

APPROVED BY THE  
COMMITTEE

NOV - 7 2012

*Susan M. Kies*  
SECRETARY OF THE BOARD

MEETING OF THE ACADEMIC AND STUDENT AFFAIRS COMMITTEE

OF THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ILLINOIS

SEPTEMBER 13, 2012

This meeting of the Academic and Student Affairs Committee was held in the Pine Lounge, Illini Union, 1401 West Green Street, Urbana, Illinois, on Thursday, September 13, 2012, beginning at 3:04 p.m. Trustee Karen Hasara, chair of the committee, convened the meeting and asked the clerk to call the roll. The following committee members were present: Mr. Ricardo Estrada, Ms. Karen Hasara, Ms. Patricia Brown Holmes, Dr. Timothy N. Koritz, and Mr. Lawrence Oliver. Mr. Edward L. McMillan was also present. The following student trustees were present: Mr. David Pileski, Urbana campus; Mr. Kenneth Thomas, Chicago campus; and Mr. John W. Tienken, voting student trustee, Springfield campus. President Robert A. Easter was present.

The following University officers were also in attendance: Dr. Phyllis M Wise, vice president, University of Illinois and chancellor, Urbana; Dr. Susan J. Koch, vice president, University of Illinois and chancellor, Springfield; Dr. Christophe Pierre, vice president for academic affairs; Mr. Walter K. Knorr, vice president/chief financial officer and comptroller; Dr. Lawrence B. Schook, vice president for research; Mr. Thomas R. Bearrows, University counsel; Dr. Susan M. Kies, secretary of the Board of Trustees and of the University; Mr. Thomas P. Hardy, executive director for University

relations; and Ms. Margaret O'Donoghue, interim special assistant to the president.

Attached is a listing of other staff members in attendance at this meeting.

Ms. Hasara thanked all for attending the meeting and asked for a motion to approve the minutes from the committee meeting that was held on May 30, 2012. On motion of Mr. Oliver, seconded by Ms. Holmes, the minutes were approved. There were no "nay" votes.

#### REVIEW OF RECOMMENDED BOARD ITEMS FOR THE SEPTEMBER 14, 2012, BOARD MEETING

At 3:07 p.m., Ms. Hasara introduced the Board items within the purview of the committee that were on the agenda for the Board of Trustees meeting the following day and asked that certain individuals make comments.

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

Secretary Kies explained that the appointments of faculty, administrative and professional staff, and intercollegiate athletic staff recommended in this item have been thoroughly reviewed at the appropriate levels within the college, department, or unit, and that this item appears regularly on the Board's agenda. There were no questions regarding this item.

### Appoint Members to the Board of Managers of IllinoisVENTURES, LLC

Dr. Lawrence B. Schook, vice president for research, commented on the item recommending the appointment of members to the board of managers of IllinoisVENTURES, LLC. He provided background information on IllinoisVENTURES, LLC, and reviewed changes to the operating agreement that were approved in March 2012, by the Board of Trustees. He then highlighted certain aspects of the proposed agenda item (materials on file with the clerk) and stated that the recommended appointments to the board of managers outlined in this item would reflect the current needs of IllinoisVENTURES, LLC. He provided information about the 11 proposed voting members and five recommended non-voting members. Dr. Schook responded to a question from Dr. Koritz and stated that there is no compensation provided to individuals appointed to the board of managers. Ms. Hasara thanked Mr. McMillan for serving on the board of managers as a representative of the Board of Trustees.

There were no objections to moving these items forward to the full Board.

### PRESENTATIONS TO THE COMMITTEE

#### Faculty Renewal at the University of Illinois

Next, Ms. Hasara asked Dr. Christophe Pierre, vice president for academic affairs, to provide a presentation regarding the faculty renewal process at the University (materials on file with the clerk). Dr. Pierre began his presentation by stating that a quality faculty



is critical to the success of the University. He explained that this attracts high-quality students and advocated that maintaining academic excellence must be a top priority. He emphasized the importance of recruiting and retaining faculty, and he presented the number of faculty members in the tenure system at each campus, noting the erosion of tenure-system faculty, particularly at Urbana and Chicago, during the past 20 years. He stated that retirements, cost-cutting measures, and resignations have reduced the size of the faculty. He reviewed promotions by year and by campus, and discussed faculty retention rates, stating that these rates are not as good as those at some other institutions. He then referred to increases in student enrollment and in federal research expenditures and explained that the increase in productivity combined with the reduction in faculty is a trend that is not sustainable. He discussed the opportunity to determine areas of greatest need and engage in focused hiring to rebuild the faculty core, and he provided an overview of the hiring process at each campus. He also presented the net loss or gain in faculty at each campus during the 2011-2012 academic year.

Dr. Pierre indicated that several factors lead to successful recruitment and retention of faculty, including compensation, work environment, and faculty recognition. Discussion regarding the recognition of faculty followed. Dr. Pierre stated that it is often too late to retain faculty members at the point which they have been offered a position at another institution, and Dr. Lon Kaufman, vice chancellor for academic affairs and provost, Chicago, agreed. Ms. Hasara, President Easter, and Dr. Wise briefly discussed the use of exit interviews, and Dr. Kaufman stated that the results of exit interviews can

be misleading because they often only reflect the final reason for leaving the University. Additional discussion regarding the search process and causes of unsuccessful searches followed, and Dr. Wise and Dr. Pierre emphasized the importance of finding a good fit for each position. Dr. Pierre and Dr. Koch, also briefly commented on the challenges posed by spousal hires. Mr. Oliver inquired about the optimal number of faculty, and discussion followed regarding class size, the use of technology, campus goals and strategic priorities, and the needs of undergraduate and graduate students.

#### Student Affairs Diversity Programs

At 4:04 p.m., Ms. Hasara asked Dr. C. Renee Romano, vice chancellor of student affairs, Urbana, to provide a presentation on student affairs diversity programs (materials on file with the clerk). Dr. Romano discussed the role of student affairs and its emphasis on learning outside the classroom. She described the importance of creating a welcoming environment in the recruitment of students from underrepresented groups and provided examples of programs, and she reported that the Urbana campus and its Office of Inclusion and Intercultural Relations are leaders in diversity programming. She emphasized the need to provide support and to create a welcoming atmosphere for recruitment, retention, and graduation, and she provided information about the variety of diversity programs at the campus. She discussed the Tolerance Program and the six campus cultural centers, and she reported on the possibility of building a new structure in the future that could house all cultural centers within one building. She explained this

would allow each cultural center to preserve its identity while also utilizing shared spaces, and stated that a feasibility study for the project is underway. Dr. Romano mentioned other types of programs and stated that a mandatory diversity-education workshop will be implemented in January for freshmen and transfer students.

Brief discussion followed, and Ms. Hasara asked for additional information regarding the Tolerance Program. Dr. Romano provided an example of an incident that took place a few years ago and described how this was handled through the program.

#### Discussion of the Trustee Mentor/Mentee Program

Ms. Hasara proposed a discussion regarding the trustee mentor/mentee program and asked if it would be beneficial for the mentors to contact their student trustee mentees prior to each Board meeting. All were in agreement that this would be a good approach, and the trustee mentors commented that the student trustees are also welcome to contact their mentors at any time as issues arise.

#### OLD BUSINESS

There was no business conducted under this aegis.

#### NEW BUSINESS

Ms. Hasara announced that the next meeting of this committee is scheduled for November 7, 2012, at Springfield.

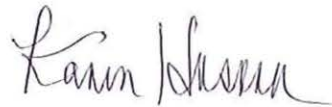
## COMMITTEE MEETING ADJOURNED

There being no further business, and on motion of Ms. Holmes, seconded by Dr. Koritz with no "nay" votes, the meeting adjourned at 4:32 p.m.

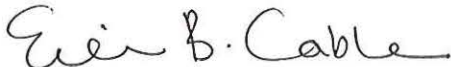
Respectfully submitted,



Susan M. Kies  
*Clerk*



Karen Hasara  
*Chair*



Eileen B. Cable  
*Assistant Clerk*