a leader in the provider of education in health care professions for the State and as a center for health care in the region.

The president told the Board these goals must be achieved and that fundamentally they are the most important challenges the University faces. He also said that the goal of the University of Illinois Compact, to increase the University's resources

by \$100.0 million per year, must be achieved annually through 2011, as it was for Fiscal Year 2006.

President White stated that the challenges for Fiscal Year 2007 and beyond are:

- Build the 21<sup>st</sup> Century's best public university system.
- Achieve top performance in terms of quality, access, and cost.
- Strengthen the reputation of the University.
- Secure resources and deploy those wisely.
- Ensure the State budget provides the foundation for instruction and research.

The chancellors then reviewed the priorities for each campus for the Fiscal Year 2008 budget request that included the following:

- The Chicago campus requests \$30.0 million to restore the faculty complement; \$8.0 million for interdisciplinary activities; and \$2.0 million to invest in programs directed toward student success.
- The Springfield campus' priorities are \$9.0 million for academic excellence to be achieved by new programs; \$6.0 million for freshman programs to enrich the first year experience; and \$4.0 million for the Illinois Democracy project that emphasizes public service.
- At Urbana, the campus requests \$3.5 million to strengthen undergraduate education; \$2.9 million to enhance graduate education; and \$7.5 million for interdisciplinary research efforts.

With regard to State appropriations to fund capital projects, the president commented on the dearth of funding from the State for this area in the last several years and said the director of the Governor's Office of Management and Budget was encouraging about this drought in funding coming to an end. The president told the Board that the University should target the special needs stated in the Illinois Bill of Health for capital projects in the medical center and continue to seek matching private gifts for State funds. In addition, he stressed the need to conduct an ongoing assessment of the University's debt capacity and to be aware of the proper amount of debt that is manageable. He called attention to a slide showing the campus's capital priority lists for Fiscal Year 2008.

Chancellor Herman commented that acquiring funding for capital projects is essential for delivering the academic programs of the Urbana campus. Dr. Schmidt advised seeking funding for maintaining new buildings, particularly for buildings funded by private gifts. He also asked that the liberal arts be protected in all of the campuses' budgets.

Chancellor Ringeisen concurred that maintenance of the University's buildings is a crucial part of budget planning.

#### Presentation of Plan for Internal Audits, Fiscal Years 2007 and 2008

Mr. Bruce asked Julie Zemaitis, executive director of University Audits, to present information regarding the plans for conducting internal audits for Fiscal Years 2007 and 2008 (materials on file with the secretary).

Ms. Zemaitis stated that the mission of the Office of University Audits is to improve and protect the University through audits and risk assessment. She indicated that the audit plan was developed by the senior auditors on the staff and commented that there are currently 837 separate auditable entities in the University. She described potential risks and said that there were risks to the University's operations and to its reputation.

She then described the process of data mining used to detect characteristics that might suggest a need for auditing and potential risks. She also told the Board that she and the senior auditors interview 70 individuals in positions of authority who are seen as stakeholders each year in drawing up the list of audits that will be performed.

Further, she said that the selection of units to audit in a given year is determined by information gathered from the external audits, length of time since the unit's last audit, and by State regulations that direct audits of some units on a schedule.

In reviewing the two-year plan for audits, Ms. Zemaitis said that the high risk areas include: health care units, construction projects, information technology, energy management, and fraud risks which must be monitored due to the decentralized nature of the University. She reported that 67 percent of the hours spent on audits are concentrated on these high-risk areas.

President White encouraged the trustees to comment if they had a concern about any area and if they wished to add to the list of proposed audits.

Ms. Zemaitis indicated that every area in the University is to be audited at last once every two years and that the auditing staff is recruited to audit specialized areas.

Also, she said that the auditing staff provides audit services to the Alumni Association and the University of Illinois Foundation.

At Mr. Bruce's request, Ms. Zemaitis commented on a booklet the Board had received concerning the responsibilities of the audit committee of a Board. She stated that the section of the report that stressed the need for the audit committee to ask the right questions was the most important part.

Mr. Eppley said he would discuss other areas of risk to be reviewed with President White and thanked Ms. Zemaitis for her good work and stated he appreciated the difficulties of her work.

#### BOARD MEETING RESUMES

At this time, the Board reconvened in regular session.

#### MOTION FOR EXECUTIVE SESSION

Chair Eppley stated: "A motion is now in order to hold an executive session to consider the following subjects: University employee matters; the purchase or lease of real property for use by the University; pending, probable, or imminent litigation against, affecting, or on behalf of the University."

The motion was made by Dr. Schmidt and approved by the following vote:  
Aye, Mr. Bruce, Mr. Dorris, Ms. Doyle, Mr. Eppley, Dr. Schmidt, Mrs. Sodemann,

Mr. Sperling, Mr. Vickrey; no, none; absent, Governor Blagojevich, Dr. Carroll,  
Mr. Shah.

(The student advisory vote was: Aye, Mr. Mamsa; absent, Mr. Kantas.)

#### EXECUTIVE SESSION ADJOURNED

There being no further business, the executive session adjourned and the Board meeting recessed for meetings of the committees of the Board.

#### MEETING OF THE HUMAN RESOURCES COMMITTEE

Mr. Eppley asked Mrs. Sodemann to convene the meeting of the Human Resources Committee. Upon convening the committee meeting, Mrs. Sodemann asked Chancellor Herman to introduce the individual he is recommending for vice chancellor for student affairs at the Urbana campus. Chancellor Herman then introduced Dr. C. Renee Romano.

Next, Mrs. Sodemann commented on the recommendation in the agenda for today's meeting concerning a policy for re-hiring retirees, stating that Trustee Carroll, vice chair of the Human Resources Committee, sent her endorsement of the proposed policy. She recalled that the Board rescinded the policy in effect since 1993 for re-employment of University retirees at its meeting of July 14, 2005, and indicated that a new policy would be developed. She said that the recommendation before the Board today is the result of work since then. She indicated that the recommended policy should provide guidance to the administration for employing certain University retirees on a

temporary basis for positions for which those individuals are particularly well qualified and for which it is practical to hire a retiree. She noted the long tradition of hiring retired faculty members to teach, perform research, and advise students that exists at all universities and stated that the University of Illinois also depends on retired faculty members to provide clinical instruction and patient care on a temporary basis. She added that the Board valued the service of retired faculty members and is grateful for their contributions. Mrs. Sodemann also stated that occasionally it is necessary to hire retirees in other employment categories in temporary positions and that University retirees provide an excellent source of employees willing to work temporarily on short notice. To this she added that she and Trustee Carroll also advised that succession planning was important so as to avoid over-reliance on re-hiring retirees. She thanked several colleagues for their counsel and assistance including Trustees Eppley, Bruce, Schmidt, and Vickrey. In addition, she thanked the University Senates Conference for its advice contained in a letter from Professor Elliot Kaufman and the Urbana campus chapter of the American Association of University Professors for its letter. Trustees Bruce and Vickrey in turn thanked Trustee Sodemann for her persistence and patience in seeing this project through to completion. Mr. Bruce also made it clear that he and others on the Board valued the contributions of retired faculty to the University's missions. Mr. Eppley thanked Mrs. Sodemann for her excellent efforts in behalf of completing the recommendation for this policy that he viewed as sensitizing the administration to the need for wise and conservative practices in re-hiring retirees. He commended the administration for the disciplined procedures put in place following President White's



directive on re-hiring retirees in May 2005, and urged that this discipline continue.

Further, he suggested that in order to provide assurance to the Board that the policy is implemented consistently and in line with Board guidance, the president submit semi-annual reports to the Board in Fiscal Years 2007, 2008, and 2009 concerning compliance with the policy, in addition to the reporting requirement given in the policy. Given no disagreement with this suggestion, the addition was made to the policy.

Professor Elliot Kaufman praised the recommended policy stating that it provided a policy where there was none and it recognized the value of retired faculty to the University.

#### JOINT MEETING OF THE BUILDINGS AND GROUNDS COMMITTEE AND THE UNIVERSITY HOSPITAL COMMITTEE

Mr. Vickrey convened this joint the meeting and stated that the presentation for this session concerns an application for a Certificate of Need (CON) for expanding and remodeling the University Hospital. He then stated he wished to read a statement into the record. This follows.

This is in response to the questions raised at the last Board of Trustees meeting. The Hospital Committee and the Buildings and Grounds Committee have met and reviewed the project's progress to date. Today we will review some of the key concepts of the plan and address the questions raised by the Board of Trustees members at the last meeting. The major elements we will cover are the options for the CON; the ability to phase the project in line with available funding; the critical points in the project when future approvals will be required from the Board of Trustees; the factors which drove the scope and cost change of the project; the concept of a

gateway to the Medical Center; and then we will discuss and ask for your approval to submit a Master Plan to the Illinois Health Facilities Planning Board.

Mr. Vickrey then stated that Dr. Joseph A. Flaherty, dean, College of Medicine, and Mr. John J. DeNardo, CEO, HealthCare System, Chicago, would address the matter of expanding the hospital to position it to be competitive and to achieve state-of-the-art status for education and health-care needs.

Dean Flaherty spoke first and stressed the importance of research in biology that has greatly changed the way in which medical students are educated and the way that teaching hospitals must function. He referenced the fact that 35 to 40 universities will become centers for such research in the future and receive funding from the National Institutes of Health. In order to be competitive for such funding, strong health sciences colleges and strong colleges of engineering will be required, both of which should make the University a likely contender. He also stated that in order to compete, the hospital must be enlarged and remodeled. Dean Flaherty told the Board that hospitals today are high-technology structures where patient care and safety are provided for by the latest in telecommunications equipment. He added that in the near future hospitals will be more like intensive care units are now and also noted that patient requirements are a consideration and that more private rooms are needed. He said that in order to compete for large grants for faculty research, the University Hospital must be brought up to these standards.

Mr. DeNardo then spoke to the process by which the Board would receive authorization to carry out the remodeling and expansion envisioned for the hospital. In doing so he reviewed the procedures of the Illinois Health Facilities Planning Board, the State entity that approves individual hospitals' plans for expansion and remodeling for more than \$7.0 million, and its issuance of a CON. He recommended that the University file a request for a CON to develop a master design for the planned expansion and remodeling.

Mr. DeNardo then responded to questions from the Board related to how the cost and scope of the project grew over a two-year period to what is recommended now. Mr. DeNardo responded that at first it seemed that the hospital needed to expand by about 25,000 square feet; however, after more consideration of the site and the projected needs it became clear that building as much space as possible on the site was more sensible. As the site can accommodate an expansion of 64,000 square feet, he said it seemed reasonable to construct that much from the beginning. He added that the project can be built in phases, for example the new tower that is planned next to the current hospital could be built in phases rather than have all the floors built at once.

There was discussion about whether the pathology laboratory should be included in the plans for the construction of the new tower or if it should be located in a separate building. A discussion of traffic generated by delivery of specimens to the pathology laboratory ensued and Mr. Vickrey indicated that this was being studied further.

The Board discussed what would be submitted to the Illinois Health Facilities Planning Board and the cost of this application, for which there is an item in the agenda for the Board's consideration at this meeting. Mr. DeNardo and Dr. Flaherty told the Board that if all plans went smoothly, construction might begin in May 2009 with completion of the project in May 2012.

A new gateway to this area of the campus was discussed in conjunction with this project. Mr. Vickrey stated that since Roosevelt Road is becoming more important to the west side of the campus in terms of expansion, that a plan for an important gateway to the new hospital tower be constructed leading to it from Roosevelt Road on a street that is in proximity to the location of the planned tower.

At the conclusion of discussion, Mr. Vickrey asked the chair if the item in the agenda pertaining to providing for the certificate of need process might be considered at this time. Mr. Eppley agreed that this would be considered when the committee meeting adjourned.

#### BOARD MEETING RESUMED IN REGULAR SESSION

##### Approval of Board Item

When the Board meeting resumed at 1:50 p.m., the trustees noted as present earlier were still present. Mr. Eppley asked for a motion to approve the following item:

Medical Center Master Design Certificate of Need Application, Chicago

(1) The Chancellor at Chicago with the concurrence of the appropriate administrative officers recommends that the Board of Trustees authorize the submission of a Master Design Certificate of Need (CON) application to the Illinois Health Facilities Planning Board (IHFPB). The Master Design CON will allow the University of Illinois Medical Center at Chicago to develop a comprehensive plan for the clinical facilities required to support the future research, education, and patient care needs of the College of Medicine and the other Health Science colleges. The planning effort will make it possible to identify potential phases for completion of the full plan, and the costs of those phases.

The Master Design Certificate of Need is required because the total expense of a master planning effort and design will exceed the IHFPB limit of \$7.2 million. Any resultant projects are subject to future approval by the Board and to receipt of a Construction Certificate of Need from the IHFPB. The cost of the Master Design CON application is no more than \$100,000 and includes the IHFPB and consultant fees.

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.

Funds for this action are available from the Fiscal Year 2007 Institutional Funds Operating Budget of the Chicago Campus.

The President of the University concurs.

On motion of Mr. Bruce, this recommendation was approved by the following vote: Aye, Mr. Bruce, Mr. Dorris, Ms. Doyle, Mr. Eppley, Dr. Schmidt,

Mrs. Sodemann, Mr. Sperling, Mr. Vickrey; no, none; absent, Governor Blagojevich, Dr. Carroll, Mr. Shah.

(The student advisory vote was: Aye, Mr. Mamsa; absent, Mr. Kantas.)

President White thanked the Board for their help in developing and asking cogent questions about this item and the agenda item pertaining to the policy on re-hiring University of Illinois retirees.

#### PRESENTATION AND DISCUSSION OF AGENDA ITEMS

The following items in the agenda for today's meeting were discussed. Voting on the items was scheduled for later in the meeting.

Agenda item no. 17, "Auxiliary Facilities System Revenue Bonds, Series 2006"--Mr. Eppley invited Mr. Douglas E. Beckmann, senior associate vice president for business and finance, to introduce the speakers involved in presenting this item, and thanked Mr. Beckmann and Vice President Rugg for their work on this recommendation. Mr. Beckmann introduced the several consultants present and reported that the Board had previously approved approximately \$348.0 million in projects to be funded by the Auxiliary Facilities System; he added that approximately \$77.0 million of this total was financed previously and other sources will provide approximately \$20.0 in funding. Thus the net to be financed is slightly greater than \$250.0 million. He stated that this item seeks approval of a financing team to structure the financing related to these projects and to explore advance refunding opportunities related to the 1996 and 2001

Auxiliary Facilities System issues. He noted that the refunding could add up to \$85.0 million to the issue. Mr. Beckmann then introduced the representatives of firms recommended for the team who were in the room.

Mr. Eppley then asked Chancellor Manning to present agenda items pertaining to the Chicago campus.

Agenda item no. 11, "Redesignate Master of Architecture One-Year Post-Professional Option (M. Arch., Option I) as Master of Science in Architecture (M.S. in Architecture), Chicago"--Chancellor Manning explained that this change would rectify an ambiguity that exists currently concerning this degree and make it clear that it is a post-professional degree.

Agenda item no. 13, "Application Fee for the International Dentists Degree Program (IDDP), College of Dentistry, Chicago"--Chancellor Manning stated that this recommendation is made to recognize the additional costs incurred in evaluating international students' applications and credentials which are more complex and require more staff time to evaluate.

Agenda item no. 14, "Designate Bobbie and Marvin Fink Family Liver Clinic in the Outpatient Care Center, Chicago"--Dr. Manning reported that this recommendation is to designate Rooms 1156 and 1156A in the Outpatient Care Center to provide patient treatment rooms, patient/physician consultation rooms, and a waiting area that would enable physicians to handle increased volume in the liver and diabetes programs. She noted that the Fink family had given \$200,000 and \$75,578 had been contributed in their names. Further, she stated that the Gastrointestinal and Liver Disease

Council (GILD) has pledged an additional \$50,000. Dr. Manning told the Board the total cost of the project was estimated to be \$706,500.

Mr. Eppley then asked Chancellor Herman to present agenda items related to the Urbana-Champaign campus.

Agenda item no. 3, "Appoint Members to the Athletic Board, Urbana"--Chancellor Herman described the process by which the individuals recommended were selected from a pool of nominees.

Agenda item no. 4, "Director, Institute for Labor and Industrial Relations, Urbana"--Dr. Herman told the Board that this unit is nationally distinguished and that he expected the appointment recommended would place the institute in the forefront.

Agenda item no. 5, "Acting University Librarian, Urbana"--Chancellor Herman explained that this recommendation is made because the university librarian is currently serving as the interim chief information officer for the campus, thus this appointment is necessary.

Agenda item no. 6, "Amend Multi-Year Contract with Director of Division of Intercollegiate Athletics, Urbana"--Chancellor Herman stated that the director of Intercollegiate Athletics has contributed enormously to the strength and growth of the division. Among other accomplishments, Dr. Herman cited Mr. Guenther's work in developing the Big Ten Channel for broadcasting Urbana campus sports and for the generally good service he has provided athletics and the campus. Both Mr. Sperling and Mrs. Sodemann, chair and vice chair of the Board's Athletics Committee, respectively, spoke in support of this recommendation, praising Mr. Guenther's loyalty to the



University and his expertise in managing the business aspects of the Division of Intercollegiate Athletics at Urbana. Chancellor Herman stated that no State funds were included in Mr. Guenther's salary.

Agenda item no. 10, "Establish the M.S. and Ph.D. Degrees in Ecology, Evolution and Conservation Biology, Urbana"--Chancellor Herman stated that this reflects the long tradition of excellence in these areas and stated that adding these graduate degrees was stated in the campus' strategic plan.

Agenda item no. 12, "Redesignate Degree Title in Art Education from Ed.D. to Ph.D., Urbana"--Dr. Herman said that changing this title is important to convey the content of the degree and to make it clear that this is a research degree.

Mr. Eppley next turned to Vice President Chicoine and asked him to present the next two items.

Agenda item no. 9, "Promotions in Academic Rank and Change in Tenure, 2006-2007"--Dr. Chicoine stated that the award of tenure to a faculty member is one of the most important decisions made at the University and is a key to the University's excellence. He described the lengthy process that involves a year-long process of review at various levels and the in-depth review of dossiers by internal and external sources. He reported that there are 243 individuals recommended for promotion and tenure for the upcoming academic year, a number consistent with the recommendation made last year.

Mr. Eppley asked Professor Elliot Kaufman, chair of the University Senates Conference, if he would like to comment on this item. Professor Kaufman concurred that the process for recommending promotion and tenure is quite rigorous.

Agenda item no. 16, "Proposed Amendments to the University of Illinois *Statutes*"--Dr. Chicoine described three amendments to the *Statutes*, involving a change in date mentioned in the *Statutes* and the title of an officer of the campus senates. In response to Mr. Eppley's request, Professor Kaufman indicated that the University Senates Conference was the sponsor of these proposed changes and explained that the change in date reflects a change in the academic calendar of the University, and the change in title from secretary of the senate to vice chair is recommended to more properly describe the duties that officer performs. Also, he said that another change clarifies and codifies the practice of academic professional employees of the University Administration following the procedures of the campus at which they are located regarding conditions of employment.

Mr. Eppley next asked Vice President Rugg to present the next item.

Agenda item no. 18, "Renewal of Fiscal Year 2007 Agreements for University of Illinois Alumni Association and University of Illinois Foundation"--Mr. Rugg explained that this is a recommendation to extend these contracts that have been customary for the last 20 years to these two organizations. He stated that the contracts are required by the Legislative Audit Commission and he added that the Alumni Association and the Foundation were involved with the strategic planning process in integrating their efforts with the plans for the University. He stated that as a part of this planning process, each organization is in the process of developing a Memorandum of Understanding that will go deeper into the relationships with the University. Mr. Rugg said once these were approved by those organizations' Boards they would be presented to

the Board of Trustees for approval. Mr. Eppley commented on the importance of these memoranda and said the Foundation has cast an excellent memorandum.

Mr. Eppley then asked Chancellor Ringeisen to present the next item.

Agenda item no. 21, "Approve Project for Residence Hall on Eliza Farnham Drive, Springfield"--Chancellor Ringeisen stated that this project is needed to accommodate greater numbers of freshmen students than anticipated, and that the campus needs to provide housing for 250 to 300 additional students. Student Trustee Sarah Doyle also stated that the campus needs this additional residence hall to meet student demand. Discussion followed about financing this project and Mr. Lyle D. Wachtel, associate vice president for facilities planning and programs, told the Board that it was more economical for the University to build this residence hall than to contract with a private developer to build it. Mr. Eppley commented that the Auxiliary Facilities System which would be the source of capital for this project was what made it more attractive for the University to build the facility rather than have a private developer build it.

Mr. Wachtel noted that the next step for this project is to secure approval from the IBHE.

Next, Mr. Eppley asked Mr. Wachtel to present several items recommending capital projects.

Agenda item no. 26, "Employ Architect/Engineer for Wind Turbines, South Campus, Urbana"--Mr. Wachtel stated that this project was funded by grants from the Clean Energy Foundation of the State of Illinois, the University's utilities fund, and from \$300,000 from student fees. He noted that students at the Urbana campus were keenly interested in funding this project. He explained that this involves installation of three

utility scale turbines and noted that approval by the cognizant federal agency will be required before these are placed into service.

In response to discussion from Board members about noise and possible danger to aviation traffic, Mr. Wachtel stated that reviewing these factors as well as compliance with regulations would be a part of the work to be done by the architect/engineer.

President White added that this is a pilot study to enable if this form of renewable energy would be a useful addition to the University's various sources of energy.

Mr. Eppley concurred, stating that this project was initiated by the Clean Energy Foundation of the State in response to the governor's request that alternative, renewable sources of energy be identified and that it would be helpful to learn if this might be a another source to be added to the University's energy grid.

Agenda item no. 24, "Employ Architect/Engineer for Student Dining/Residential Programs Building and First Wing, New Residence Hall Project, Urbana"--Mr. Wachtel told the Board that this recommendation is for an architect of record for this project. He indicted the site for this facility was bounded by Fourth Street on the east, Peabody Drive on the south, First Street on the west side, and Gregory Drive on the north. Chancellor Herman stated that this project will address the need for a new student dining and residential programs building as well as a single new residence hall. The dining hall will replace two extant facilities and provide for more dining options.

Further, the residential programs building will provide advanced technology as well as programming and study space.

Agenda item no. 25, "Employ Architect/Engineer for Pennsylvania Avenue Residence Hall Dining Rooms and Dining Services, Urbana"--Mr. Wachtel stated that this recommendation is to provide for an architect/engineer to provide a design for remodeling a dining hall to offer more dining options for use by residents of the Pennsylvania Avenue and Florida Avenue Residence Halls.

Agenda item no. 27, "Employ Architects, Consultant, and Engineers for Professional Services, Urbana"--Mr. Wachtel explained that these contracts were for the purpose of retaining the proper professional services so that the University would be ready to undertake small capital improvement projects on short notice. Included in the group of professional services are: architects, an asbestos and lead-based paint abatement consultant, a civil engineer, a historic preservation architect, a landscape architect, mechanical/electrical engineers, a power plant engineer, and a structural engineer. He stated that individual projects may not exceed \$1.0 million or \$100,000 in fees.

Agenda item no. 22, "Amend Professional Services Agreement for Campus Recreation--Renovation and Expansion of Intramural Physical Education Building, Phase 2, Urbana"--Mr. Wachtel presented this recommendation for an amendment to the professional services agreement for this project to provide funds for testing the required materials to be used in the renovation of the Intramural Physical Education Building. Dr. Schmidt questioned the prudence of adding a climbing wall to the facility because of risk to users and liability to the University. Discussion ensued and assurances were given

regarding safety features in the facility itself and the experience of other institutions that have installed climbing walls, noting that thus far no serious injuries have occurred. Assurances were given that safety considerations would be carefully reviewed.

Agenda item no. 19, "Award Contract for Sandi Port Errant Language and Culture Learning Center at Grant Hall, Chicago"--Mr. Wachtel explained that the recommendation is for a curtain wall of glass for the exterior of this building. He stated that there is a long lead time on delivery for this product, thus it is recommended that it be ordered now for delivery in several months.

Agenda item no. 20, "Award Contracts for South Campus Mixed Use Development, Chicago"--Mr. Wachtel stated that the budget for this project continues to be adequate and the contracts recommended are for painting and floor coverings for the buildings in this project.

Agenda item no. 23, "Employ Architect/Engineer for Improvements to Chilled Water Distribution, East Side, Chicago"--Mr. Wachtel said that this recommendation was to approve a contract for \$3.4 million to extend the supply of chilled water to the south campus facilities at Chicago, the new Advanced Chemical Technologies Building, and other buildings in the south campus area.

Agenda item no. 28, "Purchases and Change Orders"--Mr. Michael Bass, executive assistant vice president for business and finance, presented the list of 12 recommended purchases. He stated that he had reviewed this list with Trustees Shah, Carroll, and Vickrey, the chair and vice chairs, respectively, of the Buildings and Grounds Committee and received their endorsement for these recommendations.

Mr. Eppley complimented the presenters for a thorough presentation and discussion of the agenda items. He also stated that agenda item no. 8 was revised and that page 19 of this item should be deleted.

## AGENDA

The Board considered the following reports and recommendations from the president of the University.

By consensus, the Board agreed that one vote would be taken and considered the vote on each agenda item nos. 2 through 16 inclusive. The recommendations were individually discussed but acted upon at one time.

(The record of Board action appears at the end of each item.)

### Approve Minutes of Board of Trustees Meeting

(2) The Secretary presents for approval the minutes of the Board of Trustees meeting of September 8, 2005.

On motion of Dr. Schmidt, these minutes were approved.

### Appoint Members to the Athletic Board, Urbana

(3) On recommendation of the Chancellor at Urbana, Mr. Benjamin J. Blaiszik (student), Mr. Jeffrey G. Brown (student), Mr. Thomas A. DiSanto (Alumnus), Professor John W. Erdman (Faculty--ACES), Ms. Meghan Naik (student), and Professor Christopher Span

(Faculty--Education) have been nominated for appointment to the Athletic Board of the University of Illinois at Urbana-Champaign. The appointment will be effective August 2006, and continue for the term designated or until a successor has been appointed.

The Athletic Board is a committee concerned with intercollegiate athletics at the Urbana-Champaign campus. In its oversight of the academic and educational aspects of the intercollegiate athletics program, it is a committee of the Urbana-Champaign Senate. The Board also serves as an advisory committee to the chancellor and the athletic director on the financial management, personnel, and other operational aspects of the intercollegiate athletics program.

The Board consists of twenty members: two faculty representatives to the Big Ten; seven other faculty members; four alumni of the Urbana-Champaign campus; the Chair of the Board of Trustees' Athletics Committee; three students; and three *ex officio* members without vote: a designee of the chancellor, the University comptroller or designee, and the athletic director. A slate of faculty nominees is provided to the chancellor by the Urbana-Champaign Senate. The slate of student nominees is provided to the chancellor by the Urbana-Champaign Senate, the Illinois Student Government, and the Student Athletic Advisory Board to fill one student position each. The slate of alumni is provided by the Urbana-Champaign Council of the Alumni Association. The chancellor reviews the lists of nominees and forwards recommendations to the President of the University for action by the Board of Trustees.

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.

The President of the University concurs.

**Benjamin J. Blaiszik**, Graduate Student, Department of Mechanical Science and Engineering for a term ending in 2007.

Ben Blaiszik graduated *summa cum laude* from Elmhurst College in 2003 with a B.S. degree in Physics and Mathematics. He recently received his M.S. from the Department of Theoretical and Applied Mathematics at the University of Illinois at Urbana-Champaign and is currently pursuing a Ph.D. for his work in self-healing materials.

Sports have always been an integral part of his academic work. While attending Elmhurst College, he competed on the men's tennis team and was honored as a Verizon Academic All-American. In high school he was a three-time state qualifier in tennis, a cross-country team captain, and a varsity basketball player.

**Jeffrey G. Brown**, Undergraduate Student, College of Liberal Arts and Sciences, for a term ending in 2007.

Jeff Brown is from Morris, Illinois, and will be a junior this fall. In high school, he was president of his freshman, sophomore, and junior classes, and a member of the student council executive Board. He was business editor for the student newspaper and yearbook during his senior year. He participated in football, baseball, and wrestling while in high school.

At Illinois he holds the positions of wrestling and soccer chairs on the Illini Pride Executive Board, I-Guide Football Blockhead, and Orange Krush helper. He is also involved with nearly every cheering section on campus. He plans on attending law school after he graduates.

**Thomas A. DiSanto**, Alumnus, for a term ending in 2010.

Thomas DiSanto holds a B.S. in Agricultural Economics from the University of Illinois at Urbana-Champaign. He is a successful businessman in Chicago, as a commodity trader on the Chicago Board of Trade, and he also has other business interests. He has an outstanding record of involvement with civic and charitable organizations, being associated with fundraising for the March of Dimes, Cystic Fibrosis, Boys and Girls Clubs of Chicago, and many other worthy causes.

He is a member of the Presidents Council, the Loyalty Circle, a lifetime member of the Alumni Association, contributor to the Colleges of Agricultural, Consumer and Environmental Sciences and Business, and sponsors many IFUND and Chicago Illini Club events.

**John W. Erdman**, Professor, College of Agricultural, Consumer and Environmental Sciences (ACES), for a term ending in 2010.

John Erdman is Professor and Nutrition Research Chair in the Department of Food Science and Human Nutrition. He holds appointments in the College of Medicine and the Division of Nutritional Sciences where he was previously director. Professor Erdman also was Assistant Dean in the Office of Research, College of ACES, and has received a number of national teaching and research awards, and is former President of the American Nutrition Association. He is Fellow of two organizations including the American Heart Association. In 2003, Professor Erdman was elected to membership in the Institute of Medicine, National Academy of Sciences and has served on many committees, most recently the Chair of the College of ACES Promotion and Tenure Committee. He and his wife are long-time season ticket holders for football, men's basketball, and women's basketball. He and his colleagues have previously provided nutrition advice for men's football and basketball and women's track.

**Meghan Naik**, Undergraduate Student, College of Liberal Arts and Sciences, for a term ending in 2007.

Meghan Naik will be a senior this fall majoring in Speech Communications and Spanish. She is a member of the Women's Golf Team and the Student Athlete Advisory Committee. She participated in golf and POMs in high school and was selected for an internship last summer with the PGA tour and wrote press releases, attended tournaments, and some Board meetings. Meghan is planning to pursue a career in public relations, hopefully related to sports.

**Christopher Span**, Assistant Professor, College of Education, for a term ending in 2010.

Christopher Span has been an Assistant Professor in Educational Policy Studies since 2003. He received his B.A., M.A., and Ph.D. at the University of Illinois at Urbana-Champaign. Since his return to the Urbana campus, Professor Span has been actively involved in campus and community affairs. He has served on the Graduate Awards and Technology Committee for the College of Education, and is the immediate past president of the regional chapter of Phi Delta Kappa. Professor Span is the departmental representative for the college and campus Distinguished Scholar's Award, and has repeatedly lectured on equity and social justice issues in Urbana public schools. In 2004, he received the Center for Democracy in a Multiracial Society Fellowship and since fall 2003 has consecutively made the "Incomplete List of Teachers Ranked as Excellent by their Students." He is currently finalizing a book manuscript on the educational history of black Mississippians between 1862 and 1875.

On motion of Dr. Schmidt, these appointments were approved.

Director, Institute for Labor and Industrial Relations, Urbana

(4) 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.<sup>2</sup>

The Vice President for Academic Affairs concurs with this recommendation.

The President of the University recommends approval.

On motion of Dr. Schmidt, this appointment was approved.

#### Acting University Librarian, Urbana

(5) The Chancellor at Urbana has recommended the appointment of Karen A. Schmidt, presently Associate University Librarian for Collections and Professor of Library Administration, University Library, University of Illinois at Urbana-Champaign, as Acting University Librarian, non-tenured, on a twelve-month service basis, with an administrative increment of \$20,000, beginning August 16, 2006. Dr. Schmidt will continue to hold her current position of Associate University Librarian for Collections and Professor of Library Administration, on indefinite tenure, on a twelve-month service

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<sup>2</sup>John 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.

basis, on 100 percent time, at an annual salary of \$112,800, effective August 16, 2006, for a total annual salary of \$132,800 during service as Acting University Librarian.

Peter Siegel, Associate Provost and Chief Information Officer, has accepted a position as Vice Provost for Information and Educational Technology and Chief Information Officer at the University of California at Davis, and has resigned his position at the University of Illinois at Urbana-Champaign, effective August 14, 2006. University Librarian Paula T. Kaufman has agreed to serve as Interim Chief Information Officer while a comprehensive national search is undertaken to fill the position on a permanent basis. Dr. Kaufman possesses critical knowledge and expertise in the area of information technology. As University Librarian, she is keenly aware of applications of technology to foster research and education and of the service needs associated with information technology, and has worked closely with Campus Information Technologies and Educational Services leadership and staff on a range of critical issues. Consistent with the University's peer institutions drawing heavily on the expertise of librarianship in addressing campus information technology needs, Dr. Kaufman is uniquely well suited to serving as Interim Chief Information Officer. During the period of time in which Dr. Kaufman will serve as Interim Chief Information Officer, Dr. Schmidt will serve as Acting University Librarian.

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 advice of the Provost and Vice Chancellor for Academic Affairs.

The Vice President for Academic Affairs concurs with this recommendation.

The President of the University recommends approval.

On motion of Dr. Schmidt, this appointment was approved.

Amend Multi-Year Contract with Director of Division of Intercollegiate Athletics,  
Urbana

(6) Ronald E. Guenther has been employed as Director of the Division of Intercollegiate Athletics at Urbana-Champaign under single year and multi-year contracts since July 1, 1992. Most recently, on January 17, 2002, the Board of Trustees approved a third amendment to his employment contract to extend Guenther's contract through August 20, 2006.

The Chancellor at Urbana recommends a fourth amendment to Mr. Guenther's employment contract to extend the term of the contract through January 1, 2009. Mr. Guenther's current salary will increase from \$410,000 to \$500,000 effective July 14, 2006. Thereafter, the Chancellor will meet with Guenther prior to August 15, 2007, and prior to August 15, 2008, to evaluate Guenther's performance, and may recommend an adjustment to Guenther's annual rate of salary, which will be processed in accordance with normal procedures for salary adjustments for academic professional employees of the University.

In addition, in consideration for Guenther remaining as Director of Intercollegiate Athletics for the University of Illinois and forgoing opportunities for retirement or employment elsewhere, the University will pay to Guenther as a retention incentive the lump sum of \$250,000 on or before January 15, 2009, provided Guenther continues his employment with the University of Illinois and continues performing the duties of Director of the Division of Intercollegiate Athletics through December 31, 2008.

Funds are available in the Institutional Operating Funds Budget of the Division of Intercollegiate Athletics.

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.

The Vice President for Administration and the University Counsel concur.

The President of the University concurs.

On motion of Dr. Schmidt, this recommendation was approved.

Appointments to the Faculty, Administrative/Professional Staff, and Intercollegiate Athletic Staff

### **Appointments to the Faculty**

(7) According to State statute, the student trustees will not vote on those items marked with an asterisk.

The following new appointments to the faculty at the rank of assistant professor and above, and certain administrative positions, have been approved since the previous meeting of the Board of Trustees and are now presented for your confirmation.

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.

#### Chicago

**Marisha Lynnette Humphries**, Assistant Professor, College of Education, probationary faculty on tenure track year one, on an academic year service basis, on 100 percent time, at an annual salary of \$52,500, beginning August 16, 2006.

\* **Kevin K. Kumashiro**, Associate Professor, College of Education, on indefinite tenure, on an academic year service basis, on 100 percent time, at an annual salary of \$80,000, beginning August 16, 2006.

**Lou Ann Young Maes**, Associate Professor of Pathology, College of Medicine at Chicago, Q probationary faculty, on a twelve-month service basis, on 51 percent time, at an annual salary of \$82,000, for three years beginning August 16, 2005; Director of Clinical Pathology, University of Illinois Hospital and Clinics, Chicago, non-tenured, on a twelve-month service basis, on 49 percent time, at an annual salary of \$80,000, beginning August 16, 2005; and Physician Surgeon in Pathology, College of Medicine at Chicago, non-tenured, on a twelve-month service basis, on zero percent time, non-salaried, beginning August 16, 2005, for a total salary of \$162,000.

\* **Alan McLachlan**, Professor of Microbiology and Immunology, College of Medicine at Chicago, on indefinite tenure, on an academic year service basis, on 82 percent time, at an annual salary of \$92,500, beginning August 16, 2006; and Professor of Medicine, College of Medicine at Chicago, on indefinite tenure, on an academic year service basis, on 18 percent time, at an annual salary of \$20,000, beginning August 16, 2006, for a total salary of \$112,500.



**Julia Vaingurt**, Assistant Professor of Slavic Languages and Literatures, probationary faculty on tenure track year one, on an academic year service basis, on 100 percent time, at an annual salary of \$60,000, beginning August 16, 2006.

*Sabbatical Leaves of Absence:*

**Rosalie Sagraves**, Professor of Pharmacy Practice, College of Pharmacy; sabbatical leave of absence during academic year 2006-07, at full pay. Professor Sagraves will work on projects with the American Association of Colleges of Pharmacy (AACP) that will help improve pharmacy care to patients in many other countries and increase the interactivity of colleges/schools of pharmacy around the world.

*Emeriti Appointments*

**Gloria H. Bonner**, Assistant Professor Emerita of Medical Surgical Nursing, October 1, 2003

**James L. Heitsch**, Professor Emeritus of Mathematics, Statistics, and Computer Science, May 16, 2006

**Arthur L. Licht**, Professor Emeritus of Physics, June 16, 2005

**Marcia A. Miller-Hjelle**, Professor Emerita of Microbiology in Biomedical and Therapeutic Sciences, College of Medicine at Peoria, March 1, 2006

**Graciela L. Reyes**, Professor Emerita of Spanish, French, Italian and Portuguese, January 1, 2006

**Bohdan Rubchak**, Professor Emeritus of Slavic and Baltic Languages and Literatures, August 16, 2005

Springfield

**Ranjan Karri**, Associate Professor of Management, summer appointment, on 33 percent time, at a monthly rate of \$4,148, May 16–August 15, 2006; and continuing as Q probationary faculty, on an academic year service basis, on 100 percent time, at an annual salary of \$112,000, for four years beginning August 16, 2006.

*Emeriti Appointments*

**Nada Chang**, Associate Professor Emerita, Biology Program, August 1, 2006

**Anne Draznin**, Professor Emerita of Legal Studies, September 1, 2006

**Janis Droegkamp**, Professor Emerita, Individual Option Program, August 1, 2006

**Alonzo J. Mackelprang**, Professor Emeritus of Public Administration, August 1, 2006

Urbana-Champaign

**Amitai Aviram**, Associate Professor, College of Law, summer appointment, on 100 percent time, at a monthly rate of \$4,015, May 9-August 15, 2006, and continuing as Q probationary faculty, on an academic year service basis, on 100 percent time, at an annual salary of \$125,000, for four years beginning August 16, 2006.

**Ryan C. Bailey**, Assistant Professor of Chemistry, summer appointment, on 100 percent time, at a monthly rate of \$7,556, July 16-August 15, 2006, and continuing as probationary faculty on tenure track year one, on an academic year service basis, on 100 percent time, at an annual salary of \$68,000, effective August 16, 2006.

\* **Anne Baranger**, Associate Professor of Chemistry, summer appointment, on 100 percent time, at a monthly rate of \$10,000, May 16-August 15, 2006, and continuing on indefinite tenure, on an academic year service basis, on 100 percent time, at an annual salary of \$90,000, effective August 16, 2006.

\* **Robert Dantzer**, Professor of Pathology, College of Medicine at Urbana-Champaign, on indefinite tenure, on an academic year service basis, on 50 percent time, at an annual salary of \$66,000, beginning April 10, 2006; and Professor of Animal Sciences, College of Agricultural, Consumer and Environmental Sciences, on indefinite tenure, on an academic year service basis, on 50 percent time, at an annual salary of \$66,000, beginning April 10, 2006, for a total salary of \$132,000.

\* **Jodi A. Flaws**, Professor of Veterinary Biosciences, on indefinite tenure, on an academic year service basis, on 100 percent time, at an annual salary of \$100,000, beginning August 16, 2006.

\* **John F. Hartwig**, Professor of Chemistry, summer appointment, on 100 percent time, at a monthly rate of \$20,000, May 16-August 15, 2006, and continuing on indefinite tenure, on an academic year service basis, on 100 percent time, at an annual salary of \$180,000, effective August 16, 2006.

**Angela Christine Hurt**, Associate Professor, College of Law, summer appointment, on 100 percent time, at a monthly rate of \$6,500, June 16-August 15, 2006, and continuing as Q probationary faculty, on an academic year service basis, on 100 percent time, at an annual salary of \$115,000, for four years beginning August 16, 2006.

\* **Mary Kalantzis**, Professor of Curriculum and Instruction, on indefinite tenure, on an academic year service basis, on zero percent time, non-salaried, beginning August 16, 2006. Dr. Kalantzis was appointed as Dean, College of Education, by the Board of Trustees on May 11, 2006.

\* **Robert M. Lawless**, Professor, College of Law, summer appointment, on 100 percent time, at a monthly rate of \$6,500, June 16-August 15, 2006, and continuing on indefinite tenure, on an academic year service basis, on 100 percent time, at an annual salary of \$152,000, effective August 16, 2006.

**Douglas J. Miller**, Assistant Professor of Business Administration, summer appointment, on 100 percent time, at a monthly rate of \$13,333, June 16-August 15, 2006, and continuing as probationary faculty on tenure track year one, on an academic year service basis, on 100 percent time, at an annual salary of \$120,000, effective August 16, 2006.

**Yuan-Xiang Pan**, Assistant Professor of Food Science and Human Nutrition, summer appointment, on 100 percent time, at a monthly rate of \$6,944, June 1-August 15, 2006, and continuing as probationary faculty on tenure track year one, on an academic year service basis, on 100 percent time, at an annual salary of \$62,500, effective August 16, 2006.

Former Position: Assistant Scientist, Department of Biochemistry and Molecular Biology, College of Medicine, University of Florida, Gainesville (since 2003)

\* **David M. Richman**, Associate Professor of Special Education, summer appointment, on zero percent time, non-salaried, May 16-August 15, 2006, and continuing on indefinite tenure, on an academic year service basis, on 100 percent time, at an annual salary of \$74,000, effective August 16, 2006.

**Tetsuya Tanaka**, Assistant Professor of Animal Sciences, summer appointment, on 100 percent time, at a monthly rate of \$7,034, May 16-August 15, 2006, and continuing as probationary faculty on tenure track year one, on an academic year service basis, on 100 percent time, at an annual salary of \$63,303, effective August 16, 2006.

**Carin Vanderpool**, Assistant Professor of Microbiology, School of Molecular and Cellular Biology, probationary faculty on initial/partial term appointment, on an academic year service basis, on 100 percent time, at an annual salary of \$67,000, effective November 16, 2006.

#### *Emeriti Appointments*

**Donald E. Carlson**, Professor Emeritus of Theoretical and Applied Mechanics, May 16, 2006

**Samuel H. Carpenter**, Professor Emeritus of Civil and Environmental Engineering,  
June 16, 2006

**Thomas F. Conry**, Professor Emeritus of Industrial and Enterprise Systems Engineering,  
May 16, 2006

**Stephen J. Kaufman**, Professor Emeritus of Cell and Developmental Biology, School of  
Molecular and Cellular Biology, College of Liberal Arts and Sciences; and Professor  
Emeritus of Medical Cell and Developmental Biology, College of Medicine,  
September 1, 2006

**Juraj V. Medanic**, Professor Emeritus of Industrial and Enterprise Systems Engineering,  
June 16, 2006

**Antonino Musumeci**, Professor Emeritus of Italian in the Department of Spanish, Italian,  
and Portuguese, May 16, 2006

**Charles C. Stewart**, Professor Emeritus of History, July 1, 2006

**Jeremiah D. Sullivan**, Professor Emeritus of Physics, July 1, 2006

**James P. Wolfe**, Professor Emeritus of Physics, May 16, 2006

#### **ADMINISTRATIVE/PROFESSIONAL STAFF**

**F. Donald Block**, Associate Director of Housing for Dining Services, Housing Division,  
Urbana-Champaign, non-tenured, on a twelve-month service basis, on 100 percent time,  
at an annual salary of \$115,000, beginning July 16, 2006. Mr. Block was appointed to  
serve as Interim Associate Director of Housing for Dining Services under the same  
conditions and salary arrangement beginning April 16, 2006.

\* **William Brustein**, Associate Provost of International Affairs and Director of  
International Programs and Studies, Office of the Provost and Vice Chancellor for  
Academic Affairs, Urbana-Champaign, non-tenured, on a twelve-month service basis, on  
100 percent time, at an annual salary of \$194,000 (equivalent to an annual nine-month  
base salary of \$158,727 plus two-ninths annualization of \$35,273) and an administrative  
increment of \$12,000, beginning January 1, 2007. Dr. Brustein will be appointed to the  
rank of Professor of Sociology, College of Liberal Arts and Sciences, on indefinite  
tenure, on an academic year service basis, on zero percent time, non-salaried, beginning  
January 1, 2007. In addition, he will be appointed to the positions of Professor of  
Political Science and Professor of History, College of Liberal Arts and Sciences, non-  
tenured, on an academic year service basis, on zero percent time, non-salaried, beginning  
January 1, 2007; and Alumni Professor of International Studies, non-tenured, on an

academic year service basis, on zero percent time, non-salaried, beginning January 1, 2007, for a total salary of \$206,000.

**Jorge Chapa**, Director, Center for Democracy in a Multiracial Society, Office of the Provost and Vice Chancellor for Academic Affairs, Urbana-Champaign, non-tenured, on a twelve-month service basis, on 75 percent time, at an annual salary of \$113,667 (equivalent to an annual nine-month base salary of \$93,000 plus two-ninths annualization of \$20,667) and an administrative increment of \$6,333, beginning July 16, 2006.

Dr. Chapa will be appointed as Visiting Professor of Sociology, College of Liberal Arts and Sciences, non-tenured, on an academic year service basis, on 25 percent time, at an annual salary of \$31,000, beginning July 16, 2006. He will be considered for the rank of Professor of Sociology, on indefinite tenure. Pending successful completion of a campus level review, a recommendation will be forwarded to the Board for approval. It is anticipated that such recommendation will include indefinite tenure maintained at 100 percent time. Dr. Chapa will also be appointed to the position of Visiting Professor, Latina/Latino Studies Program, College of Liberal Arts and Sciences, non-tenured, on an academic year service basis, on zero percent time, non-salaried, beginning July 16, 2006, for a total salary of \$151,000. In the event of approval for indefinite tenure at the rank of Professor in the Department of Sociology, the visiting modifier will be removed from the faculty appointment in the Latina/Latino Studies Program.

**Pamela J. Christman**, Director of Recruitment and Training, Office of Campus Development, Urbana-Champaign, non-tenured, on a twelve-month service basis, on 100 percent time, at an annual salary of \$101,018, beginning July 16, 2006.

Ms. Christman was appointed to serve as Interim Director of Recruitment and Training under the same conditions and salary arrangement beginning June 16, 2006.

**Leanne R. Courson**, Senior Director of Development/University of Illinois Foundation Principal Gifts Associate, Office of Campus Development, Urbana-Champaign, and University of Illinois Foundation, non-tenured, on a twelve-month service basis, on 100 percent time, at an annual salary of \$95,000, beginning July 16, 2006. Ms. Courson was appointed to serve as Interim Senior Director of Development/University of Illinois Foundation Principal Gifts Associate under the same conditions and salary arrangement beginning July 1, 2006.

**Karen A. Engelhardt**, Director of Information Services Operations, University of Illinois Hospital and Clinics, Chicago, non-tenured, on a twelve-month service basis, on 100 percent time, at an annual salary of \$130,275, beginning July 17, 2006.

Ms. Engelhardt was appointed to serve as Interim Director of Information Services Operations, non-tenured, with an administrative increment of \$23,292, beginning February 16, 2005.

\* **Edna Erez**, Head of the Department of Criminal Justice, College of Liberal Arts and Sciences, Chicago, non-tenured, on an academic year service basis, with an administrative increment of \$7,000, beginning August 16, 2006. Dr. Erez will be appointed to the rank of Professor of Criminal Justice, on indefinite tenure, on an academic year service basis, on 100 percent time, at an annual salary of \$140,000, beginning August 16, 2006, for a total salary of \$147,000.

**Chester S. Gardner**, Special Assistant to the President (for Global Campus), Office of the President, University Administration, non-tenured, on a twelve-month service basis, on 100 percent time, at an annual salary of \$270,000, beginning July 14, 2006. Dr. Gardner was appointed to serve as Visiting Special Assistant to the President under the same conditions and salary arrangement beginning July 1, 2006. He will continue to hold the rank of Professor of Electrical and Computer Engineering, College of Engineering, Urbana-Champaign, on indefinite tenure, on an academic year service basis, on zero percent time, non-salaried, effective July 1, 2006; Research Professor, Coordinated Science Laboratory, College of Engineering, Urbana-Champaign, non-tenured, on an academic year service basis, on zero percent time, non-salaried, effective July 1, 2006; Research Professor, Micro and Nanotechnology Laboratory, College of Engineering, Urbana-Champaign, non-tenured, on an academic year service basis, on zero percent time, non-salaried, effective July 1, 2006; and Departmental Affiliate in Atmospheric Sciences, College of Liberal Arts and Sciences, Urbana-Champaign, non-tenured, on an academic year service basis, on zero percent time, non-salaried, effective July 1, 2006, for a total salary of \$270,000.

**Martin Gartzman**, Assistant Vice Chancellor and Executive Director for High School Development, Office of the Vice Provost for Undergraduate Affairs, Chicago, non-tenured, on a twelve-month service basis, on 100 percent time, at an annual salary of \$123,500, beginning July 17, 2006. Mr. Gartzman was appointed to serve as Visiting Assistant Vice Chancellor and Executive Director for High School Development, non-tenured, on a twelve-month service basis, on 50 percent time, at an annual salary of \$61,750, beginning June 1, 2006.

**William G. Goodman**, Assistant Dean for Administration and Technology, College of Applied Life Studies, Urbana-Champaign, non-tenured, on a twelve-month service basis, on 100 percent time, at an annual salary of \$118,417, beginning July 16, 2006. Mr. Goodman was appointed to serve as Interim Assistant Dean for Administration and Technology under the same conditions and salary arrangement beginning July 1, 2006.

**Peter B. Hales**, Chair of the Department of Art History, College of Architecture and the Arts, Chicago, non-tenured, on an academic year service basis, with an administrative increment of \$5,000, beginning August 16, 2006. Dr. Hales will continue to hold the rank of Professor of Art History, on indefinite tenure, on an academic year service basis,

on 100 percent time, at an annual salary of \$100,000, effective August 16, 2006, for a total salary of \$105,000.

**Nancy Hathaway**, Director, Office for the Protection of Research Subjects, Office of the Vice Chancellor for Research, Chicago, non-tenured, on a twelve-month service basis, on 100 percent time, at an annual salary of \$122,000, beginning July 17, 2006.

**Clark Hulse**, Associate Chancellor, Office of the Chancellor, Chicago, non-tenured, on a twelve-month service basis, on 50 percent time, at an annual salary of \$92,975 and an administrative increment of \$18,900, beginning August 16, 2006. Dr. Hulse will continue to serve as Dean of the Graduate College, non-tenured, on a twelve-month service basis, on 50 percent time, at an annual salary of \$92,975 and an administrative increment of \$5,150, effective August 16, 2006; Professor of English, College of Liberal Arts and Sciences, on indefinite tenure, on an academic year service basis, on zero percent time, non-salaried, effective August 16, 2006; and Professor of Art History, College of Architecture and the Arts, non-tenured, on an academic year service basis, on zero percent time, non-salaried, effective August 16, 2006, for a total salary of \$210,000.

**David E. Irwin**, Head of the Department of Psychology, College of Liberal Arts and Sciences, Urbana-Champaign, non-tenured, on an academic year service basis, with an administrative increment of \$8,800, beginning August 16, 2006. Dr. Irwin will receive an amount equal to two-ninths of his total academic year salary for two months' administrative service during each summer of his appointment as Head (\$37,511 for Summer 2007). He will continue to hold the rank of Professor of Psychology, College of Liberal Arts and Sciences, on indefinite tenure, on an academic year service basis, on 100 percent time, at an annual salary of \$160,000, effective August 16, 2006; and Professor, Beckman Institute for Advance Science and Technology, non-tenured, on an academic year service basis, on zero percent time, non-salaried, effective August 16, 2006, for a total 2006-07 salary of \$206,311.

**Martin S. Jaffe**, Director of the Urban Planning and Policy, College of Urban Planning and Public Affairs, Chicago, non-tenured, on an academic year service basis, with an administrative increment of \$6,546, beginning August 16, 2006. Dr. Jaffe will continue to receive an amount equal to two-ninths of his total academic year salary for two months' service during each summer of his appointment as Director (\$18,596 for Summer 2007). He was appointed to serve as Interim Director of Urban Planning and Policy, summer appointment, on 100 percent time, at a monthly rate of \$727, May 16-July 15, 2006. He will continue to hold the rank of Associate Professor of Urban Planning and Policy, on indefinite tenure, on an academic year service basis, on 100 percent time, at an annual salary of \$77,141, effective August 16, 2006; and Director, IL-IN Seed Grant Program, Great Cities Institute, non-tenured, on an academic year service basis, with an administrative increment of \$7,000, effective August 16, 2006, for a total salary of \$109,283.

**Dennis Dean Jorgensen**, Director of Institute of Entrepreneurial Studies (IES), College of Business Administration, Chicago, non-tenured, on a twelve-month service basis, on 100 percent time, at an annual salary of \$100,000, beginning July 17, 2006.

Mr. Jorgensen was appointed to serve as Visiting Director of Institute of Entrepreneurial Studies under the same conditions and salary arrangement beginning January 3, 2006.

**Mary Lelik**, Director of Institutional Research, Office of the Vice Provost for Resource Planning and Management, Chicago, non-tenured, on a twelve-month service basis, on 100 percent time, at an annual salary of \$100,000, beginning August 7, 2006.

\* **Steven R. Leigh**, Head of the Department of Anthropology, College of Liberal Arts and Sciences, Urbana-Champaign, non-tenured, on an academic year service basis, with an administrative increment of \$7,700, beginning August 16, 2006. Dr. Leigh will receive an amount equal to one-ninth of his total academic year salary for one month's administrative service during each summer of his appointment as Head (\$11,686 for Summer 2007). Pending Board of Trustees approval via the July 13, 2006 Board agenda item, Promotions in Academic Rank and Change in Tenure, Dr. Leigh will be promoted in rank from Associate Professor to Professor of Anthropology, College of Liberal Arts and Sciences, on indefinite tenure, on an academic year service basis, on 100 percent time, at an annual salary of \$97,476, effective August 16, 2006; and Affiliate, Institute for Genomic Biology, College of Liberal Arts and Sciences, non-tenured, on an academic year service basis, on zero percent time, non-salaried, effective August 16, 2006, for a total 2006-07 salary of \$116,862.

**David H. Loffing**, Senior Associate Hospital Director, University of Illinois Hospital and Clinics, Chicago, non-tenured, on a twelve-month service basis, on 100 percent time, at an annual salary of \$178,000, beginning July 17, 2006. Mr. Loffing was appointed to serve as Interim Senior Associate Hospital Director, non-tenured, with an administrative increment of \$23,500, beginning April 16, 2006.

**Jennifer Susan Michael**, Director of Information Services Applications, University of Illinois Hospital and Clinics, Chicago, non-tenured, on a twelve-month service basis, on 100 percent time, at an annual salary of \$138,440, beginning July 17, 2006.

**Claudia Morrissey**, Assistant Dean for Faculty Advancement, College of Medicine at Chicago, non-tenured, on a twelve-month service basis, on 25 percent time, at an annual salary of \$27,038, beginning July 17, 2006. Ms. Morrissey was appointed to serve as Visiting Assistant Dean for Faculty Advancement under the same conditions and salary arrangement beginning January 1, 2006. She will continue to serve as Associate Director, Center for Research on Women and Gender, non-tenured, on a twelve-month service basis, on 75 percent time, at an annual salary of \$81,113, effective January 1, 2006, for a total salary of \$108,151.



**Gary Nalley**, Director of Technology Advancement, Information Services, University of Illinois Hospital and Clinics, Chicago, non-tenured, on a twelve-month service basis, on 100 percent time, at an annual salary of \$135,000, beginning July 17, 2006. Mr. Nalley was appointed to serve as Visiting Director of Technology Advancement under the same conditions and salary arrangement beginning May 22, 2006.

**Thomas I. Prudhomme**, Senior Research Scientist, Institute of Government and Public Affairs, University Administration, non-tenured, on a twelve-month service basis, on 100 percent time, at an annual salary of \$135,581, beginning July 14, 2006.

Dr. Prudhomme was appointed to serve as Interim Senior Research Scientist under the same conditions and salary arrangement beginning May 16, 2006.

**Edmund G. Seebauer**, Head of the Department of Chemical and Biomolecular Engineering, College of Liberal Arts and Sciences, Urbana-Champaign, non-tenured, on an academic year service basis, with an administrative increment of \$5,000, beginning August 16, 2006. Dr. Seebauer will receive an amount equal to two-ninths of his total academic year salary for two months' administrative service during each summer of his appointment as Head (\$31,556 for Summer 2007). He will continue to hold the rank of Professor of Chemical and Biomolecular Engineering, College of Liberal Arts and Sciences, on indefinite tenure, on an academic year service basis, on 100 percent time, at an annual salary of \$137,000, effective August 16, 2006, for a total 2006-07 salary of \$173,556.

**Dick W. Simpson**, Head of the Department of Political Science, College of Liberal Arts and Sciences, Chicago, non-tenured, on an academic year service basis, with an administrative increment of \$7,000, beginning August 16, 2006. Dr. Simpson will continue to hold the rank of Professor of Political Science, on indefinite tenure, on an academic year service basis, on 100 percent time, at an annual salary of \$86,130, effective August 16, 2006, for a total salary of \$93,130.

\* **Yolanda Suarez-Balcazar**, Head of the Department of Occupational Therapy, College of Applied Health Sciences, Chicago, non-tenured, on an academic year service basis, with an administrative increment of \$8,182, beginning August 16, 2006. She was appointed to serve as Interim Head, summer appointment, on 100 percent time, at a monthly rate of \$10,754, May 16-July 15, 2006. She will be promoted to the rank of Professor of Occupational Therapy, on indefinite tenure, on an academic year service basis, on 100 percent time, at an annual salary of \$120,000, beginning August 16, 2006, for a total salary of \$128,182.

**Ginger L. Velazquez**, Director of Business and Finance, University Administration, non-tenured, on a twelve-month service basis, on 100 percent time, at an annual salary of \$100,000, beginning July 14, 2006. Ms. Velazquez was appointed to serve as Interim

Director of Business and Finance under the same conditions and salary arrangement beginning April 16, 2006.

**Joseph Vitosky**, Assistant Vice President for Facilities Planning and Programs, University Administration, non-tenured, on a twelve-month service basis, on 100 percent time, at an annual salary of \$140,000, beginning July 14, 2006. Mr. Vitosky was appointed to serve as Interim Assistant Vice President for Facilities Planning and Programs under the same conditions and salary arrangement beginning April 16, 2006.

**Steven C. Zimmerman**, Head of the Department of Chemistry, College of Liberal Arts and Sciences, Urbana-Champaign, non-tenured, on an academic year service basis, with an administrative increment of \$7,700, beginning August 16, 2006. Dr. Zimmerman will receive an amount equal to two-ninths of his total academic year salary for two months' administrative service during each summer of his appointment as Head (\$40,600 for Summer 2007). He was appointed to serve as Interim Head of the Department of Chemistry under the same conditions and salary arrangement beginning August 16, 2005. Dr. Zimmerman will continue to hold the rank of Professor of Chemistry, College of Liberal Arts and Sciences, on indefinite tenure, on an academic year service basis, on 100 percent time, at an annual salary of \$175,000, effective August 16, 2006; William H. and Janet Lycan Professor of Chemistry, College of Liberal Arts and Sciences, non-tenured, on an academic year service basis, on zero percent time, non-salaried, effective August 16, 2006; and Institute Affiliate, Beckman Institute for Advanced Science and Technology, non-tenured, on an academic year service basis, on zero percent time, non-salaried, effective August 16, 2006, for a total 2006-07 salary of \$223,300.

### **INTERCOLLEGIATE ATHLETIC STAFF**

**Michelle S. Dasso**, Head Varsity Coach, Women's Tennis, Division of Intercollegiate Athletics, Urbana-Champaign, non-tenured, on a ten months' service paid over twelve months service basis, with a multi-year agreement, on 100 percent time, at an annual salary of \$60,000, beginning August 16, 2006 through August 15, 2009. In addition, for service as Head Coach for the University's Women's Tennis camps and clinics, Ms. Dasso will receive 90 percent of the net profit of the camps and clinics. A performance review will be held in June of each contract year to determine any compensation increases after August 15, 2007. Coach Dasso will receive a one-time payment of \$3,000 as a signing incentive for foregoing other career opportunities, including anticipated payment for serving in the University of Notre Dame's summer camp program during Summer 2006. Ms. Dasso began serving as Head Varsity Coach, Women's Tennis on July 1, 2006.

**Mark A. Johnson**, Head Varsity Coach, Wrestling, Division of Intercollegiate Athletics, Urbana-Champaign, a fifth amendment to extend the current multi-year agreement, on a ten months' service paid over twelve months service basis, on 100 percent time, effective

March 1, 2006, through March 31, 2011, at an annual base salary of \$103,380. In addition, Coach Johnson will receive an increment for educational, public relations, and promotional activities on a ten months' service paid over twelve months service basis, at an annual rate of \$10,000, for a total annual salary of \$113,380. A performance review will be held in December of each contract year to determine any compensation increases after February 28, 2007. This fifth amendment supersedes Coach Johnson's current employment contract effective from March 1, 2004 through March 31, 2007, and extends the existing amendments.

**Renee S. Slone**, Head Varsity Coach, Women's Golf, Division of Intercollegiate Athletics, Urbana-Champaign, non-tenured, on a ten months' service paid over twelve months service basis, with a multi-year agreement, on 100 percent time, at an annual salary of \$60,000, beginning August 16, 2006 through August 15, 2009. In addition, for service as Head Coach for the University's Women's Golf camps and clinics, Ms. Slone will receive 90 percent of the net profit of the camps and clinics. A performance review will be held in June of each contract year to determine any compensation increases after August 15, 2007. Coach Slone will receive a one-time payment of \$3,000 as a signing incentive for foregoing other career opportunities, including a performance-based increment earned during service at Connestee Falls Country Club. Ms. Slone began serving as Head Varsity Coach, Women's Golf, on July 1, 2006.

On motion of Dr. Schmidt, these appointments were confirmed.

#### Appointment of University Retirees

(8) The following recommendations for appointment of University retirees are presented for approval. The President of the University concurs.

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.