

Approved by the Board of Trustees,  
November 11, 2004

Board Meeting  
November 11, 2004

Revised: November 10, 2004

ELECTION OF B. JOSEPH WHITE AS SIXTEENTH PRESIDENT  
UNIVERSITY OF ILLINOIS

**Action:** Approve B. Joseph White as President of the University

**Funding:** State, Institutional, and Gift Funds of the University

The election of a president of the University is one of the most important actions the University Of Illinois Board Of Trustees is called upon to consider.

This responsibility is a solemn one, resting upon the statutory obligation specified in the laws of the State of Illinois. The pertinent passage is printed below:

*“The board of trustees shall elect a regent who shall be charged with the general supervision of the educational facilities and interests of the university. Said regent shall be known as President of the University and his term of office shall be at the pleasure of the board of trustees.”*

The trustees have labored at this task with great care and with a keen sense of responsibility. Able assistance has been provided by an outstanding consultative committee and in particular by its chair, Avijit Ghosh, Dean of the College of Business at Urbana.

The members of the Board of Trustees have concluded their work and are ready to take formal action to elect a president. Dr. B. Joseph White is currently Professor of Business Administration, Research Professor in the Life Sciences Institute, and

Wilbur K. Pierpont Collegiate Professor at the University of Michigan. Dr. White has spent nearly three decades affiliated with the University of Michigan at Ann Arbor, where he received his doctorate in business administration in 1975. He has served there as interim president, dean of the business school, and faculty member.

Dr. White earned his bachelor's degree, *magna cum laude*, in international affairs from the Georgetown University School of Foreign Service in 1969, and an MBA with distinction, from Harvard University in 1971.

White also has private-sector experience, including six years at Cummins Engine Co., Inc., 1981 to 1987, first as vice president for management development and then as vice president for personnel and public affairs. He currently serves as a director or trustee of several prominent companies.

The principal components of Dr. White's appointment include the following:

- As the president serves at the pleasure of the board, the board intends that the term of employment will be for five years commencing February 1, 2005.
- Dr. White will receive an annual base salary of \$450,000, subject to periodic increases at the board's discretion.
- A retention incentive will be payable if Dr. White remains in the position of president for a full five years. The University will commit the amount of \$75,000 on the first anniversary of employment; this amount will be increased by \$10,000 annually thereafter. If employment is terminated voluntarily or the University terminates it for "cause," the University shall not be liable for any payments or benefits to Dr. White after the date of termination (other than benefits payable under the terms of the University's plans). In the event that employment is terminated by the University without "cause" before five years has passed, the amount payable would be a prorated amount based upon the length of service.

- Dr. White will receive the following faculty appointments: Professor of Managerial Studies, Department of Managerial Studies, College of Business Administration at Chicago, on indefinite tenure; Professor of Management, Department of Management, College of Business and Management at Springfield, on indefinite tenure; and Professor of Business Administration, Department of Business Administration, and James Towey Professor of Business and Leadership, College of Business at Urbana, on indefinite tenure.

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 Chair of the Board recommends this appointment.