

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 21, 2011

This meeting of the Board of Trustees of the University of Illinois was held in Chicago Rooms B and C, UIC Student Center West, 828 South Wolcott Avenue, Chicago campus, Chicago, Illinois, on Thursday, July 21, 2011, beginning at 8:00 a.m.

Chair Christopher G. Kennedy called the meeting to order and asked the secretary to call the roll. The following members of the Board were present:

Mr. Ricardo Estrada, Ms. Karen Hasara, Ms. Patricia Brown Holmes, Mr. Christopher G. Kennedy, Dr. Timothy N. Koritz, Mr. Edward L. McMillan, Mr. James D. Montgomery, Mr. Lawrence Oliver, Ms. Pamela B. Strobel. Governor Pat Quinn was absent. The following nonvoting student trustees were present: Ms. Hannah Ehrenberg, Urbana-Champaign campus; Mr. Kenneth M. Thomas, Chicago campus; Mr. John W. Tienken, Springfield campus.

President Michael J. Hogan was present. Also present were the officers of the Board: Mr. Walter K. Knorr, comptroller (and vice president/chief financial officer); Mr. Thomas R. Bearrows, university counsel; Mr. Lester H. McKeever, Jr., treasurer; Dr. Michele M. Thompson, secretary. In addition, the following persons were also in

attendance: Dr. Lisa L. Troyer, chief of staff for the president; Ms. Marna K. Fuesting and Ms. C. Ellen Foran, both assistant secretaries, Ms. Eileen B. Cable, special assistant to the secretary.

#### MOTION FOR EXECUTIVE SESSION

At 8:05 a.m., Mr. Kennedy stated: “A motion is now in order to hold an executive session to consider University employment or appointment-related matters.”

The motion was made by Ms. Strobel, seconded by Mr. Montgomery, and approved.

#### EXECUTIVE SESSION ADJOURNED

There being no further business, the executive session adjourned at 9:05 a.m.

#### REGULAR SESSION RESUMED

At 9:05 a.m., Mr. Kennedy announced that the regular meeting would resume. All Board members recorded as present at the start of the meeting were in attendance.

#### PERFORMANCE OF THE STATE SONG

Mr. Kennedy referred to the importance of the arts and introduced Ms. Denise Yates, a former student trustee from the Springfield campus and now associate director of the Office of Graduate Diversity Programs, College of Medicine at Chicago, to sing the State

song, *Illinois*, which was written by C. H. Chamberlain and composed by Archibald Johnson.

#### INSTALLATION OF STUDENT TRUSTEES

Next, Mr. Kennedy asked Ms. Hasara to introduce the new student trustees. Ms. Hasara welcomed Ms. Ehrenberg, Mr. Thomas, and Mr. Tienken as new student trustees and invited them to join her at the podium. She introduced each new student trustee and provided some information about each. She then read them the responsibilities associated with their role and offered congratulations on behalf of the Board, which was followed by a round of applause.

#### ANNOUNCEMENTS FROM THE CHAIR

Mr. Kennedy thanked everyone for attending the meeting and provided a preview of the day's schedule. He referred to the incorporation of the Illinois Industrial University in July 1867 and expressed appreciation for the Board's boldness in leadership at that time. He said that the Board provided a tribute the previous evening to Dr. Mrinalini Rao, vice president for academic affairs, who he said will return to teaching full time in the fall. He thanked her for the many lessons she provided to the trustees, and said her input has helped shape the point of view and vision of the Board. He expressed appreciation for all she has done for the Board and for the University, which was followed by a round of applause.

## INTRODUCTION OF UNIVERSITY OFFICERS AND SENATE OBSERVERS

President Hogan thanked the University officers in attendance and introduced the senate observers and the representative of the academic professional staff: Dr. Donald Chambers, professor of physiology and biophysics and molecular biology, Chicago, vice chair of the executive committee of the Chicago senate, representing the University Senates Conference; Ms. Mary Mallory, associate professor and head of the government document library, representing the Urbana senate; Dr. Abolfazl (Kouros) Mohammadian, associate professor, Department of Civil and Materials Engineering, representing the Chicago senate; Dr. John Martin, assistant professor of astronomy and physics, representing the Springfield senate; and Ms. Deidre Rush, associate director, financial aid office, Chicago, representing the academic professional staff. Also in attendance were: Dr. Tih-Fen Ting, chair of the senate executive committee and chair of the Springfield senate; Dr. Joyce Tolliver, chair of the senate executive committee, Urbana; and Dr. Matthew Wheeler, vice chair of the Urbana senate executive committee and chair of the University Senates Conference.

In addition to those that were previously noted, the following University officers were present: Dr. Robert A. Easter, interim vice president and interim provost/chancellor, University of Illinois at Urbana-Champaign; Dr. Paula Allen-Meares, vice president and chancellor, University of Illinois at Chicago; Dr. Susan J. Koch, vice president and chancellor, University of Illinois at Springfield; Dr. Mrinalini Rao, vice president for academic affairs; Dr. Lawrence B. Schook, interim vice president for

research; Dr. Joe G.N. Garcia, vice president for health affairs; Dr. Avijit Ghosh, special assistant to the president; Ms. Katherine Laing, executive director for governmental relations; and Mr. Thomas P. Hardy, executive director for university relations.

#### WELCOME FROM THE CHANCELLOR AT CHICAGO

Next, Mr. Kennedy asked Dr. Paula Allen-Meares to comment briefly on the Chicago campus and the work that is occurring there. Dr. Allen-Meares welcomed everyone to the Chicago campus and began her presentation (materials on file with the secretary) with a list of recent faculty awards and grants. She stated that the campus is competitive in securing federal research funding, and she showed a chart depicting trends in sponsored program expenditures. She told the Board that Dr. Jason Leigh, professor, computer science, will be featured on the television show *Nova*, and she encouraged trustees to visit the Electronic Visualization Lab on the campus. She said she is optimistic that student enrollment for the 2011-2012 academic year will set a new record at the campus, and she highlighted an award that was received recently by pharmacy students. Next, she discussed the Global Learning Certificate, and then invited two students, Ms. Rashida KhanBey, who is majoring in performing arts, and Ms. Alejandra Onate, a biological sciences major, to comment about the campus. Both students described their experiences with outstanding faculty at Chicago and listed some recent achievements among faculty members and alumni. They spoke favorably about their experiences as students at Chicago, and they discussed their plans for the future. Their comments were followed by a round of applause.

Next, Dr. Allen-Meares thanked Trustee Montgomery, President Hogan, Dr. Heather J. Haberaecker, executive assistant vice president for business and finance, and others at the University for their contributions to the MAFBE (Minority and Female Business Enterprise) conference, and she expressed appreciation for Mr. Montgomery's comments that conveyed the University's commitment to working with minority vendors and contractors. She also referred to an upcoming Health Summit and Expo, the new student convocation, the dedication ceremony for the remodeled Stephen A. Douglas Hall, and she provided the dates for the chancellor's lecture series. She stated that the campus hopes to graduate its first UIC College Preparatory class in May 2013, from the charter high school affiliated with the Chicago campus.

There were no questions or comments regarding the presentation, which was followed by a round of applause.

REPORT FROM CHAIR,  
AUDIT, BUDGET, FINANCE, AND FACILITIES COMMITTEE

Mr. Kennedy then asked Mr. McMillan, chair of the Audit, Budget, Finance, and Facilities Committee, to provide a report from that committee. He said that Mr. McMillan serves on that committee with Trustees Montgomery, Oliver, and Strobel. Mr. McMillan stated that Mr. Oliver acted as chair in his absence at the last meeting, and he asked Mr. Oliver to provide the report.

Mr. Oliver stated that the Audit, Budget, Finance, and Facilities Committee last met on July 11, 2011, with Trustees Montgomery, Oliver, and Strobel in attendance.

He said also present were Mr. McKeever, President Hogan, Mr. Knorr, and a number of staff members. He reported that the committee approved the minutes from the meeting held on May 31, 2011, and that the following presentations were also provided:

Dr. Heather J. Haberaecker reviewed purchase and renewal recommendations; Ms. Angela Cantillon and Mr. Brady O'Connell, representatives from Hewitt EnnisKnupp, made a presentation on University investments; Mr. Knorr made a presentation on the University's long term debt and recent rating agency credit analyses, and he provided an update on the State appropriation receivable, the Fiscal Year 2012 appropriation, and the status of the transfer for the State surveys; Ms. Julia A. Zemaitis, executive director of University audits, presented the two year internal audit plan for FY 2012 and FY 2013; Ms. Jackie Dippel, a representative from the external audit firm KPMG, presented the FY 2011 audit scope for the University's financial and federal and State compliance audits; and Dr. W. Randall Kangas, associate vice president for planning and budgeting, made a presentation on the preliminary FY 2013 budget request. Mr. Oliver stated that the committee discussed Board agenda items within the purview of the committee, and he reported that the next meeting of the committee is scheduled for August 31, 2011.

#### Investment Update

Mr. Knorr asked Mr. O'Connell and Ms. Cantillon to provide an investment update.

Mr. O'Connell referred to the third slide in his presentation (materials on file with the secretary) and provided an update on capital markets in three major asset classes.

Ms. Cantillon reviewed the allocation of operating pool assets and emphasized diversification, high credit quality, and liquidity. She then presented the operating pool performance through March 31, 2011, and reported that it has outperformed its benchmark over the quarter and the one-year period. She stated that its underperformance during the five-and ten-year period was due to the credit crisis, and she emphasized that \$23.8 million of income has been the average generated per year over the last ten years. She stated that the preliminary returns from June 30, 2011, indicate that the operating pool outperformed its benchmark. She then presented a report on the endowment pool market value and asset allocations as of May 31, 2011, noted that these allocations will change in the upcoming year, and presented the endowment pool performance as of March 31, 2011. She stated that it has outperformed its policy benchmark during the quarter and one-year period, and said that preliminary returns as of June 30, 2011, indicate that it will outperform its policy benchmark. She presented charts depicting the current asset allocation policy and the asset allocation policy that was approved by the Board in January 2011, and she reviewed the reasons for suggesting these changes and stated that these will likely result in a higher rate of return with lower risk and more diversification. Next, she reviewed the implementation schedule for these recommendations, which she said are divided into two stages and will be complete in December 2012. Mr. Montgomery asked why the recommendations will take so long to be implemented, and Ms. Cantillon described the time required for the request for proposal process, the State procurement code's requirements, and other additional required steps, stating that taken all together this is a methodical and deliberate process.



Ms. Strobel noted that the timeline had been shortened since the presentation was made to the Audit, Budget, Finance, and Facilities Committee, where similar concerns were discussed. Additional discussion included the impact of the current asset allocation on the endowment pool in previous years and the selection and monitoring of equity managers. Mr. Kennedy inquired about the impact of requiring greater liquidity in the operating pool because of the State's lack of payments to the University, and he, Mr. Knorr, and Ms. Cantillon discussed the lower rate of return that results from the need for greater liquidity. Mr. Kennedy also asked for the investment models used at Ivy League institutions, and Mr. O'Connell provided some information on this topic and agreed to provide a summary with additional information. Mr. Kennedy emphasized the impact and loss of financial gains due to the need for greater liquidity.

#### Financial Indicators

Next, Mr. Knorr provided a report on financial indicators for the University (materials on file with the secretary). He showed the State general fund appropriations by sector for FY 2011 and 2012, which showed a 1.2 percent decrease to higher education, and provided a chart depicting higher education general fund appropriations by sector. He showed a 34 percent decline in the general revenue fund appropriation from FY 2002 through 2012 and presented the capital appropriations from FY 2002 through 2012. He then provided a chart depicting the FY 2011 State appropriation revenue unrestricted funds that have been billed and collected through July 18, 2011, and stated that \$313.0 million, or 46 percent of the FY 2011 appropriation for the University, has not

been received. He showed that \$43.0 million of the FY 2012 appropriation has been collected, and said the State is paying this from an education assistance fund. He presented the unrestricted general revenue fund collections from July 1 through June 30 from FY 2000 through 2012, and he explained that the State has fallen behind in payments for the last three years. Next, he reviewed the month end general revenue fund receivable from FY 2007 through 2011 and referred to a constant shortfall of payments.

Mr. Knorr then presented tuition revenue data, and showed that collections are good. He provided graphs depicting the percentage of students who pay full tuition and fees and those who do not on each campus currently and for the past seven years, and Mr. Kennedy asked how these charts might appear if the data were restricted to only students who are residents of Illinois. A brief discussion followed, and Mr. Knorr stated that he would provide this at a later date. Next, he provided data reflecting the revenue, expense, and net income for the University Hospital. He provided information regarding the University's current long term outstanding debt of slightly more than \$1.6 billion, and stated that this is composed primarily of auxiliary facilities debt. He discussed the cost and interest rates of the University's debt with trustees, and then reported on the University's credit rating and stated that it received a rating of AA- from Standard and Poor's and AA2 from Moody's, both with a negative outlook, which he said is reflective of current State finances. Discussion regarding the presentations that were made to the credit rating agencies followed, and Mr. Knorr provided additional details about visits from credit rating agencies and said he would provide the PowerPoint presentation that was used during these visits.

Mr. Kennedy thanked Mr. Oliver, Mr. Knorr, and others in the business and finance offices of the University for all their hard work.

This concluded the report from the Audit, Budget, Finance, and Facilities Committee, and Mr. Kennedy suggested that the Board take a short break.

At 11:11 a.m., the meeting resumed with all trustees recorded as present at the start of the meeting in attendance.

REPORT FROM CHAIR,  
GOVERNANCE, PERSONNEL, AND ETHICS COMMITTEE

Mr. Kennedy then asked Ms. Strobel to provide a report from the Governance, Personnel, and Ethics Committee, and stated that Ms. Hasara and Mr. Montgomery also serve on the committee. Ms. Strobel stated that since the last Board meeting, the committee met on June 14, 2011, and July 15, 2011. She said that at the meeting that was held on June 14, committee members reviewed proposals to amend two sections of the *Bylaws* of the Board of Trustees. She stated that one proposal recommended changing the name of the Hospital Committee to the University Healthcare System Committee to better reflect the scope of the committee and the University's plans for organizing healthcare related matters. She said there was also a proposal to amend the charter for this committee for consistency. She stated that the other amendment proposed changing the minimum time for the Board as a whole to review proposals to amend the *Bylaws* from 30 to 15 days. She explained that most amendments do not require 30 days to review, and indicated that additional time can be recommended to review changes when deemed necessary. She

reported that the committee had no disagreement with these proposals. She told trustees that the secretary also distributed the proposals to the entire Board for its review prior to this meeting, and said they are included in the agenda for today's meeting.

Ms. Strobel continued reporting on the committee meeting that was held on June 14, and said that the committee also reviewed a draft agenda for the Board's retreat, which was held the previous day, and discussed University employment and appointment-related matters in an executive session.

She stated that at the meeting that was held on July 15, the committee reviewed several recommendations that are on the agenda for today's meeting and are within the purview of the committee. She listed those items, and stated that Dr. Schook provided additional information about the item pertaining to the appointment of campus representatives to the Board of Managers of the University of Illinois Research Park and the appointment of representatives to the Research Park design review committee. She provided a summary these comments. She also stated that Dr. Rao presented a description of the complex and thorough process for reviewing and recommending faculty members for promotion and tenure. Further, she said that committee members also participated in a final review of the draft agenda for the Board's retreat. She said the committee discussed University employment and appointment-related matters in an executive session.

Ms. Strobel concluded her report by stating that the next meeting is scheduled for August 25, 2011, and indicated it is likely to be the only meeting of the committee before the next Board meeting.

REPORT FROM CHAIR,  
ACADEMIC AND STUDENT AFFAIRS COMMITTEE

Mr. Kennedy then asked Ms. Hasara, chair of the Academic and Student Affairs Committee, to provide a report. Ms. Hasara stated that she serves on the committee with Mr. Estrada, Ms. Holmes, Dr. Koritz, Mr. Oliver, Ms. Ehrenberg, Mr. Thomas, and Mr. Tienken. She stated that the committee last met briefly on July 20, 2011, and said that committee members approved the minutes of the meeting that was held on June 8, 2011. She said they discussed items on today's agenda that are within the purview of the committee, and she provided a brief overview of those items. She said the committee also discussed the process for promotion and tenure, and she asked Dr. Rao to comment on the item on the Board's agenda for today's meeting recommending promotion and tenure for some faculty members.

Dr. Rao stated that the promotion and tenure process is critical and said granting promotion and tenure is one of the most pleasurable aspects of her job. She described a thorough and deliberative process, and stated that this has been discussed at the Governance, Personnel, and Ethics Committee meeting and the Academic and Student Affairs Committee meeting. She said the quality of the University is dependent on the caliber and achievements of the faculty, and stated that the granting of promotion and tenure is a fundamental University function. She told the Board that the promotion and tenure item on the Board's agenda for today's meeting includes 335 recommendations for promotion and tenure.

Ms. Hasara then stated that Ms. Katherine Laing, executive director for governmental relations, also provided a presentation on legislation and pension issues at the meeting. She thanked Dr. Rao for her help and service, and stated that she provided a good introduction to the world of academics to committee members. This concluded the report from the Academic and Student Affairs Committee.

#### COMMENTS ON THE INSTITUTE OF AVIATION FROM VICE PRESIDENT/CHANCELLOR EASTER

Mr. Kennedy asked Dr. Robert A. Easter to comment on the recommendation to close the Institute of Aviation at Urbana. Dr. Easter stated that it is a complex issue, and said that after thorough review and consideration, campus administration is recommending the closure of the Institute of Aviation and the discontinuation of the Bachelor of Science degree in aviation human factors and the professional pilot curriculum. He provided a brief history of the Institute of Aviation and presented data regarding applications and enrollment. He told the Board that the Institute of Aviation has come under review by campus administration several times, and he provided some details about these reviews, including one that was part of the Stewarding Excellence initiative. He said the Stewarding Excellence team considered the Institute of Aviation's fiscal difficulties and its fit within the University's mission, and reviewed its annual reports, enrollment data, and strategic plan. He said the team's members also considered the impact of its closure on Willard Airport in Champaign, and concluded that eliminating or significantly reducing the Institute of Aviation would not greatly affect commercial airlines that

operate there. He described consultation with many constituencies, including student advisory groups, and said that he and Dr. Richard Wheeler, interim vice chancellor for academic affairs and provost, Urbana, proposed closing the Institute of Aviation and ending its degree programs in the best interest of the campus and University. He said they initially considered the creation of a self-supporting non-degree program through the Institute of Aviation, but additional study indicated that there is insufficient demand, due in part to its anticipated high cost. He stated that the Educational Policy Committee, which is part of the Urbana Senate, received input and comments from the public and those involved with the Institute of Aviation, and performed an extensive review of the proposals recommending its closure. He said the Educational Policy Committee voted to support the proposal to close the Institute of Aviation, discontinue its undergraduate degree program, and continue offering the graduate degree program through the Graduate College. He said that the Urbana Senate voted 57 to 54 against this proposal, and stated that a resolution that followed proposed the creation of a task force to investigate alternatives throughout the summer, but did not gain enough votes to be discussed on the senate floor.

Dr. Easter then reviewed the key points that led to the proposal on the agenda for today's meeting. He said the Institute of Aviation is the smallest degree granting academic unit with the highest cost per instructional unit; it has experienced decreased enrollment and applications; and it has the lowest academic profile for admitted students. He said the Institute of Aviation has ended each of the last five years with a deficit, and stated that its closure would result in a cost savings. He asked for the

Board's approval of this item, and recommended delaying closure to allow currently enrolled students to complete their studies, estimating that this would occur at the end of the 2013-2014 academic year. He said that until that time, the campus will continue to discuss the creation of a flight training program with other higher education institutions. He stated that he respects the advisory role of the senate, referred to the close vote of the senate on this topic, and mentioned the support of many constituents.

Mr. Kennedy thanked Dr. Easter for his comments and said it was very helpful to be provided with additional information. Dr. Easter and Dr. Wheeler responded to questions from Board members, and trustees discussed the cost of tuition and fees for the undergraduate degree program and flight training program, University costs to maintain the program, and reasons for declining enrollment. They also discussed the impact of its potential closure on the Federal Aviation Agency's investment in a control tower at Willard Airport, the success of similar programs at other institutions, and the possibility of an increased need for pilots in the future. Additional discussion included the placement of the master's degree in the Graduate College, and trustees were informed that flight training is not required for the Master of Science degree in human factors.

#### MOTION FOR EXECUTIVE SESSION

At 11:50 a.m., Chair Kennedy asked for a motion for an executive session and stated: "A motion is now in order to hold an executive session to consider pending, probable, or imminent litigation against, affecting, or on behalf of the University."



The motion was made by Mr. McMillan, seconded by Mr. Montgomery, and approved.

### REGULAR MEETING RESUMED

At 1:41 p.m., the regular meeting resumed. All Board members recorded as present at the start of the meeting were in attendance. Mr. Kennedy introduced two students from the Department of Performing Arts at Chicago to provide a short performance:

Ms. Jordan Roulo, a junior who is majoring in vocal performance, and Mr. Anthony Urgena, a senior working toward a Bachelor of Arts degree in music. Their performance was followed by a round of applause.

### REPORT ON LEGISLATIVE SESSION, SPRING 2011

Next, Mr. Kennedy asked Ms. Laing to provide a report on the spring legislative session of the Illinois General Assembly and other legislation pertinent to the University.

Ms. Laing provided an update from the University Office of Governmental Relations and highlighted the work of Mr. Jonathan Pyatt, director of federal relations, who has been working in Washington, D.C., for the past three months. She discussed efforts within the Office of Governmental Relations to prevent the passing of legislation detrimental to the University and to support legislation that is beneficial, and mentioned specific legislation related to the University's ability to spend tuition funds. She also described efforts to prevent legislation that would have impacted the University's discretion to classify academic and professional employees. She recognized the efforts of Ms. DeShana

Forney, associate director of governmental relations, and Ms. Dianna Barrows, director of State relations, and mentioned the successful passing of a bill regarding the University's ability to collect tuition and fees. She also described the successful passing of legislation related to the use of some restricted medicines in the College of Veterinary Medicine at Urbana. She thanked Ms. Forney and Ms. Barrows, which was followed by a round of applause. She discussed efforts to implement changes to the State's procurement regulations affecting the University and said there has been some progress, noting that there is a bill related to this that is currently in committee.

Ms. Laing then began her presentation (materials on file with the secretary), which she said would focus primarily on pension issues. She presented a slide depicting the State's estimated accumulated unpaid general revenue fund vouchers, and showed that almost 20 percent of the general fund appropriation is allocated to pensions, noting that the General Assembly hopes to stop the growth of pension liability. She said that unfunded pension liabilities are an issue in most states throughout the nation, and stated that the unfunded pension liability equals approximately \$85.0 billion. She discussed the lack of pension payments by the State, provided a timeline of pension changes, and compared the two tiers of the defined benefit plan for University employees. She showed the pension changes impacting employees that were hired on or after January 1, 2011, and she described the proposed changes in Senate Bill 512. She also provided data regarding average annual pensions for retired State employees, showed charts comparing retirement benefits at the University of Illinois to its peers, and presented graphs regarding faculty average total compensation compared to peer groups at each campus.

Next, she showed the faculty total compensation at Urbana compared to other Big Ten institutions, and she concluded her presentation with a brief summary of the current pension issue.

Board members discussed the presentation, and Ms. Laing responded to questions regarding the impact of recently proposed pension legislation. She said that the number of applications for retirement doubled since last year, and indicated it may be a result of the proposed changes in Senate Bill 512.

### PUBLIC COMMENT SESSION

Next, Mr. Kennedy announced a public comment session and explained that the *Procedures Governing Appearances Before the Board of Trustees* allow for a maximum of six individuals to speak for five minutes each. He then introduced the first of three speakers, Mr. Dana Dann-Messier.

Mr. Dann-Messier stated that he is an alumnus of the Institute of Aviation, and said that the Institute of Aviation should remain open. He told the Board that the Institute of Aviation fits within the mission of the University and has alumni support, and he stated that the faculty and students at Urbana do not want it to close. He referred to a future pilot shortage and emphasized the need for college-educated pilots, and stated that the administration has been detrimental to the growth of the Institute of Aviation. He outlined changes made by campus administration that he said negatively affected the Institute of Aviation, and emphasized its strong fit within the University. He urged the Board to allow its legacy to continue.

Mr. Kennedy then called on Mr. Tom W. Emanuel, Jr., to comment.

Mr. Emanuel stated that he is the interim director of the Institute of Aviation and said that the declining number of applications was caused in part by rumors that the Institute of Aviation may close. He said that the limit placed on enrollment and the transfer of the Institute of Aviation faculty to other colleges also affected enrollment, and he indicated that closing the Institute of Aviation would result in small savings and great damage. He said it would also result in job loss, and he reviewed changes implemented by campus administration that he said have had negative consequences. He said that aviation is the second greatest revenue producer in the State, and he predicted an increase in the demand for pilots. He then stated that closing the Institute of Aviation would have a devastating effect on Willard Airport in Champaign, and he asked the Board to vote to keep the Institute of Aviation open or to delay their decision.

Next, Mr. Kennedy invited the last speaker, Mr. E. Allan Englehardt, to comment. Mr. Englehardt stated that he is a retired airline pilot who worked for American Airlines, and said that at a time where the aviation industry is unstable, the Institute of Aviation should be expanded, rather than closed. He said that future pilot positions will require a college degree, and predicted that the need for airline pilots will increase. He said that the flagship University in the State should offer an aviation program, and he urged the Board to keep the Institute of Aviation open.

When the public comment session ended, Mr. Kennedy suggested that the Board take a short break. At 2:33 p.m., he left the meeting, and Mr. McMillan served as chair *pro tem* for the remainder of the meeting.

## AGENDA

Mr. McMillan announced that the agenda for this meeting would now be considered. All Board members recorded as present at the start of the meeting were in attendance, with the exception of Mr. Kennedy. Mr. McMillan explained the items for which a voice vote of the Board is requested would be first, and that the secretary would read the titles of these items. He noted that several Board members had previously discussed concerns with President Hogan and other staff members regarding these items, and he said that he would welcome further discussion at this time.

Each trustee made comments regarding the agenda item no. 1, "Close Institute of Aviation and Eliminate the Bachelor of Science in Aviation Human Factors and the Professional Pilot Curriculum, Urbana." Many expressed appreciation for the comments they had received regarding this issue, and said it was a difficult decision. Ms. Strobel stated that financial issues dictate that the University cannot do everything it has in the past while maintaining a state of excellence, and some Board members agreed. Dr. Koritz and Ms. Holmes referred to their personal experiences with the Institute of Aviation, and some trustees expressed concern that alternatives had not been fully investigated. Discussion continued, and Board members referred to the cost and the need to keep tuition low and ensure access and affordability at the University. The student trustees stated that they would vote against the proposal, and referred to the student resolution and comments from students against the closure. Other trustees mentioned their confidence in the administration and their recommendations, and all agreed it was a

difficult decision. President Hogan commented briefly that he agrees with the chancellor's recommendation, and he referred to the impact of the ongoing deficit at the Institute of Aviation.

Mr. McMillan asked for a motion to move forward to a vote.

On motion of Mr. Montgomery, seconded by Ms. Holmes, this motion was approved.

On motion of Ms. Hasara, seconded by Ms. Holmes, the recommendation was approved by the following vote: Aye, Ms. Hasara, Ms. Holmes, Mr. McMillan, Mr. Montgomery, Mr. Oliver, Ms. Strobel; no, Mr. Estrada, Dr. Koritz; absent, Mr. Kennedy, Governor Quinn.

(The student advisory vote was: no, Ms. Ehrenberg, Mr. Thomas, Mr. Tienken.)

The recommendation follows.

Close Institute of Aviation and Eliminate the Bachelor of Science in Aviation Human Factors and the Professional Pilot Curriculum, Urbana

(1) The Interim Vice President, University of Illinois, and Interim Chancellor, University of Illinois at Urbana-Champaign has recommended the closure of the Institute of Aviation and the elimination of undergraduate academic programs, including the Bachelor of Science in Aviation Human Factors and the Professional Pilot Curriculum.

The campus is proud of the Institute of Aviation's history and of the contributions its employees, students, and alumni have made to the field of aviation and

to our University. Although the Institute degree programs were added relatively recently, the campus has provided flight training since the mid-1940s. The Bachelor of Science in Aviation Human Factors was added to the Institute in 1999, and the Masters of Science in Human Factors was created in 2003. Notwithstanding this proposal to discontinue the degree programs and to close the Institute, the campus is actively investigating ways to keep flight training opportunities available for its students. Specifically, the campus is engaged in ongoing conversations with other institutions of higher education regarding how to support their possible interest in creating local flight training programs.

The campus has long examined how to support the Institute, its faculty, and students, while honoring our commitment to the broader student body, campus community, and the public. The campus has examined the Institute of Aviation within the context of our overall land grant mission and the changing financial picture of this University. Because of its high cost, declining enrollments, adverse impact on the campus academic profile, and the relative weakness of the Institute's connection to the central missions of the campus, it is in the best interests of the campus to close the Institute of Aviation and discontinue its undergraduate academic programs.

The Institute of Aviation is uniquely situated as being the smallest degree-granting unit and the academic unit with the highest cost-to-educate per undergraduate instructional unit on the Urbana campus. Using the methodology created by the Illinois Board of Higher Education to determine instructional costs, the Institute's instructional cost ratio of approximately \$1,200 per undergraduate instructional unit is nearly four times the campus average. Over the past decade, the Institute has seen a trend in

declining applications and enrollments that corresponds to the nation-wide declining interest in aviation since 2001. Between 2002 and 2010, the Institute has seen decreases of 63 percent in applications and 52 percent in enrollment, enrolling only 34 freshmen in 2010.

Using the two key academic metrics of quality that the Board of Trustees has determined should be used to evaluate admissions, ACT score and high school rank, the Institute's freshman class has consistently been the lowest of any undergraduate-admitting unit. The academic profile of the Institute's freshman class improved noticeably when its admissions target was reduced in 2008, but even with an enrollment target reduced to 30 students the Institute still retains its position as the admitting unit with the lowest profile.

Pursuant to Article VIII of the University *Statutes*, the advice of the Urbana-Champaign Academic Senate was sought regarding this proposal. On the Urbana campus, the Academic Senate delegates substantive review of such proposals to its Educational Policy Committee and Standing Rules of the Senate require that a faculty vote and public hearing occur when a proposal seeks the closure of an academic unit. The faculty vote (which included former faculty transferred to new tenure homes in August 2010, the President, Vice President/Chancellor, Provost, and the Director of the Institute) was as follows: two in favor of closing the Institute, four against closure, and three abstentions. The Educational Policy Committee received and considered public comment and feedback in the form of written submissions and at a public hearing on



March 14, 2011. The Educational Policy Committee evaluated this matter at five meetings over the course of the 2011 Spring Semester.

After extensively reviewing the proposals, including review and debate of information submitted by the administration, the Institute, and the public, the Educational Policy Committee voted to support the proposals to close the Institute and eliminate the undergraduate academic programs. The vote of the Educational Policy Committee was as follows: nine in favor of the recommendations set forth herein, three against the recommendations, and one abstention. The Educational Policy Committee's recommendation to close the Institute and eliminate the undergraduate academic programs was submitted to the Academic Senate, which voted 57 to 54 against the proposals. In light of the very close vote of the Senate and the broad support voiced for this proposal by the many bodies consulted as a part of the review of the Institute of Aviation (e.g., Council of Deans, *Stewarding Excellence @ Illinois* Steering Committee, *Stewarding Excellence @ Illinois* Campus Advisory Committee, and Senate and student leadership), it is appropriate and necessary to close the Institute and eliminate the undergraduate academic programs despite the absence of a favorable Senate majority vote.

The closure of the Institute, if approved by the Board, will be delayed until current students have had adequate time to complete their studies, which the campus anticipates will be at the end of Academic Year 2013-2014. During that time period, the campus will continue its active conversations with a local community college regarding its possible interest in creating a flight training program. The campus is committed to

fully investigating avenues to support others' creation of a flight training program, including exploring the possibilities of a trial partnership with another institution during the next three years and the transfer of physical assets to facilitate the creation of such a program.

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.

Mr. Tienken left the meeting at this time.

By consensus, the Board agreed that one vote would be taken and considered the vote on each agenda item nos. 2 through 9 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 June 9, 2011.

On motion of Ms. Hasara, seconded by Mr. Oliver, these minutes were approved.

## Approve Resolution for Mrinalini C. Rao

(3) To: Mrinalini (Meena) C. Rao

You will be remembered with gratitude for your notable contributions to the University and for serving in the role of vice president for academic affairs, since July 2007. Working with the chancellors and provosts of the University, you have provided leadership in defining and shaping strategic academic priorities for the University, leading key academic initiatives, and guiding important academic policy.

Your work is distinguished by your efforts to increase diversity throughout the University, and this commitment to diversity, in all of its forms, has been soundly grounded in a fundamental belief of fairness and opportunity for all human beings. Particularly significant is your strong belief that an institutional commitment to diversity benefits all students.

Emblematic of your untiring efforts are: the leadership you provided to funding and operating the Diversifying Faculty Initiative through the Illinois Board of Higher Education; the Diversity Task Force you established, composed of representation from each campus and University administration; the Diversity Summits you organized wherein the campuses' faculty, administration, staff, and student leadership were brought together for ongoing conversations about diversity and how the University might better support and foster it; and, finally the strategic changes you spearheaded to the President's Award Program to make it more effective for recruiting and increasing the success of its students.

One of the constants throughout your tenure as vice president for academic affairs was ensuring all parties affected had a voice in important discussions. Often you were the conduit for bringing faculty together for cross-campus discussions with administration. Your voice has been clear, as has your conviction that all constituencies must be engaged in crucial decisions.

In addition to your responsibilities as an administrator, you have continued to be a scientist and an educator as Professor of Physiology and Biophysics and Professor of Medicine, College of Medicine at the University of Illinois at Chicago. Your teaching has been recognized with UIC's Award for Excellence in Teaching, the Teaching Recognition Program Award, and the Philip Hawley Distinguished Faculty Award from the Department of Physiology and Biophysics. Being an accomplished teacher, with an intense interest in students' success, you have personally been a mentor to innumerable grateful students. You have maintained an active research laboratory, conducting important research on cholera in an effort to discover better treatment and prevention of this deadly disease. You have committed yourself to expanding the knowledge base of the health sciences for application to the betterment of peoples' lives.

As a person, Dr. Rao, you are engaging, energetic, outgoing, articulate, well-informed, and interested in working collaboratively on projects. Atop your passionate belief in higher education's power to transform lives is a demeanor of respect, collegiality, and a quiet earnestness--plus a sense of humor--that make people happy to work with you. Meena, your unselfish caring, consideration, support, and nurturing of others is always in evidence.

Your life experiences, cross-cultural awareness, professional stature, and outstanding personal qualities continue to enrich and enliven the University. Your excellent sense of priorities and your persistence have produced meaningful change throughout the University.

It is noteworthy, Dr. Rao, that you have brought an extraordinary combination of commitment and effectiveness to the administration of academic affairs, to your research in the department of Physiology and Biophysics, and to your teaching as a faculty member in the College of Medicine. The Board wishes to express its appreciation to you for your service as an exemplary administrator and faculty member of the University of Illinois.

At this time the Board of Trustees, President Michael J. Hogan, faculty members, students, and staff members extend warm wishes to you, Dr. Strohl, and your family.

On motion of Ms. Hasara, seconded by Mr. Oliver, this resolution was approved.

Appoint Interim Director, Division of Intercollegiate Athletics, Urbana

(4) The Interim Vice President, University of Illinois, and Interim Chancellor, University of Illinois at Urbana-Champaign has recommended the appointment of Terry W. Cole, presently Associate Director in the Division of Intercollegiate Athletics, as Interim Director, Division of Intercollegiate Athletics, non-tenured, with a monthly administrative increment of \$10,000 from July 22 through August 15, 2011. Mr. Cole

has served as Interim Director Designate from July 1 through July 21, 2011, on the same terms and conditions. He will continue to hold his permanent position of Associate Director of Athletics, Division of Intercollegiate Athletics, non-tenured, on a twelve-month service basis, on 100 percent time, at an annual salary of \$133,000, with an additional administrative increment of \$15,000, for a total salary of \$163,000.

Mr. Cole succeeds Ronald E. Guenther, who served as Director from July 1, 1992, to his retirement on June 30, 2011.

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.

On motion of Ms. Hasara, seconded by Mr. Oliver, this appointment was approved.

Appoint Vice Chancellor for Academic Affairs and Provost, Chicago

(5) The Vice President, University of Illinois, and Chancellor at Chicago has recommended the appointment of Lon Seth Kaufman, currently Vice Provost for Planning and Programs; Professor of Biological Sciences, College of Liberal Arts and Sciences; Professor of Bioengineering, College of Engineering; and Honors College Faculty, Honors College, as Vice Chancellor for Academic Affairs and Provost, non-tenured, on a twelve-month service basis, on 100 percent time, at an annual salary of

\$217,556 (equivalent to an annual nine-month base salary of \$178,000 plus two-ninths annualization of \$39,556) and an administrative increment of \$52,444, for a total annual salary of \$270,000 beginning August 16, 2011.

Dr. Kaufman will continue to hold the rank of Professor of Biological Sciences, on indefinite tenure, on an academic year service basis, on zero percent time, non-salaried, effective August 16, 2011.

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

This appointment is made with the advice of a Search Committee.<sup>1</sup>

The Vice President for Academic Affairs concurs.

The President of the University recommends approval.

On motion of Ms. Hasara, seconded by Mr. Oliver, this appointment was approved.

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<sup>1</sup>Ross J. Solaro, Professor, Distinguished University Professor and Head, Department of Physiology and Biophysics, College of Medicine at Chicago; Honors College Faculty, Honors College; and Interim Director for Cardiovascular Research, Center for Cardiovascular Research, *Chair*; Aixa Alfonso, Associate Professor of Biological Sciences, College of Liberal Arts and Sciences; Visiting Associate Dean, Graduate College; and Honors College Faculty, Honors College; Tanya Yonit Berger-Wolf, Associate Professor of Computer Science; Robert E. Gaensslen, Professor and Director of Forensic Science, Director of Graduate Education and Coordinator of External Research, Department of Biopharmaceutical Sciences, and Acting Associate Dean for Research and Graduate Education, College of Pharmacy; Research Integrity Officer, Office of the Vice Chancellor for Research; and Honors College Faculty, Honors College; Artin Göncü, Professor of Educational Psychology; Bruce S. Graham, Professor of Restorative Dentistry and Dean, College of Dentistry; Barbara Henley, Vice Chancellor for Student Affairs; Christina Hui-Chan, Professor and Head, Department of Physical Therapy, College of Applied Health Sciences; Timothy Johnson, Professor and Director, Survey Research Laboratory; Harish Pandurang Kanchi, Graduate Student, Department of Mechanical and Industrial Engineering; Michele A. Kelley, Associate Professor, Division of Community Health Sciences; Judith Russi Kirshner, Professor, School of Art and Design, Professor of Art History, and Dean, College of Architecture and the Arts; Carol R. Massat, Associate Professor, Jane Addams College of Social Work; and Honors College Faculty, Honors College; Amalia V. Pallares, Associate Professor of Political Science and Associate Professor of Latin American and Latino Studies; Mariann R. Piano, Professor of Biobehavioral Health Science and Interim Head, College of Nursing; Gregory S. Pittsley, Senior Program and Policy Analyst, University of Illinois Hospital and Clinics, Chicago; Rodney C. Shrader, Professor of Managerial Studies, Denton Thorne Chair, and Director of IES Research Center, College of Business Research Centers; Kenneth Thomas, Undergraduate Student, Departments of Political Science and History; Stephen Edward Wiberley, Professor and Bibliographer for Social Sciences, University Library; Darlette Marie Willis, Office Support Specialist, Campus Parking; Staffed by Margaret M. O'Donoghue, Associate Chancellor and Special Assistant to the Chancellor, Office of the Chancellor; and Monica M. Rausa Williams, Assistant to the Chancellor for Special Projects, Office of the Chancellor



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

**Appointments to the Faculty**

(6) 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.

Urbana-Champaign

***College of Business***

**Vyacheslav Fos**, Assistant Professor of Finance, summer appointment, on 100 percent time, at a monthly rate of \$21,111, June 16-August 15, 2011; 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 \$190,000, effective August 16, 2011.

***College of Engineering***

**Julijj Baryshnikov**, Professor of Computer Science, College of Engineering, summer appointment, on 100 percent time, at a monthly rate of \$15,556, June 1-July 15, 2011; and on 50 percent time, at a monthly rate of \$7,778, July 16-August 15, 2011; and Professor of Mathematics, College of Liberal Arts and Sciences, summer appointment, on 50 percent time, at a monthly rate of \$7,778, July 16-August 15, 2011. Dr. Baryshnikov will continue as Professor of Mathematics, College of Liberal Arts and Sciences, on indefinite tenure, on an academic year service basis, on 50 percent time, at an annual salary of \$70,000, effective August 16, 2011; Professor of Electrical and Computer Engineering, College of Engineering, on indefinite tenure, on an academic year service basis, on 50 percent time, at an annual salary of \$70,000, beginning August 16, 2011; and Research Professor, Coordinated Science Laboratory, College of Engineering, non-tenured, on an academic year service basis, on zero percent time, non-salaried, beginning August 16, 2011, for a total salary of \$140,000.

*College of Fine and Applied Arts*

**Charles J. C. Daval**, Assistant Professor, School of Music, probationary faculty on tenure track year one, on an academic year service basis, on 100 percent time, at an annual salary of \$70,000, beginning August 16, 2011.

**Laura Hetrick**, Assistant Professor, School of Art and Design, probationary faculty on tenure track year one, on an academic year service basis, on 100 percent time, at an annual salary of \$55,000, beginning August 16, 2011.

**Jorge Lucero**, Assistant Professor, School of Art and Design, probationary faculty on tenure track year one, on an academic year service basis, on 100 percent time, at an annual salary of \$55,000, beginning August 16, 2011.

**Jeananne Blythe Nichols**, Assistant Professor, School of Music, probationary faculty on tenure track year one, on an academic year service basis, on 100 percent time, at an annual salary of \$59,000, beginning August 16, 2011.

**Bradley K. Tober**, Assistant Professor, School of Art and Design, probationary faculty on tenure track year one, on an academic year service basis, on 100 percent time, at an annual salary of \$55,000, beginning August 16, 2011.

*College of Law*

**Kenworthey Bilz**, Professor of Law, summer appointment, on 100 percent time, at a monthly rate of \$11,250, June 16-August 15, 2011; and continuing on indefinite tenure, on an academic year service basis, on 100 percent time, at an annual salary of \$155,000, effective August 16, 2011; and Mildred Van Voorhis Jones Faculty Scholar, College of Law, non-tenured, on an academic year service basis, with an administrative increment of \$10,000, beginning August 16, 2011, for a total salary of \$165,000.

**Paul Justin Heald**, Professor of Law, summer appointment, on 100 percent time, at a monthly rate of \$14,250, June 16-August 15, 2011; and continuing on indefinite tenure, on an academic year service basis, on 100 percent time, at an annual salary of \$202,500, effective August 16, 2011.

**Melissa F. Wasserman**, Assistant Professor of Law, summer appointment, on 78 percent time, at a monthly rate of \$11,250, June 16-August 15, 2011; 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 \$130,000, effective August 16, 2011; and Richard W. and Marie L. Corman Scholar, College of Law, non-tenured, on an academic year service basis, on zero percent time, non-salaried, beginning August 16, 2011, for a total salary of \$130,000.

*College of Liberal Arts and Sciences*

**Prashant Jain**, Assistant Professor of Chemistry, summer appointment, on 100 percent time, at a monthly rate of \$8,611, July 16-August 15, 2011; 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 \$77,500, effective August 16, 2011.

**Robert Michael Morrissey**, Assistant Professor of History, probationary faculty on tenure track year one, on an academic year service basis, on 100 percent time, at an annual salary of \$62,000, beginning August 16, 2011.

*Graduate School of Library and Information Science*

**Vetle Ingvald Torvik**, Assistant Professor, Graduate School of Library and Information Science, probationary faculty on tenure track year one, on an academic year service basis, on 100 percent time, at an annual salary of \$78,000, beginning August 16, 2011.

*Emeriti Appointments*

**Chester L. Alwes**, Associate Professor Emeritus, School of Music, August 16, 2011

**Gordon A. Baym**, Professor Emeritus of Physics, July 16, 2010

**Andrea H. Beller**, Professor Emerita of Agricultural and Consumer Economics, June 1, 2011

**William E. Berry**, Associate Professor Emeritus in the Charles H. Sandage Department of Advertising, August 16, 2011

**Stephen G. Bishop**, Professor Emeritus of Electrical and Computer Engineering, June 1, 2011

**Les G. Carlton**, Associate Professor Emeritus of Kinesiology and Community Health, June 1, 2011

**Antonia Darder**, Professor Emerita of Education Policy, Organization and Leadership, May 16, 2011

**Anton G. Endress**, Professor Emeritus of Natural Resources and Environmental Sciences, June 1, 2011

**Richard Engelbrecht-Wiggans**, Investors in Business Education (IBE) Distinguished Professor Emeritus of Business Administration, May 16, 2011

**Jonathan D. Fineberg**, Professor Emeritus of Art History, School of Art and Design,  
July 16, 2011

**Kimiko Gunji**, Associate Professor Emerita, School of Art and Design, August 16, 2011

**Steven J. Helle**, Professor Emeritus of Journalism, May 16, 2011

**Ian R. Hobson**, Swanlund Chair Emeritus and Professor Emeritus, School of Music,  
June 1, 2011

**Ki D. Lee**, Professor Emeritus of Aerospace Engineering, June 1, 2011

**Mary Ann Lila**, Professor Emerita of Plant Physiology in the Department of Natural  
Resources and Environmental Sciences, June 1, 2011

**Ioan-Sherban Lupu**, Associate Professor Emeritus, School of Music, June 1, 2011

**Guillermo A. Mendoza**, Associate Professor Emeritus of Natural Resources and  
Environmental Sciences, May 16, 2011

**Richard D. Mohr**, Professor Emeritus of Philosophy, May 16, 2011

**Michael Adrian Peters**, Professor Emeritus of Educational Policy Studies, May 16, 2011

**William R. Schroeder**, Professor Emeritus of Philosophy, June 16, 2011

**Robert G. Wengert**, Professor Emeritus of Philosophy, May 16, 2011

**Jeryldene M. Wood**, Associate Professor Emerita of Art History, School of Art and  
Design, June 1, 2011

**Scott Alan Wyatt**, Professor Emeritus, School of Music, June 1, 2011

Chicago

*College of Liberal Arts and Sciences*

**Andrew J. Clarno**, Assistant Professor of Sociology, probationary faculty on tenure  
track year one, on an academic year service basis, on 75 percent time, at an annual salary  
of \$48,750, beginning August 16, 2011; and Assistant Professor of African American  
Studies, probationary faculty on tenure track year one, on an academic year service basis,  
on 25 percent time, at an annual salary of \$16,250, beginning August 16, 2011, for a total  
salary of \$65,000.

**Cedric Johnson**, Associate Professor of African American Studies, on indefinite tenure, on an academic year service basis, on 75 percent time, at an annual salary of \$75,750, beginning August 16, 2011; and Associate Professor of Political Science, on indefinite tenure, on an academic year service basis, on 25 percent time, at an annual salary of \$25,250, beginning August 16, 2011, for a total salary of \$101,000.

**Petia A. Kostadinova**, Assistant Professor of Political Science, probationary faculty on tenure track year one, on an academic year service basis, on 100 percent time, at an annual salary of \$68,000, beginning August 16, 2011.

**Katherine Mary Warpeha**, Assistant Professor of Biological Sciences, probationary faculty on tenure track year one, on an academic year service basis, on 100 percent time, at an annual salary of \$71,000, beginning August 16, 2011.

### *College of Pharmacy*

**Monsheel Sonia Sodhi**, Assistant Professor of Pharmacy Practice, summer appointment, on 100 percent time, at a monthly rate of \$8,778, May 16-August 15, 2011; 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 \$79,000, effective August 16, 2011; Clinical Pharmacist in Pharmacy Practice, non-tenured, on an academic year service basis, on zero percent time, non-salaried, effective May 16, 2011; and Center Affiliate, Center for Pharmaceutical Biotechnology, non-tenured, on an academic year service basis, on zero percent time, non-salaried, effective May 16, 2011, for a total salary of \$79,000.

### *Emeriti Appointments*

**Soyoung Stephen Cha**, Professor Emeritus of Mechanical and Industrial Engineering, May 16, 2011

**Sharadbabu Laxpati**, Associate Professor Emeritus of Electrical Engineering in the Department of Electrical and Computer Engineering, June 1, 2011

**Clement T. Yu**, Professor Emeritus of Computer Science, June 1, 2011

Springfield

### *College of Liberal Arts and Sciences*

**Meagan Ann Cass**, Assistant Professor of English, probationary faculty on tenure track year one, on an academic year service basis, on 100 percent time, at an annual salary of \$45,500, beginning August 16, 2011.

**Shane Allen Harris**, Assistant Professor of Visual Arts, probationary faculty on tenure track year one, on an academic year service basis, on 100 percent time, at an annual salary of \$48,000, beginning August 16, 2011.

**Stephen R. Johnson**, Assistant Professor of Chemistry, probationary faculty on tenure track year one, on an academic service basis, on 100 percent time, at an annual salary of \$52,000, beginning August 16, 2011.

**Holly M. Kent**, Assistant Professor of History, probationary faculty on tenure track year one, on an academic year service basis, on 100 percent time, at an annual salary of \$47,500, beginning August 16, 2011.

**Ann Strahle**, Assistant Professor of Communication, probationary faculty on tenure track year one, on an academic year service basis, on 100 percent time, at an annual salary of \$46,750, beginning August 16, 2011.

### **Administrative/Professional Staff**

#### Urbana-Champaign

**Matthew A. Ando**, Chair of the Department of Mathematics, College of Liberal Arts and Sciences, Urbana-Champaign, non-tenured, on an academic year service basis, with an administrative increment of \$10,000, beginning August 16, 2011. In addition, Dr. Ando will receive an amount equal to one-ninth of his total academic year salary for one month of service during each summer of his appointment as Chair (\$13,111 during Summer 2012). He will be promoted to the rank of Professor of Mathematics, College of Liberal Arts and Sciences, on indefinite tenure, on an academic year service basis, on 100 percent time, at an annual salary of \$108,000, beginning August 16, 2011, for a total salary of \$131,111.

**Michael J. Andrechak**, Associate Chancellor, Office of the Chancellor, Urbana-Champaign, non-tenured, on a twelve-month service basis, on 55 percent time, at an annual salary of \$99,000, beginning July 25, 2011; and continuing as Associate Provost for Budget and Resource Planning, Office of the Provost and Vice Chancellor for Academic Affairs, Urbana-Champaign, non-tenured, on a twelve-month service basis, on 45 percent time, at an annual salary of \$81,000, beginning July 25, 2011, for a total salary of \$180,000. Mr. Andrechak was appointed to serve as Interim Associate Chancellor and Interim Associate Provost for Budget and Resource Planning under the same conditions and salary arrangement beginning June 16, 2011.

**Christopher D. Benson**, Associate Dean, College of Media, Urbana-Champaign, non-tenured, on an academic year service basis, with an administrative increment of \$10,000, beginning August 16, 2011. In addition, Dr. Benson will receive an amount equal to one-ninth of his total academic year salary for two months' service on 50 percent time, for two months of service during each summer of his appointment as Associate Dean. He served as Interim Associate Dean during the period of July 1, 2011 through August 15,

2011, at a salary of \$8,010. Dr. Benson will continue to hold the rank of Associate Professor of African American Studies, College of Liberal Arts and Sciences, on indefinite tenure, on an academic year service basis, on 25 percent time, at an annual salary of \$22,883, effective August 16, 2010; and Associate Professor of Journalism, College of Media, on indefinite tenure, on an academic year service basis, on 75 percent time, at an annual salary of \$73,240, effective August 16, 2010.

**Timothy M. Cockerill**, Assistant Director, National Center for Supercomputing Applications, Urbana-Champaign, non-tenured, on a twelve-month service basis, on 100 percent time, at an annual salary of \$135,000, beginning July 25, 2011. Dr. Cockerill was appointed to serve as Interim Assistant Director under the same conditions and salary arrangement beginning June 16, 2011.

**Neal J. Cohen**, Director of the Center for Lifelong Improvement of Minds and Brains (CLIMB), College of Liberal Arts and Sciences, Urbana-Champaign, non-tenured, on an academic year service basis, with an administrative increment of \$15,000, beginning August 16, 2011; and Director of the Neuroscience Program, 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, 2011. Dr. Cohen 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 \$175,000, effective August 16, 2011; and Professor, Beckman Institute for Advanced Science and Technology, non-tenured, on an academic year service basis, on zero percent time, non-salaried, effective August 16, 2011, for a total salary of \$195,000.

**William D. Gropp**, Director of the Parallel Computing Institute, College of Engineering, Urbana-Champaign, non-tenured, on an academic year service basis, with an administrative increment of \$2,500, beginning August 16, 2011. Dr. Gropp was appointed to serve as Interim Director of the Parallel Computing Institute for the period of June 16, 2011 through August 15, 2011 with a monthly administrative increment of \$278. He will continue to hold the rank of Professor of Computer Science, College of Engineering, on indefinite tenure, on an academic year service basis, on 100 percent time, at an annual salary of \$167,250, effective August 16, 2010; Paul and Cynthia Saylor Professor of Computer Science, College of Engineering, non-tenured, on an academic year service basis, with an administrative increment of \$17,500, effective August 16, 2010; Center Affiliate, National Center for Supercomputing Applications, non-tenured, on a twelve-month service basis, on zero percent time, non-salaried, effective August 16, 2010; Research Professor, Coordinated Science Laboratory, College of Engineering, non-tenured, on an academic year service basis, on zero percent time, non-salaried, effective August 16, 2010; and Departmental Affiliate in Electrical and Computer Engineering, College of Engineering, non-tenured, on an academic year service basis, on zero percent time, non-salaried, effective August 16, 2010.

**Gaines B. Hall**, Associate Dean, College of Fine and Applied Arts, Urbana-Champaign, non-tenured, on a twelve-month service basis, on 100 percent time, at an annual salary of \$101,000, beginning July 25, 2011. Mr. Hall was appointed to serve as Interim Associate

Dean, on 100 percent time, at a salary of \$11,222, for the period of July 16-August 15, 2011.

**K. Jimmy Hsia**, Associate Vice Chancellor for Research for New Initiatives, Office of the Vice Chancellor for Research, Urbana-Champaign, non-tenured, on an academic year service basis, with an administrative increment of \$5,000, beginning August 16, 2011. Dr. Hsia was appointed to serve as Interim Associate Vice Chancellor for Research for New Initiatives under the same conditions and salary arrangement beginning April 16, 2011. He will continue to hold the rank of Professor of Mechanical Science and Engineering, College of Engineering, on indefinite tenure, on an academic year service basis, on 100 percent time, at an annual salary of \$134,139, effective April 1, 2011; Departmental Affiliate, Micro and Nanotechnology Laboratory, College of Engineering, non-tenured, on an academic year service basis, on zero percent time, non-salaried, effective August 16, 2010; and Departmental Affiliate in Bioengineering, College of Engineering, non-tenured, on an academic year service basis, on zero percent time, non-salaried, effective August 16, 2010.

**Harley T. Johnson**, Associate Head of Graduate Programs, Department of Mechanical Science and Engineering, College of Engineering, Urbana-Champaign, non-tenured, on an academic year service basis, with an administrative increment of \$1,500, beginning August 16, 2011. In addition, Dr. Johnson will receive an amount equal to one-ninth of his total academic year salary for one month of service during each summer of his appointment as Associate Head. He will continue to hold the rank of Associate Professor of Mechanical Science and Engineering, College of Engineering, on indefinite tenure, on an academic year service basis, on 100 percent time, at an annual salary of \$107,706, effective August 16, 2010; Research Associate Professor, Frederick Seitz Materials Research Laboratory, College of Engineering, non-tenured, on an academic year service basis, on zero percent time, non-salaried, effective August 16, 2010; and Associate Professor, Beckman Institute for Advanced Science and Technology, non-tenured, on an academic year service basis, on zero percent time, non-salaried, effective August 16, 2010.

**Paul J. A. Kenis**, Head of the Department of Chemical and Biomolecular Engineering, School of Chemical Sciences, 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, 2011. In addition, Dr. Kenis will receive an amount equal to one-ninth of his total academic year salary for one month of service during each summer of his appointment as Head (\$14,633 for Summer 2012). He will continue to hold the rank of Professor of Chemical and Biomolecular Engineering, School of Chemical Sciences, College of Liberal Arts and Sciences, on indefinite tenure, on an academic year service basis, on 100 percent time, at an annual salary of \$124,000, effective August 16, 2011; Research Professor, Micro and Nanotechnology Laboratory, College of Engineering, non-tenured, on an academic year service basis, on zero percent time, non-salaried, effective August 16, 2011; Professor, Institute of Genomic Biology, non-tenured, on an academic year service basis, on zero percent time, non-salaried, effective August 16, 2011; Research Professor, Frederick Seitz Materials Research Laboratory, College of Engineering, non-tenured, on an academic year service basis, on



zero percent time, non-salaried, effective August 16, 2011; Departmental Affiliate in Bioengineering, College of Engineering, non-tenured, on an academic year service basis, on zero percent time, non-salaried, effective August 16, 2011; and Professor, Beckman Institute of Advanced Science and Technology, non-tenured, on an academic year service basis, on zero percent time, non-salaried, effective August 16, 2011, for a total salary of \$146,333.

**Pradeep K. Khanna**, Associate Chancellor, Office of the Chancellor, Urbana-Champaign, non-tenured, on a twelve-month service basis, on 100 percent time, at an annual salary of \$155,000, beginning July 25, 2011. Mr. Khanna was appointed to serve as Interim Associate Chancellor under the same conditions and salary arrangement beginning July 1, 2011. He will also be appointed to serve as Acting Director, Archer Daniels Midland Institute for the Prevention of Postharvest Loss, Office of the Chancellor, Urbana-Champaign, non-tenured, on a twelve-month service basis, on zero percent time, non-salaried, beginning August 1, 2011, for a total salary of \$155,000.

**Linda Learned**, Associate Director, Award Section, Office of Sponsored Programs and Research Administration, Office of the Vice Chancellor for Research, Urbana-Champaign, non-tenured, on a twelve-month service basis, on 100 percent time, at an annual salary of \$85,412, beginning July 25, 2011. Ms. Learned was appointed to serve as Interim Associate Director, Award Section under the same conditions and salary arrangement beginning June 16, 2011. In addition, she was appointed to serve as Co-Interim Director Designate, Office of Sponsored Programs and Research Administration, Office of the Vice Chancellor for Research, non-tenured, on a twelve-month service basis, with an annual administrative increment of \$10,000, beginning June 16, 2011. Ms. Learned will be appointed as Co-Interim Director under the same conditions and salary arrangement effective August 16, 2011, for a total salary of \$95,412.

**Timothy G. McCarthy**, Chair of the Department of Philosophy, College of Liberal Arts and Sciences, Urbana-Champaign, non-tenured, on an academic year service basis, with an administrative increment of \$5,500, beginning August 16, 2011. In addition, Dr. McCarthy will receive an amount equal to one-ninth of his total academic year salary for one month of service during each summer of his appointment as Chair (\$13,944 during Summer 2012). He will continue to hold the rank of Professor of Philosophy, College of Liberal Arts and Sciences, on indefinite tenure, on an academic year service basis, on 100 percent time, at an annual salary of \$120,000, effective August 16, 2011, for a total salary of \$139,444.

**Brendan C. McKiernan**, Director of the Veterinary Teaching Hospital, College of Veterinary Medicine, Urbana-Champaign, non-tenured, on a twelve-month service basis, with an administrative increment of \$10,000, beginning July 25, 2011. Dr. McKiernan was appointed to serve as Interim Director of the Veterinary Teaching Hospital under the same conditions and salary arrangement beginning July 1, 2011. He was appointed to the rank of Professor of Veterinary Clinical Medicine, College of Veterinary Medicine, on indefinite tenure, on a twelve-month service basis, on 100 percent time, at an annual salary of \$170,000, beginning July 1, 2011, for a total salary of \$180,000.

**Carl Hendrik Niekerk**, Head of the Department of Germanic Languages and Literatures, School of Literatures, Cultures, and Linguistics, College of Liberal Arts and Sciences, Urbana-Champaign, non-tenured, on an academic year service basis, with an administrative increment of \$4,400, beginning August 16, 2011. In addition, Dr. Niekerk will receive an amount equal to one-ninth of his total academic year salary for one month of service during each summer of his appointment as Head (\$9,933 for Summer 2012). He will be promoted to the rank of Professor of Germanic Languages and Literatures, School of Literatures, Cultures, and Linguistics, College of Liberal Arts and Sciences, on indefinite tenure, on an academic year service basis, on 100 percent time, at an annual salary of \$85,000, beginning August 16, 2011; Professor, Program in Comparative and World Literature, School of Literatures, Cultures, and Linguistics, College of Liberal Arts and Sciences, non-tenured, on an academic year service basis, on zero percent time, non-salaried, beginning August 16, 2011; and Professor, The Program in Jewish Culture and Society, College of Liberal Arts and Sciences, non-tenured, on an academic year service basis, on zero percent time, non-salaried, beginning August 16, 2011, for a total salary of \$99,333.

**Jan E. Novakofski**, Associate Vice Chancellor for Research for Compliance, Office of the Vice Chancellor for Research, Urbana-Champaign, non-tenured, on an academic year service basis, with an administrative increment of \$12,000, beginning August 16, 2011. In addition, Dr. Novakofski will receive an amount equal to two-ninths of his combined faculty base salary for two months of service during each summer of his appointment as Associate Vice Chancellor for Research for Compliance. He was appointed to serve as Interim Associate Vice Chancellor for Research for Compliance under the same conditions and salary arrangement beginning March 1, 2011. Dr. Novakofski continued to serve as Director, Institutional Animal Care and Use Committee, Office of the Vice Chancellor for Research through April 15, 2011. He will continue to hold the rank of Professor of Animal Sciences, College of Agricultural, Consumer and Environmental Sciences, on indefinite tenure, on an academic year service basis, on 100 percent time, at an annual salary of \$80,420, effective August 16, 2010; and Professor, Division of Nutritional Sciences, College of Agricultural, Consumer and Environmental Sciences, non-tenured, on an academic year service basis, on zero percent time, non-salaried, effective August 16, 2010.

**Andreas A. Polycarpou**, Associate Head of Undergraduate Programs, Department of Mechanical Science and Engineering, College of Engineering, Urbana-Champaign, non-tenured, on an academic year service basis, with an administrative increment of \$1,500, beginning August 16, 2011. In addition, Dr. Polycarpou will receive an amount equal to one-ninth of his total academic year salary for one month of service during each summer of his appointment as Associate Head of Undergraduate Programs. He was appointed to serve as Interim Associate Head of Undergraduate Programs with an initial summer 2011 appointment at a one-ninth rate of \$13,128. Dr. Polycarpou will continue to hold the rank of Professor of Mechanical Science and Engineering, College of Engineering, on indefinite tenure, on an academic year service basis, on 100 percent time, at an annual salary of \$118,155, effective August 16, 2010; and Research Professor, Frederick Seitz Materials Research Laboratory, College of Engineering, non-tenured, on an academic year service basis, on zero percent time, non-salaried, effective August 16, 2010.

**Edward J. Roy**, Chair of the Institutional Animal Care and Use Committee, Office of the Vice Chancellor for Research, Urbana-Champaign, non-tenured, on a twelve-month service basis, with an administrative increment of \$12,000, beginning July 25, 2011. Dr. Roy was appointed to serve as Interim Chair under the same conditions and salary arrangement beginning April 16, 2011. He will continue to hold the rank of Professor of Pathology, College of Medicine at Urbana-Champaign, on indefinite tenure, on an academic year service basis, on 100 percent time, at an annual salary of \$100,713, effective August 16, 2010; 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, 2010; and Affiliate, Institute for Genomic Biology, Office of the Vice Chancellor for Research, non-tenured, on an academic year service basis, on zero percent time, non-salaried, effective August 16, 2010.

**Christopher Span**, Associate Dean for Academic Programs, College of Education, Urbana-Champaign, non-tenured, on a twelve-month service basis, with an administrative increment of \$20,000, beginning July 25, 2011. Dr. Span was appointed to serve as Interim Associate Dean for Academic Programs under the same conditions and salary arrangement beginning July 1, 2011. He will continue to hold the rank of Associate Professor of Educational Policy Studies, College of Education, on indefinite tenure, on an academic year service basis, on 100 percent time, at an annual salary of \$83,510, effective August 16, 2011, for a total salary of \$103,510.

**James A. Wade**, Assistant to the Head of the Department of Agricultural and Consumer Economics, College of Agricultural, Consumer and Environmental Sciences, Urbana-Champaign, non-tenured, on a twelve-month service basis, on 100 percent time, at an annual salary of \$95,000, beginning July 25, 2011. Mr. Wade was appointed to serve as Interim Assistant to the Head under the same conditions and salary arrangement beginning June 20, 2011.

**Penny K. Weaver**, Associate Director, Strategic Initiatives, Office of Sponsored Programs and Research Administration, Office of the Vice Chancellor for Research, Urbana-Champaign, non-tenured, on a twelve-month service basis, on 100 percent time, at an annual salary of \$89,053, beginning July 25, 2011. Ms. Weaver was appointed to serve as Interim Associate Director, Strategic Initiatives under the same conditions and salary arrangement beginning June 16, 2011. In addition, she was appointed to serve as Co-Interim Director Designate, Office of Sponsored Programs and Research Administration, Office of the Vice Chancellor for Research, non-tenured, on a twelve-month service basis, with an annual administrative increment of \$10,000, beginning June 16, 2011. Ms. Weaver will be appointed as Co-Interim Director under the same conditions and salary arrangement effective August 16, 2011, for a total salary of \$99,053.

**Tracey Mencio Wszalek**, Director, Biomedical Imaging Center, Beckman Institute for Advanced Science and Technology, Urbana-Champaign, non-tenured, on a twelve-month service basis, on 100 percent time, at an annual salary of \$108,000, beginning July 25,

2011. Dr. Wszalek was appointed to serve as Interim Director, Biomedical Imaging Center under the same conditions and salary arrangement beginning June 16, 2011.

**Timothy Michael Yardley**, Assistant Director of Testbed Services, Information Trust Institute, College of Engineering, Urbana-Champaign, non-tenured, on a twelve-month service basis, on 100 percent time, at an annual salary of \$107,000, beginning July 25, 2011.

#### Chicago

**Kevin M. Browne**, Vice Provost for Academic and Enrollment Services, Office of the Vice Chancellor for Academic Affairs and Provost, Chicago, non-tenured, on a twelve-month service basis, on 100 percent time, at an annual salary of \$187,500, beginning August 1, 2011.

**Somnath Das**, Head of the Department of Accounting, College of Business Administration, Chicago, non-tenured, on an academic year service basis, with an administrative increment of \$20,061, beginning August 16, 2011. In addition, Dr. Das will receive an amount equal to one-ninth of his total academic year salary for one month service during each summer of his appointment as Head. He will continue to hold the rank of Professor of Accounting, College of Business Administration, on indefinite tenure, on an academic year service basis, on 100 percent time, at an annual salary of \$175,000, effective August 16, 2010; and Honors College Faculty, Honors College, non-tenured, on an academic year service basis, on zero percent time, non-salaried, effective August 16, 2010.

**Lawrence Man Hou Ein**, Head of the Department of Mathematics, Statistics, and Computer 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, 2011. Dr. Ein will continue to hold the rank of Professor of Mathematics, Statistics, and Computer Science, College of Liberal Arts and Sciences, on indefinite tenure, on an academic year service basis, on 100 percent time, at an annual salary of \$158,737, effective August 16, 2011; and Liberal Arts and Sciences Distinguished Professor of Mathematics, Statistics, and Computer Science, College of Liberal Arts and Sciences, non-tenured, on an academic year service basis, on zero percent time, non-salaried, effective August 16, 2011, for a total salary of \$165,737.

**Vivek S. Kantayya**, Head of the Department of Family and Community Medicine, College of Medicine at Rockford, non-tenured, on a twelve-month service basis, with an administrative increment of \$65,000, beginning August 16, 2011. Dr. Kantayya will be promoted to the rank of Associate Professor of Clinical Family Medicine, Department of Family and Community Medicine, College of Medicine at Rockford, non-tenured, on a twelve-month service basis, on 40 percent time, at an annual salary of \$56,000, beginning August 16, 2011. He will continue to serve as Physician Surgeon in Family and Community Medicine, College of Medicine at Rockford, non-tenured, on a twelve-month service basis, on 60 percent time, at an annual salary of \$84,000, effective August 16, 2011, for a total salary of \$205,000.

**Tanera P. Marshall**, Chair of the Department of Theatre and Music, 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, 2011. Ms. Marshall will be promoted to the rank of Associate Professor of Theatre and Music, College of Architecture and the Arts, on indefinite tenure, on an academic year service basis, on 100 percent time, at an annual salary of \$67,000, effective August 16, 2011, for a total salary of \$72,000.

**David F. Merriman**, Associate Dean for Faculty Affairs, College of Urban Planning and Public Affairs, Chicago, non-tenured, on an academic year service basis, with an administrative increment of \$7,000, beginning August 16, 2011. Dr. Merriman will continue to hold the rank of Professor of Public Administration, College of Urban Planning and Public Affairs, on indefinite tenure, on an academic year service basis, on 50 percent time, at an annual salary of \$69,487, effective August 16, 2010; Professor, Institute of Government and Public Affairs, on indefinite tenure, on an academic year service basis, on 50 percent time, at an annual salary of \$69,488, effective August 16, 2010; and Professor of Economics, College of Liberal Arts and Sciences, non-tenured, on an academic year service basis, on zero percent time, non-salaried, effective August 16, 2010.

**Karen Ann Mossberger**, Head of the Department of Public Administration, College of Urban Planning and Public Affairs, Chicago, non-tenured, on an academic year service basis, with an administrative increment of \$9,000, beginning August 16, 2011. In addition, Dr. Mossberger will receive an amount equal to one-ninth of her total academic year salary for one month service during each summer of her appointment as Head (\$11,755 for Summer 2012). She will continue to hold the rank of Professor of Public Administration, College of Urban Planning and Public Affairs, on indefinite tenure, on an academic year service basis, on 100 percent time, at an annual salary of \$96,797, effective August 16, 2011; and Departmental Affiliate in Political Science, College of Liberal Arts and Sciences, non-tenured, on an academic year service basis, on zero percent time, non-salaried, effective August 16, 2011, for a total salary of \$117,552.

**Cheryl C. Nakata**, Head of the Department of Managerial Studies, College of Business Administration, Chicago, non-tenured, on an academic year service basis, with an administrative increment of \$20,061, beginning August 16, 2011. In addition, Dr. Nakata will receive an amount equal to one-ninth of her total academic year salary for one month service during each summer of her appointment as Head. She will continue to hold the rank of Professor of Managerial Studies, College of Business Administration, on indefinite tenure, on an academic year service basis, on 100 percent time, at an annual salary of \$143,055, effective August 16, 2010; and Honors College Faculty, Honors College, non-tenured, on an academic year service basis, on zero percent time, non-salaried, effective August 16, 2010.

**James Panella**, Director of Clinical Engineering, Department of 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 25, 2011.

**Peter Pfanner**, Executive Director of the UIC Innovation Center, Office of the Vice Chancellor for Academic Affairs, Chicago, non-tenured, on a twelve-month service basis, on 100 percent time, at an annual salary of \$215,000, beginning July 25, 2011. Mr. Pfanner was appointed to serve as Interim Executive Director of the UIC Innovation Center under the same conditions and salary arrangement beginning June 1, 2011.

**Arkalgud Ramaprasad**, Head of the Department of Information and Decision Sciences, College of Business Administration, Chicago, non-tenured, on an academic year service basis, with an administrative increment of \$20,061, beginning August 16, 2011. In addition, Dr. Ramaprasad will receive an amount equal to one-ninth of his total academic year salary for one month service during each summer of his appointment as Head. He will continue to hold the rank of Professor of Information and Decision Sciences, College of Business Administration, on indefinite tenure, on an academic year service basis, on 100 percent time, at an annual salary of \$145,613, effective August 16, 2010; and Honors College Faculty, Honors College, non-tenured, on an academic year service basis, on zero percent time, non-salaried, effective August 16, 2010.

**Richard Huston Sewell**, Associate Dean for Community and Public Health Practice, Office of the Dean, School of Public Health, Chicago, non-tenured, on an academic year service basis, on 50 percent time, at an annual salary of \$47,147 and an administrative increment of \$8,182, beginning August 16, 2011. In addition, Mr. Sewell will receive an amount equal to two-ninths of his total academic year salary for two months' service during each summer of his appointment as Associate Dean. He was appointed to serve as Interim Associate Dean for Community and Public Health Practice under the same conditions and salary arrangement beginning January 16, 2011. Mr. Sewell will continue to hold the rank of Clinical Assistant Professor, Division of Health Policy and Administration, School of Public Health, non-tenured, on an academic year service basis, on 40 percent time, at an annual salary of \$37,718, effective January 16, 2011; and Center Affiliate, Center for Clinical and Translational Science, College of Medicine at Chicago, non-tenured, on an academic year service basis, on 10 percent time, at an annual salary of \$9,430, effective January 16, 2011.

**Timothy E. Shanahan**, Chair of the Department of Curriculum and Instruction, College of Education, Chicago, non-tenured, on an academic year service basis, with an administrative increment of \$11,250, beginning August 16, 2011. In addition, Dr. Shanahan will receive an amount equal to one-ninth of his total academic year salary for one month of service during each summer of his appointment as Chair (\$13,352 for Summer 2012). He will continue to hold the rank of Professor of Curriculum and Instruction, College of Education, on indefinite tenure, on an academic year service basis, on 100 percent time, at an annual salary of \$108,920, effective August 16, 2011, for a total salary of \$133,522.

**Mark Shanley**, Associate Dean, College of Business Administration, Chicago, non-tenured, on a twelve-month service basis, on 75 percent time, at an annual salary of

\$134,568 and an administrative increment of \$19,134, beginning August 16, 2011. Dr. Shanley will continue to hold the rank of Professor of Managerial Studies, College of Business Administration, on indefinite tenure, on an academic year service basis, on 25 percent time, at an annual salary of \$36,700, effective August 16, 2011, for a total salary of \$190,402.

**Surrey M. Walton**, Director of Graduate Studies, Department of Pharmacy Administration, College of Pharmacy, Chicago, non-tenured, on an academic year service basis, with an administrative increment of \$3,000, beginning August 16, 2011. Dr. Walton will continue to hold the rank of Associate Professor of Pharmacy Administration, College of Pharmacy, on indefinite tenure, on an academic year service basis, on 100 percent time, at an annual salary of \$96,483, effective August 16, 2010; and Assistant Director, Center for Pharmacoeconomics Research, Department of Pharmacy Practice, College of Pharmacy, non-tenured, on an academic year service basis, with an administrative increment of \$4,000, effective August 16, 2010.

### **Intercollegiate Athletic Staff**

#### Urbana-Champaign

**Kimberly Ann Landrus**, Head Varsity Coach-Women's Gymnastics, 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 \$75,000, beginning May 7, 2011 through August 15, 2014. In addition, for service as head women's gymnastics coach, for any gymnastics camps and clinics operated by the University, Coach Landrus 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, 2012. Coach Landrus is currently receiving an additional administrative increment of \$10,000 due to temporary responsibilities which will conclude August 15, 2011.

**Michael H. Turk**, Head Coach, Men's Track and Field/Cross Country, 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 \$76,000, beginning June 14, 2011 through August 15, 2014. In addition, for service as head men's track and field/cross country coach, for any track and field/cross country camps and clinics operated by the University, Coach Turk 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, 2012.

#### Chicago

**Regina L. Miller**, Head Varsity Coach, Women's Basketball, Division of Intercollegiate Athletics, Chicago, non-tenured, on a twelve-month service basis, with a multi-year

contract, on 100 percent time, effective July 25, 2011 through March 31, 2015. Coach Miller's guaranteed base salary shall be as follows:

July 25, 2011 through March 31, 2012	\$125,000
April 1, 2012 through March 31, 2013	\$131,250
April 1, 2013 through March 31, 2014	\$137,812
April 1, 2014 through March 31, 2015	\$144,703

She shall be eligible to be paid at a merit raise level above the guaranteed base salary amount if justified by the periodic evaluations of the Athletic Director

Coach Miller shall have the opportunity to receive supplemental compensation in consideration of efforts contributing to exceptional Team performance and participation in certain games or tournaments:

<i><b>Event</b></i>	<i><b>Bonus Compensation</b></i>
Regular Season Championship	5% bonus of her base salary
Horizon League Tournament Championship	5% bonus of her base salary
Regular Season Championship & Tournament Championship	10% bonus of her base salary
Advancement to NCAA Tournament (at-large bid)	5% bonus of her base salary
Advancement to WNIT (at-large bid)	4% bonus of her base salary
Wins WNIT Championship	\$15,000 bonus
Wins NCAA Women's Basketball Championship	25% bonus of her base salary
Receives Head Coach of the Year from the Horizon League	\$2,500 bonus
Receives Head Coach of the Year from the Associated Press	\$10,000 bonus
Team finishes in the Top 25 Final ESPN/USA Today Coaches Poll or Associated Press Poll	\$5,000 bonus

### Springfield

**Kimberly Pate**, Director of Intercollegiate Athletics, Springfield, non-tenured, on a twelve-month service basis, on 100 percent time, at an annual salary of \$88,000, beginning August 16, 2011. Ms. Pate will be appointed to serve as Acting Director under the same conditions and salary arrangement beginning July 26, 2011.



## Addendum

### Amendments to Previously Confirmed Faculty Appointments

#### Chicago

**Jeffrey Sklansky**, Associate Professor of History, **summer appointment, on 100 percent time, at a monthly rate of \$9,000, July 16-August 15, 2011; and continuing on indefinite tenure, on an academic year service basis, on 100 percent time, at an annual salary of \$81,000, beginning effective August 16, 2011.**

#### *Emeriti Appointments*

**Susan W. Liebman**, Professor Emerita of Biological Sciences, ~~June 1, 2011~~  
**September 1, 2011**

#### **Administrative/Professional Staff**

**Anthony H. McClellan, Jr.**, Campus Auxiliary Services Facilities, Maintenance, Repair and Construction Director, Campus Auxiliary Services, Chicago, non-tenured, on a twelve-month service basis, on 100 percent time, at an annual salary of \$103,000, beginning June ~~13~~**16**, 2011. Mr. McClellan was appointed to serve as Visiting Campus Auxiliary Services Facilities, Maintenance, Repair and Construction Director under the same conditions and salary arrangement beginning April 6, 2011.

On motion of Ms. Hasara, seconded by Mr. Oliver, these appointments were approved.

#### Promotions in Academic Rank and Change in Tenure, 2011-2012

(7) The Chancellors at the respective campuses have recommended the approval of promotions in academic rank and changes in tenure status in accordance with the attached lists. (These lists are filed with the secretary of the Board for record.) These changes will be effective at the beginning of the 2011-2012 appointment year.

The numbers recommended for promotion to the various ranks are as follows:

	<i>University Administration</i>		<i>Urbana-Champaign</i>		<i>Chicago</i>		<i>Springfield</i>		<i>Total</i>	
	11-12	10-11	11-12	10-11	11-12	10-11	11-12	10-11	11-12	10-11
Professor, Research Professor, and Clinical Professor <i>WITHOUT CHANGE IN TENURE</i>	0	0	55	42	43	31	1	1	99	74
Professor and/or Research Professor <i>ON INDEFINITE TENURE</i>	0	0	1	1	0	0	0	0	1	1
Associate Professor, Research Associate Professor, and Clinical Associate Professor <i>WITHOUT CHANGE IN TENURE</i>	0	0	46	36	17	18	0	0	63	54
Associate Professor <i>ON INDEFINITE TENURE</i>	0	0	77	49	42	32	11	7	163	87
<b>TOTAL</b>	0	0	179	128	102	81	12	8	326	216
<i>TO TENURE WITHOUT CHANGE IN RANK</i>	0	0	3	4	5	3	1	0	9	7

The recommendations from the three campuses have been prepared in accord with provisions of the University of Illinois *Statutes*. Each campus has established formal procedures for the initiation, review, and approval of recommendations for academic promotion in rank with tenure, promotions in rank without change in tenure, and to tenure without change in rank.

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 Academic Affairs concurs.

The President of the University recommends approval.

On motion of Ms. Hasara, seconded by Mr. Oliver, these recommendations were approved.

Appoint Campus Representatives to the Board of Managers of the University of Illinois Research Park, LLC; and Appoint Representatives to the Research Park Design Review Committee

(8) Appoint Campus Representatives to the Board of Managers

At its March 23, 2011, meeting, the Board of Trustees of the University of Illinois (Board of Trustees) approved amendments to the Operating Agreement of the University of Illinois Research Park, LLC (UIRP or Company). At the same time, the eight current managers of the Company were confirmed by the Board of Trustees as members of the Board of Managers. Confirmed as voting managers were the following six individuals: Edward L. McMillan (Board of Trustees representative); Patrick Daly, Roderick Johnson, and Rick Stephens (business and industry representatives); and the Vice Chancellors for Research at the Urbana-Champaign and Chicago campuses (ex officios). Confirmed as non-voting managers were the following two individuals: the Vice President/Chief Financial Officer and Comptroller (ex officio) and Vice President for Research (ex officio). At the time, it was contemplated that two campus representatives (one each from the Urbana-Champaign and Chicago campuses) would be recommended at a future meeting of the Board of Trustees for appointment as additional voting members of the Board of Managers.

Having consulted with the Vice Presidents/Chancellors of the Urbana-Champaign and Chicago campuses, the Vice President for Research now recommends the Board of Trustees appoint Sharon M. Donovan (Melissa M. Noel Endowed Chair in Nutrition and Health, Urbana) and Mark Donovan (Vice Chancellor for Administrative Services and Executive Director for Facilities Management and Capital Programs, Chicago) as additional voting managers of the Board of Managers of the UIRP. The addition of these two individuals will bring the total board composition to ten managers (eight voting managers and two non-voting managers).

The President of the University concurs with this recommendation.

#### Appoint Representatives to the Research Park Design Review Committee

The Declaration of Covenants for Phase IV of the Research Park states that the Design Review Committee shall consist of at least the following three members:

1. The Executive Director of Facilities and Services (or their designee). The designee for appointment: Jill A. Maxey, Associate Director of Planning, Facilities and Services.
2. The Associate Vice President for Facilities, Planning and Programs (or their designee). The designee for appointment: Kevin Duff, Manager of University Planning and Design, Office of Capital Programs and Real Estate Services.
3. The Vice President, University of Illinois, and Chancellor at Urbana (or their designee). The designee for appointment: Clark E. Wise, Director of Construction Management, Facilities and Services.

The Declaration allows for the appointment of additional members to represent the interests of the University. The Vice President for Research recommends

that the following two additional individuals be appointed to the Research Park Design Review Committee: Laura Frerichs, Chair (Director Research Park) and Bruce Walden (Director Real Estate Planning and Services).

The President of the University concurs with this recommendation.

The two Board actions recommended in this item comply 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.

On motion of Ms. Hasara, seconded by Mr. Oliver, these recommendations were approved.

#### Amend *Bylaws* of the Board of Trustees

(9) Amendments are proposed to two sections of the *Bylaws*. One is to amend Article IV, Section 6, to change the name of the Hospital Committee to University Healthcare System Committee and to change the committee's charter. The second is to change Article VIII, Section 2, to reduce the required amount of time for review of proposed amendments to the *Bylaws* by members of the Board from 30 days to 15 days.

The amendment regarding the Hospital Committee was reviewed by the Hospital Committee and the Governance, Personnel, and Ethics Committee. There was no disagreement with this recommendation. The second recommendation was reviewed by the Governance, Personnel, and Ethics Committee. There was no disagreement with referring this to the full Board for review and consideration.

As required by Article VIII, Section 2, the proposed amendments were submitted in writing to each member of the Board at least 30 days prior to this meeting for review. The Chair of the Board of Trustees recommends the adoption of the proposed amendments.

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.

Proposed Amendments to the University of Illinois  
*Bylaws* of the Board of Trustees  
(Additions to the text are underlined and deletions are ~~lined through~~.)

#### **ARTICLE IV. EXECUTIVE COMMITTEE AND STANDING COMMITTEES OF THE BOARD**

**Section 6.** The chairs of committees are responsible for keeping the board informed of their committees' activities by way of reports, as needed.

It is expected that ordinarily the position of committee chair will rotate among board members every two years.

##### **Academic and Student Affairs Committee**

This committee shall consider changes in the academic program portfolios of the campuses, monitor and stimulate improvement in the academic quality and student environment of the University, and recommend actions to the board.

### **Audit, Budget, Finance, and Facilities Committee**

The charge to this committee is to oversee the work of the external and internal auditors; review the recommended budgets for operations and capital respectively, including the requests for operations and capital budgets; review proposed financing activities as recommended by the chief financial officer; and review major building and renovation projects. The committee is also responsible for making recommendations to the board on these matters.

### **Governance, Personnel, and Ethics Committee**

The responsibilities of this committee are to oversee the structure and functioning of the Board of Trustees and attend to matters involving its members, and to ensure a proper “tone at the top” including definition of and compliance with proper standards of ethical conduct for the board and University personnel.

### **~~Hospital~~ University Healthcare System Committee**

This committee is to serve as a resource to the **vice president for health affairs** ~~hospital administration~~ and **the leaders of the** health sciences colleges leadership to ensure quality patient care, facilities development, and responsible financial management of the **University healthcare system’s facilities, services,** ~~medical center~~ and related operations.

## ARTICLE VIII. AMENDMENTS; REPEAL

**Section 1.** All *Bylaws of the Board of Trustees* and all resolutions or orders heretofore passed, inconsistent with the provisions of these *Bylaws*, are hereby repealed.

**Section 2.** These *Bylaws* may be amended or repealed at any regular meeting of the board by a majority vote of record of voting members of the board provided that copies of such amendments shall be submitted in writing and furnished each member at least ~~30~~ **15** days prior to such meeting.

On motion of Ms. Hasara, seconded by Mr. Oliver, this recommendation was approved.

### Purchase Recommendations

(10) The president submitted, with his concurrence, a list of purchases recommended by the director of purchases and the vice president/chief financial officer.

These were presented in one category--purchases from institutional funds. The term designates funds received by the University under contracts with the United States government, private corporations, and other organizations; grants from foundations, corporations, and other donors; and University revolving funds authorized by law.

The total amount of these purchases was \$5,200,000.

A complete list of the purchases with supporting information (including the quotations received), was sent to each member of the Board in advance of the meeting. A copy is being filed with the secretary of the Board for record.

On motion of Mr. Montgomery, seconded by Ms. Holmes, the purchases recommended were authorized by the following vote: Aye, Mr. Estrada, Ms. Hasara,



Ms. Holmes, Dr. Koritz, Mr. McMillan, Mr. Montgomery, Mr. Oliver, Ms. Strobel; no, none; absent, Mr. Kennedy, Governor Quinn.

(The student advisory vote was: Aye, Ms. Ehrenberg, Mr. Thomas; absent, Mr. Tienken.)

University of Illinois Endowment Farms Report,  
Year Ended December 31, 2010

(11) The comptroller presented this report. A copy has been filed with the secretary of the Board.

This report was received for record.

SECRETARY'S REPORT

The secretary presented for record changes to academic appointments for contract year 2010-11, new hires, reappointed retirees, resignations, and notices of nonreappointment. A copy has been filed with the secretary of the Board.

OTHER REPORTS AND COMMENTS

Annual Report from the University Senates Conference

Next, Mr. McMillan asked Dr. Matthew Wheeler, chair of the University Senates Conference, to provide a report from the University Senates Conference. Dr. Wheeler referred to a report (materials on file with the secretary) that had been sent to trustees in advance of the meeting, and said he would review highlights from that report. He stated

it had been a busy year and he listed the many meetings that had taken place and thanked faculty members for their dedication. He referred to monthly meetings with President Hogan, and he thanked him for his thoughtfulness, openness, and time. He said the University Senates Conference meetings were also attended on occasion by other University officers and some trustees, and he expressed appreciation for their efforts. He reviewed changes that were approved by the University Senates Conference to the University of Illinois *Statutes* and *The General Rules Concerning University Organization and Procedure*, mentioned plans to form subcommittees to better align with the committee structure of the Board, and thanked the Board for providing time at meetings for presentations from faculty. He said that in the upcoming year the University Senates Conference will investigate course articulation among campuses to enable students to take courses on each of the three campuses and get credit at the campus in which they are enrolled. He thanked the Board for their commitment, accessibility, interest, and patience throughout the past year.

Mr. McMillan presented Dr. Wheeler with a plaque on behalf of Chairman Kennedy and the rest of the Board to recognize his service as chair of the University Senates Conference, and they thanked him for all his hard work throughout the year.

#### OLD BUSINESS

There was no business presented under this aegis.

## NEW BUSINESS

There was no business presented under this aegis.

## REPORT FROM THE UNIVERSITY OF ILLINOIS FOUNDATION

Next, Mr. McMillan introduced Dr. Sidney S. Micek, president of the University of Illinois Foundation, to provide a report. Dr. Micek provided an update on the Brilliant Futures Campaign and presented data (materials on file with the secretary) that showed that \$2.2 billion has been raised as of June 30, 2011, which he said is 98 percent of the goal of the campaign. He provided an overview of the purposes and sources of gift commitments and provided the number of gifts in ranges of various dollar amounts. He stated that he hopes to surpass the goal by mid-September, and he discussed the significance of increased giving in the past five years, particularly during a recession. He discussed priorities going forward, and emphasized the need for the University, University of Illinois Foundation, University of Illinois Alumni Association, alumni, and friends to work together in the coming years. He referred to an external evaluation on advancement that will be available in mid-August, and he thanked the Board for the members' time. His comments were followed by a round of applause, and Mr. McMillan complimented Dr. Micek and his staff on their perseverance throughout the campaign.

ANNOUNCEMENTS

Mr. McMillan reminded Board members to complete the evaluation forms that had been previously distributed, and announced that the Board is scheduled to meet on September 9 in Urbana, and December 2 in Springfield.

MOTION TO ADJOURN BOARD MEETING

On motion of Ms. Hasara, seconded by Mr. Montgomery, the Board adjourned at 3:24 p.m.

MICHELE M. THOMPSON  
*Secretary*

CHRISTOPHER G. KENNEDY  
*Chair*

EDWARD L. MCMILLAN  
*Chair pro tem*