

CONFIDENTIAL

MEETING OF THE GOVERNANCE, PERSONNEL, AND ETHICS COMMITTEE
APPROVED BY THE
COMMITTEE
OF THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ILLINOIS

November 5, 2010

DEC - 6 2010

Michael M. Thompson
SECRETARY OF THE BOARD

This meeting of the Governance, Personnel, and Ethics Committee was held on Friday, November 5, 2010, beginning at 9:05 a.m. via videoconference in Room 206 A & B, Student Center West, 828 South Wolcott Avenue, Chicago, Illinois; Room 364, Henry Administration Building, 506 South Wright Street, Urbana, Illinois; and Room 550, the Hatmaker Room, Public Affairs Center, One University Plaza, Springfield, Illinois.

Trustee Pamela B. Strobel, chair of the committee, called the meeting to order and asked the clerk to call the roll. The following committee members were present: Ms. Karen Hasara, Mr. James D. Montgomery,* Ms. Pamela B. Strobel, and student trustee Daniel Soso.

Also present were: President Michael J. Hogan; Vice President Mrinalini C. Rao; Vice President/Chief Financial Officer and Comptroller Walter K. Knorr; Mr. Thomas R. Bearrows **; Mr. Steven A. Veazie, Deputy University Counsel; Ms. Maureen Parks, Assistant Vice President for Human Resources; Ms. Margaret O'Donoghue, Associate Chancellor, Urbana; Ms. Donna McNeely, University Ethics Officer; Ms. DeShana Forney, Associate Director, Governmental Relations; and Ms. Janier Koss, Board of Trustees staff.

Ms. Strobel stated that the primary purpose of this meeting was to discuss plans for a talent review and leadership development for the University, in aid of succession planning for the University.

Approval of Minutes of Committee Meeting of September 16, 2010

Ms. Strobel indicated that the clerk presented minutes of the committee meeting of September 16, 2010, and asked if any member had corrections or changes to these minutes. There being none, she asked for a motion to approve the minutes. On motion of Ms. Hasara, seconded by Mr. Soso these minutes were approved unanimously.

Motion for Executive Session

Ms. Strobel announced that a motion was in order to convene an executive session to discuss University employment or appointment-related matters. On motion of Mr. Soso, seconded by Ms. Hasara, this was approved unanimously.

* Mr. Montgomery arrived at 9:10 a.m.

**Mr. Bearrows arrived at 9:50 a.m.

Executive Session
University Employment or Appointment-Related Matters

Executive Session Adjourned

There being no further business, the executive session was adjourned at 9:20 a.m.

Committee Meeting Resumed in Open Session

Immediately following the executive session, the committee meeting resumed in open session. Ms. Strobel stated that a discussion of the University's programs for talent review and advancement planning would begin with a summary of the Academic Leadership Program that is conducted by the Committee on Interinstitutional Cooperation (CIC), in which the Urbana and Chicago campuses participate. She noted that materials concerning this program had been sent to the committee members before the meeting (materials on file with the clerk). She then invited President Hogan to describe this program from his experiences with it. The President first explained that the Big Ten universities plus the University of Chicago, and that the University of Illinois at Chicago was invited to be a part of the CIC in recent years. He described the training and leadership development afforded by the Academic Leadership Program and stressed the impressiveness of this leadership development program. He then invited Vice President Rao, a former participant and institutional liaison to the program to comment. Dr. Rao described her

experiences and the training schedule of the program, which is a one-year program, as well as current costs. (Materials on file with the clerk.)

Ms. Strobel then referred to other materials distributed to the committee members prior to the meeting concerning a University of Illinois leadership training program, the University Fellows Program, which ceased operations in spring 2010, and is now under review for restructuring for cost savings. Ms. Strobel invited Ms. Parks to describe this program, which involves the training and of middle level administrators to prepare them for assuming higher level positions. Ms. Parks described the University Fellows Program, stating that it was a three year program that included specialized skill training and mentoring. Ms. Parks noted that she was a graduate of this program. She also presented information about the costs of this program and stressed that efforts are underway to develop a new program format that would cost less.

Discussion followed, which included laudatory observations about these two programs and a request to Dr. Rao and Ms. Parks to work together to involve more faculty and middle level administrators in these programs to increase the pool of well prepared, talented administrators for providing leadership for the University and personally advancing within the University.

Old Business

There was no business presented under this aegis.

New Business

Ms. Strobel invited Secretary Thompson to comment on a project requested by Chairman Kennedy. Dr. Thompson reported that Mr. Kennedy had requested that responses be provided to the questions and comments the Board members offered under the rubric of the "Role of the Board" in the final session of the Board retreat in July 2010. She said that some of the questions and comments relate to policies the committee might address. She suggested that she work with colleagues at the University to draft responses to these items and present a report to the committee at its January meeting for discussion and further direction. The committee members were generally supportive of this approach and there was no disagreement.

The next item of new business was discussion of the date and time for the committee's next meeting. This was set for Tuesday, January 18, 2011, at 2:00 p.m.

Meeting Adjourned

There being no further business Ms. Strobel asked for a motion to adjourn the committee meeting. On motion of Mr. Montgomery, seconded by Mr. SoSo, the meeting was adjourned at 10:20 a.m.

Respectfully submitted,

Michele M. Thompson
Clerk

Pamela B. Strobel
Chair