

MEETING OF THE BOARD OF TRUSTEES
OF THE
UNIVERSITY OF ILLINOIS
AS A COMMITTEE OF THE WHOLE

October 8, 1975



A meeting of The Board of Trustees of the University of Illinois as a Committee of the Whole was held in Chicago Room A, Chicago Illini Union, Medical Center campus, Chicago, Illinois, on Wednesday, October 8, 1975, beginning at 3:00 p.m.

President Earl L. Neal called the meeting to order and asked the Secretary to call the roll. The following members of the Board were present: Mr. Earl Langdon Neal, Mr. Arthur R. Velasquez, Mr. William D. Forsyth, Jr., Mr. Ralph C. Hahn, Mr. George W. Howard III, Mr. Robert J. Lenz, Mrs. Jane Hayes Rader, Mrs. Nina T. Shepherd, and Governor Daniel Walker were absent. (Mr. Park Livingston was not present when the Board convened, but joined the meeting later.) The following nonvoting student trustees were present: Mr. Robert K. Conlon, Medical Center campus; Mr. Stuart D. Summers, Urbana-Champaign campus. Mr. Steven Szegho, Chicago Circle campus, was absent.

Also present were President John E. Corbally; Dr. Eldon L. Johnson, Vice President for Academic Affairs; Chancellor Joseph S. Begando, Medical Center campus; Chancellor J. W. Peltason, Urbana-Champaign

campus; Dr. George W. Magner, Acting Vice Chancellor for Academic Affairs, Chicago Circle campus; and the officers of the Board, Dr. Ronald W. Brady, Comptroller (also Vice President for Administration for the University); Mr. James J. Costello, University Counsel; and Dr. Earl W. Porter, Secretary.

Also present were representatives of the various affirmative action/equal opportunity staffs of the campuses.

Mr. Neal pointed out that the meeting had been called to consider expenditures of the University of Illinois, with specific reference to affirmative action programs. He indicated that no action was contemplated, but that the Trustees would receive in some detail information with regard to the current status of expenditures in the affirmative action area as well as the scope and depth of programs and operations in this area. At President Corbally's request, Dr. Brady reviewed briefly a document prepared for the meeting: "Overview of Equal Opportunity/Affirmative Action," indicating that this report would subsequently be presented periodically and updated on a regular basis. (A copy of the document has been filed with the Secretary of the Board for record.)

Presentations from each of the campuses followed, and documentation supplied by each of them has been filed with the Secretary for record.

Among the questions raised in the course of the presentations by Trustees and others were the following:

In the case of minority students, the importance of retention and academic success after admission was emphasized, and the presentations outlined special efforts made through counseling, special instructional programs, tutorial assistance, etc., toward this end. It was also pointed out that even admission and retention are not of themselves sufficient—that there is a continuing need for sufficient economic assistance to enable those enrolled to remain in the institution.

With regard to the employment of minorities and women, the selection of eligible applicants is but a part of the problem; the size of the pool is of overriding significance, as is the need to deal with the "pipeline" aspect of insuring that a pool is created as students progress through high school, college, graduate, and professional training. In the nonacademic area, particular attention was called to the need for programs for the upgrading and advancement of individuals.

The presentations indicated that a number of the problems identified above are related inevitably to the need for continued (and growing) budget support and that the problems have been intensified in recent years by budget difficulties. In one instance, it was pointed out that, even so, the smallest possible cut was applied to the equal opportunity program. Nonetheless, overriding budget pressures have limited, and in some cases halted, projected growth of equal opportunity activity.

In the nonacademic area, Trustees and others noted the difficulties of the rigidity of the Civil Service system with its overly precise require-

ments in terms of "the rule of three," job descriptions, etc. The effect of the seniority system and the possibility of bias in certain tests also are impediments to greater success in minority employment and retention. Some of these problems can be dealt with by the University, but only in a limited way inasmuch as a total statewide system is involved.

Mr. Neal raised the broad question of the Trustees' interest in the development of priorities in budget making, with particular reference to equal opportunity and affirmative action. President Corbally discussed the continuing problem of competing priorities and pressures on the budget, particularly at a time when the University is losing ground financially and operationally and when the fiscal alternatives have become sharply narrowed and sharply diminished.

Mr. Velasquez reviewed his general concern in raising the question before the Board and administration and in the need for the meeting being held. He emphasized the overriding importance of education, especially higher education, to low income and minority groups and expressed a continuing hope that this aspect of University budgeting be kept continually in front of all concerned.

There being no further business, the meeting was adjourned.

EARL W. PORTER
Secretary

EARL L. NEAL
President