

SPECIAL MEETING OF THE BOARD OF TRUSTEES
OF THE
UNIVERSITY OF ILLINOIS

April 18, 2014

This special meeting of the Board of Trustees of the University of Illinois was held in Room 414, Administrative Office Building, 1737 West Polk Street, Chicago campus, Chicago, Illinois, on Friday, April 18, 2014, beginning at 12:00 p.m. Attendance via videoconference was available in Room 364, Henry Administration Building, 506 South Wright Street, Urbana; the Hatmaker Room, Room 550, Public Affairs Center, One University Plaza, Springfield; and Room S200A, 1601 Parkview Avenue, College of Medicine, Rockford.

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

Mr. Ricardo Estrada, Ms. Karen Hasara, Ms. Patricia Brown Holmes¹, Mr. Christopher G. Kennedy, Dr. Timothy N. Koritz, Mr. Edward L. McMillan², Mr. James D. Montgomery, Ms. Pamela B. Strobel². Governor Pat Quinn and Mr. Patrick J. Fitzgerald were absent. Mr. Michael A. Cunningham, voting student trustee from the Urbana campus, was present. The following nonvoting student trustees were present: Mr.

¹ Ms. Holmes arrived at 12:03 p.m.

² Mr. McMillan and Ms. Strobel participated telephonically.

Jamaal E. Hollins, Springfield campus; Ms. Danielle M. Leibowitz, Chicago campus.

President Robert A. Easter was in attendance.

Also present were the officers of the Board: Mr. Lester H. McKeever, Jr., treasurer; Mr. Thomas R. Bearrows, University counsel; and Dr. Susan M. Kies, secretary of the Board and of the University. The following vice presidents were in attendance: Dr. Phyllis M. Wise, chancellor, Urbana 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); and Dr. Christophe Pierre, vice president for academic affairs. Also present were Ms. Marna K. Fuesting and Ms. C. Ellen Foran, assistant secretaries, and Ms. Aubrie L. Williams, business/administrative associate.

REMARKS FROM THE CHAIR

Mr. Kennedy thanked everyone for joining the meeting, especially the speakers who would be providing testimony. He acknowledged Ms. Leibowitz's testimony in Springfield regarding the possible location of the Obama presidential library in Chicago and stated he had received positive comments from those in attendance. This was followed by a round of applause. Mr. Kennedy then asked President Easter to introduce the first topic of discussion.

DISCUSSION OF RETIREMENT PROGRAMS FOR UNIVERSITY OF ILLINOIS EMPLOYEES

President Easter stated that a large part of the discussion would center around pension reform and the impact it is having on the University. He provided background information on the recent pension reform legislation, including the repercussions for participants in the money-purchase option. President Easter then asked Dr. Wise to speak. Dr. Wise provided examples of several Urbana campus professors who were preparing to retire in the current system, including a professor who would be moving to another university. She emphasized that the University was not only losing faculty, teachers, and scientists, but also the grant funding those individuals bring with them.

President Easter then introduced Dr. Douglas D. Baker, president, Northern Illinois University, to speak to the situation at that university. Dr. Baker stated that he and President Easter spoke to the director at the State Universities Retirement System (SURS) regarding this issue. He noted that Northern Illinois University shares similar concerns to the University, and he stated that approximately 20 percent of the workforce – or about 800 employees – at his university would be affected. Dr. Baker discussed the loss of human capital, the effect on employee morale, the financial impact, and staffing concerns for the coming semester. Dr. Baker commented on the opportunity to review university-wide systems, but noted the small window of time to do so in the current situation. He discussed the impact on recruitment, potential additional compensation to remain competitive, and ramifications for the community. President Easter shared information regarding Southern Illinois University given to him by its president, Dr.

Glenn Poshard. Mr. Kennedy and Dr. Baker discussed the repercussions retirements would have on Northern Illinois University's outreach work.

President Easter then introduced Dr. David G. Cahill, professor and department head, materials science and engineering, College of Engineering, Urbana, and provided information on his background. Dr. Cahill gave his perspective on the changes to the pension plans and returns on investment and its impact on his personal financial decisions, noting that these changes amounted to a pay cut.

Next, President Easter introduced Dr. Kenneth S. Suslick, professor of chemistry, School of Chemical Sciences, Urbana. Dr. Suslick discussed his career and background and stated that he is fully vested in the traditional retirement system. He expressed appreciation for the work he has done at the University. Dr. Suslick stated that he would be retiring on May 30, noting that the State was an unreliable employer and no longer deserving of his employment.

President Easter then introduced Dr. Albert J. Valocchi, professor, civil and environmental engineering, College of Engineering, Urbana. Dr. Valocchi reviewed his background and gave details of his investments and the personal financial impact of the pension reform. He stated that he was struggling with the decision to retire given his active research group and noted that he had options to work elsewhere.

Next, President Easter invited Dr. Steven E. Tozer, professor, educational policy studies, College of Education, Chicago, to speak. Dr. Tozer detailed his background and stated that he has been made aware of the penalty he will incur in his pension rate if he does not retire this spring. He commented on what was financially

prudent, the notion that faculty are being “forced” to retire, and the influx of State employees contacting SURS about retirement. Dr. Tozer stated that, at this point, he is expecting to retire and explained the work his department and center have done to prepare for the loss of his leadership.

Dr. Robert J. Gordon, professor of chemistry, College of Liberal Arts and Sciences, Chicago, spoke next, discussing his background. He stated that he has recently discovered that if he does not retire by May 15, he will lose health benefits. Dr. Gordon discussed the retroactive nature of the reform and the unexpected consequences of these changes, and stated that he has reluctantly started the process of retirement.

Next to speak was Dr. Timothy A. Keiderling, professor of chemistry, College of Liberal Arts and Sciences, Chicago, and he gave information on his background and work. He discussed the impact of his potential retirement on the courses he teaches and expressed concern with the discrepancy between the University retirement date and SURS retirement date, commenting that these timetables should be aligned and retirees should be allowed to choose their date of retirement. Dr. Keiderling explained the impact of his retirement on his research group, plans for the Advanced Chemical Technology Building, and his department. Dr. Keiderling reviewed the significance of the shortened timeline for faculty, students and the University. Dr. Luke Hanley, professor and department head, department of chemistry, College of Liberal Arts and Sciences, Chicago, then detailed the impact on his department if Dr. Gordon and Dr. Keiderling were to retire.

At this time, President Easter asked Dr. Koch to discuss how the Springfield campus is affected. Dr. Koch stated that there were 200 employees eligible for retirement on that campus, and she provided several examples of faculty and staff members who were planning to retire, including some who stated that they were not ready to leave their jobs.

President Easter invited a representative from the Chicago campus leadership to speak. Ms. Janet Parker, associate chancellor and vice provost for budget and resource planning, Chicago, reiterated that the inability to plan for the academic and revenue impact on the institution would make planning for the future difficult.

Retirement Programs for University Employees

At 12:35 p.m., President Easter asked Dr. Avijit Ghosh, senior advisor to the president, to give a presentation on proposed retirement programs for University employees (materials on file with the secretary). Prior to Dr. Ghosh's presentation, Mr. Kennedy stated that he wanted to apologize to University employees for allowing the issue to reach this level and for putting the University and State at risk, and expressed his wishes to move toward a better outcome. Dr. Ghosh then began by discussing the Board's charge to assess the impact of the pension reform legislation and provide options for keeping the pension program competitive. He stated that approximately 5,500 employees across the University are eligible to retire, and 60 percent to 65 percent of them are affected by the money-purchase option in the Tier 1 program. Dr. Ghosh provided background

information on the SURS three pension programs, with particular detail on the money-purchase option and the legislation's effect on the calculating interest rate. He stated that the problem could be remedied by passing a corrective bill that would adjust the date of comparison from June 30, 2013, to June 30, 2014.

Dr. Ghosh then reviewed other repercussions from the pension reform legislations. Dr. Ghosh also presented information comparing Big Ten universities' retirement contribution levels.

Dr. Ghosh presented the rationale behind a supplementary benefits program. He provided background on the Supplementary 403(b) Retirement Plan and discussed the potential expansion of the program. Dr. Ghosh detailed the principles for the plan design and provided a three-part framework for the expansion, as well as an example plan and its potential impact on retirement savings. He emphasized that any supplementary program would be discretionary. Dr. Ghosh reviewed the necessary steps that would need to take place, including Board approval of a supplementary program.

At this point, Dr. Ghosh asked if there were questions. President Easter asked about legal authorization prior to a supplementary program change, and Dr. Ghosh stated that it was not indicated. Mr. Kennedy thanked Dr. Ghosh for his work and expressed support for the supplementary program changes. Mr. Kennedy also asked about the May 15 target date in regards to health insurance for those retiring. Ms. Maureen M. Parks, associate vice president for human resources, stated that the May 15 date is set by the Illinois Department of Central Management Services (CMS) and is outside the University's control. Mr. Kennedy asked about a potential waiver for this

year, and President Easter stated that such an action would be investigated. Mr. Kennedy noted that similar techniques used to acquire the UI LABS funding should be used to provide a positive outcome in response to the pension reform situation. Mr. Montgomery asked about the supplementary program's inclusion at the University's discretion, and Dr. Ghosh provided more information. Mr. Kennedy then asked faculty members in attendance at the meeting about their response to the pension reform legislation. Dr. Gordon stated that the faculty at the University felt they did not have influence on the legislature, and commented on the timing of the trailer bill. Dr. Suslick stated that faculty would "vote with their feet" and the University would lose faculty to other institutions, and stated that the Board has failed to protect the University from the State legislature. Dr. Tozer stated that people need a plausible line of action, and, for this situation, that action is to protect their personal interests. He also commented that there is not a shared understanding of a reasonable alternative. Mr. Kennedy noted that the legislature needs to be motivated and the faculty members underestimate the impact of their group.

President Easter and Ms. Parks provided more information on the 60-day notice set by SURS. Dr. Jorge Villegas, associate professor and department chair, business administration, College of Business and Management, Springfield, and chair, University Senates Conference, noted that faculty members could be concerned potential ethics violations due to political activities. He also stated that discontent is not visible but still exists. Mr. McMillan asked about the legislature's understanding of the issue, and Mr. Kennedy stated that initially, pension reform was seen as a long-term issue and many were unaware of the immediate impact of the money-purchase option. Dr. Tozer noted

that there has been much uncertain information distributed and expressed that it is hard to act in an uncertain field. Mr. Kennedy said University counsel would be asked to investigate the lack of access to SURS counseling as a violation of process, which might allow the faculty time to delay their decisions and a trailer bill to provide resolution. President Easter stated that both the immediate issue and the supplementary program would continue to be investigated. Mr. Kennedy thanked the faculty members for their moving and motivating testimony.

DISCUSSION OF PRESIDENTIAL SEARCH

At 1:21 p.m., Mr. Kennedy asked Ms. Strobel to report on the status of the presidential search. Ms. Strobel discussed the proposed search committee, and she thanked those who will be involved, especially co-chair Dr. Douglas H. Beck, professor of physics, College of Engineering, Urbana, as well as Mr. Estrada and Mr. Montgomery. Ms. Strobel emphasized that the full Board would be part of the process and she welcomed input. She then discussed the selection of a search firm. Ms. Strobel said she and Dr. Beck would be reaching out to committee members soon, and she reviewed items that would be discussed at the first meeting, scheduled for May 19, as well as future meetings. Ms. Strobel noted that President Easter would be working with the group and would be a model for his successor. She thanked Dr. Kies and noted that she looked forward to working with her. Mr. Kennedy thanked Ms. Strobel for her leadership. Mr. McMillan expressed concerns that the minority party on the Board was not represented on the

committee. Mr. Kennedy explained the process by which the committee members were selected, expressed his belief that there is political diversity on the committee, and said he would be sensitive to the issue.

AGENDA

At 1:32 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. Mr. Kennedy 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.

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

Charge to the Search Committee to Assist in the Selection of a President, 2014

- (1) The Board of Trustees has authorized and composed a search committee to assist in the search for a president. This resolution specifies the charge of the committee and the general procedures within which it will operate.

Committee Membership

Several broad constituencies of the University are reflected in the committee's composition, but no member should regard herself or himself as a "representative" or "delegate" of any single interest group. Rather, each member shall exercise his or her own best judgment as to what will be in the best interest of the

University of Illinois as a whole. Members of the search committee will be asked to sign a code of ethics and commit to a fair, honest, and confidential treatment of information shared in the search process. The committee shall conduct a pro-active search and identify and recruit persons best able to fulfill the mandate.

The search committee shall be led by co-chairs, who shall be appointed by the Board of Trustees. The co-chairs of the search committee and the Chair of the Board will confer as often as necessary throughout the duration of the committee's work. Periodic meetings shall be held to review the status of the prospect pool and available background data. Also at regular meetings of the Board of Trustees these representatives of the committee shall report to the Board on its progress.

Identification of Candidates

The search shall be broad in scope, using all available resources to identify potential candidates for the position of President of the University of Illinois. The several constituencies of the University, including faculty, students, staff, trustees, alumni, supporters, and friends of the University shall be encouraged to suggest suitable candidates. The committee shall not be constrained from considering candidates from all appropriate sources, including other institutions of higher learning, government, foundations, and elsewhere. The Board of Trustees will maintain a continuing interest in the identification of outstanding potential candidates, and will receive periodic reports from the committee on the development of the pool of prospects.

Development of Characteristics of New President

The committee's first task will be to develop a profile of accomplishments and characteristics for the president that will serve as the cornerstone of the search. This document shall delineate the personal qualities and criteria crucial to the position.

The general qualities and criteria to be used as the basis for evaluating potential candidates shall be organized around several key expectations for the candidates. Among these are:

- a record of effective leadership including evidence of strategic vision and a capacity to lead and manage a large, complex academic organization
- a commitment to academic excellence in teaching, research, and service
- the ability to communicate and inspire others and a willingness to initiate, foster, and cultivate relationships with the public and private sectors, including businesses; civic groups; local, state, and federal governments and agencies; donors and others; and to represent and advocate for the University
- an understanding of the changing nature of public higher education and its vital role in local, state, regional, and national economies
- the ability to adapt to changing and challenging fiscal environments
- the ability to lead within a complex administrative structure and to bring clarity and rationality to that structure

Additionally the search committee will set forth procedures and milestones (including time estimates) to be followed and reached to carry out the search process. It

shall include the input of the search firm that is retained, and shall be submitted to the Board of Trustees for review and approval

Screening Prospective Candidates

The committee shall devise a method for conducting preliminary screening designed to identify those judged to be the most promising prospective candidates. Detailed information should be secured concerning these candidates, initially from public records such as professional directories and bibliographic sources and, in a second stage, the co-chairs should make calls to individuals who know and can assess the qualities and potential of the prospective candidates, including other committee members as indicated. In such informal inquiries, it should be made clear that the search is in a preliminary stage and that no approach has yet been made to any candidate, and that strict confidentiality is necessary.

The committee shall identify the most outstanding and qualified potential candidates. The committee shall submit a broad list of candidates, which may be ranked or categorized, before a list of finalists is presented. The list of finalists shall include between eight and ten individuals.

The Board and the committee will consult and discuss the procedures to be followed in approaching finalists. Consensus will be important, but the Board is statutorily charged with the responsibility of making the final decision.

Staff and Procedures for Search

The secretary of the Board will serve as staff to the search committee, and assist in sustaining strong lines of communication and coordination between the

committee and the Board. The secretary of the Board shall also be the Board's agent in the procedural and liaison tasks involved in the search process.

The search process shall adhere to University's affirmative action policies, and the committee shall affirmatively seek candidates representing diverse backgrounds and perspectives. University counsel shall assist and advise the committee on legal matters.

The committee is advised to make use of the internet to assist in making the search process more transparent. The characteristics and other information related to the progress of the search will be posted on a dedicated site.

The Board of Trustees emphasizes the importance of careful coordination and channeling of all committee communications concerning candidates through the co-chairs of the committee, who are charged with the responsibility of keeping the Board fully informed. The Board also emphasizes that discretion and confidentiality are required of all committee members. Public communications, including those with the media, shall be channeled through the co-chairs of the committee and the secretary of the Board, who shall consult with the Office for University Relations.

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

Membership of the Search Committee to Assist in the Selection of a President, 2014

(2) In accord with the direction of the Board of Trustees, the Secretary of the Board presents the following report and recommendation.

A. Search Committee to Assist in the Selection of a President

The various constituent groups asked to nominate members have done so and the following list of members is presented to the Board of Trustees for appointment:

1. BOARD OF TRUSTEES

Ricardo Estrada, Member of the Board of Trustees; alumnus, Chicago campus

James D. Montgomery, Member of the Board of Trustees; alumnus, Chicago campus

Pamela B. Strobel, Member of the Board of Trustees; alumna, Urbana campus; **Co-chair of the Search Committee**

2. FACULTY MEMBERS

Urbana Campus

Douglas H. Beck, College of Engineering, Professor of Physics. Arnold T. Nordsieck department teaching award. College of Engineering Executive Committee (including former vice chair); Promotion and Tenure Committee (including former chair). Served on search committee for: Provost, Chancellor (chair). **Co-chair of the Search Committee**

Nicholas C. Burbules, College of Education, Gutgsell Professor of Education Policy, Organization and Leadership. Urbana Senate (including former committee and task force chairs); Senate Executive Committee (including former chair); University Senates Conference (including chair); University Administration Review task force. Served on search committee for: Chancellor.

Roy H. Campbell, College of Engineering, Sohaib and Sara Abbasi Professor of Computer Science; director, Center of Academic Excellence in Information Assurance Education; director, Air Force Assured Cloud Computing Center of Academic Excellence. Engineering College Advisory Committee on Endowed Appointments (including former chair); College of Engineering Grainger Engineering Breakthroughs Initiative. Urbana Senate (including

former committee chair); Senate Executive Committee (including former chair and vice chair); University Senates Conference. Served on search committees for: Chief Information Officer; director, CITES; security director, CITES; department heads, Graduate School of Library and Information Science and Department of Electrical and Computer Engineering; dean, College of Engineering.

Chicago Campus

Barbara Ransby, College of Liberal Arts and Sciences, Professor of Gender and Women Studies and African American Studies; director, Social Justice Initiative. Served on search committees for: Vice President for Diversity; college-level positions.

William E. Walden, College of Medicine, Professor of Microbiology and Immunology; Special Assistant to the Provost for Diversity; director, Bridge to the Doctorate program (Louis Stokes Alliance for Minority Participation). Campus Promotion and Tenure Committee; fellow, Committee on Institutional Cooperation-Academic Leadership Program.

Julie Zerwic, College of Nursing, Professor of Biobehavioral Health Science; Executive Associate Dean; college diversity officer. Chicago Senate; department and college committees. Served on search committees for: executive director, Urban Health Program; department head, Women, Children and Family Health Science.

Springfield Campus

Sharon Graf, College of Liberal Arts and Sciences, Professor of Sociology Anthropology and Art, Music, and Theatre; director, UIS Music. Student Life Committee; General Education Working Group; college Strategic Planning Committee and Governance Task Force. Served on search committees for: dean, College of Liberal Arts and Sciences; other faculty and staff searches (including chairing committees).

Jorge Villegas, College of Business Management, Professor and department chair of Business Administration. Springfield Senate; Undergraduate Council; Higher Learning Commission Accreditation Team; University Senates Conference (current chair); Faculty Advisory Committees for vice presidents for academic affairs and research. Served on search committees for: faculty and academic professional searches (including chair); Vice Chancellor for Academic Affairs; dean, College of Public Affairs and Administration; Special Assistant to the President.

3. STUDENT MEMBERS

Urbana Campus

Xavier R. Ramirez, School of Social Work, senior in social work and Latina/o studies. TRIO McNair Scholars Program, Office of Minority Student Affairs, with research in displacement and Latino populations in Chicago Latino communities and use of social networking applications; La Casa Cultural Latina Retention/Mentoring Program; Latina/o Resilience Program; community volunteer. Served on search committee for: director, La Casa Cultural Latina.

Chicago Campus

Jen Phillis, College of Liberal Arts and Sciences, Department of English, doctoral candidate in English. Co-chief steward, GEO; English graduate student organization (founding member). Nominated for chancellor's search committee.

Springfield Campus

Maya Rudder, College of Liberal Arts and Sciences, Department of Biology, sophomore in biology. Capital Scholars Honors program. Black Student Union; community volunteer.

4. ACADEMIC PROFESSIONAL STAFF MEMBER

Konstantinos Yfantis, manager, Teaching and Learning Services, Campus Information Technologies and Educational Services (CITES), Urbana campus. Council of Academic Professionals (including former chair and vice chair); University Professional Personnel Advisory Committee (including former chair); Urbana Senate Executive Committee; Urbana-Champaign Senate. Served on search committees for: director, Center for Innovation in Teaching and Learning (Office of the Provost, Urbana); director, Instructional Technology Lab (Academic Computing and Communication Center, Chicago); Senior eLearning Developer (College of Business, Urbana); Instructional Designer (Online and Continuing Education, Urbana); Deputy Chief Information Officer and Executive Director of CITES (Office of the CIO, Urbana); IT Product Marketing Specialist (CITES, Urbana); Visiting eLearning Professionals (CITES, Urbana). Alumnus of Urbana campus.

5. CIVIL SERVICE STAFF MEMBER

Darlene Kendall, Financial Analyst/Planner III, Physical Plant/Administration, Chicago campus. Recipient, Chancellor's Distinguished Civil Service Award of Excellence. Staff Advisory Council; Employee Advisory Committee to the Merit Board. Served on

search committee for: director of employment, Human Resource Department.

6. ADMINISTRATIVE OFFICER MEMBER

Susan J. Koch, Chancellor and Vice President, Springfield Campus.

7. UNIVERSITY OF ILLINOIS ALUMNI ASSOCIATION
REPRESENTATIVE

Stephen C. Van Arsdell, History and Traditions Ad Hoc Committee (chair), Finance Committee, Audit Subcommittee, University of Illinois Alumni Association. Traveled to China as goodwill ambassador for the Alumni Association; hosted Urbana campus “Thought Leaders” dinner in Naperville. College of Business Dean’s Business Council (since 2002); member, College of Business Alumni Association Board. Child of Urbana faculty member; alumnus of Urbana campus (B.S. 1972 and M.S. 1973, both in accountancy). Retired Senior Partner of Deloitte and Touche LLP; chairman and chief executive officer from 2010-2012; chaired Succession Planning Committee and Governance Committee.

8. UNIVERSITY OF ILLINOIS FOUNDATION REPRESENTATIVE

James M. Benson, life director, University of Illinois Foundation Board; former chair, Campaign Executive Steering Committee; life member, University of Illinois Alumni Association. Recipient, University of Illinois Alumni Achievement Award (2010); College of Liberal Arts and Sciences Alumni Achievement Award (2006); Illini Comeback guest (1996). Supporter of Urbana campus College of Liberal Arts and Sciences’ James M. Benson Chair in Public Issues and Civic Leadership and the James M. Benson Professorship in English; and State Farm Center project. Alumnus of Urbana campus (B.A. 1968, finance); son and daughter are alums. Chairman, Benson Botsford LLC; principal, Clark & Wamberg, LLC; former president and CEO, John Hancock Life Insurance Company. Founder and chairman, World T.E.A.M. Sports; served on board of U.S. Olympics Committee; involved with Special Olympics.

Should any member be unable to serve for the duration of the search, the Chair of the Board of Trustees shall appoint a replacement after consultation with the appropriate constituent group.

- B. The Chair of the Board recommends that the trustees formally name and appoint to membership those listed above and that the committee be charged in accord with the statement presented to the Board on April 18, 2014.

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

REMARKS FROM THE CHAIR

At 1:34 p.m., Mr. Kennedy introduced the Rev. Patrick Marshall from the John Paul II Newman Center in Chicago. Rev. Marshall commented on the decisions and challenges faced by those in attendance.

At this time, Mr. Montgomery asked about the plan for addressing the pension reform issue, and Mr. Kennedy asked that the engagement that was used to achieve the UI LABS funding be activated. Additionally, he asked that video portions of faculty testimony from the day be made available. Mr. Montgomery and Mr. Kennedy discussed the next steps, and Mr. Kennedy emphasized the importance of retaining great faculty. Mr. McMillan and Mr. Kennedy discussed deliberations and reactions going forward. Dr. Ghosh noted that the appropriate parties are ready to act on the supplementary retirement program changes, and Mr. Estrada asked about the financial impact of those modifications. Mr. Estrada, Mr. Montgomery, and Dr. Koritz discussed the urgency and impact of the current legislation on retirement deadlines. Dr. Koritz asked about rehiring retirees, and Dr. Ghosh provided background. Dr. Ghosh stated that the middle of April is the peak time for faculty hiring decisions to be made. Mr. McKeever asked about retention bonuses for those who are staying, and Dr. Ghosh

responded by discussing the financial differences between salary and retirement plans. Dr. Ghosh stated that a supplementary program would cost the University between \$17 million and \$30 million, adding that final costs would depend on the number of people who participate. Mr. McKeever noted the Big Ten retirement comparison and stated that there must be something else that draws faculty to the University.

MOTION TO ADJOURN

At 1:50 p.m., Chair Kennedy requested a motion to adjourn the meeting. On motion of Mr. Montgomery, seconded by Mr. Cunningham, the meeting adjourned. There were no “nay” votes.

SUSAN M. KIES

Secretary

CHRISTOPHER G. KENNEDY

Chair