

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

November 14, 2013

This meeting of the Board of Trustees of the University of Illinois was held in Rooms C and D, Public Affairs Center, One University Plaza, Springfield campus, Springfield, Illinois, on Thursday, November 14, 2013, beginning at 8:06 a.m.¹

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, Mr. Patrick J. Fitzgerald, Ms. Karen Hasara, Ms. Patricia Brown Holmes², Mr. Christopher G. Kennedy, Dr. Timothy N. Koritz, Mr. Edward L. McMillan, Mr. James D. Montgomery, Ms. Pamela B. Strobel. Governor Pat Quinn was absent.

Mr. Michael A. Cunningham, voting student trustee from the Urbana campus, was present. The following nonvoting student trustees were present: Mr. Jamaal E. Hollins,

¹ At 8:05 a.m., Mr. Kennedy convened the meeting of the Board of Trustees as the sole member of Wolcott, Wood and Taylor, Inc. All members of the Board were present except Governor Quinn and Ms. Holmes. There were two agenda items, which were approved. On motion of Mr. Montgomery, seconded by Mr. Hollins, the meeting adjourned at 8:06 a.m.

² Ms. Holmes joined the meeting via telephone at 8:09 a.m.

Springfield campus; Ms. Danielle M. Leibowitz, Chicago campus. President Robert A. Easter was present.

Also present were the officers of the Board: Mr. Lester H. McKeever, Jr., treasurer; Mr. Walter K. Knorr, comptroller (and vice president/chief financial officer); and Dr. Susan M. Kies, secretary. Mr. Steven A. Veazie, deputy University counsel, attended the meeting. In addition, the following persons were also in attendance: Ms. Marna K. Fuesting and Ms. C. Ellen Foran, both assistant secretaries.

MOTION FOR EXECUTIVE SESSION

At 8:10 a.m., Mr. Kennedy stated: “A motion is now in order to hold an executive session to consider University employment or appointment-related matters; and discussion of minutes of meetings lawfully closed under the open meetings act.”

On motion of Ms. Strobel and, seconded by Mr. Fitzgerald, this motion was approved. There were no “nay” votes.

EXECUTIVE SESSION

Material redacted pursuant to the Illinois Open Meetings Act (5 ILCS 120/2.06d)

EXECUTIVE SESSION ADJOURNED

The executive session adjourned at 10:25 a.m.

REGULAR MEETING RESUMED

The meeting resumed at 10:45 a.m., with all Board members recorded as being present at the start of the meeting in attendance, with the exception of Ms. Holmes, who attended via telephone until 10:31 a.m.

PERFORMANCE OF THE STATE SONG

Mr. Kennedy introduced Ms. Elizabeth Farris and Ms. Kylie Gilmore, both students at Springfield, to sing the State song, *Illinois*. Mr. Kennedy said that Ms. Farris is a sophomore from Springfield, Illinois, and that Ms. Gilmore is a freshman from Rockford, Illinois. The performance was followed by a round of applause.

INTRODUCTION OF UNIVERSITY OFFICERS AND SENATE OBSERVERS

President Easter welcomed everyone to the meeting and introduced the vice presidents of the University in attendance: Dr. Phyllis M. Wise, chancellor, Urbana campus, and vice president, University of Illinois; Dr. Paula Allen-Meares, chancellor, Chicago campus, and vice president, University of Illinois; Dr. Susan J. Koch, chancellor, Springfield campus, and vice president, University of Illinois; Mr. Walter K. Knorr, comptroller (and vice president/chief financial officer); Dr. Christophe Pierre, vice president for academic affairs; and Dr. Jerry L. Bauman, interim vice president for health affairs. President Easter also introduced Ms. Kappy Laing, executive director of the University Office of Governmental Relations; and Mr. Thomas P. Hardy, executive director for University

Relations. President Easter then introduced the senate observers and the representative of the academic professional staff: Dr. Jorge Villegas, associate professor, department of business administration, Springfield, and chair, University Senates Conference; Dr. Roy Campbell, professor, department of computer science, and chair of the senate executive committee at the Urbana campus, representing the Urbana Senate; Dr. Brian Kay, professor and head, department of biological sciences, representing the Chicago Senate; Dr. Donna Weinstein, assistant professor, department of human services, representing the Springfield Senate; Ms. Teresa R. Szabo, chair, University Professional Personnel Advisory Committee (UPPAC), and associate director of business and stewardship, Springfield, representing the academic professional staff. Also in attendance were Dr. Donald Chambers, professor, department of physiology and biophysics, Chicago; and Dr. Lynn Fisher, associate professor, department of sociology/anthropology, and chair, senate executive committee at the Springfield campus.

Mr. Hardy then introduced members of the media present at the meeting.

WELCOME FROM THE CHANCELLOR AT SPRINGFIELD

Mr. Kennedy asked Chancellor/Vice President Koch to provide a presentation on the Springfield campus (materials on file with the secretary). Dr. Koch commented on the Campus Insights program that was held the night before and thanked Mr. Edward Wojcicki, associate chancellor for constituent relations, for his assistance. She referred to the teaching-focused experience at Springfield and listed its distinguished and award-winning faculty. Dr. Koch discussed priorities for the coming year and said that a

strategic plan had been distributed to trustees. She reported on enrollment and provided some information about progress toward a student union, which she said is the greatest facility need of the campus.

Dr. Koch introduced Dr. Marc Klingshirn, director of the Capital Scholars Program and associate professor of chemistry at Springfield, to comment on the Capital Scholars Honors Program. Dr. Klingshirn discussed teaching and mentoring, as well as the mission of the program. He discussed expectations of Capital Scholars students, and he highlighted the achievements and experiences of two recent graduates, Ms. Priyanka Deo and Mr. Mark Frakes. Dr. Klingshirn then introduced two students, Ms. Vivica Futrell and Mr. Matt Dobill, who are currently enrolled in the Capital Scholars Honors Program. Ms. Futrell and Mr. Dobill discussed their experiences, which were positive, and both students emphasized the focus on leadership in the program.

Dr. Koch thanked the students for sharing their experiences. She announced that the campus would be celebrating the 150th anniversary of the Gettysburg Address with a Lincoln Legacy event, featuring Lincoln scholars. Mr. Kennedy thanked Dr. Koch for the presentation and for hosting the Campus Insights program the previous evening, stating that she should be proud of all the campus has achieved.

Financial Report

At 11:09 a.m., Mr. Kennedy asked Mr. Knorr to provide a report on University finances (materials on file with the secretary). Mr. Knorr provided an update on events that have taken place since the Board's last meeting in September and presented charts depicting

the State's general revenue fund and estimated accumulated unpaid vouchers from Fiscal Year 2004 through 2013. He then reported on billings and collections of State appropriation revenue and the month-end general revenue fund receivable. Mr. Knorr discussed tuition revenue and presented an analysis of students who pay full tuition and those who receive various levels of financial aid at each campus. Next, he showed payments on behalf made by the State and commented on the cost of providing benefits to employees. Mr. Knorr then reported on the State's unfunded pension obligations and said that this will be listed as a University liability next year. He provided a chart depicting a comparison of the utility budget versus actual expenditures. Next, Mr. Knorr reported on hospital finances and discussed revenue, expenses, and income. He compared the level of debt at the University to other universities in the Big Ten, and he discussed the actions and feedback from rating agencies, as well as the University's debt capacity. Mr. Kennedy thanked Mr. Knorr for the presentation.

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

Mr. Kennedy asked Mr. McMillan, chair of the Audit, Budget, Finance, and Facilities Committee, to provide a report from that committee. Mr. McMillan serves on the committee with Dr. Koritz, Mr. McKeever, Mr. Montgomery, Ms. Strobel, Mr. Cunningham, and Mr. Hollins.

Mr. McMillan reported that the committee met November 4, 2013, at 1:00 p.m., and that committee members approved the minutes of the meeting that was held

September 4, 2013. He stated that several presentations, including those related to Board items, were made. Mr. McMillan reported that Mr. Michael B. Bass, senior associate vice president and deputy comptroller, and associates from Harley Ellis Devereaux architects presented the proposed design for the addition and renovation of the Chemistry Annex building at Urbana; Dr. Pierre provided a report on the context for Fiscal Year 2015 tuition; Dr. Thomas J. Farrell, president of the University of Illinois Foundation, commented on the Fiscal Year 2014 agreement for the University of Illinois Foundation; Ms. Julie A. Zemaitis, executive director of University audits, presented a quarterly report of internal audit activities for Fiscal Year 2014; and Mr. Dean A. Hagan, director of University investments, provided an investment performance and manager update. Mr. McMillan stated that Mr. Bass reported on capital projects and real estate, and that Dr. Heather J. Haberaecker, executive assistant vice president, presented a purchase recommendation. Mr. McMillan reported that Mr. Knorr also provided an update on federal, State, and local issues.

Mr. McMillan stated that committee members reviewed the items within the purview of the committee on the Board's agenda, and he listed these items. He reported that the committee also met in an executive session to consider the recommendation to disclose minutes of meetings lawfully closed under the open meetings act and voted on this recommendation in open session. He stated that the next meeting of this committee will be held January 13, 2014, at 1:00 p.m.

REPORT FROM CHAIR,
GOVERNANCE, PERSONNEL, AND ETHICS COMMITTEE

Mr. Kennedy then asked Ms. Strobel, chair of the Governance, Personnel, and Ethics Committee, to provide a report, and stated that Ms. Strobel serves on the committee with Mr. Fitzgerald, Ms. Hasara, Mr. Montgomery, and Ms. Leibowitz. Ms. Strobel reported that the committee last met October 31, 2013, and approved the minutes of the last meeting that was held August 29, 2013. She said the committee reviewed the items within the purview of the committee in today's agenda for Board consideration, and she listed those items. She said that Dr. Kies commented briefly on Open Meetings Act regulations that mandate that minutes from business conducted under exceptions be reviewed at least every six months to determine whether the need for confidentiality still exists, and reported that the committee met in executive session to discuss the recommendation pertaining to the release of sequestered minutes from this committee. Ms. Strobel stated that the committee voted in open session to approve the recommendation to disclose certain minutes of executive sessions pursuant to the Open Meetings Act. She reported that Dr. Farrell presented a discussion of the needs of the Foundation, including the Advance Illinois software that will allow the Foundation and the Alumni Association to perform in a more responsive way to donors and alumni. Ms. Strobel said Dr. Farrell also discussed his road-map plan, which outlines the long term development plans for the University, working in cooperation with the Foundation. Ms. Strobel stated that Dr. Pierre and Dr. Lawrence B. Schook, vice president for research, provided an update on planning for the upcoming retreat in January, which will focus on

the needs of the State of Illinois during the next 25 years and how the University of Illinois can help meet those needs. Ms. Strobel announced that the next meeting of this committee will be held January 9, 2014, at 1:00 p.m.

Ms. Strobel then invited Dr. Farrell to make a presentation. She commented on philanthropy at the University compared to peer institutions and said that successful fundraising is critical.

Report from the University of Illinois Foundation

At 2:21 p.m., Dr. Farrell provided a report from the University of Illinois Foundation (materials on file with the secretary). Dr. Farrell stated that this strategic plan was created in collaboration with the three campuses and emphasized a cohesive and collaborative development team. He commented on the broad strategic vision and discussed a road-map approach based on best practices. Dr. Farrell referred to a “functional analysis” of the current state of development at the University and commented on a destination framework and improvement principles. He then highlighted some specific strategies and presented a cost comparison of advancement at the University. Next, he provided growth scenarios related to fundraising costs. Mr. Kennedy inquired about data reflecting incremental costs, and Dr. Farrell said he could provide this. Dr. Farrell commented briefly on the plan and road map and then reported on fundraising progress to date in Fiscal Year 2014. He provided charts depicting new business, cash flow, and annual giving, and commented on progress in these areas. Dr. Farrell then presented data regarding donors and reported on development activities. Ms.

Strobel congratulated the Springfield campus for their progress. Dr. Farrell then presented a peer comparison and said he could also provide more information at a later date.

Discussion followed, and Ms. Leibowitz spoke in favor of the plan. She inquired about funding for these changes, and Dr. Farrell stated that discussions are underway. Mr. Kennedy said the scenarios presented reflect that one year of funding would be needed before cash flow is positive. Mr. Kennedy commended the plan, and Mr. McMillan advocated that the current process and operation be examined. Dr. Farrell agreed. He also responded to a question from Mr. Montgomery regarding restricted and unrestricted gifts and indicated this will be studied when planning for the next campaign.

REPORT FROM CHAIR, UNIVERSITY HEALTHCARE SYSTEM COMMITTEE

Mr. Kennedy then asked Dr. Koritz, chair of the University Healthcare System Committee, to provide a report. Dr. Koritz stated that he serves on the committee with Mr. Estrada and Mr. Fitzgerald. He said the committee met November 4, 2013, at 3:00 p.m., and that committee members approved the minutes of the meeting that was held September 4, 2013. Dr. Koritz commented on hospital finances and highlighted aspects of the dashboard report, both of which were included in the reports presented to the committee. He stated that much construction is underway and said the bond is being put to good use. Dr. Koritz reported that the committee reviewed the items within the purview of the committee in the day's agenda for Board consideration, and he listed these

items. He then provided some information about the proposed compliance plan for the hospital and asked Dr. William H. Chamberlin, chief director of compliance, to provide a report on this topic.

Compliance Organization

Dr. Chamberlin began the presentation (materials on file with the secretary) by discussing the role and purpose of compliance programs and commenting on the culture of compliance. He presented nine fundamental elements of a compliance plan and discussed aspects of operating an effective compliance program. Dr. Chamberlin presented the UI Health compliance organizational chart and referred to the UI Health compliance committee and the UI Health compliance operations group. He concluded his presentation by listing current priorities related to compliance.

Organizational Structure of the Academic Health Center

Dr. Koritz then asked Dr. Bauman and Dr. Avijit Ghosh, senior advisor to the president, to report on the proposed organizational structure of the academic health center. Dr. Ghosh stated that the proposed framework for the University's medical enterprise is based on much discussion and on some ideas that were developed at the Board retreat in July 2013. He discussed the motivation for these changes and emphasized the importance of alignment, stating that this will leverage the benefits of research and teaching while also benefitting the health science colleges. Dr. Ghosh advocated the idea of single leadership among the health science colleges and said this will promote

sustained collaboration and will leverage the strengths of the University while differentiating it from other universities. He outlined the proposed structure and emphasized the importance of presidential oversight. Dr. Ghosh discussed the role of the proposed vice chancellor for health affairs and the organizational structure of the medical enterprise.

Mr. Kennedy inquired about faculty involvement in the creation of this plan, and Dr. Ghosh stated that faculty members were and will continue to be included in the process going forward. President Easter commented on discussions with the deans of the health science colleges, the University Senates Conference, and the Senate executive committee at Chicago, and a town hall meeting on the Chicago campus. He stated that many details from these discussions were incorporated into this plan and that it represents a consensus. Ms. Strobel commented that the Board views the academic medical center as a top priority, and Mr. Kennedy thanked Dr. Ghosh and Dr. Bauman for the report.

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, Mr. Cunningham, Mr. Hollins, and Ms. Leibowitz.

Ms. Hasara reported that the committee met November 13, 2013, at 3:00 p.m., and approved the minutes of the previous meeting held September 11, 2013. She stated that Mr. Richard Roehrkasse, a trustee on the board of Southwestern Illinois

College, attended the meeting. She stated that committee members discussed the items on the Board's agenda at today's meeting that are within the purview of the committee, and she listed these items. Ms. Hasara said that Dr. Pierre presented the context for Fiscal Year 2015 Tuition and Financial Aid and an update on 2013 enrollments, and that Dr. Lynn Pardie, vice chancellor for academic affairs and provost at Springfield, made a presentation on the transformation of lives through diversity and engagement. She stated that the next meeting of the committee is scheduled for March 5, 2014, at 3:00 p.m. at Urbana, and noted that the May Board meeting will be held in Springfield and will coincide with Lobby Day. Ms. Hasara reported that Dr. Pierre provided a presentation at the committee meeting on the proposed task force on open access, and she asked Dr. Pierre to share this information with the Board.

Task Force on Open Access

Dr. Pierre commented on the recommendation to appoint a task force on open access and briefly reviewed Senate Bill 1900, the Open Access to Research Articles Act that was signed into law on August 21, 2013. He reported that this legislation mandates that a task force be appointed to examine approaches to meeting open access goals and identify any issues associated with it. Dr. Pierre discussed the work to be conducted by the task force over the next year and said this work will culminate in a report to be completed by January 1, 2015, with the findings and recommendations from the task force for an open access policy and a plan for implementation. Dr. Pierre also referred to the proposed composition of the task force.

PUBLIC COMMENT

At 12:37 p.m., Mr. Kennedy announced a public comment session and explained that the *Procedures Governing Appearances before the Board of Trustees* allows for a maximum of six individuals to speak for five minutes each. He then introduced Dr. Brian Kay, professor and head, department of biological sciences, Chicago, and vice chair of the Chicago senate. Dr. Kay stated that his comments represent those of the Chicago Senate, and he thanked administration for their thoughtful consideration of a plan to reorganize the academic medical center. He referred to the desire among those in the Senate to ensure strong footing of the Chicago campus and the health-care enterprise, and he said faculty members requested clarification of some details included in the proposed plan. Dr. Kay reported that this request was sent to President Easter, Dr. Bauman, Dr. Allen-Meares, Dr. Ghosh, and the deans. He said he hopes this will serve as a template for future discussions and urged the Board to consider faculty participation in this process. Dr. Kay commented on the rapidly changing nature of health care and health-care education and said time is of the essence.

AGENDA

At 12:42 p.m., Mr. Kennedy 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. Ms. Holmes, who joined the meeting at this time, voted via telephone. Mr. Kennedy 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 Easter and other staff members regarding these items, and he said that he would welcome further discussion at this time.

Ms. Strobel commented on the items recommending honorary degrees and stated that since 1891, 13 percent of honorary degrees given by the University of Illinois campuses have been awarded to women, noting that the percentage awarded in the last 20 years is a little higher.

By consensus, the Board agreed that one vote would be taken and considered the vote on each agenda item nos. A1 through 18 inclusive. The recommendations were individually discussed but acted upon at one time.

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

Approve Minutes of Board of Trustees Meetings

(A1) The Secretary presents for approval the minutes of the Board of Trustees meetings of September 12, 2013, and September 23, 2013.

On motion of Mr. Montgomery, seconded by Mr. Fitzgerald, these minutes were approved.

Resolution Regarding Hearing Pursuant to Article X of the University *Statutes*

(1) On February 8, 2013, President Robert Easter referred charges under Article X of the University *Statutes*, requesting that the Board of Trustees render a final

decision concerning the dismissal of Louis A. Wozniak, an Associate Professor in the College of Engineering, at the University of Illinois, Urbana-Champaign.

On September 23, 2013, the Board held a special hearing to hear witnesses and receive evidence along with the record of proceedings before the Committee on Academic Freedom and Tenure (CAFT), the January 9, 2013, CAFT Report, and the materials and briefs submitted by counsel for the parties.

Pursuant to Article X of the University *Statutes*, it is the finding and conclusion of the Board, based upon the evidence and arguments presented, that there is clear and convincing evidence that Louis A. Wozniak can no longer be relied upon to perform University duties in a manner consonant with professional standards of competence and responsibility. In reaching its conclusion, the Board reviewed a series of faculty reports and recommendations which considered Professor Wozniak's actions including: the Committee on Academic Freedom and Tenure, the Grievance Committee of the College of Engineering, the Faculty Advisory Committee, and members of the Faculty Senate.

It is therefore resolved that Professor Wozniak be dismissed from the faculty. The written decision of the Board setting forth the basis for dismissal is hereby approved and incorporated as part of this Resolution. It is further resolved that the gravity of Professor Wozniak's misconduct justifies that his dismissal be effective immediately upon adoption of this Resolution.

On motion of Mr. Montgomery, seconded by Mr. Fitzgerald, this resolution was adopted. (Mr. Cunningham, Mr. Hollins, and Ms. Leibowitz abstained from voting on this item.)

In the Matter of Professor Louis Wozniak)
)
Department of Industrial and Enterprise)
Systems Engineering)
College of Engineering)
University of Illinois at Urbana-Champaign)
)
Proceedings Pursuant to Article X)
of the University Statutes)

REPORT OF THE BOARD OF TRUSTEES

Louis A. Wozniak is an Associate Professor in the College of Engineering. On September 23, 2013, the Board of Trustees held a hearing pursuant to Article X of the University *Statutes* to consider whether Prof. Wozniak should be dismissed from the faculty of the University. For the reasons set forth below, the Trustees find that Prof. Wozniak can no longer be relied upon to perform his university duties and functions in a manner consonant with professional standards of competence and responsibility. Accordingly, the Trustees resolve unanimously that Prof. Wozniak should be dismissed from the University. In reaching its conclusion, the Board reviewed a series of faculty reports and recommendations which considered Professor Wozniak's actions including: the Committee on Academic Freedom and Tenure, the Grievance Committee of the

College of Engineering, the Faculty Advisory Committee, and members of the Faculty Senate. Further, because Prof. Wozniak's continued misconduct involves the most important mission of the University -- the relationship of trust and confidence between faculty and students -- the Trustees further find that Prof. Wozniak's dismissal shall be effective immediately.³

I. INTRODUCTION

The Board of Trustees is aware of the importance of the issues involved in this matter and has reached its decision after considerable review and discussion. Tenure is a matter of fundamental importance to the University of Illinois and any institution of higher education. For more than a century, the rights and responsibilities provided by tenure have established the foundation of academic freedom for our faculty. The University awards tenure very selectively and it is rare for situations to emerge in which revocation of tenure is considered. We do not consider revocation of tenure lightly.

II. FACTUAL BACKGROUND

Prof. Wozniak is an Associate Professor in the Department of Industrial and Enterprise Systems Engineering (IESE) in the College of Engineering at the University of Illinois at Urbana-Champaign. Professor Wozniak joined the faculty in 1967 and has had tenure since 1972, when he was promoted to Associate Professor. Prof. Wozniak has been an Associate Professor with tenure at the University since that time.

A. The Student Teaching Award

³ The three student trustees did not participate in the consideration of this matter as it involved issues of tenure. *See* 110 ILCS 310/1.

In the spring of 2009, Prof. Wozniak became convinced that he had wrongly been denied an Excellence in Teaching Award from the Student Honor Societies of the College of Engineering, Gamma Epsilon and Alpha Pi Mu. The award included a plaque and a \$500 prize. Prof. Wozniak's subsequent "investigation" of the selection of the winning teacher for the 2009 award involved, among other activities, interrogating the student president of one of the honor societies to the point of tears, filing a civil lawsuit against two students seeking monetary damages, filming a YouTube video of his allegations of wrongdoing and publishing his accusations in a series of emails and website postings.

In light of Prof. Wozniak's challenges, the College of Engineering conducted its own internal investigation and found no wrongdoing by the students, the department head or the staff. Prof. Wozniak responded by filing grievances with the Engineering Department and the College Grievance Committee. Both of these bodies found no wrongdoing in the selection of the award.

In March 2010, Prof. Wozniak approached the new student leaders of the Student Honor Societies to discuss the award selection process for the new academic year. The students leaders were aware of the plight of their predecessors and approached the faculty about their concerns that Prof. Wozniak might take similar actions against them. In particular, the student leaders expressed concern that Prof. Wozniak might retaliate against them, including influencing their grades in their Senior Design Course.

Concerned by the nature of Prof. Wozniak's actions, Dean Ilesanmi Adesida wrote to Prof. Wozniak on March 30, 2010, and instructed him explicitly not to have any

further interactions with students about whatever concerns he might have regarding the teaching award. Despite these instructions, several weeks later, Prof. Wozniak emailed students a video he had prepared expressing his views about the 2009 award. As a result, Dean Adesida concluded that Prof. Wozniak should not be assigned teaching or advising duties for classes beginning in the Fall 2010.

In the Spring 2011, the College of Engineering Grievance Committee (CGC) held a hearing to determine whether Prof. Wozniak should be returned to teaching duties. Reviewing the record of controversy since the 2009 student teaching award incident, the CGC concluded that Prof. Wozniak had evinced a “consistent, flagrant disregard of students’ privacy rights and a willingness to violate” those rights. The CGC stated:

In short, Professor Wozniak has demonstrated over a considerable time period, over a range of incidents, with a number of students and faculty, and after repeated warnings about the impact on students of his behavior, no concern for the hostile climate his behavior creates for many students; repeated harassment and attempts to contact students about matters for which they have clearly indicated no desire for further discussion; willingness to damage the reputation of students who stand in his way.

The CGC concluded:

We find his propensity to harass students and to create a hostile environment, even after clear and repeated concerns expressed by his department head [Dean Adesida], and the students themselves, beyond doubt severe, persistent, and pervasive enough to demand protection of the students from further interactions with Professor Wozniak.

Based on the conclusions of the CGC, in April 2011, the College of Engineering approached the Office of the Provost to begin proceedings under Article X of the University *Statutes* to terminate Professor Wozniak’s tenure and his employment with the University. These matters were referred to then University President Michael Hogan.

On May 12, 2011, President Hogan delegated to then interim Vice President and Chancellor Robert Easter the responsibility to oversee the drafting of specific charges for the possible revocation of Prof. Wozniak's tenure.

Chancellor Easter consulted with the Faculty Advisory Committee and, following its recommendation, submitted written charges pursuant to Article X in August 2011.

B. The CAFT Proceedings

As is his right under the University *Statutes*, Prof. Wozniak requested a hearing before The Committee on Academic Freedom and Tenure ("CAFT") to review the charges. CAFT held six days of hearings from January through April 2012. On January 9, 2013, CAFT issued its Report on the charges. CAFT concluded that while Prof. Wozniak's conduct was grounds for considerable concern, the charges presented were insufficient to constitute grounds for revocation of tenure and dismissal. The CAFT Report warned, however:

[t]he Hearing Committee unanimously urges Professor Wozniak to move on from the events that led to this hearing, and to focus his energies during the remainder of his academic career on meeting the needs of his students, the duties required of him by his colleagues, students, staff, and administrators, and the standards expected of him by the university and professional bodies of which he is a member.

Report at pp. 61-62. CAFT then issued the following directive to Prof. Wozniak:

First, though we do not believe that Prof. Wozniak can be compelled to delete all reference to his complaint about the student award on his website, in email messages, or by other means, we do recommend that he do so, in recognition of the mistrust he has engendered.

Second and categorically, any reference that directly or indirectly discloses his conversation with Student A should be deleted and no future reference

be made to it by Prof. Wozniak in any website, email, or the like means of public or quasi-public communication.

Third, because of the concern his conduct has generated for the possibility of coercion or other impermissible pressure being brought on students with regard to future student awards, Prof. Wozniak should have no direct personal contact with any student with regard to his eligibility for or concerning the administration of the granting of any such award in the future. The officers of the student societies should be informed of this prohibition upon assuming office.

Report at pp. 62-63. The Report made clear that Prof. Wozniak's compliance with this directive was not optional, but rather a requirement for his continued employment by the University. The Report thus stated: "Prof. Wozniak's failure or refusal to comply with either of these latter two conditions **shall be cause to dismiss him.**" Report at p. 63 (emphasis added).

Following the January 9, 2013 CAFT Report, however, Prof. Wozniak continued to publish confidential student information in direct violation of the CAFT Report. In February 2013, Executive Vice Provost for Academic Affairs Barbara J. Wilson put Prof. Wozniak on notice of his new misconduct by twice alerting him that she was aware that he had posted confidential student information on a website he had created. Executive Vice Provost Wilson informed Prof. Wozniak that these disclosures violated federal law and University policy. She therefore directed him to "Remove all personally identifiable student information from the identified website and refrain from posting personally identifiable student information to that or any other website."

In addition to the University's efforts to assure that Prof. Wozniak cease his publication of confidential student information, President Easter also worked with his

administrative team to determine how to present this pattern of misconduct in an Article X termination proceeding. On February 8, 2013, President Easter referred the charges against Prof. Wozniak and the CAFT Report to the Board of Trustees for possible dismissal under Article X. In March 2013, at the request of President Easter, Chancellor Phyllis M. Wise met with the Faculty Advisory Committee to address the question of whether Prof. Wozniak's actions in violation of the CAFT directive should be reviewed by CAFT or by the Board of Trustees as part of the referral of the charges and the CAFT Report. On April 4, 2013, Chancellor Wise wrote to President Easter with the results of her discussions:

Because CAFT stated that the violation of this condition "shall be cause to dismiss him," the Faculty Advisory Committee advised that the administration should consider any new evidence of such a violation as part of the pending Article X proceeding, without needing to file additional charges under Article X. FAC was unanimous in this recommendation. In a separate meeting, leaders of the Academic Senate made the same recommendation.

In June 2013, University Counsel provided more than 100 examples of this additional misconduct to Prof. Wozniak and his attorney. Prof. Wozniak was given the opportunity to review these materials and to provide any response he believed appropriate.

In July 2013, counsel for the Board of Trustees provided a draft of the procedures to be followed before and at the September 23 hearing to counsel for Prof. Wozniak. These procedures outlined a series of pre-hearing exchanges of briefs and supporting materials, including the submission of the President's Statement of the Basis for Dismissal and Prof. Wozniak's Response, exchanges of witness lists, exhibits and

motions in limine. The procedures also established a series of status conferences to be held on a weekly basis so that the parties were ensured an opportunity to address any concerns and to clarify any confusion about the procedures at the September 23 hearing or during the pre-hearing process.

Throughout August and September, counsel for the Board, the University and Prof. Wozniak met on a weekly basis to ensure that materials were exchanged on a timely basis and that the parties were aware of the arguments and materials to be offered at the hearing. The September 23 hearing, therefore, took place only after extensive pre-hearing procedures, exchanges, and briefing all established for Prof. Wozniak's benefit.

C. The September 23, 2013 Hearing

On September 23, the Board of Trustees held a four-hour hearing pursuant to Article X to receive evidence, listen to sworn testimony, and heard the presentations of counsel for the University and counsel for Prof. Wozniak. Executive Vice Provost Wilson testified on behalf of the University. She provided numerous examples of Prof. Wozniak's publication of confidential student information following the CAFT Report. She also described her correspondence with Prof. Wozniak and her efforts to make him stop publishing confidential student information. Executive Vice President Wilson's testimony also included specific videotape and internet examples of confidential student information which Prof. Wozniak had made available following the issuance of the CAFT directive.

Prof. Wozniak then testified, with the permission of the Board, for approximately 40 minutes. At no time did Prof. Wozniak apologize for the publication of confidential

information concerning students, nor did he indicate that he would cease these activities if permitted to return to teaching.

The current Chair of CAFT, Prof. Eric A. Johnson of the College of Law, also made a presentation to the Board and provided the Board a letter setting forth the substance of his presentation. In his letter, Prof. Johnson stated the unanimous view of the seven- member CAFT that:

Professor Wozniak engaged in professional misconduct when he publicly disseminated information about a student's emotional reaction during a private conversation between her and Wozniak.

On this basis, the CAFT was justified in directing Professor Wozniak to refrain from making future reference to this conversation in public or quasi-public communication.

The CAFT was also justified in concluding that any violation of this directive would be cause for Professor Wozniak's dismissal.

The University President was justified in going directly to the Board with evidence that Professor Wozniak had violated the CAFT's directive. He was not required to return to the CAFT.

The Board should dismiss Professor Wozniak if it concludes that he violated the CAFT's directive.

Prof. Johnson's testimony to the Board was consistent with the conclusions set forth in the letter from CAFT to the Board of Trustees.

Following the hearing, the Board met in executive session to discuss the evidence presented, the witness' testimony and credibility, and to begin deliberations on an appropriate resolution of the charges. The Board also provided both counsel for the University and Prof. Wozniak the opportunity to submit additional materials for the record and to address any additional matters which they believed they had not had the

time or opportunity to address at the hearing. On October 14, 2013, both sides submitted additional materials in support of their positions which the Board has also considered.

III. DISCUSSION

Article X of the University *Statutes* sets forth the grounds for dismissal of a tenured faculty member for cause:

Due cause for dismissal shall be deemed to exist only if . . . a faculty member's performance of university duties and functions or extramural conduct is found to demonstrate clearly and convincingly that the faculty member can no longer be relied upon to perform those university duties and functions in a manner consonant with professional standards of competence and responsibility;

Article X, Section 1(d). Under Article X, then, we are asked to determine whether we believe that Prof. Wozniak can no longer be relied upon to perform his duties and functions in a manner consonant with professional standards of competence and responsibility. On this question, we must be satisfied that any grounds for dismissal have been demonstrated "clearly and convincingly" rather than by a mere preponderance of the evidence in order to take the extraordinary step of revoking tenure and imposing dismissal.

A. Prof. Wozniak's Actions Preceding The CAFT Report

We find that the CAFT Report correctly determined that Prof. Wozniak improperly disclosed confidential student information. The record is absolutely clear that in the Spring of 2009, Prof. Wozniak became convinced that he should have received a teaching award from a student honor society. In the course of investigating the selection

process for this award, Prof. Wozniak required a student to meet with him and in the course of this meeting and interrogation, the student was reduced to tears. As the CAFT Report states, Prof. Wozniak then engaged in “broad and persistent dissemination of the conversation, especially the fact that [the student] cried.” CAFT Report at p. 43. The CAFT Report went on to find that Prof. Wozniak “rehearsed the episode in his video monologue which remains as a YouTube link on his electronic signature block even now.” *Id.* at 43-44. The CAFT Report then concluded: “The Hearing Committee finds that in doing so Prof. Wozniak acted in breach of professional ethics.” *Id.* at 44.

We agree. Prof. Wozniak engaged in misconduct which badly damaged the University’s paramount obligation of maintaining the trust and confidences of its students. The University’s relationship with its students is its most precious and fundamental mission. Prof. Wozniak disseminated confidential information concerning his interactions with students including a student’s emotional state. That Prof. Wozniak could have abused this relationship without regret or apology is unacceptable for any member of the University, let alone an experienced member of our faculty. The Board also finds it notable that in his testimony before us, Prof. Wozniak offered neither an apology nor an explanation for his repeated dissemination of this confidential student information. Instead, he contended repeatedly that his treatment of the students was a necessary reaction to the denial of an award. We find that Prof. Wozniak’s testimony indicates a fundamental lack of understanding for the responsibility that faculty members must have for the privacy concerns of their students.

As the CAFT Report states specifically: “[Prof. Wozniak] is not licensed to breach the confidentiality of the student relationship, promiscuously to invade a student’s privacy, because he believed it aided his personal cause.” Report at 44. For this reason, CAFT issued its directive that Prof. Wozniak cease any further dissemination of confidential information or face dismissal from the University. We agree with CAFT’s conclusion and its directive.

In addition to his misconduct concerning this specific student interaction, however, we also find clear and convincing evidence that Prof. Wozniak engaged in other acts of misconduct which harmed students and created a hostile educational environment as part of his efforts to improve his status or correct self-perceived wrongs caused by others. These include filing a lawsuit against the individual students seeking monetary damages and engaging in questionable and potentially harassing activities involving the incoming honor society presidents for 2010. There is also clear and convincing evidence that the students involved in these latter incidents felt that Prof. Wozniak had attempted to interfere improperly with their grades as retaliation for their participation in the student honor award process.

The Board, therefore, further concludes that Prof. Wozniak’s escalation of disputes and retaliation against students in this manner are incompatible with the instruction and mentoring which our faculty are expected to provide to students. The CAFT Report offered Prof. Wozniak a final opportunity to refrain from dissemination of confidential student information in the future. The Board believes that this last chance afforded by CAFT was unnecessary and that due cause for dismissal existed prior to the

additional misconduct following the CAFT Report. This discussion is moot, however, because, as discussed below, Prof. Wozniak has repeatedly violated this last chance afforded by CAFT and is subject to dismissal for this reason as well.

B. Prof. Wozniak's Actions After the CAFT Report

Reviewing Prof. Wozniak's actions following the CAFT Report, we must consider whether there is "clear and convincing" evidence that Prof. Wozniak violated the terms of the CAFT directive. There can be no question that the evidence presented meets this standard. Following the CAFT Report on January 9, 2013, Prof. Wozniak repeatedly published additional confidential student information regarding the 2009 teaching award and Prof. Wozniak's investigation. Executive Vice Provost Wilson wrote to Prof. Wozniak about these violations twice in February 2013. At the September 23 hearing, Executive Vice Provost Wilson testified to multiple examples of such publication, including video and internet postings. In his presentation at the hearing, Prof. Wozniak did not deny that he had published these materials, nor did he offer any basis on which to conclude that his conduct could be considered anything other than a flagrant and intentional disregard of the CAFT directive.

In fact, Prof. Wozniak defiantly stated on his YouTube video, published after the CAFT report, that he would "not be muzzled." It appears that Prof. Wozniak is unwilling or unable to abide by rules or expectations with which he disagrees. This indicates that the pattern of escalation of disputes and conflicts with students would inevitably continue in the future. We find that there is "clear and convincing" evidence that Prof. Wozniak violated the CAFT directive and published confidential student information. In reaching

this conclusion, we concur with the Faculty Advisory Committee, the members of the Faculty Senate, and the unanimous conclusion of the members of CAFT that Prof. Wozniak's actions following the issuance of the CAFT Report that these actions should have been reviewed directly by this Board rather than returned to CAFT for preliminary review. We further concur with the concerns expressed by each of these faculty bodies and find that this is clear and convincing evidence that Prof. Wozniak's actions following the issuance of the CAFT Report were direct and flagrant violations of the CAFT directive.

C. Prof. Wozniak's Due Process Arguments

Prof. Wozniak has asserted a number of procedural objections to the Article X hearing process. These are set forth in Prof. Wozniak's "Objections to Proposed Procedures for Tenure Hearing Matters," his "Motion to Strike New Allegations Relating to Conduct Occurring After the Issuance of the CAFT Report," and his "Motion in Limine" to prevent the CAFT Chair from appearing and offering a statement at the Board hearing. (It should be noted that the University *Statutes* expressly require participation by a representative of CAFT.) Because the Board is satisfied that Prof. Wozniak has received appropriate due process, his objections and motion to strike are denied.⁴ The University notified Prof. Wozniak in February 2013 that he had published confidential student information in violation of the CAFT directive. In June 2013, counsel for the

⁴ The Board of Trustees denied Prof. Wozniak's Motion in Limine at the September 23 Hearing.

University provided Prof. Wozniak with dozens of specific examples of this additional misconduct.

Prof. Wozniak asserts he has the right under the First Amendment to challenge and criticize the University, the College of Engineering and the student award process. The Board is well aware of, and keenly sensitive to, First Amendment concerns. That, however, is not the issue before us. The question is whether when publishing materials concerning his case, Prof. Wozniak could include confidential student information. Both the CAFT Report and this Board have concluded that he could not. Publishing these materials was a breach of Prof. Wozniak's professional ethics. The First Amendment does not create a right for a professor to disseminate confidential student information.

We also concur with the Faculty Advisory Committee, members of the Senate, and members of CAFT that the proper course was to bring these violations of the CAFT directive directly to the Board of Trustees as part of the on-going Article X proceeding rather than to initiate a new, separate process. Article X, Section 1(e)(7) provides for the presentation of evidence in support of the charges, and evidence concerning Prof. Wozniak's post-CAFT report misconduct was in fact presented as part of the hearing before the Board. Accordingly, the Board of Trustees is both an appellate body and a fact finder under limited circumstances. We believe that the Board has the authority under the current circumstances to hear limited evidentiary matters related to the additional misconduct in violation of the CAFT directive. Neither the University nor the interests of justice generally would be well served by unnecessary additional hearings before CAFT on these limited matters.

Finally, Prof. Wozniak's claim that he did not have adequate time to prepare for the proceedings before this Board ignores the considerable efforts that University counsel and counsel for this Board spent working with Prof. Wozniak's counsel in advance of these hearings. As noted above, Prof. Wozniak received all of the materials upon which the University relied for its case in June 2013. In July 2013, more than two months before the September 23 hearing, Prof. Wozniak received a detailed set of proposed procedures both for the hearing and for the exchange of exhibits, witness lists, briefs, motions and a variety of other pre-hearing procedures. Following a status conference among all counsel, Prof. Wozniak received a revised set of procedures addressing several of his procedural concerns on August 12, 2013.⁵ Attorneys for the University, the Board of Trustees and Prof. Wozniak also convened by telephone on a weekly basis to address any procedural issues and to ensure that the hearing satisfied any concerns raised by any counsel. The Board also allowed additional briefing following the hearing so that the parties could address any additional issues and so that any matter potentially foreclosed at the hearing could be addressed by the parties.

In short, the Board is satisfied that Prof. Wozniak received a fair hearing and that he was allowed sufficient time to prepare and to present his case to the Trustees. The Board is further satisfied that the Administration and counsel for the Board made

⁵ Prof. Wozniak argues that because the University provided him a "Revised Statement of the Basis for Dismissal" on August 29, 2013, he should have been given additional time to prepare for the September 23 hearing. The Board finds, however, that the revisions were minor editorial changes and actually resulted in a narrowing of the matters asserted to the Board of Trustees. Accordingly, the Board does not believe that any additional time beyond the three weeks provided was necessary.

extraordinary efforts to ensure that Prof. Wozniak had an opportunity to address any procedural issues in advance of the hearing and that any reasonable objections were overcome.

Accordingly, the Board finds that there is clear and convincing evidence that Prof. Wozniak's tenure should be revoked and that Prof. Wozniak's should be dismissed as a member of the faculty.

D. Professor Wozniak's Termination Shall Be Effective Immediately.

Article X, Section 1(e)(7) provides:

If the board concludes that the appointee should be dismissed or asked to resign, the effective date of such dismissal or resignation shall not be less than one year from the date of the board's decision unless the board, in its discretion, determines that an earlier effective date is justified by the gravity of the appointee's conduct in question.

Given our determination that Prof. Wozniak's conduct merits dismissal, we must also consider whether the conduct in question is sufficiently grave to justify termination sooner than in one year's time. The Board believes that Prof. Wozniak's conduct requires us to remove him from the University immediately.

Prof. Wozniak has repeatedly, despite multiple warnings, published confidential student information. This information is protected by federal law and by University policies protecting educational privacy. Prof. Wozniak has been warned by the College of Engineering, the Committee on Academic Freedom and Tenure, and the Executive Vice Provost for Academic Affairs among many, many others within the University, that he must stop publishing these materials. He has consistently refused to do so. Worse, at

no point has Prof. Wozniak taken responsibility for his actions or expressed any recognition of the impact his actions have had on the students involved. Significantly, Prof. Wozniak has indicated that if given the opportunity, he would act exactly as he has done throughout these proceedings. As the CAFT Report noted: “There is no evidence that Prof. Wozniak would have conducted himself any differently should a similar situation arise in the future.” Report at p. 57. Sadly, we concur with CAFT’s conclusion. Prof. Wozniak has given every indication that his misconduct would continue unabated in the future.

There is nothing more fundamental to the mission of a University than to protect its relationships with its students. This includes ensuring that student confidences are maintained and that information is not published about them without the consent required by University policies. Every student of this University deserves nothing less than our complete and unwavering support of these policies. Prof. Wozniak has refused to meet this most basic understanding. His termination, therefore, must be effective immediately.

We reach this sanction reluctantly. While we recognize that our decision is absolutely necessary to protect the best interests of the University and our students, there can be no winners when the precious right of tenure is revoked. We also recognize that this marks an unfortunate conclusion to the academic life of one of our faculty members. Prof. Wozniak has lived a remarkable life and taught thousands of University of Illinois students for nearly 50 years. Many of these students submitted supportive letters which were clearly quite genuine. Prof. Wozniak has clearly touched the lives of many, many students and has worked with the University and the College of Engineering to develop

generations of engineers who have in turn helped to build and change our world. The Board recognizes the great value in Prof. Wozniak's past teaching and wishes that the facts were otherwise and that it could allow such teaching to continue with confidence that student confidentiality would be respected.

IV. CONCLUSION

Wherefore, pursuant to Article X of the University *Statutes*, the Board of Trustees unanimously directs that Professor Louis A. Wozniak's tenure be revoked and that his employment by the University be terminated immediately. The Board further directs President Easter, Chancellor Wise, together with Executive Vice Provost Wilson and Dean Andreas Cangellaris of the College of Engineering, to take all such actions necessary to enforce the terms of this directive.

November 14, 2013

Approve Extension of the Chancellor of the University of Illinois at Chicago and Vice
President of the University of Illinois

(2) In July 2008, the Board of Trustees approved the appointment of Paula Allen-Meares as Chancellor, University of Illinois at Chicago, on a term appointment effective January 15, 2009 through January 14, 2014.

The President now recommends an extension of this term appointment by one additional year, from January 15, 2014, through January 14, 2015, and Dr. Allen-

Meares has expressed her willingness to accept such an extension. The Board hereby authorizes and approves the one-year extension.

Dr. Allen-Meares' appointment is non-tenured, on a twelve-month service basis, on 100 percent time, at an annual salary of \$422,458, and she will be eligible for a salary adjustment at the discretion of the President, based on the University's salary program and merit.

In addition, in considering the long-term interests of the University, the Board has determined that it is imperative to align the interests of the Chicago campus' chief executive officer, the Chancellor and Vice President, with those of the University. Accordingly, the Board wishes to implement an incentive-based approach as part of the Chancellor's total compensation. Such an approach offers a wide array of benefits, including the following:

- Establishes a direct, demonstrable, and measurable link between results and a significant portion of compensation;
- Allows the Chancellor and Vice President to use discretion and positional knowledge to find a route to achieve goals, as well as providing motivation to do so;
- Allows the President to prioritize goals and translate those priorities more directly to the Chancellor and Vice President;
- Encourages teamwork;
- Rewards loyalty and continuity of service;
- Incentivizes the Chancellor and Vice President to remain through her term appointment; and,
- Provides increased compensation when institutional goals are met.

As a result, the Board hereby authorizes President Easter to evaluate Dr. Allen-Meares' performance of stated goals during the remainder of Fiscal Year 2014 and the first six months of Fiscal Year 2015 and recommend performance-based compensation to be awarded in January 2015, which will be in addition to a base salary adjustment provided in accordance with the University's salary plan. Dr. Allen-Meares will assist with this process, including defining the goals and objectives, and participating in the evaluation process to be administered by the President.

Dr. Allen-Meares will continue to hold the rank of Professor, Jane Addams College of Social Work, Chicago, on indefinite tenure, on an academic year service basis, on zero percent time, non-salaried; Professor, School of Social Work, Urbana-Champaign, on indefinite tenure, on an academic year service basis, on zero percent time, non-salaried; Professor of Community Health Sciences, Chicago, non-tenured, on an academic year service basis, on zero percent time, non-salaried; John E. Corbally Presidential Professor, Jane Addams College of Social Work, Chicago, non-tenured, on an academic year service basis, on zero percent time, non-salaried; Professor of Educational Psychology, Chicago, non-tenured, on an academic year service basis, on zero percent time, non-salaried; Professor of Educational Policy Studies, Chicago, non-tenured, on an academic year service basis, on zero percent time, non-salaried; and Professor of Educational Psychology, Urbana-Champaign, non-tenured, on an academic year service basis, on zero percent time, non-salaried.

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

This recommendation follows a consultation process including advice from faculty and campus-level advisory groups, deans, and others.

I seek your approval.

On motion of Mr. Montgomery, seconded by Mr. Fitzgerald, this recommendation was approved.

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

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

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

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

Urbana

College of Agricultural, Consumer and Environmental Sciences

Yuji Arai, Assistant Professor of Natural Resources and Environmental Sciences, probationary faculty on tenure track year four, on an academic year service basis, on 100 percent time, at an annual salary of \$73,500, beginning August 16, 2013.

Megan J. Dailey, Assistant Professor of Animal Sciences, probationary faculty on tenure track year one, on an academic year service basis, on 100 percent time, at an annual salary of \$76,500, beginning August 16, 2013.

Ma LuLu Alcasabas Rodriguez, Associate Professor of Agricultural Communication, College of Agricultural, Consumer and Environmental Sciences, non-tenured, on an academic year service basis, on 75 percent time, at an annual salary of \$78,750, beginning September 16, 2013; Associate Professor of Agricultural Communication, College of Media, non-tenured, on an academic year service basis, on 25 percent time, at an annual salary of \$26,250, beginning September 16, 2013; and Director, Agricultural Communications Program, College of Agricultural, Consumer and Environmental Sciences, non-tenured, on a twelve-month service basis, with an administrative increment of \$20,000, beginning September 16, 2013, for a total salary of \$125,000. Indefinite tenure will be maintained at 100 percent in the Department of Natural Resources and Environmental Sciences.

Nathan E. Schroeder, Assistant Professor of Crop Sciences, probationary faculty on tenure track year one, on an academic year service basis, on 100 percent time, at an annual salary of \$76,000, beginning August 16, 2013.

Erica B. Thieman, Assistant Professor of Human and Community Development, probationary faculty on tenure track year one, on an academic year service basis, on zero percent time, non-salaried, beginning August 16, 2013; and Assistant Professor, Agricultural Education Program, non-tenured, on an academic year service basis, on 100 percent time, at an annual salary of \$72,000, beginning August 16, 2013, for a total salary of \$72,000. Tenure eligibility will be maintained at 100 percent time in the Department of Human and Community Development.

College of Applied Health Sciences

Ruopeng An, Assistant Professor of Kinesiology and Community Health, 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, 2013.

Yelyzaveta Berdychevsky Kustanovich, Assistant Professor of Recreation, Sport and Tourism, College of Applied Health Sciences, probationary faculty on tenure track year

one, on an academic year service basis, on 100 percent time, at an annual salary of \$63,000, beginning August 16, 2013; and Assistant Professor, 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, 2013, for a total salary of \$63,000.

Nicholas A. Burd, Assistant Professor of Kinesiology and Community Health, 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, 2013.

Chung-Yi Chiu, Assistant Professor of Kinesiology and Community Health, probationary faculty on tenure track year one, on an academic year service basis, on 100 percent time, at an annual salary of \$72,000, beginning August 16, 2013.

Michael De Lisio, Assistant Professor of Kinesiology and Community Health, 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, 2013.

***Hillary Klonoff-Cohen**, Professor of Kinesiology and Community Health, on indefinite tenure, on an academic year service basis, on 100 percent time, at an annual salary of \$163,000, beginning August 16, 2013; Saul J. Morse and Anne B. Morgan Professor of Applied Health Sciences, non-tenured, on a twelve-month service basis, with an increment of \$10,000, beginning August 16, 2013; and Director of the Master in Public Health Program, Department of Kinesiology and Community Health, non-tenured, on a twelve-month service basis, with an administrative increment of \$7,000, beginning August 16, 2013, for a total salary of \$180,000.

Lara Pilutti, Assistant Professor of Kinesiology and Community Health, 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, 2013.

College of Education

Eunjung Oh, Assistant Professor of Education Policy, Organization and Leadership, probationary faculty on tenure track year one, on an academic year service basis, on 100 percent time, at an annual salary of \$64,000, beginning September 16, 2013.

Menah Pratt-Clarke, Associate Professor of Education Policy, Organization and Leadership, College of Education, on indefinite tenure, on an academic year service basis, on 25 percent time, at an annual salary of \$37,271, beginning October 16, 2013; Associate Professor of African American Studies, College of Liberal Arts and Sciences, non-tenured, on an academic year service basis, on zero percent time, non-salaried, beginning October 16, 2013. In addition, Dr. Pratt-Clarke will receive an amount equal to two ninths of her faculty base salary for two months of faculty service, on 25 percent time, during each summer of her appointment as Associate Chancellor (\$8,283 during Summer 2014). She was appointed as Associate Provost for Diversity, Office of the

Provost and Vice Chancellor for Academic Affairs, non-tenured, on an academic year service basis, on zero percent time, non-salaried, beginning October 31, 2013. Dr. Pratt-Clarke will continue to serve as Associate Chancellor, Office of the Chancellor, non-tenured, on a twelve-month service basis, on 75 percent time, at an annual salary of \$136,659 and an administrative increment of \$20,000, effective October 3, 2013, for a total salary of \$202,213.

Rema Ella Reynolds, Assistant Professor of Education Policy, Organization and Leadership, 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, 2013.

College of Engineering

***Jean Paul Allain**, Associate Professor of Nuclear, Plasma and Radiological Engineering, on indefinite tenure, on an academic year service basis, on 100 percent time, at an annual salary of \$120,000, beginning August 16, 2013.

Davide Curreli, Assistant Professor of Nuclear, Plasma and Radiological Engineering, probationary faculty on tenure track year one, on an academic year service basis, on 100 percent time, at an annual salary of \$90,000, beginning August 16, 2013.

Roland Cusick, Assistant Professor of Civil and Environmental Engineering, probationary faculty on initial/partial term appointment, on an academic year service basis, on 100 percent time, at an annual salary of \$89,000, beginning October 1, 2013; 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 \$89,000, effective August 16, 2014.

***Rosa Maria Espinosa Marzal**, Associate Professor of Civil and Environmental Engineering, on indefinite tenure, on an academic year service basis, on 100 percent time, at an annual salary of \$120,000, beginning September 16, 2013.

Songbin Gong, Assistant Professor of Electrical and Computer Engineering, probationary faculty on tenure track year one, on an academic year service basis, on 100 percent time, at an annual salary of \$92,000, beginning August 16, 2013; and Assistant Professor, Micro and Nanotechnology Laboratory, non-tenured, on an academic year service basis, on zero percent time, non-salaried, beginning August 16, 2013, for a total salary of \$92,000.

Andreas Paul Eberhard Kloeckner, Assistant Professor of Computer Science, probationary faculty on tenure track year one, on an academic year service basis, on 100 percent time, at an annual salary of \$92,500, beginning August 16, 2013.

Girish Krishnan, Assistant Professor of Industrial and Enterprise Systems Engineering, probationary faculty on tenure track year one, on an academic year service basis, on 100 percent time, at an annual salary of \$89,000, beginning August 19, 2013.

***Romit Roy Choudhury**, Associate Professor of Electrical and Computer Engineering, on indefinite tenure, on an academic year service basis, on 100 percent time, at an annual salary of \$125,000, beginning August 16, 2013.

Jianhong Shen, Assistant Professor of Industrial and Enterprise Systems Engineering, probationary faculty on tenure track year one, on an academic year service basis, on 100 percent time, at an annual salary of \$100,000, beginning August 16, 2013.

Daniel Philip Shoemaker, Assistant Professor of Materials Science and Engineering, probationary faculty on tenure track year one, on an academic year service basis, on 100 percent time, at an annual salary of \$91,500, beginning August 16, 2013.

Sameh H. Tawfick, Assistant Professor of Mechanical Science and Engineering, probationary faculty on tenure track year one, on an academic year service basis, on 100 percent time, at an annual salary of \$92,000, beginning August 16, 2013.

College of Fine and Applied Arts

***Janet R. Barrett**, Professor, School of Music, on indefinite tenure, on an academic year service basis, on 100 percent time, at an annual salary of \$80,000, beginning August 16, 2013; and Marilyn Pflederer Zimmerman Endowed Scholar in Music Education, School of Music, non-tenured, on an academic year service basis, with an annual increment of \$25,000, beginning August 16, 2013, for a total salary of \$105,000.

Sara Bartumeus Ferré, Associate Professor, School of Architecture, Q probationary faculty, on an academic year service basis, on 100 percent time, at an annual salary of \$80,000, for four years beginning August 16, 2013.

J. Michael Griggs, Assistant Professor of Theatre, probationary faculty on tenure track year one, on an academic year service basis, on 100 percent time, at an annual salary of \$65,000, beginning August 16, 2013.

Christopher Kienke, 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 \$68,000, beginning August 16, 2013; and Chair of the Foundations, School of Art and Design, non-tenured, on an academic year service basis, on zero percent time, non-salaried, beginning August 16, 2013, for a total salary of \$68,000.

Christopher B. Macklin, 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 \$60,000, beginning August 16, 2013.

Linda Moorhouse, Associate Professor, School of Music, Q probationary faculty, on an academic year service basis, on 100 percent time, at an annual salary of \$92,725, for four years beginning August 16, 2013.

Michael B. Silvers, 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 \$58,000, beginning August 16, 2013.

Former Position: Lecturer, Department of Ethnomusicology, University of California-Los Angeles (since 2012)

College of Liberal Arts and Sciences

Ikuko Asaka, 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 \$68,000, beginning August 16, 2013.

Jessica Vantine Birkenholtz, Assistant Professor of Religion, School of Literatures, Cultures and Linguistics, 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, 2013.

Trevor Birkenholtz, Assistant Professor of Geography and Geographic Information Science, School of Earth, Society, and Environment, 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, 2013.

***Jimena Canales**, Professor of History, on indefinite tenure, on an academic year service basis, on 100 percent time, at an annual salary of \$130,000, beginning August 16, 2013, and Thomas M. Siebel Chair in the History of Science, Department of History, on an academic year service basis, on zero percent time, with an annual increment of \$10,000, beginning August 16, 2013, for a total salary of \$140,000.

Xiaohui Chen, Assistant Professor of Statistics, probationary faculty on tenure track year one, on an academic year service basis, on 100 percent time, at an annual salary of \$85,000, beginning August 16, 2013.

Patrick Degan, Assistant Professor of Microbiology, School of Molecular and Cellular Biology, probationary faculty on tenure track year one, on an academic year service basis, on 100 percent time, at an annual salary of \$75,000, beginning August 16, 2013.

Jaime Lane Derringer, Assistant Professor of Psychology, 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, 2013.

Georgios Fellouris, Assistant Professor of Statistics, probationary faculty on tenure track year one, on an academic year service basis, on 100 percent time, at an annual salary of \$85,000, beginning August 16, 2013.

Ryan Joseph Foley, Assistant Professor of Astronomy, probationary faculty on tenure track year one, on an academic year service basis, on 100 percent time, at an annual salary of \$75,000, beginning August 16, 2013.

Marc Adam Hertzman, Assistant Professor of History, probationary faculty on tenure track year three, on an academic year service basis, on 100 percent time, at an annual salary of \$71,000, beginning August 16, 2013.

Anil Nirmal Hirani, Associate Professor of Mathematics, on indefinite tenure, on an academic year service basis, on 100 percent time, at an annual salary of \$95,000, beginning August 16, 2013.

Rana Hogarth, 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 \$68,000, beginning August 16, 2013.

Thomas Kehl-Fie, Assistant Professor of Microbiology, School of Molecular and Cellular Biology, probationary faculty on initial/partial term appointment, on an academic year service basis, on 100 percent time, at an annual salary of \$78,000, beginning November 1, 2013; 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 \$78,000, effective August 16, 2014.

***Mei-Po Kwan**, Professor of Geography and Geographic Information Science, School of Earth, Society, and Environment, on indefinite tenure, on an academic year service basis, on 100 percent time, at an annual salary of \$198,000, beginning August 16, 2013.

***Bo Li**, Associate Professor of Statistics, on indefinite tenure, on an academic year service basis, on 100 percent time, at an annual salary of \$120,000, beginning August 16, 2013.

Samir Meghelli, Assistant Professor of African American Studies, probationary faculty on tenure track year one, on an academic year service basis, on 75 percent time, at an annual salary of \$54,750, beginning August 16, 2013; and Assistant Professor of French, School of Literatures, Cultures and Linguistics, probationary faculty on tenure track year one, on an academic year service basis, on 25 percent time, at an annual salary of \$18,250, beginning August 16, 2013, for a total salary of \$73,000.

***Andriy Norets**, Associate Professor of Economics, on indefinite tenure, on an academic year service basis, on 100 percent time, at an annual salary of \$180,000, beginning August 16, 2013.

James Patrick O'Dwyer, Assistant Professor of Plant Biology, School of Integrative Biology, probationary faculty on tenure track year one, on an academic year service basis, on 100 percent time, at an annual salary of \$75,000, beginning August 16, 2013.

Francois Proulx, Assistant Professor of French, School of Literatures, Cultures and Linguistics, probationary faculty on tenure track year one, on an academic year service basis, on 100 percent time, at an annual salary of \$67,000, beginning August 16, 2013.

Tim Schmidt-Eisenlohr, Assistant Professor of Economics, probationary faculty on tenure track year one, on an academic year service basis, on 100 percent time, at an annual salary of \$125,000, beginning August 16, 2013.

Joaquin Daniel Vieira, Assistant Professor of Astronomy, probationary faculty on tenure track year one, on an academic year service basis, on 100 percent time, at an annual salary of \$75,000, beginning August 16, 2013.

Brian Channing Walters, Assistant Professor of the Classics, School of Literatures, Cultures and Linguistics, probationary faculty on tenure track year one, on an academic year service basis, on 100 percent time, at an annual salary of \$67,000, beginning August 16, 2013.

***Craig Arthur Williams**, Professor of the Classics, School of Literatures, Cultures and Linguistics, on indefinite tenure, on an academic year service basis, on 100 percent time, at an annual salary of \$120,000, beginning August 16, 2013.

Graduate School of Library and Information Science

Masooda N. Bashir, 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 \$84,500, beginning August 16, 2013; Director of Social Sciences in Engineering Research, College of Engineering, non-tenured, on an academic year service basis, with an administrative increment of \$5,000, beginning August 16, 2013; Assistant Professor, Coordinated Science Laboratory, College of Engineering, non-tenured, on an academic year service basis, on zero percent time, non-salaried, beginning August 16, 2013; and Department Affiliate in Industrial and Enterprise Systems Engineering, College of Engineering, non-tenured, on an academic year service basis, on zero percent time, non-salaried, beginning August 16, 2013, for a total salary of \$89,500.

College of Veterinary Medicine

Laura Selmic, Assistant Professor of Veterinary Clinical Medicine, probationary faculty on tenure track year one, on a twelve-month service basis, on 80 percent time, at an annual salary of \$104,000, beginning September 16, 2013; and Assistant Professor, Veterinary Teaching Hospital, non-tenured, on a twelve-month service basis, on 20 percent time, at an annual salary of \$26,000, beginning September 16, 2013, for a total salary of \$130,000. Tenure eligibility will be maintained at 100 percent time in the Department of Veterinary Clinical Medicine.

Emeriti Appointments

John R. Abelson, Professor Emeritus of Materials Science and Engineering, July 1, 2013

J. Kathryn Bock, Professor Emerita of Psychology, August 16, 2013

Joseph L. Cheng, Professor Emeritus of Business Administration, July 1, 2013

Georgia E. Garcia, Professor Emerita of Curriculum and Instruction, September 1, 2013

Jozef L. Kokini, Professor Emeritus of Food Science and Human Nutrition, October 16, 2013

Sandra Manfra Marretta, Professor Emerita of Veterinary Clinical Medicine, January 1, 2014

Bruce F. Michelson, Professor Emeritus of English, August 16, 2013

James Eugene Pettigrew, Professor Emeritus of Animal Sciences, June 1, 2013

Fred A. Stoltzfus, Professor Emeritus, School of Music, August 16, 2013

Chicago

College of Applied Health Sciences

***Philip S. Clifford**, Professor of Kinesiology and Nutrition, on indefinite tenure, on an academic year service basis, on zero percent time, non-salaried, beginning November 1, 2013; and Associate Dean for Research, non-tenured, on a twelve-month service basis, on 100 percent time, at an annual salary of \$160,416 and an administrative increment of \$14,584, beginning November 1, 2013, for a total salary of \$175,000.

Kharma C. Foucher, Assistant Professor of Kinesiology and Nutrition, probationary faculty on tenure track year one, on an academic year service basis, on 100 percent time, at an annual salary of \$98,000, beginning August 16, 2013.

College of Architecture, Design and the Arts

John Henrie Fisher, Assistant Professor, School of Design, probationary faculty on tenure track year one, on an academic year service basis, on 100 percent time, at an annual salary of \$65,000, beginning August 16, 2013.

Cheryl Towler Weese, Associate Professor, School of Design, Q probationary faculty, on an academic year service basis, on 100 percent time, at an annual salary of \$70,000, for two years beginning August 16, 2013.

College of Engineering

Brian P. Chaplin, Assistant Professor of Chemical Engineering, probationary faculty on tenure track year one, on an academic year service basis, on 100 percent time, at an annual salary of \$95,000, beginning August 16, 2013.

Hulya Seferoglu, Assistant Professor of Electrical and Computer Engineering, probationary faculty on tenure track year one, on an academic year service basis, on 100 percent time, at an annual salary of \$94,000, beginning October 16, 2013.

College of Liberal Arts and Sciences

Jordi Cabana-Jimenez, Assistant Professor of Chemistry, summer appointment, on 100 percent time, at a monthly rate of \$9,611, July 1-August 15, 2013; 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 \$86,500, effective August 16, 2013.

***Roderick A. Ferguson**, Professor of African American Studies, on indefinite tenure, on an academic year service basis, on 75 percent time, at an annual salary of \$103,500, beginning August 16, 2014; and Professor, Gender and Women's Studies Program, on indefinite tenure, on an academic year service basis, on 25 percent time, at an annual salary of \$34,500, beginning August 16, 2014, for a total salary of \$138,000.

***Amanda E. Lewis**, Associate Professor of African American Studies, on indefinite tenure, on an academic year service basis, on 50 percent time, at an annual salary of \$75,313, beginning January 1, 2014; and Associate Professor of Sociology, on indefinite tenure, on an academic year service basis, on 50 percent time, at an annual salary of \$75,312, beginning January 1, 2014, for a total salary of \$150,625.

Kristine Mayerli Molina, Assistant Professor of Psychology, summer appointment, on 100 percent time, at a monthly rate of \$8,333, July 1-August 15, 2013; 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 \$75,000, effective August 16, 2013.

***Nadine Naber**, Associate Professor, Gender and Women's Studies Program, summer appointment, on 100 percent time, at a monthly rate of \$10,556, August 1-15, 2013; and continuing on indefinite tenure, on an academic year service basis, on 50 percent time, at an annual salary of \$47,500, effective August 16, 2013; and Associate Professor, Asian American Studies Program, on indefinite tenure, on an academic year service basis, on 50 percent time, at an annual salary of \$47,500, beginning August 16, 2013, for a total salary of \$95,000.

Kevin Tucker, Assistant Professor of Mathematics, Statistics, and Computer Science, probationary faculty on tenure track year three, on an academic year service basis, on 100 percent time, at an annual salary of \$90,000, beginning August 16, 2013.

College of Medicine at Chicago

***Bryan Becker**, Professor of Medicine, College of Medicine at Chicago, on indefinite tenure, on a twelve-month service basis, on 30 percent time, at an annual salary of \$132,000, beginning October 16, 2013. Dr. Becker will continue to serve as Physician Surgeon in Medicine, College of Medicine at Chicago, non-tenured, on a twelve-month service basis, on 15 percent time, at an annual salary of \$61,000, effective August 16, 2013; and Associate Vice President, Hospital Operations, Office of the Vice President for Health Affairs, University Administration, non-tenured, on a twelve-month service basis, on 55 percent time, at an annual salary of \$234,000, effective August 16, 2013, for a total salary of \$427,000.

***Anjen Chenn**, Associate Professor of Pathology, College of Medicine at Chicago, on indefinite tenure, on a twelve-month service basis, on 51 percent time, at an annual salary of \$113,220, beginning October 16, 2013; and Director of Clinical Pathology and Molecular Diagnostics, Department of Pathology, College of Medicine at Chicago, non-tenured, on an academic year service basis, with an administrative increment of \$50,000, beginning October 16, 2013. Dr. Chenn will continue to serve as Physician Surgeon of Pathology, College of Medicine at Chicago, non-tenured, on a twelve-month service basis, on 49 percent time, at an annual salary of \$58,780, effective August 16, 2013, for a total salary of \$222,000.

***Rick Kittles**, Associate Professor of Medicine, College of Medicine at Chicago, on indefinite tenure, on a twelve-month service basis, on 50 percent time, at an annual salary of \$85,500, beginning August 16, 2013; Associate Professor, Division of Epidemiology and Biostatistics, School of Public Health, non-tenured, on a twelve-month service basis, on 11 percent time, at an annual salary of \$19,000, beginning August 16, 2013; Research Scientist, Department of Medicine, College of Medicine at Chicago, non-tenured, on a twelve-month service basis, on 39 percent time, at an annual salary of \$65,500, beginning August 16, 2013; and Associate Director, Outreach Program, Cancer Center, College of Medicine at Chicago, non-tenured, on a twelve-month service basis, with an administrative increment of \$20,000, beginning August 16, 2013, for a total salary of \$190,000.

***Kinh Luan Phan**, Professor of Psychiatry, College of Medicine at Chicago, on indefinite tenure, on a twelve-month service basis, on 51 percent time, at an annual salary of \$51,510, beginning August 16, 2013; Director, Mood and Anxiety Disorders Programs, Department of Psychiatry, College of Medicine at Chicago, non-tenured, on a twelve-month service basis, with an administrative increment of \$25,000, beginning August 16, 2013; and Associate Head for Clinical and Translational Research, Department of Psychiatry, College of Medicine at Chicago, non-tenured, on a twelve-month service basis, with an administrative increment of \$25,000, beginning August 16,

2013. Dr. Phan will continue to serve as Physician Surgeon in Psychiatry, College of Medicine at Chicago, non-tenured, on a twelve-month service basis, on 49 percent time, at an annual salary of \$49,490, effective August 16, 2013, for a total salary of \$151,000.

***Kamal Sharma**, Associate Professor of Anatomy and Cell Biology, College of Medicine at Chicago, on indefinite tenure, on a twelve-month service basis, on 100 percent time, at an annual salary of \$139,000, beginning October 16, 2013.

***Jason X. J. Yuan**, Professor of Medicine, College of Medicine at Chicago, on indefinite tenure, on a twelve-month service basis, on 100 percent time, at an annual salary of \$180,000, beginning August 16, 2013; Professor of Pharmacology, College of Medicine at Chicago, non-tenured, on a twelve-month service basis, on zero percent time, non-salaried, beginning August 16, 2013; and Director, Pulmonary Hypertension Translational Research Program, Department of Medicine, College of Medicine at Chicago, non-tenured, on a twelve-month service basis, with an administrative increment of \$15,000, beginning August 16, 2013. Dr. Yuan will continue to serve as Associate Head, Scholarly Activities, Department of Medicine, College of Medicine at Chicago, non-tenured, on a twelve-month service basis, with an administrative increment of \$30,000, effective August 16, 2013, for a total salary of \$225,000.

College of Medicine at Peoria

Julia M. Biernot, Assistant Professor of Neurology, College of Medicine at Peoria, probationary faculty on initial/partial term appointment, on a twelve-month service basis, on 51 percent time, at an annual salary of \$102,000, beginning July 1, 2013; and Physician Surgeon in Neurology, College of Medicine at Peoria, non-tenured, on a twelve-month service basis, on 49 percent time, at an annual salary of \$98,000, beginning July 1, 2013, for a total salary of \$200,000.

School of Public Health

***Mary Ellen Turyk**, Associate Professor, Division of Epidemiology and Biostatistics, on indefinite tenure, on an academic year service basis, on 65 percent time, at an annual salary of \$61,100, beginning January 1, 2014; and Research Associate Professor, Division of Epidemiology and Biostatistics, non-tenured, on an academic year service basis, on 35 percent time, at an annual salary of \$32,900, beginning January 1, 2014, for a total salary of \$94,000.

University Library

Catherine Lantz, Assistant Professor and Reference and Liaison Librarian, University Library, probationary faculty on tenure track year one, on a twelve-month service basis, on 100 percent time, at an annual salary of \$53,500, beginning September 3, 2013.

Emeriti Appointments

Michael J. Blend, Professor Emeritus of Radiology, University of Illinois Hospital and Health Sciences System, January 1, 2012

Bruce S. Graham, Dean Emeritus, College of Dentistry, December 16, 2013

James C. Lin, Professor Emeritus of Electrical and Computer Engineering, June 1, 2013

Lynda Slimmer, Professor Emerita of Biobehavioral Health Science, August 16, 2013

P. L. Uslenghi, Professor Emeritus of Electrical and Computer Engineering, June 1, 2013

Galdino E. Valvassori, Professor Emeritus of Radiology, University of Illinois Hospital and Health Sciences System, August 1, 2011

Springfield

College of Business and Management

Shipra Gupta, Assistant Professor of Business Administration, probationary faculty on tenure track year one, on an academic year service basis, on 100 percent time, at an annual salary of \$99,900, beginning August 16, 2013.

College of Education and Human Services

Traci Lynn Van Prooyen, Assistant Professor of Teacher Education, probationary faculty on tenure track year one, on an academic year service basis, on 100 percent time, at an annual salary of \$53,000, beginning August 16, 2013.

College of Liberal Arts and Sciences

Deborah J. Baudler, Assistant Professor of Clinical Laboratory Science, probationary faculty on tenure track year one, on an academic year service basis, on 100 percent time, at an annual salary of \$56,500, beginning August 16, 2013.

Liang Kong, Assistant Professor of Mathematical Sciences, probationary faculty on tenure track year one, on an academic year service basis, on 100 percent time, at an annual salary of \$50,500, beginning August 16, 2013.

Appointments to Administrative/Professional Staff

Urbana-Champaign

Jeffrey Louis Binder, Director, Illinois Applied Research Institute, College of Engineering, Urbana-Champaign, non-tenured, on a twelve-month service basis, on 100 percent time, at an annual salary of \$270,000 and an administrative increment of \$35,000, beginning November 15, 2013. Dr. Binder was appointed to serve as Interim Director under the same conditions and salary arrangement beginning November 11, 2013. An annual evaluation of additional stated goals and review of extraordinary achievements will determine eligibility for the award of up to 10 percent of annual base salary in incentive-based compensation, with the first such evaluation in advance of Fall 2014. Dr. Binder was appointed to the rank of Adjunct Professor of Nuclear, Plasma and Radiological Engineering, College of Engineering, non-tenured, on a twelve-month service basis, on zero percent time, non-salaried, beginning November 11, 2013. His total annual guaranteed salary is \$305,000. In the event that acceptance of this position as Director causes the surrender or partial surrender of a salary bonus for the fiscal year ending September 30, 2013, related to Dr. Binder's previous employment, he will receive a one-time payment for the amount of his loss, not to exceed \$45,000.

George Frank Czapar, Associate Dean and Director, University of Illinois Extension and Outreach (Cooperative Extension Service), College of Agricultural, Consumer and Environmental Sciences, Urbana-Champaign, non-tenured, on an academic year service basis, with an administrative increment of \$21,111, beginning November 15, 2013. In addition, he will receive an amount equal to two-ninths of his faculty base salary for two months of faculty service during each summer of his appointment as Associate Dean and Director (\$28,889 during Summer 2014). Dr. Czapar was appointed to serve as Interim Associate Dean and Director under the same conditions and salary arrangement beginning October 16, 2013. He was appointed to the rank of Associate Professor of Crop 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 \$130,000, beginning October 16, 2013; and as Departmental Affiliate in Natural Resources and Environmental Sciences, College of Agricultural, Consumer and Environmental Sciences, non-tenured, on an academic year service basis, on zero percent time, non-salaried, beginning October 16, 2013, for a total salary of \$180,000.

Evan H. DeLucia, Director, Institute for Sustainability, Energy, and Environment, Office of the Vice Chancellor for Research, Urbana-Champaign, non-tenured, on a twelve-month service basis, with an administrative increment of \$25,000, beginning November 15, 2013. In addition, Dr. DeLucia will receive an amount equal to two-ninths of his faculty base salary for two months of faculty service during each summer of his appointment as Director (\$45,931 during Summer 2014). He will continue to hold the rank of Professor of Plant Biology, School of Integrative Biology, College of Liberal Arts and Sciences, on indefinite tenure, on an academic year service basis, on 100 percent

time, at an annual salary of \$206,688, effective August 16, 2013; Professor, 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, 2013; G. William Arends Professor, School of Integrative Biology, College of Liberal Arts and Sciences, non-tenured, on an academic year service basis, on zero percent time, non-salaried, effective August 16, 2013; and Departmental Affiliate in Natural Resources and Environmental 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, 2013, for a total salary of \$277,619.

Jeffrey S. Magee, Director, School of Music, College of Fine and Applied Arts, non-tenured, on a twelve-month service basis, with an administrative increment of \$22,500, beginning November 15, 2013. Dr. Magee will receive an amount equal to two-ninths of his faculty base salary for two months of faculty service during each summer of his appointment as Director (\$23,181 during Summer 2014). He will continue to hold the rank of Professor, School of Music, College of Fine and Applied Arts, on indefinite tenure, on an academic year service basis, on 100 percent time, at an annual salary of \$104,315, effective August 16, 2013; and Professor of Theatre, College of Fine and Applied Arts, non-tenured, on an academic year service basis, on zero percent time, non-salaried, effective August 16, 2013, for a total salary of \$149,196.

Harry Edward Seidel, Director, National Center for Supercomputing Applications, 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 \$244,444 and an administrative increment of \$75,000, beginning January 10, 2014; Professor of Physics, College of Engineering, on indefinite tenure, on an academic year service basis, on zero percent time, non-salaried, beginning January 10, 2014; and Professor of Astronomy, College of Liberal Arts and Sciences, non-tenured, on an academic year service basis, on zero percent time, non-salaried, beginning January 10, 2014, for a total salary of \$319,444.

Alex E. Winter-Nelson, Director, Office of International Programs, College of Agricultural, Consumer and Environmental Sciences, Urbana-Champaign, non-tenured, on a twelve-month service basis, with an administrative increment of \$15,000, beginning November 15, 2013. In addition, Dr. Winter-Nelson will also receive an amount equal to one-ninth of his faculty base salary for two months of faculty service, on 50 percent time, during each summer of his appointment as Director (\$13,038 during Summer 2014). He was appointed to serve as Interim Director under the same conditions and salary arrangement beginning August 16, 2013. Dr. Winter-Nelson will continue to hold the rank of Professor of Agricultural and Consumer Economics, 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 \$117,340, effective August 16, 2013, for a total salary of \$145,378.

Chicago

Kathryn E. Christiansen, Executive Director for Healthcare Innovation, College of Nursing, Chicago, non-tenured, on a twelve-month service basis, with an administrative increment of \$30,000, beginning November 16, 2013. Dr. Christiansen was appointed to serve as Interim Executive Director under the same conditions and salary arrangement beginning August 16, 2013. She will continue to hold the rank of Clinical Assistant Professor of Health Systems Science, College of Nursing, non-tenured, on a twelve-month service basis, on 100 percent time, at an annual salary of \$110,390, effective August 16, 2013; and Interim Associate Dean for Clinical Practice, College of Nursing, non-tenured, on a twelve-month service basis, with an administrative increment of \$5,000, effective August 16, 2013, for a total salary of \$145,390.

***Tyrone A. Forman**, Vice Provost for Diversity and Senior Advisor to the Chancellor, Office of the Vice Chancellor for Academic Affairs and Provost and Office of the Chancellor, Chicago, non-tenured, on a twelve-month service basis, on 100 percent time, at an annual salary of \$220,000 and an administrative increment of \$5,000, beginning January 1, 2014. Dr. Forman will also be appointed to the rank of Professor of African-American Studies, College of Liberal Arts and Sciences, on indefinite tenure, on an academic year service basis, on zero percent time, non-salaried, beginning January 1, 2014, for a total salary of \$225,000.

Mark N. Goedert, Director of IT Strategy and Planning, Academic Computing and Communications Center, Chicago, non-tenured, on a twelve-month service basis, on 100 percent time, at an annual salary of \$101,704, beginning November 18, 2013.

Joshua R. Naylor, Director, User Services, Academic Computing and Communications Center, Chicago, non-tenured, on a twelve-month service basis, on 100 percent time, at an annual salary of \$109,696, beginning November 18, 2013. Mr. Naylor was appointed to serve as Visiting Director under the same conditions and salary arrangement beginning August 16, 2013.

Cheryl M. Pinotti, Director, Patient and Guest Experience, University of Illinois Hospital and Health Sciences System, Chicago, non-tenured, on a twelve-month service basis, on 100 percent time, at an annual salary of \$144,500, beginning November 18, 2013. Ms. Pinotti was appointed to serve as Interim Director under the same conditions and salary arrangement beginning September 16, 2013.

Pitchayada Simagrai, Director for Administration, Academic Computing and Communications Center, Chicago, non-tenured, on a twelve-month service basis, on 100 percent time, at an annual salary of \$80,000, beginning November 18, 2013. Ms. Simagrai was appointed to serve as Visiting Director under the same conditions and salary arrangement beginning August 16, 2013.

Edward R. Zawacki, Chief Information Security and Privacy Officer, Academic Computing and Communications Center, Chicago, non-tenured, on a twelve-month service basis, on 100 percent time, at an annual salary of \$114,096, beginning November 18, 2013. Mr. Zawacki was appointed to serve as Visiting Chief Information Security and Privacy Officer under the same conditions and salary arrangement beginning August 16, 2013.

Springfield

Vickie S. Cook, Director, Center for Online Learning, Research and Service, Office of the Vice Chancellor for Academic Affairs, Springfield, non-tenured, on a twelve-month service basis, on 100 percent time, at an annual salary of \$140,000, beginning November 18, 2013. Dr. Cook was appointed to serve as Interim Director under the same conditions and salary arrangement beginning September 16, 2013.

Sarah Baker Jome, Director of International Student Services, Office of the Vice Chancellor for Student Affairs, Springfield, non-tenured, on a twelve-month service basis, on 100 percent time, at an annual salary of \$62,000, beginning November 18, 2013. Ms. Jome was appointed to serve as Interim Director under the same conditions and salary arrangement beginning September 23, 2013.

Fernando Planas, Director of Admissions, Office of the Vice Chancellor for Student Affairs, Springfield, non-tenured, on a twelve-month service basis, on 100 percent time, at an annual salary of \$85,000, beginning November 18, 2013. Mr. Planas was appointed to serve as Interim Director under the same conditions and salary arrangement beginning September 2, 2013.

University Administration

John Andrew Evans, Assistant Vice President for Planning and Budgeting, Office of Planning and Budgeting, University Administration, non-tenured, on a twelve-month service basis, on 100 percent time, at an annual salary of \$149,004, beginning November 18, 2013. Dr. Evans was appointed to serve as Interim Assistant Vice President for Planning and Budgeting under the same conditions and salary arrangement beginning September 16, 2013.

Sharla D. Roberts, Director of Procurement Diversity, Office of Business and Financial Services, University Administration, non-tenured, on a twelve-month service basis, on 100 percent time, at an annual salary of \$124,000, beginning November 18, 2013. Ms. Roberts was appointed to serve as Interim Director of Procurement Diversity under the same conditions and salary arrangement beginning October 28, 2013.

Addendum

Urbana Faculty

Wawrzyniec Dobrucki, Assistant Professor of Bioengineering, **College of Engineering**, probationary faculty on tenure track year one, on an academic year service basis, on 100 percent time, at an annual salary of \$90,000, beginning August 16, 2013; **and Assistant Professor, Beckman Institute for Advanced Science and Technology, Office of the Vice Chancellor for Research, non-tenured, on an academic year service basis, on zero percent time, non-salaried, beginning August 16, 2013, for a total salary of \$90,000.**

Kelly Allison Ritter, Professor of English, on indefinite tenure, on an academic year service basis, on 100 percent time, at an annual salary of \$115,000, beginning August 16, 2013; **and Director of First Year Rhetoric, Department of English, non-tenured, on an academic year service basis, with an administrative increment of \$2,400, beginning August 16, 2013, for a total salary of \$117,400.**

Division of Intercollegiate Athletics Biosketches

Urbana

Ronald Garner, Head Varsity Coach, Women's Track and Field/Cross Country, Division of Intercollegiate Athletics, Urbana-Champaign, non-tenured, on 100 percent time, beginning July 23, 2013, with a multi-year agreement, on 100 percent time, effective August 16, 2013 through August 15, ~~2016~~ **2017**. Coach Garner's base salary will be \$105,000, effective July 23, 2013. In addition, for service as head women's track and field/cross country coach for any track and field/cross country camps and clinics operated by the University, Coach Garner will receive 90 percent of the net profit of the campus and clinics. A performance review will be held in June of each contract year to determine any salary adjustments after August 15, 2014.

SABBATICALS

Chicago

College of Liberal Arts and Sciences

Department of Biological Sciences

SIMON T. ALFORD, Professor

~~Academic year 2013-14, two-thirds pay~~ **First semester 2013-14, full pay**

To study the nature of synaptic vesicle fusion, in collaboration with an electron microscopy expert; and to learn techniques in physiological activation of spinal motor pattern generation, in collaboration with a descending motor command systems expert, to advance the understanding of brainstem-spinal cord pathways.

NOTICES OF NON-REAPPOINTMENT

Chicago

Chetty, Chandramu	Service End Date: 05/15/14	<u>08/15/14</u>
Dasari, Venkata Ramesh	Service End Date: 05/15/14	<u>08/15/14</u>
Gogineni, Venkateswara Rao	Service End Date: 05/15/14	<u>08/15/14</u>

RE-HIRED RETIREES

University Administration

Judith Everson	Adjunct Lecturer, Institute of Government and Public Affairs, Office of Public Leadership, UIS	04/11/07	Presenter, Institute of Government and Public Affairs, UIS	0%	09/26/13 - 09/26/13	\$500 <u>\$1,000</u> lump sum
Terry Fencil	N/A Triton College	06/16/04	Adjunct Instructor, UA Academic Programs and Services	0%	10/25/05 - 08/01/13 <u>08/01/13 - 07/15/14</u>	total \$41,835 <u>\$38,650</u>

On motion of Mr. Montgomery, seconded by Mr. Fitzgerald, these appointments were approved.

Appoint Vice Chancellor for Development, Chicago, and Senior Vice President,
University of Illinois Foundation

(4) The Chancellor, University of Illinois at Chicago, and Vice President, University of Illinois recommends the appointment of Jeff H. Nearhoof, presently Associate Dean for Development and Executive Director of the Feinberg Campaign, Feinberg School of Medicine, Northwestern University, Evanston, Illinois, as Vice Chancellor for Development, Chicago, and Senior Vice President, University of Illinois Foundation, non-tenured, on a twelve-month service basis, on 100 percent time, at an annual salary of \$310,000, beginning November 18, 2013. This appointment reports jointly to the Chancellor, University of Illinois at Chicago, and Vice President, University of Illinois, and the President, University of Illinois Foundation. Mr. Nearhoof was appointed to serve as Interim Vice Chancellor for Development, Chicago, and Senior Vice President, University of Illinois Foundation under the same conditions and salary arrangement beginning October 1, 2013.

This appointment includes a retention incentive agreement (RIA) providing for a \$50,000 one-time incentive-based compensation payment (exclusive of Mr. Nearhoof's base salary) to be paid on or before December 31, 2018, contingent upon favorable performance evaluations, based on specific criteria to be outlined in the RIA. The criteria shall, but will not be limited to: develop relationships with key internal and external stakeholders; develop relationships with key foundations and corporations; meet or exceed activity and fundraising goals for the Chicago campus; support and lead

Roadmap strategic planning and implementation efforts; and support and lead campaign planning.

The Chancellor, University of Illinois at Chicago, Vice President, University of Illinois, and the President, University of Illinois Foundation, or their designee(s) will meet with Mr. Nearhoof prior to November 1 of each year of his employment to evaluate Mr. Nearhoof's performance and may recommend an adjustment to Mr. Nearhoof's annual salary, which will be processed in accordance with normal procedures for salary adjustment for academic professional employees of the University.

The Vice Chancellor for Development and Senior Vice President of the University of Illinois Foundation serves as the chief development officer for the University of Illinois at Chicago and heads a comprehensive program that includes seventeen schools and units, a central development office, and the Chicago campus' component of the University of Illinois philanthropy programs.

Mr. Nearhoof succeeds Edward F. Ewald, who served as Interim Vice Chancellor for Development, Chicago, and Interim Senior Vice President, University of Illinois Foundation, from June 3, 2013, through September 30, 2013.

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 Procedures*, and the Board of Trustees policies and directives.

This recommendation is made with the advice of a search committee⁶.

The President of the University concurs.

On motion of Mr. Montgomery, seconded by Mr. Fitzgerald, this appointment was approved.

Appoint Member to the Athletic Board, Urbana

(5) On recommendation of the Chancellor, University of Illinois at Urbana-Champaign and Vice President, University of Illinois, Professor Harley Johnson (Department of Mechanical Science and Engineering) has been nominated to complete the term of Professor Rayvon Fouché which will expire in 2014. (A biographical sketch for the nominee is on file with the secretary.) Professor Fouché resigned his position to accept a position at another institution. The current Athletic Board includes alumni Carrie Casper, Audwin Rowe, Gavin Sontag, and Richard Stockton; faculty members Cleo d'Arcy, Vicente Diaz, Adrienne Dixson, Michael Raycraft, Brent Roberts, and Tom Ulen; students McKennon Biers, Sarah Hartwell, and Nisar Qureshi; and faculty athletic representatives Christopher Span and Matt Wheeler.

⁶ Edward F. Ewald, Senior Vice President for Development Programs and Campaign Management, University of Illinois Foundation, *Co-Chair*; Mitra Dutta, Vice Chancellor for Research, Office of the Vice Chancellor for Research, and Professor of Electrical and Computer Engineering, College of Engineering, *Co-Chair*; Mary Case, University Librarian and Dean of Libraries, University Library; Lou Friedrich, Life Member, Board of Directors, University of Illinois Foundation; Bruce S. Graham, Professor of Dentistry and Dean, College of Dentistry; James Hammerschmidt, Executive Director, Office of International Services; Arlene Norsym, Vice President and Associate Chancellor for Alumni Relations; Kay Schwichtenberg, Board of Directors, University of Illinois Foundation; and D. Charles Van Hecke, Jr., Associate Vice Chancellor, Office of Development.

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

The board consists of nineteen members: two faculty representatives to the Big Ten; seven other faculty members; four alumni of the Urbana-Champaign campus; three students; and three *ex officio* members without a vote: a designee of the Chancellor, the University Comptroller or designee, and the Athletic Director. A slate of faculty nominees is provided to the Chancellor by the Urbana-Champaign Senate. The slate of student nominees is provided to the Chancellor by the Urbana-Champaign Senate, the Illinois Student Senate, and the Student Athletic Advisory Board to fill one student position each. The slate of alumni is provided by the Urbana Campus Alumni Advisory Board. The Chancellor reviews the lists of nominees and forwards recommendations to the President of the University for action by the Board of Trustees.

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

The President of the University concurs.

On motion of Mr. Montgomery, seconded by Mr. Fitzgerald, this appointment was approved.

Approve the Revisions to University Policy, Federal Family and Medical Leave Act

(6) The University's Family and Medical Leave Policy became effective in August 1993, with amendments approved on May 11, 1995, February 14, 2003, April 15, 2003, and March 12, 2009, to comply with the Federal Family and Medical Leave Act (FMLA) of 1993. On March 8, 2013, the United States Department of Labor (DOL) implemented further revisions to the Family and Medical Leave Act of 1993.

Revisions to the University policy are required to comply with the amendments to the Family and Medical Leave Act. The most significant changes include: revised definition of a covered veteran; extension of qualifying exigency leave to eligible employees who are family members of the Regular Armed Forces and adding the requirement for all military members to be deployed to a foreign country in order to be on "covered active duty" under FMLA; increasing the amount of time an employee may take qualifying exigency leave related to the military member's Rest and Recuperation leave; and creating an additional qualifying exigency leave category for parental care leave. Other minor language changes are recommended to clarify processes and procedures and to address the Supreme Court's Defense of Marriage Act (DOMA) ruling related to the definition of a "spouse" for purposes of FMLA enforcement.

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/Chief Financial Officer recommends approval of the revisions to the University Policy on Family and Medical Leave to comply with the Federal Family and Medical Leave Act set forth in the attached document (materials on file with the secretary).

The President of the University concurs.

On motion of Mr. Montgomery, seconded by Mr. Fitzgerald, this recommendation was approved.

Appoint Task Force on Open Access

(7) The Governor of the State of Illinois signed into law the “Open Access to Research Articles Act” Senate Bill 1900 on August 21, 2013. The provisions of the Act, affecting public universities within the State of Illinois, describe its purpose to: (1) maximize the social and economic benefits of research to the public; (2) increase the impact that broad public dissemination of research has on the public; (3) provide free access to research articles by the faculty of Illinois’ public universities via the internet; and, (4) work to resolve restrictions with publication agreements to make research materials available to the public.

In order to achieve these ends the Act provides for the naming of a task force comprised of voting and non-voting members, appointed by the chairperson of the

Board of Trustees with advice and consent of that Board. Membership must be determined by January 1, 2014.

The charge to the task force is to review current practices and design a proposed policy regarding open access to research articles, based upon criteria that are specific to University needs. Details of the charge are fully described within the Act, which is attached to this item (on file with the secretary). The task force is subject to the Open Meetings Act. Attached are the names of task force members as recommended by the Vice President for Academic Affairs and submitted for approval by the Board. Should any member of this task force be unable to complete the term of appointment, the Vice President for Academic Affairs will identify the replacement and notify the Board of the change.

By January 1, 2015, the task force shall adopt a report, for submission to the Board of Trustees, the Board of Higher Education, both chambers of the General Assembly, and the Governor, setting forth its findings and recommendations including a detailed description of an open access policy and a plan for implementation.

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 recommends approval.

APPOINTEES TO TASK FORCE ON OPEN ACCESS

JOHN WILKIN (Chair) - - Juanita J. and Robert E. Simpson Dean of Libraries and University Librarian (Urbana)

Dean Wilkin, an expert in the digital preservation of library collections, joined the University of Illinois in the fall of 2013 to lead the nation's largest public university library. Before coming to Illinois, he was Associate University Librarian for Publishing at the University of Michigan and Executive Director of the Hathi Trust.

MARY CASE - - University Librarian (Chicago)

Ms. Case has served as university librarian since 2004 and is a Fellow in the Council on Library Resources' Program for the Professional Education for Academic Research Librarians. At the Chicago campus she administers a research library that includes the Richard J. Daley Library and the Health Sciences Library with its three regional sites.

MATT ANDO - - Professor and Chair, Department of Mathematics, College of Liberal Arts and Sciences (Urbana)

Professor Ando specializes in algebraic topology, a branch of mathematics that uses abstract algebra to study topological spaces. He currently serves on the Committee on Publications for the American Mathematical Society.

DOUG BECK - - Professor, Department of Physics, College of Engineering (Urbana)

Professor Beck's research interests focus on experimental nuclear physics. He is the creator and intellectual leader of the G0 Experiment at the Thomas Jefferson National Accelerator Facility, an experiment to elucidate a detailed spatial distribution of charge and current density for strange quarks.

DANILO ERRICOLO - - Professor, Department of Electrical and Computer Engineering, College of Engineering (Chicago)

Professor Erricolo's research interests include electromagnetic scattering; propagation of electromagnetic radiation in a variety of environments, and wireless communication and radio wave propagation. He is a member of the University Senates Conference.

ANNA LYSAKOWSKI - - Professor, Department of Anatomy and Cell Biology, College of Medicine (Chicago)

Professor Lysakowski's research interests focus on the organization, physiology, and function of the vestibular sensory apparatus from cellular to system levels, and how sensory information is perceived and controlled by the brain.

JOYCE TOLLIVER - - Associate Professor, Department of Spanish, Italian and Portuguese, College of Liberal Arts and Sciences (Urbana)

Professor Tolliver's research focuses on gender, sexuality, and discourse in Spain since the 19th century as well as on translation studies. She has been a prominent leader in the faculty senate at the Urbana-Champaign campus for the past several years. She currently serves on the University Senates Conference.

JORGE VILLEGAS - - Associate Professor, Department of Business Administration, College of Business and Management (Springfield)

Professor Villegas' research interests focus on advertising and consumer behavior. He brings real world experience to the classroom to focus on how emotions have an impact on persuasive marketing and has an extensive network of former students who share their stories in the competitive world of marketing and advertising. He is chair of the University Senates Conference.

MITRA DUTTA - - Professor, Department of Electrical and Computer Engineering, College of Engineering; and Vice Chancellor for Research (Chicago)

Professor Dutta's research interests focus on optoelectronic devices and novel quantum and nanoscale devices, as well as the optical characterization of devices and structures. She served as Head of the Department of Electrical and Computer Engineering before becoming Vice Chancellor for Research at the Chicago campus in 2012.

LYNN PARDIE - - Professor, Psychology, College of Liberal Arts and Sciences; and Provost and Vice Chancellor for Academic Affairs (Springfield)

Professor Pardie's academic interests are in clinical assessment, transpersonal theories of psychological/spiritual development, as well as integrative and contemplative approaches to psychotherapy, program evaluation, and lesbian and gay issues. She joined the Springfield campus psychology faculty in 1989 and was named Provost in 2012.

WILLIS REGIER - - Director, University of Illinois Press (University Administration)

Mr. Regier's academic interests lie in a variety of literature areas: Lincoln Studies; Ancient Religion; and Nietzsche Studies are but a few. He has served as Director of the Press since 1999 working to broaden the list of productions while continuing to build upon prior strengths. The University of Illinois Press publishes over thirty scholarly journals.

PETER SCHIFFER - - Professor, Department of Physics, College of Engineering; and Vice Chancellor for Research (Urbana)

Professor Schiffer's research interests involve the study of novel magnetic materials which act as model systems that explore new physics, including magnet spin and frustration within nanostructures that can be observed through magnetic force

microscopy. He moved from Penn State, where he was Associate Vice President for Research, to become Vice Chancellor for Research at the Urbana-Champaign campus in the fall of 2012.

RICHARD WHEELER - - Professor, Department of English, College of Liberal Arts and Sciences, and Visiting Associate Vice President for Academic Affairs (University Administration)

Professor Wheeler's scholarly work has been primarily in Shakespearean studies. He was Head of the English department for eleven years, and previously served as Dean of the Graduate College, Vice Provost, and Interim Provost of the Urbana-Champaign campus.

Non-Voting Members:

HOLLY FALK-KRZESINSKI - - Vice President, Global Academic and Research Relations, Elsevier, Chicago, IL

Dr. Falk-Krzesinski's interests are focused on strategic initiatives, partnerships and stakeholder needs at research institutions and federal funding agencies. She continues as a faculty member at Northwestern University where she teaches grantsmanship courses.

MARTIN FRANK - - Executive Director, The American Physiological Society, Bethesda, MD

Serving as Executive Director since 1985, Dr. Frank helped to found the Washington, DC Principles Coalition for Free Access to Science, a Coalition that represents approximately 70 not-for-profit societies and university press publishers.

SCOTT RICE - - Campus Legal Counsel

Scott is the Campus Legal counsel for the Urbana-Champaign campus and serves on the Chancellor's cabinet. He joined the Office of University Counsel in 2005 and has been Campus Legal Counsel at Urbana since 2011. Prior to joining the University, Scott had significant experience in a national architecture and engineering corporation as well as all three branches of Illinois State Government. His responsibilities include a number of specific practice areas including governance, claims and disputes, capital and infrastructure, and investigative matters.

On motion of Mr. Montgomery, seconded by Mr. Fitzgerald, this recommendation was approved.

Award Honorary Degree, Urbana

(8) The Senate at the Urbana-Champaign campus has recommended that an honorary degree be conferred on the following person at Commencement Exercises on May 17, 2014:

George E. Andrews, the Evan Pugh Professor of Mathematics at Pennsylvania State University--the honorary degree of Doctor of Science

George E. Andrews received his Ph.D. in 1964 at the University of Pennsylvania, where his advisor was the esteemed number theorist Hans Rademacher. The scholarly contributions of Dr. Andrews' include several monographs and over 250 research and popular articles on q-series, special functions, and combinatorics. He is considered to be the world's leading expert on the theory of integer partitions. His book, *The Theory of Partitions*, is the standard reference on the subject around the globe. While visiting the library at Trinity College (Cambridge) in England during 1976, Dr. Andrews discovered the "Lost Notebook" of the world-renowned mathematician Ramanujan. Ramanujan made substantial contributions to the analytical theory of numbers and worked on elliptic functions, continued fractions, and infinite series. During the last four decades, Dr. Andrews and colleagues have presented proofs for many of the theorems included in the Ramanujan's "Lost Notebook." In 1990, Dr. Andrews was credited with solving a 200-year-old mathematical puzzle on number theory posed by Swiss mathematician Leonhard Euler. Similarly in 1987, he and a student explained the partition function of a mathematical problem posed by physicist Freeman Dyson in 1944. Dr. Andrews has received many awards for his teaching and service to the profession, including the 1999 Centennial Award from the Department of Mathematics at the University of Pennsylvania "in recognition of (his) contributions to pure mathematics and mathematics education." Dr. Andrews was elected a Fellow of the American Academy of Arts and Sciences in 1997, and he became a member of the National Academy of Sciences in 2003. For two years in 2009 and 2010, he was president of the American Mathematical Society (AMS). In 2012, he became a fellow of AMS. Dr. Andrews holds honorary doctorates from the University of Parma in Italy, SASTRA University in India, and the University of Florida.

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 Chancellor, University of Illinois at Urbana-Champaign and Vice President, University of Illinois concurs with this recommendation.

The Vice President for Academic Affairs recommends approval.

The President of the University concurs.

On motion of Mr. Montgomery, seconded by Mr. Fitzgerald, this recommendation was approved.

Award Honorary Degrees, Chicago

(9) The Senate at the Chicago campus has nominated the following persons for conferral of honorary degree at Commencement exercises in May 2014. The Chancellor, University of Illinois at Chicago, and Vice President, University of Illinois recommends approval of these nominations.

Ertharin Cousin, Executive Director of the United Nation's World Food Program, one of the largest humanitarian organizations in the world -- the honorary degree of Doctor of Humane Letters

Ertharin Cousin was named twelfth Executive Director of the United Nation's World Food Program in April 2012, and oversees a \$4.0 billion dollar budget and staff of 15,000 serving 100 million individuals throughout the world. Previously, Ms. Cousin served as U.S. Ambassador to the United Nations Agencies for Food and Agriculture and head of the U.S. Mission to the U.S. Agencies in Rome. In those three years, she helped guide U.S. and international policy in response to some of the most devastating and challenging humanitarian situations in the world. She also helped to reform the Committee on World Food Security by enlarging the stakeholder platform and helping to introduce a results-based framework.

In the course of her career, Ms. Cousin worked in the administration of U.S. President Bill Clinton, including serving as White House Liaison to the State Department, and received a White House appointment to the Board for International Food and Agricultural Development. Ms. Cousin also held the post of Executive Vice President and Chief Operating Officer of Feeding America (then called America's Second Harvest) and led that organization's response to Hurricane Katrina. She came by her knowledge of food distribution and need in the corporate sector as she led government communications and community affairs at Albertsons Foods also serving as President and Chair of the Albertsons Foundation. She is an author and an inspiring speaker, in great demand, with regards to the issues of food security and chronic malnutrition.

This passion for justice evident early in Ms. Cousin's life has guided her entire career as she has consistently sought to influence how the world nourishes its starving populations, enhances its farms and empowers its citizens. She has led numerous efforts to convert relief programs into development goals in a variety of nations and is internationally known as a champion of long-term solutions to food insecurity and hunger.

In her newest role, Ms. Cousin continues to advocate for aid strategies that not only provide relief to disaster victims, but also to include planned development efforts that provide the tools so that under-developed nations can establish sustainable agricultural programs. She has advanced collaboration among agencies, encouraged the development of results-based strategies, and promoted gender parity. Tellingly, in spite of the enormous pressures and demands on her schedule, she continues to provide communication and political training to women across the United States, encouraging them to have confidence in their abilities and to raise their voices. She has served as a role model for many.

Ms. Cousin is a 1979 graduate of the College of Liberal Arts and Sciences at the Chicago campus and she is a source of enormous pride to the Chicago campus community.

Shing-Tung Yau, William Caspar Graustein Professor of Mathematics, Harvard University, has been a dominant force in differential geometry, and its applications to general relativity and string theory for over four decades -- the honorary degree of Doctor of Humane Letters

In 1982 his work was recognized with the Fields Medal, the pinnacle of achievement in mathematics, for his proof of the Calabi conjecture. The impressive results of his efforts that led to this award firmly established Professor Yau as one of the world's leading geometry theorists. And he has not stopped since, continuing to produce important results at an incredible pace.

Professor Yau has the rare combination of enormous technical prowess and deep physical intuition, allowing him to effortlessly navigate between the worlds of mathematics and physics, leveraging the tools of each to achieve results difficult to obtain without the other. This has put him at the forefront of the movement towards interdisciplinary research and has furthered his influence.

In addition to his accomplishments, Professor Yau is an education entrepreneur with a successful record of changing traditional education. He raised funds to establish mathematics centers and institutes in China, including the Institute of Mathematical Sciences at the Chinese University of Hong Kong (1993), the Morningside Center of Mathematics in Beijing (1996), the Center for Theoretical Sciences at Taiwan (1997), the Center of Mathematical Sciences at Zhejiang University (2002) and the Mathematics Sciences Center of Tsinghua University (2009). All of these centers have an international outlook and provide each local community with “first in kind” in their respective regions.

Professor Yau is often regarded as an ambassador of mathematics. While still in Hong Kong, Yau set up the Hang Lung Award for high school students. He has also organized and participated in meetings for high school and college students. For example, the panel discussions include Why Math? Ask Masters! in Hangzhou, July 2004, and The Wonder of Mathematics in Hong Kong, December 2004.

Beyond Shing-Tung Yau’s astonishing creativity and many achievements, also lies a profound commitment both to his field and to students and aspiring mathematicians. He is certainly an inspiration to many generations of theorists to come.

Richard M. Daley, former Mayor of the City of Chicago, longest serving mayor in the city’s history -- the honorary degree of Doctor of Humane Letters

Richard M. Daley received his J.D. from DePaul University, served in the Marine Reserves, and was an Illinois State Senator and Cook County State’s Attorney before becoming Mayor of the City of Chicago in 1989. His accomplishments over his 22-year tenure as mayor include improvements and restructuring of public transportation, public education, and the successful development of the tourism industry in Chicago that included the revitalization of Navy Pier, the original site for the University of Illinois campus in Chicago.

Mayor Daley is known for increasing quality of life projects for the residents of Chicago--beautification efforts on the city’s boulevards and streets, planting trees, and adding to Chicago’s already exemplary public spaces. He led the efforts to

develop the land linked to the Adler Planetarium, which was part of Daniel Burnham's original plan for the lakefront, called Northerly Island. This new public open space features a large prairie, a migratory bird hospital, and music venue, wedded into the wonderfully successful adjacent museum campus. Additionally, Millennium Park has become one of the most important destinations in the city, and in fact the nation.

Millennium Park is the essence of public space in its purest form. Children can be found splashing in the Crown Fountain by Spanish artist Jaume Plensa; visitors may be having pictures taken at the now must see Cloud Gate sculpture by Indian artist Anish Kapoor; and thousands may be coming throughout the summer for the Grant Park Music Festival at the Frank Gehry designed music pavilion. During his tenure as mayor, Mr. Daley was a strong advocate for public safety, including a stand in favor of gun control as the CEO of the "Mayors against Illegal Guns Coalition." In addition, he put Chicago on the path to being the greenest large city in the nation, incorporating a green roof atop City Hall and having established the Chicago Center for Green Technology.

Mayor Daley is extremely proud of the City of Chicago and is a staunch advocate for public higher education. As a point of history, Mayor Daley's father, Richard J. Daley, as a state senator, introduced a resolution calling for a University campus in Chicago. This later became House Bill 108, passed in 1951, which mandated the University to create a permanent four-year campus in Chicago. The Daley family is part of the University of Illinois at Chicago family. In 2012, the Chicago campus celebrated the 30th anniversary as the outstanding unified teaching, research and service campus it is today. Additionally, July 25, 2013, marked the opening of the Richard J. Daley Collection, which contains documents and artifacts during his six terms as Mayor of Chicago and his simultaneous terms as Chairman of the Cook County Democratic Committee.

Currently, as Executive Chairman of Túr Partners, Mr. Daley brings his extensive experience as a problem solver to help businesses, municipalities and government agencies throughout North America to develop strategies for competing and thriving in the global economy including a focus on solutions around clean technology and urban sustainability.

Richard M. Daley's achievements complement the Chicago campus' urban mission and the focus on academic excellence, access, and success.

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 with this recommendation.

The President of the University recommends approval.

On motion of Mr. Montgomery, seconded by Mr. Fitzgerald, this recommendation was approved.

Establish the Bachelor of Science in Learning and Education Studies,
College of Education, Urbana

(10) The Chancellor, University of Illinois at Urbana-Champaign, and Vice President, University of Illinois with the advice of the Urbana-Champaign Senate recommends approval of a proposal from the College of Education to establish the Bachelor of Science in Learning and Education Studies.

The College of Education proposes to establish a non-licensure Bachelor of Science in Learning and Education Studies. The degree will offer three concentrations: 1) Applied Learning Science; 2) Educational Equality and Cultural Understanding; and 3) Workplace Training and Development.

Education is no longer conceptualized as an enterprise restricted to schools. The unprecedented pace of change in the nature of literacies, expansion of technology, and access to information affords learning in both school and non-school contexts so as to challenge universities to prepare students in new ways. Successful participation in

contemporary society requires the ability to learn complex information to support problem solving and decision-making across a wide range of contexts. Learning must also be lifelong to afford adaptation to change in the economic, political, technological, and cultural landscape.

This curriculum prepares individuals for positions requiring expertise in formal and non-formal learning and educational settings that do NOT require licensure (becoming a licensed teacher). Students interested in becoming a licensed teacher should consider the licensure program in the majors of Elementary Education, Early Childhood Education, or Special Education. A minimum of 120 semester hours is necessary for graduation in the Learning and Education Studies program. Students will spend much of the first two years with general education courses, achieving a solid preparation in the humanities, social and natural sciences, technology and mathematics. In the final two years of the major, students will take a set of core courses, as well as coursework in one of the concentrations.

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 with this recommendation. The University Senates Conference has indicated that no further Senate jurisdiction is involved.

The President of the University recommends approval. This action is subject to further review and approval by the Illinois Board of Higher Education.

On motion of Mr. Montgomery, seconded by Mr. Fitzgerald, this recommendation was approved.

Establish the Center for Business and Public Policy,
College of Business, Urbana

(11) The Chancellor, University of Illinois at Urbana-Champaign, and Vice President, University of Illinois with the advice of the Urbana-Champaign Senate recommends approval of a proposal to establish the Center for Business and Public Policy.

The Center for Business and Public Policy was temporarily established in 2007 with a focus on four primary areas of research, teaching, and public engagement: business and individual tax policy; government insurance programs; the effects of health care policy on businesses, consumers, and the economy; and, the effect of energy and environmental policy on businesses, consumers, and the economy. Seeking permanent status, the Center is well-positioned to help build the University of Illinois at Urbana-Champaign's and the College of Business' reputations as important thought leaders on issues related to interactions of business and government. With the public sector in the United States on a path to grow as a percentage of Gross Domestic Product in the coming decades, the importance of these interactions will continue to grow.

The Center has attracted top research faculty who have begun to position the University and the College of Business for national leadership in advancing knowledge of public policy, particularly on topics related to interactions of governments, businesses, organizations, and markets. Center faculty members teach students how to analyze the effects of public policy on organizations engaged in both the commercial and the non-profit sectors, consumers, and society. At the national and international level, the Center is publicly engaged through activities such as testifying before the U.S. Senate and the Government Accounting Standards Board and providing the keynote address to the European Union's Finance Ministers.

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 with this recommendation. The University Senates Conference has indicated that no further Senate jurisdiction is involved.

The President of the University recommends approval. This action is subject to further review and approval by the Illinois Board of Higher Education.

On motion of Mr. Montgomery, seconded by Mr. Fitzgerald, this recommendation was approved.

Rename the Center for a Sustainable Environment,
Office of the Vice Chancellor for Research, Urbana

(12) The Chancellor, University of Illinois at Urbana-Champaign, and Vice President, University of Illinois with the advice of the Urbana-Champaign Senate recommends approval of a proposal to rename the Center for a Sustainable Environment as the Institute for Sustainability, Energy, and Environment.

The Center for a Sustainable Environment was permanently established on June 4, 2013, with three interdependent directives: (1) to foster actionable, interdisciplinary research to address fundamental challenges in sustainability, energy, and environment; (2) to provide national and international leadership in sustainability, energy, and environment through interdisciplinary educational and outreach activities; and (3) to develop and implement strategies for a sustainable campus environment. In an effort to reflect an inclusive reach across all academic units, to elevate the visibility to a national level, and to include substantial research activities in its mission, the Institute for Sustainability, Energy, and Environment (ISEE) as a name better reflects these goals.

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 with this recommendation. The University Senates Conference has indicated that no further Senate jurisdiction is involved.

The President of the University recommends approval. This action is subject to further review and approval by the Illinois Board of Higher Education.

On motion of Mr. Montgomery, seconded by Mr. Fitzgerald, this recommendation was approved.

Eliminate the Doctor of Education in Human Resource Education,
College of Education and the Graduate College, Urbana

(13) The Chancellor, University of Illinois at Urbana-Champaign, and Vice President, University of Illinois with the advice of the Urbana-Champaign Senate recommends approval of a proposal from the College of Education and the Graduate College to eliminate the Doctor of Education in Human Resource Education.

Over the past five years graduate students consistently apply seeking the Doctor of Philosophy rather than the Doctor of Education in Human Resource Education. As a result of the Department of Education Policy, Organization and Leadership's careful review of the need and demand to continue the degree offering, the College has proposed to eliminate the degree.

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 with this recommendation. The University Senates Conference has indicated that no further Senate jurisdiction is involved.

The President of the University recommends approval. This action is subject to further review and approval by the Illinois Board of Higher Education.

On motion of Mr. Montgomery, seconded by Mr. Fitzgerald, this recommendation was approved.

Eliminate the Doctor of Education in Special Education,
College of Education and the Graduate College, Urbana

(14) The Chancellor, University of Illinois at Urbana-Champaign, and Vice President, University of Illinois with the advice of the Urbana-Champaign Senate recommends approval of a proposal from the College of Education and the Graduate College to eliminate the Doctor of Education in Special Education.

Over the past five years graduate students consistently apply seeking the Doctor of Philosophy rather than the Doctor of Education in Special Education. As a result of the Doctoral Student Assessment and the Department of Special Education's careful study of student applications and progress toward degree indicators, the College has proposed to eliminate the degree.

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 with this recommendation. The University Senates Conference has indicated that no further Senate jurisdiction is involved.

The President of the University recommends approval. This action is subject to further review and approval by the Illinois Board of Higher Education.

On motion of Mr. Montgomery, seconded by Mr. Fitzgerald, this recommendation was approved.

Approve Plan for Changes to the Organizational Structure
of the Academic Health Center

(15) The health care enterprise of the University of Illinois is of great importance to the University and to the State of Illinois. The Academic Health Center (AHC), comprised of the hospital, clinics, and the health science colleges at the University's Chicago campus (UIC) working together with regional campuses, provides multiple benefits to the people of Illinois, including patient care, teaching, and research activities. These crucial benefits have continued unabated since the founding of the University.

The Board of Trustees, following extensive input regarding these issues, directed the President to suggest necessary changes that will enable the AHC to provide a

statewide effort and respond to the rapid changes in the health care environment and achieve stronger alignment among its multiple missions by creating integrated leadership.

Based on discussions and consultations with campus and University leaders, deans at the UIC campus, faculty governance groups, external consultants and a town hall meeting of faculty and staff, the President proposes a plan for organizational changes that is to be finalized with further input. Under the plan, the position of Vice President of Health Affairs (VPHA) would be eliminated and replaced by a Vice Chancellor of Health Affairs (VCHA) who will report to the Chancellor of the UIC campus. The heads of the clinical care delivery units who now report to the VPHA will report to this campus-led position.

It is also contemplated that the deans of the health science colleges and schools at UIC, Colleges of Applied Health Sciences, Dentistry, Medicine, Nursing, Pharmacy, and Social Work and the School of Public Health, including regional campuses (Rockford, Peoria, Urbana, Quad Cities) of those units would report to the VCHA. By aligning the hospital and clinics with the health sciences colleges at UIC, the University can better provide the benefits of its research, the knowledge of its faculty and the advantage of advanced clinical care to serve the health care needs of the citizens, and address disparities in health outcomes among them. For these reasons and others the President will continue to provide oversight and leadership of the Health Science System.

The VCHA will be responsible for working with the members of the clinical units and the deans, faculty, and staff of the health science colleges to develop a comprehensive AHC strategy, establish goals for the different units and work with the

respective unit officers to implement those goals. The VCHA will also work to provide opportunities for collaboration with other units within UIC and the rest of the University.

The President recommends that the Board approve the organizational plan and direct the President to present for the Board's consideration a final implementation plan, including any necessary changes to University of Illinois *Statutes* and *The General Rules Concerning University Organization and Procedure*, as soon as possible, but no later than at its scheduled meeting on March 6, 2014.

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.

On motion of Mr. Montgomery, seconded by Mr. Fitzgerald, this recommendation was approved.

Approve University of Illinois Hospital & Health Sciences
System Compliance Plan

(16) The Vice President for Health Affairs recommends approval by the Board of Trustees of a Corporate Compliance Plan for the University of Illinois Hospital & Health Sciences System (UI Health).

Previous compliance plans considered and approved by the Board focused substantially on the College of Medicine Medical Service Plan. As described in the attached proposed Corporate Compliance Plan document (on file with the secretary), the

healthcare regulatory environment has grown more complex. For example, forty-five federal agencies currently write laws and regulations that affect health care, including many related to finances and financial privacy. In addition, practice patterns have evolved; today, non-physician providers capable of independent practice are rising out of more Health Sciences Colleges.

In 2011, a committee was established to review compliance efforts for UI Health. Committee members included representatives from the College of Medicine, College of Nursing, Department of Hospital Finance, the Hospital Department of Compliance, and the Office of University Counsel. The committee reviewed two score programs from other university medical centers to inform the content for the plan, then worked with the Office of University Counsel to retain outside legal counsel with expertise in healthcare compliance to review the proposed program.

The draft plan was then reviewed by the UI Health Compliance Operations Committee and approved unanimously. This Committee included compliance officers from all the health science colleges and UI Health. The proposed Compliance Plan was finally presented to and approved by the deans of the health sciences colleges in its original format early in 2012. It was also reviewed by an outside healthcare consulting firm, Pricewaterhouse Coopers LLP. In discussions with Dr. Chamberlin, the consulting firm suggested that the plan was sound.

More recently, the President asked that, in view of the delays with approval of the Compliance Plan, that the plan be updated and re-reviewed one final time by

outside legal counsel. That review was undertaken and no substantive changes were suggested.

The plan creates the necessary structure to carry out effective compliance programs within the clinical programs of UI Health. The UI Health Compliance Office will have a full-time compliance officer, assisted by three analysts. Their primary charge will be to assure effective compliance efforts throughout the clinical programs by regularly reporting to the health science deans and Vice President for Health Affairs at their monthly meeting. The conclusions from these meetings will be presented regularly to the University Healthcare System Committee of the Board of Trustees. Extraordinary issues will be dealt with through the University management structure, the President and taken to the Board as necessary. Specific projects will be driven by careful review of the process problems identified through the programs and by the published intents of federal agencies governing the health care community.

This Compliance Plan and program contemplated thereby require approval by the Board of Trustees.

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

The President of the University concurs with this recommendation.

On motion of Mr. Montgomery, seconded by Mr. Fitzgerald, this recommendation was approved.

Approve Amendments to the University of Illinois Hospital Medical Staff Bylaws

(17) The Vice President for Health Affairs recommends revisions to the Medical Staff Bylaws. Under the Bylaws, the medical staff must review both its Bylaws and the Rules and Regulations to determine whether any changes or amendments need to be made in order to maintain compliance with accreditation standards, federal and State laws and current medical staff policy and practices. The Medical Staff Committee on Medical Staff Bylaws is also responsible for reviewing any other proposals for amendments of the Bylaws or Rules and Regulations.

The amendments described below and included in the attached documents (on file with the secretary) were recommended by the Bylaws Committee to the Medical Staff Executive Committee and to the members of the medical staff. In accordance with the Bylaws, the amendments were submitted to and voted on by the medical staff members at the Annual Meeting of the medical staff on October 24, 2013. The amendments were approved unanimously by the medical staff and forwarded to the Vice President for Health Affairs for presentation to the Board of Trustees. The substantive amendments described below also include an amendment that was voted on and approved by the medical staff in accordance with the Bylaws on November 1, 2012. Amendments made become effective only when approved by the Board of Trustees of the University of Illinois.

Both the edited version of the Bylaws as well as the final document are submitted for consideration (materials on file with the secretary). The more substantive

changes are summarized below, including the specific Articles and Sections to be amended with page number references of the redlined document, and the reasons for the proposed changes are set forth below.

- Performance of the History and Physical Article III (Page 5):
 - The language “outside of 24 hours” has been deleted to be consistent with the requirements of the Centers for Medicare and Medicaid Services and The Joint Commission.
 - Language has been added to permit a cardiopulmonary exam to be performed by the anesthesiologist prior to a procedures involving moderate sedation or anesthesia.
- Provisional Members - Article IV, Section 3(I)(Page 12): Reference to Focused Professional Practice Evaluation regarding Provisional Members has been removed to be consistent with the Medical Staff FPPE policy.
- Procedures for Remedial Action - Article V, Section 3(A) (Page 26): This section has been amended to remove the ability of the Chancellor or his/her designee to recommend remedial action.
- Executive Committee of the Medical Staff Duties - Article VII, Section 1(A)(3) (Page 35); Article VII, Section 1(A)(5)(Page 36); Article VII, Section 1(A)(14)(Page 37): These provisions have been amended to:
 - Remove the reference to The Board of Trustees’ (Governing Body) approval of the Medical Staff Rules and Regulations, which is not required by The Joint Commission or applicable law and conflicts with other provisions of the Bylaws and current practice;
 - Clarify, consistent with current practice, that the Medical Staff Executive Committee is not responsible for recommending all telemedicine services.
- Amendments to Rules and Regulations - Article XII (Pages 44): This Article has been amended to:

- Require review of the Medical Staff Rules and Regulations every three (3) years instead of every year;
 - Permit submission of Rules and Regulations and amendments thereto to the Medical Staff by e-mail or electronic means;
 - Delete the requirement that amendments to the Rules and Regulations be recommended by the Chancellor or his/her designee;
 - Delete the requirement that the Board of Trustees approve amendments to the Rules and Regulations.
- Amendments to Bylaws - Article XIII (Page 44-45): This Article has been amended to:
 - Permit presentation of proposed amendments to the Bylaws to the Medical Staff by e-mail or electronic means;
 - Permit amendments to be voted on and adopted by e-mail or electronic vote of 2/3 of the eligible Medical Staff who submit electronic votes, provided that a quorum of at least 25 percent of the Medical Staff Members eligible to vote submit votes on such amendments by e-mail or electronically;
 - Delete the requirement that amendments to the Bylaws be recommended by the Chancellor or his/her designee.

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 Mr. Montgomery, seconded by Mr. Fitzgerald, this recommendation was approved.

Designate the University of Illinois Health Insurance Portability and Accountability Act hybrid entity and adopt Health Insurance Portability and Accountability Act Privacy and Security Compliance Policy

(18) The Health Insurance Portability and Accountability Act of 1996 (HIPAA) assures the privacy and security of health information maintained by covered entities. The University is a covered entity because certain University units perform HIPAA-covered functions or activities. The majority of the University's units, however, do not perform HIPAA-covered functions or activities. HIPAA regulations permit covered entities that perform both covered and non-covered functions to designate themselves hybrid entities so as to limit their HIPAA compliance efforts essentially to only those health care components that perform HIPAA-covered functions or activities.

In order to take advantage of the hybrid entity provisions, the University must identify and document its health care components. Although the University previously has documented its health care components, recent amendments to the HIPAA regulations expanded the privacy and security protections to include components of an entity that perform business associate functions. The President formed a work group to review the University's HIPAA-covered activities on all three campuses based on the new regulations. As a result of this review, the President recommends that the Board revoke the previous criteria approved for designating the health care components and designate the following health care components of the hybrid entity, replacing all previous designations:

University Administration:

- Office of University Counsel – limited to business associate functions
- University Office of Risk Management – limited to business associate functions
- Office of University Audits – limited to business associate functions
- Administrative Information Technology Services (AITS) – limited to business associate functions
- University Ethics Office – limited to business associate functions

Chicago Campus:

- University of Illinois Hospital & Health Sciences System
- College of Applied Health Sciences
- College of Dentistry
- College of Nursing
- College of Pharmacy
- School of Public Health
- College of Medicine at Chicago
- College of Medicine at Rockford
- College of Medicine at Peoria
- Division of Specialized Care for Children – limited to business associate functions
- Academic Computing and Communications Center (ACCC) – limited to business associate functions

Urbana Campus:

- The School of Social Work – limited to business associate functions
- Campus Information Technologies and Educational Services (CITES) – limited to business associate functions

Because the health care components may change from time to time depending on the activities that they undertake, the President recommends delegating the ongoing responsibility for properly designating the health care components of the hybrid entity and oversight of HIPAA compliance to the Office of the President. The President also recommends that the Board of Trustees approve the HIPAA Privacy and Security Compliance Policy, which outlines the structure of the University's HIPAA compliance program implementing the HIPAA Privacy and Security Rules.

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.

On motion of Mr. Montgomery, seconded by Mr. Fitzgerald, this recommendation was approved.

By consensus, the Board agreed that one roll call vote would be taken and considered the vote on agenda item nos. 19 through 26 inclusive as listed below. The recommendations were individually discussed but acted upon at one time.

Amend Fiscal Year 2014 Services and Management Agreement
for the University of Illinois Foundation

(19) At the May 29, 2013, meeting the Board renewed an agreement with the University of Illinois Foundation (Foundation) for Fiscal Year 2014 to provide fund-raising services and other assistance to attract private gift funds to support University programs. The Foundation and the University seek to amend the contract to provide additional direct support estimated at \$4.5 million towards management and supervisory services for the maintenance of donor records and improvements in systems related to the Foundation's Advance Illinois initiative. The action recommended in this item will increase the University's direct support for these activities from \$6,782,000 to \$11,282,000 for Fiscal Year 2014. The Foundation assesses a management fee to

Foundation gift accounts as a means to support private gift fund-raising, administrative, and stewardship operations.

The Board delegates authority to the University Chief Financial Officer to make required payments to partially support the costs of the Advance Illinois project to update systems and to provide the technical support required during the course of the year based upon actual costs incurred.

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/Chief Financial Officer recommends approval.

The President of the University concurs.

On motion of Mr. Fitzgerald, seconded by Mr. Montgomery, this recommendation was approved by the following vote: Aye, Mr. Estrada, Mr. Fitzgerald, Ms. Hasara, Ms. Holmes, Mr. Kennedy, Dr. Koritz, Mr. McMillan, Mr. Montgomery, Ms. Strobel, Mr. Cunningham; No, none; Absent, Governor Quinn.

(The student advisory vote was: Aye, Mr. Hollins, Ms. Leibowitz)

Approve Design for Addition and Renovation, Chemistry Annex Building, Urbana

(20) In May 2012, the Board approved the Addition and Renovation of the Chemistry Annex building with a budget of \$22.9 million, and in January 2013, the Board approved employment of architect/engineer Harley Ellis Devereaux architects,

Chicago, IL. The proposed addition and renovation will provide 52,000 gross square feet of new state-of-the-art laboratory instructional areas and associated support spaces within the existing 40,000 square foot facility and 12,000 square feet of addition. Included within the addition, the project will address life safety and accessibility issues as well as office collaboration and classroom spaces.

In order for the project to proceed, it is necessary to approve the design. The design meets all campus building standards, including Americans with Disabilities Act accessibility and applicable State and federal standards and is within the approved budget.

Accordingly, the Chancellor, University of Illinois at Urbana-Champaign and Vice President, University of Illinois with the concurrence of the appropriate administrative officers recommends that the design be approved.

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

Funds for the project are available from the institutional funds operating budget of the Urbana-Champaign campus, gift funds and Academic Facilities Maintenance Fund Assessment Fund.

The President of the University concurs.

On motion of Mr. Fitzgerald, seconded by Mr. Montgomery, this recommendation was approved by the following vote: Aye, Mr. Estrada, Ms. Hasara,

Ms. Holmes, Mr. Kennedy, Dr. Koritz, Mr. McMillan, Mr. Montgomery, Ms. Strobel, Mr. Cunningham; No, none; Absent, Governor Quinn. (Mr. Fitzgerald asked to be recorded as not voting on this item.)

(The student advisory vote was: Aye, Mr. Hollins, Ms. Leibowitz)

Award Contract for Stanley O. Ikenberry Commons-- Residence Hall No. 3, Urbana

(21) In March 2012, the Board of Trustees approved the \$80.0 million Stanley O. Ikenberry Commons Residence Hall No. 3 project. In May 2013, the Board of Trustees approved a budget increase for \$3.17 million for a total project budget of \$83.17 million. The project includes building a new residence hall in the current location of Forbes Hall; demolition of Taft and Van Doren Residence Halls; a new storm water detention system within the west playing fields on First Street; resurfacing the grass at the east and west playing fields with artificial turf, once the underground storm detention system has been installed, and associated site work.

Bids for the first phase of the construction work have been solicited and for the project to proceed, the Chancellor, University of Illinois at Urbana-Champaign, and the Vice President, University of Illinois with the concurrence of the appropriate administrative officers recommends that the following contract⁷ be awarded.

Competitive bidding procedures in accordance with the Illinois Procurement Code were followed; and the award is to the lowest responsible bidder on the basis of its base bid:

⁷ Contracts for other divisions were awarded that are within the delegated approval levels: Division 34, Utilities Site Work, Duce Construction, Champaign, IL, \$452,000.

Division 27 – Site Work

Nicholas & Associates, Inc., Mount Prospect, IL	<u>\$5,098,000</u>
TOTAL	\$5,098,000

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

Funds for this project are available from institutional funds operating budget of the Urbana-Champaign campus and the operating budget of the Urbana-Champaign campus Housing Division with anticipated reimbursement from the proceeds of a future sale of auxiliary facilities system revenue bonds.

The President of the University concurs.

On motion of Mr. Fitzgerald, seconded by Mr. Montgomery, this recommendation was approved by the following vote: Aye, Mr. Estrada, Ms. Hasara, Ms. Holmes, Mr. Kennedy, Dr. Koritz, Mr. McMillan, Mr. Montgomery, Ms. Strobel, Mr. Cunningham; No, none; Absent, Governor Quinn. (Mr. Fitzgerald asked to be recorded as not voting on this item)

(The student advisory vote was: Aye, Mr. Hollins, Ms. Leibowitz)

Award Contract for Renovation and Addition, State Farm Center, Urbana

(22) In May 2013, the Board of Trustees approved the renovation and addition of the State Farm Center. This \$165.0 million, 431,340 gross square foot proposed

renovation and addition project will enhance amenities to improve the experience for attendees and participants during events at the State Farm Center. Major elements of the renovation work may include the addition of guest suites, new bowl seating, added restroom facilities, replacement of mechanical systems and controls to include air conditioning of the facility, replacement of building lighting and controls, replacement of the electrical distribution system, addressing code and Americans with Disabilities Act (ADA) requirements and enlarging the concourse for added circulation, restroom, and concession space. A grand west entry addition and an east entry addition featuring new administrative offices may also be included.

Bids for the first phase of the construction work have been solicited and for the project to proceed, the Chancellor, University of Illinois at Urbana-Champaign, and the Vice President, University of Illinois with the concurrence of the appropriate administrative officers recommends that the following contract⁸ be awarded.

Competitive bidding procedures in accordance with the Illinois Procurement Code were followed; and the award is to the lowest responsible bidder on the basis of its base bid:

⁸ Contracts for other divisions were awarded that are within the delegated approval levels: Division 1--General Work, Grunloh Construction, Inc., Effingham, IL, \$734,000; Division 2-- Plumbing Work, A&R Mechanical Contractors, Inc., Urbana, IL, \$940,000; Division 3--Heating Work, A&R Mechanical Contractors, Inc., Urbana, IL, \$953,000; Division 4--Ventilation Work, King-Lar Company, Decatur, IL, \$611,000; Division 5-- Electrical Work, Rathje Enterprises, Inc., dba Bodine Electric of Decatur, Decatur, IL, \$2,216,230; Division 16--Demolition Work, Robinette Demolition, Inc., Oakbrook Terrace, IL, \$797,885; and Division 34--Site Utilities Work, Stark Excavating, Inc., Champaign, IL, \$1,289,000.

Division 44 – Earth Retention Work

Thatcher Foundations, Inc., Gary, IN	Base Bid	<u>\$3,490,000</u>
TOTAL		\$3,490,000

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

Funds for this project are available from institutional funds operating budget of the Urbana-Champaign campus with anticipated reimbursement from the proceeds of a future sale of auxiliary facilities system bonds and gift funds.

The President of the University concurs.

On motion of Mr. Fitzgerald, seconded by Mr. Montgomery, this recommendation was approved by the following vote: Aye, Mr. Estrada, Ms. Hasara, Ms. Holmes, Mr. Kennedy, Dr. Koritz, Mr. McMillan, Mr. Montgomery, Mr. Cunningham; No, none; Absent, Governor Quinn. (Mr. Fitzgerald and Ms. Strobel asked to be recorded as not voting on this item.)

(The student advisory vote was: Aye, Mr. Hollins, Ms. Leibowitz)

Approve Budget Increase and Award Contract for Chez Family Foundation Center
for Wounded Veterans in Higher Education, Urbana

(23) In January 2013, the Board of Trustees approved the \$12.8 million project, approved the designation of the Chez Family Foundation Center for Wounded Veterans

in Higher Education (hereinafter referred to as the “Center”), amended the Professional Service Consultant’s contract, and approved the design for the Center. The 32,000 gross square foot new building will provide administrative and academic services offices, adaptive recreational center, counseling and family service center, professional service and residential programs offices, a research suite, and health and life skills suite. The building will include 12 fully-accessible student residence living units, two live-in resident assistant units, and laundry/storage space for support of the residents.

Accordingly, the Chancellor, University of Illinois at Urbana-Champaign, and the Vice President, University of Illinois with the concurrence of the appropriate administrative officers, recommends that the Board approve the increase in project budget to \$14.0 million, an increase of \$1.2 million. The increased funds would support the purchasing of the base bid and bid alternates, construction contingencies, and associated owner’s costs.

Bids for the construction work have been solicited and for the project to proceed, the Chancellor, University of Illinois at Urbana-Champaign, and the Vice President, University of Illinois, with the concurrence of the appropriate administrative officers recommends that the following contract⁹ be awarded. Competitive bidding

⁹ Contracts for other divisions were awarded within the delegated approval levels: Division 2 Plumbing Work--A&R Mechanical Contractors, Inc., Urbana, IL, \$450,000; Division 3 Heating Work--A&R Mechanical Contractors, Urbana, IL, \$995,750; Division 4 Ventilation & Air Distribution Work--A&R Mechanical Contractors, Inc., Urbana, IL, \$534,145; Division 5 Electrical Work--Commercial Electric, Inc., Champaign, IL, \$1,794,697; and Division 6 Sprinkler Work--Superior Fire Protection Systems, Inc., Forsyth, IL, \$91,500.

procedures in accordance with the Illinois Procurement Code were followed; and the award is to the lowest responsible bidder on the basis of its base bid plus the acceptance of indicated alternates¹⁰:

Division 1 – General Work

Broeren Russo Construction, Inc., Champaign, IL	Base Bid	\$6,646,000
	Alternate 1	90,500
	Alternate 2	43,500
	Alternate 3	<u>750</u>
TOTAL		\$6,780,750

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

Funds for this project are available from gift funds, State Capital Development Board Grant Funds, and the institutional funds operating budget of the Urbana-Champaign campus.

The President of the University concurs.

On motion of Mr. Fitzgerald, seconded by Mr. Montgomery, this recommendation was approved by the following vote: Aye, Mr. Estrada, Ms. Hasara, Ms. Holmes, Mr. Kennedy, Dr. Koritz, Mr. McMillan, Mr. Montgomery, Ms. Strobel,

¹⁰ Description of Alternates: Alternate 1: provide terrazzo floor finish in lieu of rubber tile and rubber flooring in lieu of sealed concrete; Alternate 2: In second floor labs 2013 and 2015, provide room finishes and furniture system in lieu of shell space; and Alternate 3: Provide audio visual package in two elevator lobbies, veterans lounge, director's office, and all residential suites.

Mr. Cunningham; No, none; Absent, Governor Quinn. (Mr. Fitzgerald asked to be recorded as not voting on this item.)

(The student advisory vote was: Aye, Mr. Hollins, Ms. Leibowitz)

Purchase Recommendation

(24) The president submitted, with his concurrence, a purchase recommended by the directors of purchases and the vice president/chief financial officer and comptroller.

The purchase was presented 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 this purchase was \$12,000,000.

A summary of the purchase 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. Fitzgerald, seconded by Mr. Montgomery, this recommendation was approved by the following vote: Aye, Mr. Estrada, Ms. Hasara, Ms. Holmes, Mr. Kennedy, Dr. Koritz, Mr. McMillan, Mr. Montgomery, Ms. Strobel, Mr. Cunningham; No, none; Absent, Governor Quinn. (Mr. Fitzgerald asked to be recorded as not voting on this item.)

(The student advisory vote was: Aye, Mr. Hollins, Ms. Leibowitz)

Authorize Settlement

(25) The University Counsel recommends that the Board approve settlement of *Wyatt v. Belen, R.N.*, in the amount of \$2.2 million. Plaintiff alleges that the defendant's failure to properly monitor the transfusion of packed red blood cells resulted in the loss of portions of the fingers and thumb of her daughter, Tiyanna Wyatt.

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/Chief Financial Officer and Comptroller concurs.

The President of the University recommends approval.

On motion of Mr. Fitzgerald, seconded by Mr. Montgomery, this recommendation was approved by the following vote: Aye, Mr. Estrada, Mr. Fitzgerald, Ms. Hasara, Ms. Holmes, Mr. Kennedy, Dr. Koritz, Mr. McMillan, Ms. Strobel, Mr. Cunningham; No, none; Absent, Governor Quinn. (Mr. Montgomery asked to be recorded as not voting on this item.)

(The student advisory vote was: Aye, Mr. Hollins, Ms. Leibowitz)

Disclose Certain Minutes of Executive Sessions Pursuant to Open Meetings Act

(26) Under the Open Meetings Act passed by the General Assembly, public bodies subject to the Act that conduct business under exceptions specified in the Act

must, at least every six months, determine whether the need for confidentiality still exists with respect to each item considered under such exception.

All items from October 1999 through July 2013 that have been heretofore unreleased are not recommended for release at this time.

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 Mr. Fitzgerald, seconded by Mr. Montgomery, this recommendation was approved by the following vote: Aye, Mr. Estrada, Mr. Fitzgerald, Ms. Hasara, Ms. Holmes, Mr. Kennedy, Dr. Koritz, Mr. McMillan, Mr. Montgomery, Ms. Strobel, Mr. Cunningham; No, none; Absent, Governor Quinn.

(The student advisory vote was: Aye, Mr. Hollins, Ms. Leibowitz)

President's Report on Actions of the Senates

(27) The president presented the following report:

Establish an Undergraduate Minor in Social Work, School of Social Work, Urbana

The Urbana-Champaign Senate has approved a proposal from the School of Social Work to establish an undergraduate minor in Social Work.

The undergraduate minor in Social Work is designed for students interested in combining a primary academic area with social welfare and professional social work content. It emphasizes synthesis and application of social work theories, policies, and research in the development of comprehensive solutions to major social problems.

Establish a Graduate Concentration in Bioengineering in the Master of Science in Bioinformatics, College of Engineering and the Graduate College, Urbana

The Urbana-Champaign Senate has approved a proposal from the College of Engineering and the Graduate College to establish a graduate concentration in Bioengineering in the Master of Science in Bioinformatics.

The proposed Bioengineering concentration in the Master of Science in Bioinformatics will provide advanced training in aspects of bioinformatics that pertain to the dynamic and complex behavior of biomolecular systems in the contexts of tissues, organs, and disease. This will prepare students for employment in research laboratories in academia, government, and the private sector, especially those with a biotechnology, pharmaceutical, or bioengineering focus. The concentration will ensure that molecular biology and biotechnological principles as well as more traditional fundamentals (quantitative genetics, statistical genomics, imaging and analysis, systems approaches, etc.) are adequately covered in the degree.

Establish an Undergraduate Minor in Art and Design,
College of Fine and Applied Arts, Urbana

The Urbana-Champaign Senate has approved a proposal from the College of Fine and Applied Arts to establish an undergraduate minor in Art and Design.

The undergraduate minor in Art and Design provides students with the opportunity to integrate creative art and design practices with other academic or research pursuits. Students selecting the minor do not necessarily wish to pursue a career as a practicing artist or designer, but do want the chance to work creatively in the visual arts and design, and develop related skills.

Eliminate the Psychiatric-Mental Health Clinical Nurse Specialist Concentration,
Master of Science in Nursing, and Doctor of Nursing Practice,
College of Nursing and the Graduate College, Chicago

The Chicago Senate with the recommendation of the College of Nursing and the Graduate College has approved the elimination of the Psychiatric-Mental Health Clinical Nurse Specialist Concentration within both the Master of Science in Nursing and the Doctor of Nursing Practice degree programs.

The College of Nursing currently offers two concentrations in psychiatric-mental health, one for Clinical Nurse Specialists (CNS) and one for Nurse Practitioners. The concentrations were developed during a time when both roles were viable career options in mental health. In recent years, interest in the CNS role in mental health has diminished. More significantly, professional certification for the CNS role has been eliminated.

Only the Clinical Nurse Specialist Concentration is being eliminated. The concentration for Nurse Practitioners will remain.

Rename the Psychiatric-Mental Health Clinical Nurse Practitioner Concentration as the Family Psychiatric-Mental Health Clinical Nurse Practitioner Concentration, Master of Science in Nursing and Doctor of Nursing Practice, College of Nursing and the Graduate College, Chicago

The Chicago Senate with the recommendation of the College of Nursing and the Graduate College has approved the renaming of the Psychiatric-Mental Health Clinical Nurse Practitioner Concentration within both the Master of Science in Nursing and the Doctor of Nursing Practice as the Family Psychiatric-Mental Health Clinical Nurse Practitioner Concentration.

The renaming is necessary to reflect changes in accreditation and certification requirements within advanced practice mental health nursing which state the concentration must reflect a lifespan focus. In addition to the change in name, existing coursework within the concentration has been enhanced to include content about mental health across the lifespan.

The degree requirements and total number of credit hours for Master of Science and Doctor of Nursing Practice remain the same. No other changes have been made.

Establish the Concentration in Rural Pharmacy Services within the
Doctor of Pharmacy, College of Pharmacy, Chicago

The Chicago Senate with the recommendation of the College of Pharmacy has approved the establishment of the Concentration in Rural Pharmacy Services within the Doctor of Pharmacy (PharmD).

The College of Pharmacy offers the PharmD at both the Chicago and Rockford campuses. Students enrolled at the Rockford campus can apply for entry into the Rural Pharmacy Education Program (RPHARM). The RPHARM program was created to address the continued shortage of pharmacists in Illinois, particularly in rural regions of the State, and is part of the Rural Health Professions Program at Rockford which utilizes an interdisciplinary curriculum to train both pharmacy and medical (RMED) students for the unique challenges of practicing in rural communities. Of approximately 50 PharmD students at Rockford, 15 are enrolled in the RPHARM program, the first cohort of whom will complete their degree in May 2014. Only Rockford students are eligible for the concentration.

The PharmD with Rural Pharmacy Services concentration will require 135 hours, two hours more than the PharmD alone. The concentration is comprised of six hours of specialized coursework (which count toward half of the electives required for the PharmD) and a two-hour capstone project. In addition, three of six Advanced Pharmacy Practice Experience (APPE) courses taken in the fourth year are completed in the same rural community to provide a longitudinal experience. The capstone project is based upon work completed during these APPEs.

The concentration will formally acknowledge the specialized education and clinical preparation RPHARM students receive. It is believed to be the first of its kind in U.S. colleges of pharmacy, and has the potential to provide students with a competitive advantage when seeking professional employment.

Annual Financial Report, University Office of Risk Management,
Fiscal Year 2013

(28) The comptroller presented this report for Fiscal Year 2013. A copy has been filed with the secretary of the Board.

This report was received for record.

Fiscal Year 2014 Budget to Actual September 30, 2013 Report
(Revenue and Expense)

(29) On September 14, 2013, the Board of Trustees approved the Fiscal Year 2014 Budget Summary for Operations (BSO). Appendix B of the BSO required that budget to actual quarterly reporting, for both Revenue and Expense, be reported at regular intervals. A copy has been filed with the secretary of the Board.

This report was received for record.

Change Orders Report to the Board of Trustees

(30) On September 23, 2010, the Board of Trustees delegated the authority to the Comptroller to approve change orders to University contracts and purchase agreements. Change orders related to medical center operations that exceed 25 percent of

the original Board approved contract or purchase agreement and change orders that are not related to the medical center operations that exceed 5 percent of the original Board approved contract for construction or professional services or original Board approved purchase agreements for supplies or equipment will be reported to the Board at its next scheduled meeting.

The intent of this report is to provide the Board of Trustees a review of those changes germane to the respective projects which have occurred. A copy has been filed with the secretary of the Board.

This report was received for record.

Graduate Medical Education Report

(31) This report was submitted to the Board for record. A copy has been filed with the secretary of the Board.

Minority and Female Business Enterprise (MAFBE) Report to the Board of Trustees

(32) This report responds to the Board of Trustees' request for periodic information on MAFBE expenditures. The report lists the number of MAFBE vendors in total and by category and expenditures by category from July 1, 2013, through September 30, 2013. A copy has been filed with the secretary of the Board.

This report was received for record.

Secretary's Report

(33) The secretary presented for record changes to academic appointments for contract year 2013-14, new hires, resignations, notices of nonreappointment, and retirees rehired. A copy has been filed with the secretary of the Board.

Update on UI LABS

(34) This report was submitted to the Board for record. A copy has been filed with the secretary of the Board.

MOTION FOR EXECUTIVE SESSION

At 12:52 p.m., Mr. Kennedy stated: "A motion is now in order to hold an executive session to consider University employment or appointment-related matters; collective negotiating matters; and pending, probable or imminent litigation against, affecting, or on behalf of the University."

On motion of Mr. McMillan, seconded by Mr. Montgomery, this motion was approved. There were no "nay" votes.

EXECUTIVE SESSION

Material redacted pursuant to the Illinois Open Meetings Act (5 ILCS 120/2.06d)

EXECUTIVE SESSION ADJOURNED

The executive session adjourned at 1:56 p.m.

REGULAR MEETING RESUMED

The meeting resumed at 2:10 p.m., with all Board members recorded as being present at the start of the meeting in attendance, with the exception of Ms. Holmes. Mr. Kennedy invited Ms. Shao Yu, an accounting major at Springfield, to play the guzheng, a Chinese traditional zither. She performed *Xue Shan Chun Xiao*. Mr. Kennedy also introduced Ms. Ying Han, an accounting major at Springfield, to play the gayageum. She performed *A Li Ling*. This was followed by a round of applause, and Mr. Kennedy thanked them for their performances.

PRESENTATIONS

Dashboard on the College of Business and Management, Springfield

Due to time constraints, this report will be provided at the May meeting.

At 2:21 p.m., Mr. Montgomery and Ms. Leibowitz left the meeting.

Hispanic-Serving Institutions

Mr. Kennedy asked Dr. Allen-Meares and Dr. Pierre to provide a presentation on the Hispanic-Serving Institution designation (materials on file with the secretary). Dr. Pierre stated that a Hispanic-Serving Institution is defined an institution of higher education that has an enrollment of at least 25-percent full-time undergraduate Hispanic students, and he

provided some information regarding institutions that currently receive this designation. Dr. Pierre reported on the goals of this program and referred to some grant funding that may be available with this designation. Dr. Allen-Meares stated that the Chicago campus has the potential to be designated as a Hispanic-Serving Institution and hopes to reach this in 2014 or 2015, noting that Hispanic students currently comprise 24.7 percent of full-time undergraduates. She emphasized that there is no financial commitment required to meet this designation, and she discussed programs and initiatives that are already in place. Dr. Allen-Meares described the funding opportunities that are available through this designation and explained that these are awarded through competition with other Hispanic-Serving Institutions. Discussion followed regarding funding and institutions in Illinois that already receive this designation, and Dr. Allen-Meares and Dr. Lon S. Kaufman, vice chancellor for academic affairs and provost at Chicago, commented briefly on enrollment and meeting the required percentage of Hispanic students.

Report from the University of Illinois Alumni Association

At 2:42 p.m., Ms. Amy F. Eichhorst, vice president of alumni advocacy and outreach, University of Illinois Alumni Association, made a presentation on the alumni advocacy strategy (materials on file with the clerk). She provided an overview of the history of Illinois Connection and presented demographics on the University's 12,841 advocates. Ms. Eichhorst described the process of collaborative work between Illinois Connection and offices at the University, and she provided some examples of advocate work. She described commonly used advocacy tactics and referred to a strong grass-roots network

to respond to University needs. Ms. Eichhorst highlighted the cultivation of “key contact grass-tops influencers,” described their responsibilities, and discussed the timeline for creating this network. She commented on keys to future success and thanked the Board for their support. Mr. McMillan encouraged trustees to become familiar with Illinois Connection and commented on its effectiveness.

Mr. Estrada left the meeting at 3:02 p.m.

Report from the University Senates Conference

Dr. Chambers provided a presentation (materials on file with the secretary) on the integration of the art and science of medicine with the business of medicine, and he began by outlining the principles that define modern medicine. He discussed four paradigms of medicine and provided a brief history of medical education. Dr. Chambers referred to the beginnings of an integrated pre-med curriculum and changes that have taken place in medical education. He stated that Chicago has a comprehensive academic health sciences center that must intercalate with the rest of the University and that the development of an appropriate and effective infrastructure is essential.

Mr. Kennedy and Dr. Chambers briefly discussed the uniqueness of the academic medical center at Chicago and steps that might be taken to improve it. He thanked Dr. Chambers for the presentation.

Annual Report from the Springfield Senate

Next, Mr. Kennedy invited Dr. Fisher to provide the annual report from the Springfield Senate (materials on file with the secretary). Dr. Fisher discussed the composition, structure, and role of the Springfield Senate and reported on actions of the Senate in the 2012-2013 Academic Year. She highlighted some key Senate committee initiatives and reported on goals and priorities for the 2013-2014 Academic Year.

OLD BUSINESS

There was no business presented under this aegis.

NEW BUSINESS

There was no business presented under this aegis.

ANNOUNCEMENTS

Mr. Kennedy announced that the Board is scheduled to meet January 22, 2014, for a retreat, and January 23, 2014, for a meeting, both in Chicago; March 6, 2014, in Urbana; and May 14, 2014, in Springfield¹¹.

¹¹ The location of this meeting was changed from Chicago to Springfield after approval of the 2013-2014 schedule on December 2, 2011.

MOTION TO ADJOURN

At 3:20 p.m., Chair Kennedy requested a motion to adjourn the meeting. On motion of Mr. Cunningham, seconded by Ms. Hasara, the meeting adjourned. There were no “nay” votes.

SUSAN M. KIES

Secretary

CHRISTOPHER G. KENNEDY

Chair