

MEETING OF THE BOARD OF TRUSTEES
OF THE
UNIVERSITY OF ILLINOIS

May 19, 1976



The May meeting of The Board of Trustees of the University of Illinois was held in the General Lounge, Illini Union, Urbana-Champaign campus, Urbana, Illinois, on Wednesday, May 19, 1976, beginning at 9:30 a.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. William D. Forsyth, Jr., Mr. Ralph C. Hahn, Mr. George W. Howard III, Mr. Park Livingston, Mr. Earl Langdon Neal, Mrs. Jane Hayes Rader, Mrs. Nina T. Shepherd. Mr. Robert J. Lenz, Mr. Arthur R. Velasquez, and Governor Daniel Walker were absent. The following non-voting student trustees were present: Mr. Robert K. Conlon, Medical Center campus; Mr. Stuart D. Summers, Urbana-Champaign campus; Mr. Steven Szegho, Chicago Circle campus.

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; Chancellor Donald H. Riddle, Chicago Circle campus; Mr. J. Frederick Green, University Director for Capital Programs; 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; Mr. R. R. Manchester, Treasurer; and Dr. Earl W. Porter, Secretary.

MINUTES APPROVED

The Secretary presented for approval the press proofs of the minutes of the Board of Trustees meeting of January 21, 1976, copies of which had previously been sent to the Board.

On motion of Mr. Forsyth, these minutes were approved as printed on pages 485 to 514 inclusive.

BUSINESS PRESENTED BY THE PRESIDENT OF THE UNIVERSITY

President's Reports

President Corbally presented a report on selected topics of current interest, copies of which were distributed at the meeting, and a copy was filed with the Secretary of the Board.

Recommendations Concerning Student Health Insurance Rates

President Corbally announced that recommendations concerning student health insurance fees for all campuses are in the process of being developed and, in all likelihood, will be presented at the June meeting of the Board of Trustees.

Report Concerning the State Appropriations for 1976-77

The President presented the following statement:

It is an interesting commentary upon the current financing of public higher education in Illinois that an action by the Senate Appropriations Committee last Friday to approve appropriations bills for higher education for fiscal year (FY) 1977 in a total amount some \$35 million less than the amount supported by the institutions and by the Illinois Board of Higher Education (IBHE) is hailed as at least a minor victory by those institutions. A headline in a Champaign-Urbana newspaper even described this action with the words, "Panel Raises Education Outlay." The fact, of course, is that these appropriations bills as amended by the Appropriations Committee total about \$20 million more than had been recommended for higher education by Governor Walker and the rumor mills persisted in reporting that it was this lower level which would prevail in the General Assembly. There is still a long road for these appropriations bills to travel, and our efforts to sustain at least the level of funding recommended by the Senate Appropriations Committee must continue unabated.

I want to comment upon two general aspects of the Senate Appropriations Committee meeting last Friday. First, several members — Senator Hynes, Senator Weaver, Senator Buzbee, Senator Vadalabene, and Senator Rock — spoke on behalf of the legitimacy of the requests supported by the institutions and by the IBHE. Each of these senators indicated that it was only the serious financial condition of Illinois which made it impossible for him to support the funding of these legitimate requests. All of us in higher education appreciated their comments and their support even though some of us believe that Illinois does have the resources to maintain its traditional excellence in higher education if only minor increases in revenue programs were to be adopted.

Others on the committee, however, continued what I believe to be outworn and unfair attacks upon higher education and particularly upon faculty and administrative costs. Time and time again our studies have shown that faculty members average more than fifty hours per week of effort on behalf of their responsibilities.

Few would deny that the selection and retention policies and procedures of the University of Illinois bring to the University and to Illinois a faculty of unequalled background and ability in higher education. Our faculty deserves first-rate compensation because it is made up of first-rate people giving first-rate service to students and to citizens in the conduct of our programs of teaching, research, and public service. And without dwelling on the point, we seek the same qualities in our administrators, require the same kinds of work loads, and devote only about 2 percent of our funds to so-called administrative personnel. As Mr. Furman of the IBHE has pointed out so clearly and so vigorously, we are in 1976 providing the State of Illinois with more and broader services in higher education than ever before with fewer dollars per student, a smaller share of the General Revenue Fund, and fewer dollars in per capita support than before. We are as productive and as efficient as any university system I know of, and I know of no other State agencies which have maintained quality to the extent we have in the face of declining support and of the pressures of inflation.

What would be the results for the University of Illinois if funding were to be approved finally at the level approved last Friday by the Senate Appropriations Committee? On the negative side, our new program efforts to extend operating hours at Chicago Circle and to continue the expansion programs in the health professions probably could not be undertaken. Our ability to take steps to make up for deficiencies in library and equipment purchases would be gone.

On the positive side, our ability to keep pace with inflationary pressures upon our purchases would be protected, and a proposed 2.5 percent average salary increase at the Governor's budget level would increase to about 4.5 percent. New proposals inserted into our bill would permit the University to use its own work force in space remodeling, renovation, and repair projects funded through Capital Development Bond Funds which would lead to efficiencies and to greater stability in our operation and maintenance staffing.

Even with these positive impacts, our salary patterns will continue to fail to represent the quality of our people. From data supplied to us by other Big Ten universities, for example, it is clear that if we achieve faculty salary increases of 4.5 percent for FY 1977, our salaries for next year will place the Urbana-Champaign campus salaries at fourth place for professors, eighth place for associate professors, and eighth place for assistant professors in the Big Ten. Contrary to rumors, our competition is not standing still. Those institutions which have traditionally had lower salary ranges than ours have made major and successful efforts to overtake us — one such institution accomplished a 14 percent increase this year and will accomplish an 8 percent increase next year and in those two jumps will have gone from a tie for eighth rank for professors to third, from seventh to first for associate professors, and from a tie for eighth to first for assistant professors. We, meanwhile, during that same period will have gone from third to fourth for professors, from a tie for fifth to eighth for associate professors, and the same dip for assistant professors. And all of this will be true only if the action of the Senate Appropriations Committee prevails.

But one point must not be overlooked. Part of this progress on the part of our competition has been supported by increases in tuition — these institutions have not attempted to rely upon the taxpayer alone to meet the demands of inflation. If we do achieve the increases approved last Friday, we would be only \$1,717,000 short of being able to bring all of our faculty ranks at all of our campuses up to at least the midpoint of salaries at Big Ten universities. That amount represents about another 2.4 percent increase for faculty members. To provide a similar increase above the 4.5 percent range for all other personnel would require about another \$2.9 million. To achieve at least average parity for our faculty and to provide similar increases for all other personnel requires, then, about \$4,617,000 — the proceeds of a tuition increase of about \$100 per student per year. Of course, parity

with the average salaries of Big Ten universities is not, in my view, the kind of parity our people deserve. I can find no logic to support our being at less than third place among these institutions and compelling logic to argue that we should be in first place in salaries as we are in so many other areas of academic quality. Had tuition over the past three years increased at about \$35 per year (an increase of about 7 percent per year), we would at least have maintained salaries at a Big Ten average level, would not now have tuition levels as high as several in the Big Ten, and would not be faced with legislative arguments which now, ironically, are claiming that we are unwilling to ask students to share increases with the General Revenue Fund.

It is clear to me from discussions with legislators, with gubernatorial candidates, and with legislative and executive branch staff personnel and from a review of data relating to comparable institutions, that our tuition level must go up in 1977-78. In fact, conditions dictate consideration of tuition increases for midfiscal 1977 as we continue to gather data concerning the salary status of our people. I believe that most students and most parents understand that it is better to pay slightly more for quality than to pay the same rate and receive declining quality. Recent Illinois State Scholarship Commission (ISSC) data reveal that families in Illinois with incomes up to \$23,000 per year can receive financial aid up to one-half of tuition and fees. No Big Ten state offers university students the kind of financial aid offered in Illinois, and Illinois has reconfirmed its support of ISSC programs through recent legislative and gubernatorial action to approve supplemental appropriations to ISSC for this year to meet obligations in full.

To summarize — predictions that FY 1977 would be a difficult year for higher education in Illinois are proving to be correct although the action of the Senate Appropriations Committee last week may indicate that the year will not be as disastrous as was feared. As we continue to seek our fair share of Illinois tax revenue, we must face the virtual inevitability of tuition increases for 1977-78 and even the possibility of increases in mid 1976-77. We obviously must continue to strive to do an always better job in describing and demonstrating the quality of our faculty and staff and the contributions they make through hard and dedicated work to the quality and to the strength of Illinois.

In the discussion of this report, President Neal indicated that, although the Trustees might differ at some points on sources of income to meet University needs, there was no question of Board unanimity in support of maintaining the quality of the University. He identified the deferred expansion in medical programs, the delayed evening programs for Chicago Circle, and the inadequacy of faculty salaries as examples of unmet needs requiring serious legislative and public attention. He stated that the Board would act responsibly when the alternatives were clearly known, pointing out, however, that in the case of tuition income, the Board could not act unilaterally; any action it might take would require the involvement of both the legislative and executive branches of the State government. He expressed the hope that there would be increased general understanding of the depth of the University's needs and of the significance of its maintaining high quality in its services and staff.

NEW BUSINESS

Mr. Neal recognized and introduced Mr. Keith Volgman, the newly elected student trustee from Urbana, who was attending the meeting as an observer.

Recommendations by the General Policy Committee Concerning Policies and Procedures Relating to Tenure and Promotion

The following report was presented by Mr. Howard who moved its adoption:

The General Policy Committee recommends that the Board of Trustees of the University of Illinois adopt the following resolution:

On March 19, 1975, the Board of Trustees requested the President of the University to consult with appropriate parties at the campuses of the University to determine whether and to what extent changes should be considered in the policies, practices, procedures, guidelines, and *Statutes* pertaining to promotion and tenure. On behalf of the full Board of Trustees, the General Policy Committee has heard two presentations related to this study, and all members of the Board have received written reports from faculty groups, students, and administrators concerning the topic.

As a result of these activities conducted in response to its resolution of March 19, 1975, the Board of Trustees adopts the following recommendations submitted by the President of the University:

1. Because tenure and promotion policies and procedures contribute in a major way to the academic distinction of the University, the administration of the University and of the campuses and the appropriate faculty and campus Senate bodies should continue the practice of annual review and evaluation of such policies to insure that they serve the University, the faculty, and the students in achieving academic distinction.
2. Changes in tenure procedures which result from this regular review and evaluation and which do not result in policy changes requiring Board approval should be reported to the Board by the President.
3. Studies of current tenure and promotion procedures and policies within the University reveal that the following areas of concern should be given special consideration in the ongoing review of such procedures and policies:
 - a. The manner in which faculty members are made aware of tenure and promotion policies and procedures to insure full understanding of those policies and procedures;
 - b. The degree to which University and campus tenure and promotion policies and procedures are followed at the departmental level;
 - c. The degree to which evaluations of teaching, gathered for tenure and promotion decisions, are used in in-service programs with faculty members to assist in improving teaching performance;
 - d. The degree to which instruments used for evaluating teaching performance are valid and reliable and enjoy the confidence of both those evaluated and those evaluating.
4. While the University system does recognize the legitimacy of variations in procedures among its campuses, the University administration, through the Vice President for Academic Affairs and the faculty through the University Senates Conference, or through a procedure developed by the conference, should conduct regular reviews of tenure procedures to insure that procedural variations among the campuses do not reflect differing standards of excellence nor differing interpretations of University policies.

As it has done consistently, the Board of Trustees reaffirms its support of the principles of academic tenure and promotion as reflected in the

University Statutes. The Board also reaffirms its commitment to the concept that the principle of tenure is designed, among other things, to insure the attainment of the highest standards of excellence in both teaching and scholarship. The Board also commends the faculty members who have developed at the University of Illinois a system of tenure and promotion which is viewed as generally satisfactory and thanks those students and faculty members who have assisted in this study of tenure and promotion policies and procedures. The Board believes that the studies resulting from the resolution of March 19, 1975, have been both useful and productive in focusing attention upon and in enhancing sensitivity to the important area of tenure and promotion policies and procedures.

In response to a suggestion from Vice President Johnson (with regard to the need to make clear that the report implied a reaffirmation of academic freedom and of the role of public service among the criteria for faculty advancement), the language "among other things" was inserted (last paragraph).

In the course of discussion, it was made clear that the report would be acted upon as presented and amended, but that an additional statement from Mr. Hahn would be included in the record:

Mr. Hahn expressed concern that, in a period of demand for institutional accountability, it was important for all concerned to realize that indefinite tenure should not be regarded as a "blanket" protection of job security; that faculty who held such status should continue to meet the University's standards of high quality service. He noted that such blanket protection could limit the University's opportunities for allowing younger faculty, as well as women and minorities, to enter the system. He also indicated that the question he was raising had a relationship to budget difficulties. He expressed his view that the Board should not develop policies in these areas, but rather the hope that the question would be considered in the review process by the University Senates Conference.

The report of the committee was approved without dissent.

REGULAR AGENDA

The Board considered the following reports and recommendations from the President of the University.

Award of Certified Public Accountant Certificates

(1) The Committee on Accountancy recommends that the certificate of Certified Public Accountant be awarded to a candidate who passed the standard written examination in November 1975 in Illinois and who has fulfilled all other legal requirements under Sections 1, 2, and 3 of the Illinois Accountancy Act of 1943 as amended. The name of the candidate is filed with the Secretary.

The Committee on Accountancy also recommends that the certificate of Certified Public Accountant be awarded, under Section 5 of the Illinois Accountancy Act of 1943 as amended, to three candidates who have presented evidence that they are holders of valid and unrevoked Certified Public Accountant certificates obtained by passing a standard written examination in another state or territory of the United States and who qualify in all other respects under this provision of the law. The names of the candidates are filed with the Secretary.

The Committee on Accountancy, pursuant to Rule 16(d) of the Regulations, also recommends that the certificate of Certified Public Accountant be awarded

to seven candidates who wish to transfer the examination credit earned by passing the standard written examination in another state and who have fulfilled all other legal requirements under Sections 1, 2, and 3 of the Illinois Accountancy Act of 1943 as amended. The names of the candidates are filed with the Secretary.

I concur.

On motion of Mr. Forsyth, these certificates were awarded.

Additional Appointment, National Advisory Committee, Institute of Aviation, Urbana

(2) On April 14, 1976, the Trustees approved the establishment of a National Advisory Committee for the Institute of Aviation. At that time it was noted that recommendations concerning additional membership were pending. The Director of the Institute of Aviation has now recommended to the Chancellor the appointment of one additional committee member.

F. M. ROGERS, General, USAF, Air Force Logistics Command, Wright-Patterson AFB, Ohio

I concur in this recommendation.

On motion of Mr. Livingston, this appointment was approved.

Headship of the Department of French, Urbana

(3) The Dean of the College of Liberal Arts and Sciences has recommended to the Chancellor at Urbana-Champaign the appointment of Dr. Paul A. Gaeng, presently Professor and Head of the Department of Romance Languages and Literatures at the University of Cincinnati, as Professor of French on indefinite tenure and as Head of the Department of French beginning August 21, 1976, on an academic-year service basis, at an annual salary of \$38,000.

Dr. Gaeng will succeed Dr. Emile J. Talbot who has been Acting Head during the 1975-76 academic year.

The nomination was made with the advice of a search committee¹ and after consultation with members of the department of professorial rank, the Executive Committee and Acting Director of the School of Humanities, and the Executive Committee of the college. The Chancellor at Urbana-Champaign has approved the recommendation, and the Vice President for Academic Affairs concurs.

I recommend approval.

On motion of Mr. Howard, this appointment was approved.

Appointments to the Faculty

(4) The following new appointments to the faculty of the rank of Assistant Professor and above, and to certain administrative positions, have been approved since the previous meeting of the Board of Trustees.

Positions in the University are classified in the following categories and are designated in the budget by the symbols indicated.

A — Indefinite tenure

N — Term appointment not eligible to be appointed for an indefinite term and not credited toward probationary period

Q — Initial term appointment for a Professor or Associate Professor

T — Terminal appointment accompanied with or preceded by notice of nonreappointment

W — One-year appointment subject to special written agreement

¹ Henry R. Kahane, Professor of Spanish and of Linguistics *Emeritus*, *Chairman*; Peter Haidu, Professor of French; Fernand Marty, Professor of French and in the Computer-based Education Research Laboratory; Nancy Randa, graduate student; Jack C. Stillinger, Professor of English and in the Center for Advanced Study; Emile J. Talbot, Associate Professor of French and Acting Head of the department.

Y — Twelve months' service basis

1-7 — Indicates the number of years of service which will be credited at the end of the contract period toward completion of the probationary period relating to tenure

Figures following a symbol indicate percentage of time if the appointment is on a part-time basis (e.g., N75 means one year on three-fourths time).

Chicago Circle

1. FRANK MOCHA, Associate Professor of Slavic Languages, beginning September 1, 1976 (Q), at an annual salary of \$15,000.

Medical Center

2. SUDARSANA R. AKKINENI, Assistant Professor of Anesthesiology in the Abraham Lincoln School of Medicine, beginning April 1, 1976 (NY), at an annual salary of \$35,000.
3. YUN L. CHAN, Assistant Professor of Physiology, School of Basic Medical Sciences, beginning May 15, 1976 (NY), at an annual salary of \$19,000.
4. FRANCIS M. CIURCZAK, Assistant Professor of Medical Education, Peoria School of Medicine, beginning April 1, 1976 (1Y), at an annual salary of \$21,500.
5. SAMUEL S. EPSTEIN, Professor of Occupational and Environmental Medicine, School of Public Health, on 90 percent time, beginning July 1, 1976 (AY90), at an annual salary of \$37,000.

Urbana-Champaign

6. COLLEEN S. BLANKENSHIP, Assistant Professor of Special Education, beginning August 21, 1976 (1), at an annual salary of \$14,000.
7. RABEL J. BURDGE, Associate Professor, Institute for Environmental Studies, for two months from May 21, 1976 (N), at a salary of \$5,000; Associate Professor, Institute for Environmental Studies, Agricultural Economics, and Leisure Studies, beginning August 21, 1976 (A,N), at an annual salary of \$22,500.
8. JANET W. D. DOUGHERTY, Assistant Professor of Anthropology, beginning August 21, 1976 (1), at an annual salary of \$13,500.
9. DOUGLAS A. FOUTCH, Assistant Professor of Civil Engineering, beginning October 1, 1976 (1), at an annual salary of \$15,800.
10. MARVIN A. LEWIS, Assistant Professor of Spanish, beginning August 21, 1976 (1), at an annual salary of \$13,000.
11. CAROL ANN PETERSON, Assistant Professor of Leisure Studies, on three-fourths time, for two months from June 21, 1976 (1Y75), at a salary of \$2,375, and full time beginning August 21, 1976 (1Y), at an annual salary of \$19,000.
12. JEFFREY G. SHERMAN, Assistant Professor of Law, beginning August 21, 1976 (1), at an annual salary of \$20,500.

Administrative Staff

13. ROSE MARY BLANCHET, Director of Nursing, Hospital, and Assistant in Nursing Administration, College of Nursing, Medical Center, beginning April 1, 1976 (NY,N), at an annual salary of \$26,500.
14. GERALD EDWARD MONIGOLD, Director and Associate Professor, Firemanship Training, University Continuing Education, beginning May 21, 1976 (AY,NY), at an annual salary of \$21,500.
15. LARRY A. BRASKAMP, Associate Professor of Educational Psychology, without salary, and Head of Measurement and Research Division, Office of Instructional Resources, Urbana, beginning August 21, 1976 (NY), at an annual salary of \$26,000.

On motion of Mr. Summers, these appointments were confirmed.

Director of the Illini Union, Urbana

(5) The Chancellor at Urbana-Champaign has recommended the appointment of Robert K. Todd, presently Director of the Russell House University Union at the University of South Carolina, as Director of the Illini Union on the Urbana campus effective August 1, 1976, on a twelve-month service basis, at an annual salary of \$24,000.

Mr. Todd will succeed Anton B. Courier who has been Acting Director of the Illini Union since Earl F. Finder was named Associate Director of Auxiliary Services and Director of Telecommunications on August 21, 1975. (Mr. Finder retired on March 1, 1976.)

The nomination of Mr. Todd was made on the recommendation of a search committee¹ and after consultation with the Illini Union Board. The Vice President for Administration concurs.

I recommend approval.

On motion of Mr. Summers, this appointment was approved.

Special Awards for Undergraduate Instruction

(6) In 1975 the Board of Trustees approved a total of seventeen projects, involving nineteen faculty members, for support during the summer of 1975 under the Urbana-Champaign program of Undergraduate Instructional Awards and the Chicago Circle program of Curriculum Development Awards. These awards generally provided a full-time salary for two months to the recipients for work on projects designed to improve the quality of undergraduate instruction.

Following the completion of the projects last summer, appropriate campus groups were asked to select the most meritorious projects for nomination for special awards, funded by a grant from the AMOCO Foundation, for outstanding teaching by undergraduate faculty. The Chancellor at Chicago Circle appointed a special committee to review the reports submitted by the grantees. The Urbana-Champaign projects were reviewed and judged by the members of the Council on Program Evaluation. The selections of the two bodies are as follows (in one instance, a project award is to be divided between the two faculty members who participated in the project):

BRIAN F. WILKIE, Professor of English, Urbana-Champaign: "William Blake, the Poet-Artist"

ALAN W. HANEY, Associate Professor of Botany, Urbana-Champaign: "General Botany"

MICHAEL W. LEVINE, Assistant Professor of Psychology, Chicago Circle: "Audio-Visual Aids for Teaching Electrophysiology"

F. DAVID BOULANGER, Assistant Professor of Education, and WAYNE C. FREDRICK, Assistant Professor of Education, Chicago Circle: "Media-based Learning Packets for Secondary Education"

After reviewing the reports and recommendations, the Vice President for Academic Affairs has recommended that special awards of \$1,000 be made for each of the foregoing projects.

I concur.

On motion of Mr. Howard, these recommendations were approved.

¹ Paul J. Doebel, Jr., Associate Vice Chancellor for Campus Affairs, Director of Auxiliary Services, and Director of Security, *Chairman*; Patrick C. Conlin, Administrator III, Food Service, Housing Division; Howard S. Diamond, undergraduate student; Charles N. Haas, graduate student; Adlon Jorgensen, alumni representative; Ann L. Kief, Instructor in Leisure Studies; Daniel F. Klenke, undergraduate student; Ernest R. Morris, Assistant Dean and Director of Educational Opportunity Program; Steve A. Rabin, undergraduate student; Raleigh E. Taylor, Jr., undergraduate student.

Sabbatical Leaves of Absence, 1976-77, Urbana

(7) The Chancellor at Urbana-Champaign has recommended that the following faculty members be given sabbatical leaves of absence in accordance with the provisions of the *University of Illinois Statutes* and on the terms and for the periods indicated.

The programs of research and study for which the leaves are requested have been examined by the Research Board at the campus, and the Vice President for Academic Affairs has reviewed the applications for the leaves and recommends approval.

I concur.

College of Liberal Arts and Sciences

Division of English as a Second Language

KATHARINE O. ASTON, Professor of English, first semester 1976-77, full pay.

Department of Germanic Languages and Literatures

MARIANNE BURKHARD, Associate Professor, academic year 1976-77, one-half pay.

On motion of Mr. Howard, these leaves were granted as recommended.

Requirements for a Second Bachelor's Degree, Medical Center

(8) The Senate at the Medical Center campus has approved the following policy statement to guide the award of a second bachelor's degree:¹

Required or elective undergraduate credit earned at any campus of the University of Illinois may be applied to a baccalaureate degree(s) at the University of Illinois at the Medical Center, even if said credit has been previously or is concurrently applied to another baccalaureate degree(s) from the University of Illinois, provided such credit meets required or elective course requirements of the degree program(s) in question. Similarly, undergraduate credit obtained outside the University of Illinois may be applied to an undergraduate degree(s) at the University of Illinois at the Medical Center, but is subject to college regulations governing transfer credit.

The Chancellor at the Medical Center campus and the Vice President for Academic Affairs concur in this policy. The University Senates Conference has indicated that no further Senate jurisdiction is involved.

I recommend approval.

On motion of Mr. Hahn, this recommendation was approved.

Transfer of Administrative Jurisdiction of the Center for Educational Development and Merger with the Office of Educational Resources, Medical Center

(9) The Medical Center Senate has recommended:

1. That the Center for Educational Development and the Office of Educational Resources be merged into a single unit;
2. That the name of the new unit be Center for Educational Development;
3. That the reorganized Center for Educational Development serve as a campus-wide academic support unit reporting administratively to the Office of the Chancellor, or to an appropriate Vice Chancellor as the Chancellor may determine;

¹ Present requirements for the second degree at the Urbana and Chicago Circle campuses are for the completion of at least 30 semester or 45 quarter hours, respectively, beyond the first degree.

4. That Dr. Phillip M. Forman, currently serving as Director of both the center and the office, be named Director of the reorganized Center for Educational Development; and
5. That the effective date for the above recommendations be July 1, 1976.

The Center for Educational Development, although originally focussing only on problems in medical education and on service to the College of Medicine, has increasingly served as a resource for all academic units at the Medical Center campus. Under the current proposal, the center will emphasize its role as a campus resource rather than a college resource.

The center will serve the Medical Center campus as a professional educational support unit. In this primary function, the center's academic staff provides consultation and professional and technical services in curriculum development; in the planning, design, and production of instructional materials; in facilitating faculty development of pedagogical skills; in the evaluation of instructional programs; and in the appraisal of students. In addition, the center offers a master's degree in Health Professions Education, currently planned for fifteen graduate students annually. Also offered are opportunities for short-term, nondegree fellowships for health professionals who wish to enhance their educational skills. Lastly, the center has long been known for its scholarly contributions to research in health education.

The University Senates Conference has indicated that no further Senate jurisdiction is involved. The Chancellor at the Medical Center and the Vice President for Academic Affairs concur in the action of the Senate.

I recommend approval.

On motion of Mr. Livingston, these recommendations were approved.

Guidelines on Grievance Procedures for Complaints of Discrimination

(10) Colleges and universities are required to "adopt and publish grievance procedures providing for prompt and equitable resolution of student and employee complaints" alleging any action which would be prohibited by Title IX of the Education Amendments Act of 1972 (and Federal regulations thereunder) prohibiting discrimination on the basis of sex in education programs and activities. The Title IX grievance procedures must be adopted and published prior to July 21, 1976. In January 1976 the Secretaries of Labor and of Health, Education, and Welfare issued a joint statement encouraging institutions of higher education to establish internal grievance procedures in order to help resolve all types of discrimination complaints.

It is now proposed that the University establish grievance procedures for the processing and disposition of all complaints by faculty, academic/professional staff, students, applicants for admission and for employment, and nonacademic staff alleging discrimination on the basis of race, sex, national origin, religion, age, or handicap. While differences in organization indicate there will be differences in the specific procedures at the campuses and at the General University level, including different procedures for various classes of grievants, general guidelines have been developed with which all grievance procedures must conform. The guidelines contemplate:

1. Final decisions on the substance of grievances alleging discrimination will be made by the Chancellor for campus grievants, subject only to an appeal to the President on the question of whether or not established campus procedures have been followed. The President will make final decisions on both substance and procedure for General University grievants.
2. Time limits will be established for the filing and disposition of grievances.

3. Generally, there will be a minimum of two separate tiers of hierarchical consideration of each grievance.
4. The grievant will have at least one opportunity for a hearing.
5. Grievance dispositions at all levels will be in writing.

With the concurrence of the appropriate administrative officers, the President of the University recommends the adoption of the following "Guidelines on Grievance Procedures for Complaints of Discrimination at the University of Illinois."¹

On motion of Mr. Livingston, this recommendation was approved.

Guidelines on Grievance Procedures for Complaints of Discrimination at the University of Illinois

These guidelines are designed to cover grievance procedures for complaints by faculty, academic/professionals, students, and nonacademic staff concerning alleged discrimination by the University on the basis of race, sex, national origin, religion, age, or handicap.

Each campus is responsible for developing and implementing its own grievance procedures in such matters, within these guidelines. A separate procedure will be established for General University staff, also within these guidelines. When developed, all campus and General University grievance procedures are to be presented to the President of the University for approval prior to implementation.

A distinction is recognized between a *complaint* and a *grievance*. An employee may be said to have a complaint when some situation or event related to the employment is viewed as unsatisfactory. Employees and supervisors are expected and encouraged to make every effort to resolve complaints informally as they arise. If a complaint cannot be satisfactorily resolved between the complainant and the immediate supervisor through informal discussion, the complainant may reduce the matter to writing and file it promptly as a formal grievance.

To be effective, a grievance procedure must provide for a prompt, fair, and definitive resolution of the matter. Under these guidelines the Chancellor is designated as the final decisional point on grievances by campus staff and students, subject only to an appeal to the President of the University on the question of whether or not established campus grievance procedures have been followed. Campus procedures must provide for a final University decision, including any presidential review, within 180 days of the filing of a formal grievance.

The following guidelines are applicable to formal grievance procedures relating to complaints based on alleged discrimination:

1. Final decisional authority on the substance of a grievance initiated by campus employees or students shall reside with the Chancellor, subject only to an appeal to the President of the University on the question of whether or not established campus grievance procedures have been followed in the specific case. Final decisional authority on both substance and procedure shall reside with the President of the University with respect to grievances filed by General University staff.
2. Each campus may establish separate grievance procedures, within these guidelines, for different classes of employees, students, and applicants (students and employees).
3. A time limit for filing a formal grievance shall be established, related to a specified number of days after the occurrence leading to the grievance or after the grievant was reasonably able to determine that the occurrence might affect the grievant's status.

¹ Upon approval by the Board of Trustees, language will be developed for inclusion in the *Policy and Rules — Nonacademic* and other University documents as appropriate.

4. Grievance procedures shall require formal grievances to be in writing. Management decisions thereon, at all levels, shall also be reduced to writing.
5. Grievance procedures shall provide for a hierarchical consideration, decision, and appeal, through established channels, with a minimum of two separate tiers, except when the Chancellor or the President is the first tier in the hierarchical channel.
6. At least one opportunity for hearing must be provided to the grievant. Subsequent hearings, if any, afforded the grievant may, but are not required to, be *de novo* hearings. Nothing in the grievance procedures shall preclude receipt of additional information relating to the grievance at any level of consideration.
7. At each level of decision the individual or panel charged with responsibility for the decision shall be provided the existing record of the matter, including a copy of the written grievance, the resolution sought by the employee, and the written disposition at all preceding levels. The individual or panel responsible for a decision may make such further investigation as is deemed appropriate and, for that purpose, may seek assistance or information from other personnel.
8. Grievance procedures shall provide that a grievant shall be permitted to have a representative at each stage.
9. Final disposition of a grievance must occur within a maximum of 180 days from the time of filing, but final resolution within a much shorter period is strongly encouraged.
10. The record-keeping aspects of the grievance procedures should be adequate to insure proper monitoring and reporting.

Recommendations of the University Patent Committee

(11) The University Patent Committee submits the following recommendations relating to patentable inventions by members of the staff.

I concur in these recommendations.

The Committee on Patents of the Board of Trustees has examined the disclosure documents and other background materials related to these inventions and recommends approval.

1. *Capacitive Tap Weighted Saw Transducer*—Bill J. Hunsinger, Associate Professor of Electrical Engineering and in the Coordinated Science Laboratory, and Donald C. Malocha, Graduate Research Assistant in the Coordinated Science Laboratory, Urbana, inventors; developed under the sponsorship of the Joint Services Electronics Program.

University Patents, Inc., reported that the idea is patentable and has probable commercial value. The University Patent Committee therefore recommends that the idea be transferred to the University of Illinois Foundation for development, subject to the rights of the sponsor. It further recommends that 15 percent of net income received by the Foundation from the invention, after payment of any costs and expenses of securing a patent and of development and administration, be paid to the inventors.

2. *Graft Thin Layer Chromatography*—Ramesh C. Pandey, Visiting Scientist in Chemistry, and Kenneth L. Rinehart, Jr., Professor of Chemistry, Urbana, inventors; developed under the sponsorship of the National Institute of Allergy and Infectious Diseases.

University Patents, Inc., reported that the idea has a significant commercial potential. The University Patent Committee recommends that the idea be transferred to the University of Illinois Foundation for development, subject to the rights of the sponsor. It further recommends that 15 percent of net income received by the Foundation from the invention, after payment of any costs and expenses

of securing a patent and of development and administration, be paid to the inventors.

3. *Process for Regenerating Clinoptilolite* — M. J. Semmens, Assistant Professor of Environmental Engineering in the Department of Civil Engineering, Urbana, inventor.

University Patents, Inc., reported that the idea for this invention has commercial potential, and the University Patent Committee therefore recommends that the idea be transferred to the University of Illinois Foundation for development. It further recommends that 15 percent of net income received by the Foundation from the invention, after payment of any costs and expenses of securing a patent and of development and administration, be paid to the inventor.

4. *Strip Dielectric Waveguide and Inverted Strip Dielectric Waveguide* — Tatsuo Itoh, Senior Research Engineer in Electrical Engineering and in Coordinated Science Laboratory, Urbana, inventor; developed under the sponsorship of the U.S. Army.

University Patents, Inc., reported that the search results are positive. The University Patent Committee therefore recommends that the idea for this invention be transferred to the University of Illinois Foundation for development, subject to the rights of the sponsor. It further recommends that 15 percent of net income received by the Foundation from the invention, after payment of any costs and expenses of securing a patent and of development and administration, be paid to the inventor.

5. *Lipid Encapsulated Hemoglobin as a Synthetic Blood Substitute* — Irving F. Miller, Professor of Chemical Engineering in the Bioengineering Program and in Energy Engineering and Head of the Bioengineering Program, and Ljubomir Djordjevic, Bioengineering Fellow, Chicago Circle, inventors.

University Patents, Inc., reported that the idea for this invention is very important commercially. The University Patent Committee recommends that the idea for this invention be transferred to the University of Illinois Foundation for development and that 15 percent of net income received by the Foundation from the invention, after payment of any costs and expenses of securing a patent and of development and administration, be paid to the inventors.

6. *Intrascrotal Implant for Males* — Paul S. Weathersbee, Graduate Research Assistant in Dairy Science, and J. Robert Lodge, Professor of Physiology in Dairy Science, Urbana, inventors.

University Patents, Inc., reported that the patent search was positive and that a commercial organization is testing this idea. The University Patent Committee therefore recommends that the idea be transferred to the University of Illinois Foundation for development and that 15 percent of net income received by the Foundation from the idea, after payment of any costs and expenses of securing a patent and of development and administration, be paid to the inventors.

7. *Rodent Identification System* — John Kissling Brady, Graduate Research Assistant in Electrical Engineering, Urbana, inventor; developed under the sponsorship of the U.S. Department of Health, Education, and Welfare.

University Patents, Inc., reported that this idea is unpatentable. The University Patent Committee therefore recommends that this invention be released to the sponsor.

8. *Micro-respirometer Chamber* — Michael G. Gabridge, Assistant Professor in the School of Basic Medical Sciences and in Microbiology, Urbana, inventor; developed under the sponsorship of the U.S. Army.

University Patents, Inc., reported that the patentability of this idea is limited and commercialization unlikely. The University Patent Committee recommends that this invention be released to the sponsor.

9. *Kinetic Parameters for Maximum Production of Methane from Cattle Wastes* — Vincent H. Varel, Graduate Research Assistant in Dairy Science, H. Ronald Isaacson, Research Associate in Dairy Science, and Marvin P. Bryant, Professor of Microbiology in Dairy Science, Urbana, inventors.

University Patents, Inc., reported that no substantial patent protection is available for this idea. The University Patent Committee therefore recommends that this invention be released to the inventors.

On motion of Mr. Howard, these recommendations were approved.

University of Illinois Hospital Master Plan for Physical Facilities, Medical Center

(12) The Chancellor at the Medical Center campus has recommended approval of a "University of Illinois Hospital Master Plan for Physical Facilities" and its transmittal to the Illinois Health Facilities Planning Board.

The document (a copy of which is filed with the Secretary of the Board) presents a physical facilities plan for the hospital through FY 1978. It has been prepared to fulfill the requirement of the Illinois Health Facilities Planning Board, under authority of Public Law 78-1156.¹ The plan includes the required background, statistical, and financial information.

An identification of proposed capital projects for three years is included. The projects are identified in order to comply with particular rules of the Illinois Health Facilities Planning Board. However, adoption of the hospital master plan by the Board of Trustees does not commit the University to implementing these projects. Regulations of the Illinois Health Facilities Planning Board also require an annual update of the plan.

The Vice President for Administration and the Vice President for Academic Affairs concur in the recommendation.

I recommend approval.

On motion of Mrs. Rader, this recommendation was approved.

Illinois Health Facilities Planning Board

The Illinois Health Facilities Planning Board was created in 1974 under Illinois Public Law 78-1156 as the State "Certificate of Need Agency." Its purpose is "to reverse the trends of increasing costs of health care resulting from unnecessary construction or modification of health care facilities." Pursuant to its legislative authority, the Board has devised a procedure whereby it approves all construction, remodeling, and acquisition of equipment above a minimum level of funds.

A health care facility which proceeds with construction, etc., without a permit is subject to fines authorized by the act and may not receive reimbursement for the expenditures from third-party payers.

The major process promulgated by the Board to achieve its stated aims is that of receiving applications for proposed expenditures and forwarding them to local health planning organizations. These groups, after holding public hearings on the proposals, forward a recommendation to the Board, which makes a final determination on the application. There is no provision for exemption of projects sponsored by the University of Illinois or any other public agency. The entire process takes several months, a process experienced by the University in obtaining approval for the construction of the replacement hospital.

Another requirement is the annual preparation and submission of a hospital master plan to be approved by the hospital's governing board. This plan is also sent to various State and local agencies for review and comment.

¹ Following is a summary of the statutory authority of the Illinois Health Facilities Planning Board and its principal functions.

Improvement Program for University of Illinois— Willard Airport, Urbana¹

(13) On September 17, 1975, the Board of Trustees authorized the University to submit an application for a Federal grant for certain projects required to bring Willard Airport to a minimum acceptable level for commercial operations.² The projects, which involve runways, lights, and airport grounds, are normally funded on a tripartite basis with the Federal Aviation Administration providing 75 percent of the funds, the State Division of Aeronautics 12½ percent, and the "local airport authority" 12½ percent. Since there is no local airport authority for Willard Airport, the portion normally funded by local sources is to be provided by the Division of Aeronautics of the Illinois Department of Transportation.

The Division of Aeronautics and the Federal Aviation Administration have included the following three projects for Willard Airport in their budget requests for FY 1976 and FY 1977:

1. Fire/crash/rescue facility	\$ 412 190
2. Overlay air carrier apron.....	1 008 000
3. Light N.E./S.W. runway and connecting taxiways.....	213 000
<i>Total</i>	<u>\$1 633 190</u>

The President of the University, with the concurrence of appropriate administrative officers, recommends that the Comptroller and the Secretary of the Board be authorized to sign the grant agreement, agency and participation agreement, and all other documents necessary to accept a Federal grant for the above project for the University of Illinois—Willard Airport, subject to funds being made available.

The student advisory vote was: Aye, Mr. Conlon, Mr. Summers, Mr. Szegho; no, none.

On motion of Mr. Livingston, authority was given as recommended by the following vote: Aye, Mr. Forsyth, Mr. Hahn, Mr. Howard, Mr. Livingston, Mr. Neal, Mrs. Rader, Mrs. Shepherd; no, none; absent, Mr. Lenz, Mr. Velasquez, Governor Walker.

Contracts for Improvements in Parking Lots, Chicago Circle

(14) The President of the University, with the concurrence of appropriate administrative officers, recommends award of the following contracts for improvements in Parking Lots 6, 7, and 8 — adjacent to the Roosevelt Road Building at the Chicago Circle campus. The award is in each case being awarded to the low bidder on the basis of the base bid.

<i>Division I — General Work</i>	
Simpson Construction Co., Chicago.....	\$56 568
<i>Division II — Plumbing and Drainage Work</i>	
Samuel Caminiti, Inc., Chicago.....	3 880
<i>Division V — Electrical Work</i>	
Phillips Electric, Inc., South Holland.....	6 928
<i>Total</i>	<u>\$67 376</u>

Funds are available from the Auxiliary Trust Revenue Bond Fund — 1963 Parking.

This project has been approved by the Illinois Board of Higher Education as a noninstructional facility.

¹ This item was subsequently rescinded, and a revised version was approved on June 21, 1976. See the minutes of the June 21 meeting for further details.

² The improvement program is limited to the objective indicated and goes back to initial Board action in September 1970. It bears no relationship to the consultant's recommendations in the Airport Master Plan.

A schedule of the bids received has been filed with the Secretary of the Board for record.

The Roosevelt Road Building is now being remodeled for various University and campus offices and facilities. The existing parking is not adequate for the planned use. The proposed construction will update and increase parking facilities in the parking lots north and west of the building from 283 spaces to 351 spaces, improve vehicular traffic flow from adjoining streets and within the parking area, provide better pedestrian access to the building, and create new areas for service vehicles and temporary contractor storage in the parking lot southeast of the building.

The project consists of site clearing, resurfacing approximately 97,500 square feet of existing pavement, installation of 15,500 square feet of new bituminous paving, concrete driveways, curbing, catch basins, lighting and piping modifications, and construction of a guardhouse and refuse enclosure. The bids received are within the funds available, and it is anticipated that the work will be completed in September of this year.

The student advisory vote was: Aye, Mr. Conlon, Mr. Summers, Mr. Szegho; no, none.

On motion of Mrs. Rader, these contracts were awarded by the following vote: Aye, Mr. Forsyth, Mr. Hahn, Mr. Howard, Mr. Livingston, Mr. Neal, Mrs. Rader, Mrs. Shepherd; no, none; absent, Mr. Lenz, Mr. Velasquez, Governor Walker.

Contracts for Contractors' Fees for Minor Remodeling and New Construction for FY 1977, Chicago Campuses

(15) The President of the University, with the concurrence of appropriate administrative officers, recommends award of the following cost-plus contracts for minor remodeling and new construction at the Chicago Circle and Medical Center campuses for the period of July 1, 1976, through June 30, 1977, with an option by the University to extend these contracts for an additional period of one year upon the same terms and conditions, the award in each case being to the lowest bidder.

	<i>Percent for Material</i>	<i>Percent for Labor</i>	<i>Percent for Subcontracts</i>	<i>Total Estimated Fee Payments</i>
<i>General</i>				
Wm. J. Scown Bldg. Co., Chicago.....	1	31	4	\$14 200
<i>Plumbing</i>				
"Dole" Plumbing & Heating, Riverside..	4.5	25.5	1	8 150
<i>Heating, Process Piping, Refrigeration, and Automatic Temperature Control</i>				
Certified Mechanical Contractors, Inc., Riverside	4.5	25.5	1	23 225
<i>Ventilation and Distribution Systems for Conditioned Air</i>				
Narowetz Heating and Ventilating Company, Melrose Park.....	2	28.5	1	14 700
<i>Electrical</i>				
Gibson Electric Company, Inc., Hillside	4	30	5	28 650

These contracts will be for work on projects estimated to cost less than \$25,000. The several contractors bid on percentages to be added to an estimated volume of material, labor, and subcontracts, and the awards recommended are to the low bidders. A summary of the bids received on April 13, 1976, has been filed with the Secretary of the Board for record.

President Neal acknowledged receipt of a May 13, 1976, communication from Harold W. Huff, attorney for Tal Rauhoff, Inc., copies of which had been given to each member of the Board (copies of the documents from Mr. Huff have been filed with the Secretary of the Board for record). In brief, Mr. Huff's statement asked the Board to accept a performance and payment letter of credit in lieu of the surety bond required by the University bid documents for this project.

At the request of President Neal, the University Counsel, Mr. Costello, reviewed in some detail the chronology of events and legal requirements associated with this transaction. He reported that the bid documents (and State law) required all bidders to prequalify in advance of the April 13 bid opening. One of the prequalification requirements was the submission of an unqualified letter of commitment from a surety company of a specified rating to act as surety for the successful bidder's performance and payment. Tal Rauhoff, Inc., failed to submit any letter from a surety company prior to bid opening and, therefore, did not prequalify as required. Subsequent to bid opening Tal Rauhoff, Inc., forwarded a letter from a surety company which was conditioned on certain contingencies and was not a firm commitment. The University Counsel stated that, in effect, the proposal Tal Rauhoff, Inc., was submitting to the Board today was that the Board overlook the company's failure to prequalify, accept a letter of credit in lieu of the surety bond specified, and award a contract to it. He pointed out that the company's proposal was not permitted by the bid documents, was directly in conflict with them, and would constitute a major deviation from the stated bidding requirements. He stated he had been advised that the Physical Plant Department at the Chicago campuses had recommended that the Tal Rauhoff, Inc., proposal be rejected, and that he supported that recommendation.

The student advisory vote was: Aye, Mr. Conlon, Mr. Summers, Mr. Szegho; no, none.

On motion of Mr. Howard, the recommendation from the President of the University was approved as presented by the following vote: Aye, Mr. Forsyth, Mr. Hahn, Mr. Howard, Mr. Livingston, Mr. Neal, Mrs. Rader, Mrs. Shepherd; no, none; absent, Mr. Lenz, Mr. Velasquez, Governor Walker.

Report of Rejection of Bids, Housing Division Storage Building, Urbana

(16) The President of the University, with the concurrence of appropriate administrative officers and pursuant to the provisions of Section 15(e)(2) of the

General Rules Concerning University Organization and Procedure, reports the rejection of bids received by the University on February 20, 1976, for general work for the construction of a pre-engineered metal storage building for the Housing Division to be located in Orchard Downs at the Urbana campus.

It had been intended to fund this project with balances remaining from the original bond issue, University of Illinois Housing Revenue Bonds of 1966, Series A & B, Orchard Apartments—Phase IV. However, after taking bids, and before awarding the contract, it was determined that those funds were not currently available. The project is still desirable to undertake at some time in the future when funds are available.

This report was received for record.

Visual Aids Service Building, Urbana

(17) On September 17, 1975, the Board of Trustees approved an addition to the Audio Visual Aids Service Building subject to further action by the Board of Higher Education. Subsequently, the project was approved as a noninstructional facility by that board.

Accordingly, the President of the University, with the concurrence of appropriate administrative officers, recommends that the University of Illinois Foundation be requested to undertake the project at a cost not to exceed \$700,000. It is anticipated that the Foundation will secure a bank loan in this amount and construct the facility; it is estimated that it will be completed by the fall of 1977. The University would then enter into a lease with the Foundation to amortize the cost at a competitive rental rate.

It is recommended further that the Foundation be requested to employ the firm of Dyer, Uggerby, LeGrande, Ltd., Champaign, at a fixed fee of \$25,560, plus authorized reimbursements, to provide the professional services necessary for the design and construction of the facility. When the plans are completed and construction contracts awarded, a resolution regarding the lease will be submitted to the Board of Trustees.

The student advisory vote was: Aye, Mr. Conlon, Mr. Summers, Mr. Szegho; no, none.

On motion of Mr. Livingston, these recommendations were approved by the following vote: Aye, Mr. Forsyth, Mr. Howard, Mr. Livingston, Mr. Neal, Mrs. Rader, Mrs. Shepherd; no, none; absent, Mr. Lenz, Mr. Velasquez, Governor Walker. Mr. Hahn asked to be recorded as not voting.

Employment of Engineering Services for Emergency Generator for the Illinois Eye and Ear Infirmary, Medical Center

(18) The President of the University, with the concurrence of appropriate administrative officers, recommends that the Capital Development Board be requested to employ Stanley Consultants, Inc., Chicago, for the engineering services required for the emergency generator for the Illinois Eye and Ear Infirmary and that the action taken by the Board of Trustees on February 20, 1974, recommending the use of in-house staff of the Capital Development Board for this project, be rescinded.

The student advisory vote was: Aye, Mr. Conlon, Mr. Summers, Mr. Szegho; no, none.

On motion of Mr. Forsyth, this recommendation was approved by the

following vote: Aye, Mr. Forsyth, Mr. Howard, Mr. Livingston, Mr. Neal, Mrs. Rader, Mrs. Shepherd; no, none; absent, Mr. Lenz, Mr. Velasquez, Governor Walker. Mr. Hahn asked to be recorded as not voting.

**Employment of Architect/Engineer for Remodeling Work
During FY 1977, Chicago Campuses**

(19) The President of the University, with the concurrence of appropriate administrative officers, recommends the employment of John Dolio & Associates, Inc., Chicago, for architectural and engineering services for miscellaneous remodeling, rehabilitation, and alteration work at the Medical Center and Chicago Circle campuses. The work would be for the period from July 1, 1976, through June 30, 1977, at a fee based on the actual salaries of technical personnel plus 150 percent for overhead and profit, the total cost of which would not exceed \$100,000.

Funds are made available for remodeling, rehabilitation, and alteration of existing buildings during the fiscal year to meet the needs of the campuses. Projects would be assigned to the firm by the University as professional services are required to satisfy campus programs and schedules. The projects will range in cost from \$5,000 to \$50,000. The cost of the projects anticipated for the fiscal year is estimated to be \$700,000 and will not exceed this amount.

Payment for the services provided will be from funds budgeted for each project authorized by the University and assigned to the firm.

The student advisory vote was: Aye, Mr. Conlon, Mr. Summers, Mr. Szegho; no, none.

On motion of Mr. Summers, this recommendation was approved by the following vote: Aye, Mr. Forsyth, Mr. Howard, Mr. Livingston, Mr. Neal, Mrs. Rader, Mrs. Shepherd; no, none; absent, Mr. Lenz, Mr. Velasquez, Governor Walker. Mr. Hahn asked to be recorded as not voting.

**Employment of Engineer for an Addition to and Remodeling
of the Physics Research Laboratory, Urbana**

(20) The President of the University, with the concurrence of appropriate administrative officers, recommends the employment of Daily & Associates, Engineers, Inc., Champaign, to provide the required professional services in the design and construction of an insulated metal building addition to the Physics Research Laboratory and remodeling of the present building to allow completion of a new electron accelerator. The fee would be based on 13 percent of the actual construction costs of the project for preparation of bid documents and for construction guidance. Additional work by the firm will include soil investigations, materials testing, and field surveys on the basis of actual payroll costs associated with this work, plus 110 percent, plus reimbursable expenses authorized by the University at actual cost. It is estimated that the total fee will be \$27,000 plus \$3,000 for reimbursable expenses.

Funds are available for this project from institutional funds assigned to the Department of Physics.

The student advisory vote was: Aye, Mr. Conlon, Mr. Summers, Mr. Szegho; no, none.

On motion of Mr. Howard, this recommendation was approved by the following vote: Aye, Mr. Forsyth, Mr. Howard, Mr. Livingston, Mr.

Neal, Mrs. Rader, Mrs. Shepherd; no, none; absent, Mr. Lenz, Mr. Velasquez, Governor Walker. Mr. Hahn asked to be recorded as not voting.

Notice of Sale and Official Statement for \$4,500,000 Medical Center Parking Revenue Bonds, Series of 1976

(21) On February 15, 1975, the Board approved, as a "noninstructional facility," the construction of a parking structure at the Medical Center campus to be financed by revenue bonds to be issued by the University. The Board of Higher Education has approved construction of this "noninstructional facility." In July and August 1975 the Board authorized the employment of Conrad Associates, Chicago, for professional architectural and engineering services in connection with the project. In March 1976 the Board authorized the employment of Chapman & Cutler, Chicago, to act as bond counsel for the University in connection with the issuance of the revenue bonds to finance the construction of the parking facility at the Medical Center campus.

The Notice of Sale and Official Statement calls for sealed bids to be received by the Board of Trustees on June 16, 1976, for the purchase of \$4,500,000 The Board of Trustees of the University of Illinois Medical Center Parking Revenue Bonds Series of 1976.

The bonds will be obligations of the Board of Trustees of the University of Illinois, payable, both as to principal and interest, only from revenues proposed to be pledged by the bond resolution to be presented to the Board on June 16, 1976.

Revenues for payment of principal and interest on this bond issue will be derived from (1) the operation of the facilities constructed with the proceeds of this bond issue and the proceeds of additional bonds which may thereafter be issued to complete, equip, enlarge, or improve the project, (2) the operation of any other revenue-producing facilities which may subsequently be pledged pursuant to any supplemental resolution creating or authorizing additional bonds to be issued pursuant to the resolution, (3) the operation of certain parking lots or spaces serving the Medical Center in addition to those provided in the project, and (4) hospital revenues not to exceed \$137,500 annually, plus such additional sums as may be specified in any future resolution creating or authorizing the issuance of additional bonds and supplemental to the resolution mentioned above.

Charges for the use of the facilities, when supplemented with hospital revenues to the extent mentioned above, will be sufficient to meet the interest and principal payments and to establish and maintain a debt service reserve equal to 100 percent of the annual debt service.

Chapman & Cutler has reviewed and approved the Notice of Sale and the Official Statement.

The President, with the concurrence of the appropriate administrative officers, recommends the approval of the issuance of the Notice of Sale and Official Statement for \$4,500,000 Medical Center Parking Revenue Bonds, Series of 1976.¹

The student advisory vote was: Aye, Mr. Conlon, Mr. Summers, Mr. Szegho; no, none.

On motion of Mr. Livingston, this recommendation was approved by the following vote: Aye, Mr. Forsyth, Mr. Hahn, Mr. Howard, Mr. Livingston, Mr. Neal, Mrs. Rader, Mrs. Shepherd; no, none; absent, Mr. Lenz, Mr. Velasquez, Governor Walker.

¹ A copy is filed with the Secretary of the Board for record.

Purchases

(22) The President submitted, with his concurrence, a list of purchases recommended by the Directors of Purchases and the Vice President for Administration.

The list of purchases was presented in two categories: purchases from appropriated funds (i.e., from State appropriations to the University) and purchases from institutional funds. The latter 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 amounts of these purchases were:

From Appropriated Funds

Recommended \$ 142 241 44

From Institutional Funds

Recommended..... 1 639 050 07

Grand Total \$1 781 291 51

A complete list of the purchases, with supporting information, including the quotations received was sent to each member of the Board in advance of the meeting, and a copy is being filed with the Secretary of the Board for record.

The student advisory vote was: Aye, Mr. Conlon, Mr. Summers, Mr. Szegeh; no, none.

On motion of Mr. Forsyth, the purchases recommended were authorized by the following vote: Aye, Mr. Forsyth, Mr. Hahn, Mr. Howard, Mr. Livingston, Mr. Neal, Mrs. Rader, Mrs. Shepherd; no, none; absent, Mr. Lenz, Mr. Velasquez, Governor Walker.

Report of Purchases Approved by the Vice President for Administration

(23) The Vice President for Administration also submitted a report of purchases approved by him on recommendation of the Directors of Purchases in amounts of \$7,500 to \$10,000 and a report of bids taken in behalf of the Capital Development Board. A copy of this report is filed with the Secretary.

This report was received for record.

The Comptroller's Monthly Report of Contracts Executed

(24) The Comptroller's monthly report of contracts executed was presented.

Medical Center

New Contracts

<i>With Whom</i>	<i>Purpose</i>	<i>Amount to Be Paid to the University</i>
City of Chicago Board of Health 40404	Psychological growth and development evaluations of preschool-aged children registered in Chicago Board of Health Lead Poisoning Treatment Clinics	\$ 58 140
State of Illinois— Department of Mental Health and Developmental Disabilities:		
Facility No. 164	Provide epilepsy treatment services	36 000
Facility No. 210	Provide outpatient child psychiatry clinical services	61 500
Facility No. 213	Provide mental health services to high risk individuals	62 000
17-121-105	Residency training in psychiatry	17 500
<i>Total</i>		<u>\$ 235 140</u>

New Contracts

<i>With Whom</i>	<i>Purpose</i>	<i>Amount to Be Paid by the University</i>
The Board of St. Anthony Hospital	Establish an Advanced Emergency Medical Technician Training Program for Region I-A in the State of Illinois Mobil Inservice Care Program	\$ 9 500
<i>Total</i>		<u>\$ 9 500</u>

Change Orders

<i>With Whom</i>	<i>Purpose</i>	<i>Amount to Be Paid to the University</i>
United States Environmental Protection Agency R803918-01	Health effects on human exposure to barium in drinking water	\$ 8 601
<i>Total</i>		<u>\$ 8 601</u>

Change Orders

<i>With Whom</i>	<i>Purpose</i>	<i>Amount to Be Paid by the University</i>
G & M Electrical Contractors Company	Cost-plus contract — electrical work: Remodel first floor of Family Practice Center	\$ 12 068
Nu-Way Contracting Corporation	Cost-plus contract — heating, process piping, and temperature control work: Remodel room 518-H in Hospital Addition Install steam supply main near Polk and Wood Streets in building 921	11 876 20 471
Tal Rauhoff, Inc.	Cost-plus contract — general work: Remodel room B52 in the College of Pharmacy Replace windows on the fourth and fifth floors of the Neuropsychiatric Institute Building Paint exterior sash and trim on the Hospital Addition Building	8 880 22 221 10 865
<i>Total</i>		<u>\$ 86 381</u>

Urbana-Champaign

New Contracts

<i>With Whom</i>	<i>Purpose</i>	<i>Amount to Be Paid to the University</i>
Decatur Housing Authority	Development of recreation space	\$ 31 787
Greater Egypt Regional Planning and Development Commission	Areawide waste treatment management plan	119 000
Illinois Work Incentive Program 92606-P-010A	Operate a public service employment program	10 118
National Dairy Council: No. 132(A)	Micronutrients and microconstituents of milk — their role in nutrition and their influence on milk properties	12 100
No. 140	Mechanisms of microbial interference exerted by lactobacilli in the gastrointestinal ecosystem	16 000
No. 142	Origin, occurrence, and significance of the high orotic acid content in bovine milk	20 000
Northeastern Illinois Planning Commission	LANDSAT growth monitoring system	15 000
Sandia Laboratories 04-8802	Develop Monte Carlo techniques for analyzing aerodynamic isotope enrichment devices	15 000
San Diego State University Foundation	Biocybernetics technology and behavior	26 500
State of Illinois, Board of Vocational Education and Rehabilitation PAB-F7-001	Illinois evaluation project to improve occupational offerings	39 598
State of Illinois, Secretary of State — Illinois State Library	Illinois State Library application of the ILLINET model project	20 917
United States Air Force: AFOSR-76-2988	Frequency tunable IR and far IR lasers	54 000
AFOSR-76-2989	Electronic structure of solids, surfaces, and interfaces	44 800
F19628-76-C-0140	Process of radiation from microstrip antennas, microstrip phased arrays, and microstrip feed networks	30 195
F33615-76-C-2089	Near infrared gas lasers	63 800

<i>With Whom</i>	<i>Purpose</i>	<i>Amount to Be Paid to the University</i>
United States Army:		
DAAB07-76-C-1938	Design of a radio-location system	\$ 130 000
DAAG29-76-G-0154	Detection-estimation schemes for uncertain signals	75 237
DAAG29-76-G-0170	New fabrication technique for fiber reinforced aluminum	69 960
DAAG29-76-G-0176	Martensitic transformations in iron alloys	33 000
DAAG29-76-G-0199	Separated flow problems within the transonic and supersonic flow regimes	35 000
Construction Engineering Research Laboratory	Computer-aided architectural and engineering design	46 521
	Research in the area of fracture mechanics	18 554
	EMP shielding and evaluations of electrical shock prevention devices	6 099
	Computer-aided environmental legislative data system	12 483
United States Energy Research and Development Administration:		
E(11-1) 2865	Methodology for combined process and input-output analysis	50 000
E(49-18) 2088	Organizational forms of large-scale interconnected power systems	334 867
United States Environmental Protection Agency R804403-01	Mineral matter in coal	50 958
United States Navy N00604-76-C-0107	Application of touch panel-intelligent terminal technology to command and control man-computer dialogues	40 535
<i>Total</i>		<hr/> \$1 422 029

New Contracts

<i>With Whom</i>	<i>Purpose</i>	<i>Amount to Be Paid by the University</i>
Alster and Associates, Inc. (subcontract under HUD H-3825)	Orthophoto mapping of the Fox Chain-of-Lakes region in Illinois	\$ 32 100
W. R. Boggess (subcontract under NSF Grant No. ENV74-24276A03)	Compile and edit the Tri-University Report of research results of environmental pollution by lead and other metals	9 750
James R. Burgess, Jr., State's Attorney, Champaign County, Illinois	Payment for services rendered University property during calendar year 1973	57 361
<i>Total</i>		<hr/> \$ 99 211

Change Orders

<i>With Whom</i>	<i>Purpose</i>	<i>Amount to Be Paid to the University</i>
National Aeronautics and Space Administration:		
NGR14-005-200	Discharge mechanism in high pressure gases	\$ 45 000
NGR14-005-202	Implementation of ILLIAC IV algorithms for multi-spectral image interpretation	19 995
United States Department of Housing and Urban Development H-3825	Flood insurance studies	35 310
United States Energy Research and Development Administration E(11-1) 1195	Elementary particle interactions in the high energy region	43 000
<i>Total</i>		<hr/> \$ 143 305

Change Orders

<i>With Whom</i>	<i>Purpose</i>	<i>Amount to Be Paid by the University</i>
Berns, Clancy, and Associates (subcontract under HUD H-3825)	Flood insurance studies	\$ 7 750
University of Puerto Rico — Mayaguez Campus No. 1-76	General support of INTSOY activities at University of Puerto Rico	40 575
<i>Total</i>		<hr/> \$ 48 325

Summary

Amount to be paid to the University:			
Medical Center.....		\$	243 741
Urbana-Champaign.....			1 565 334
<i>Total</i>		\$1	809 075
Amount to be paid by the University:			
Medical Center.....		\$	95 881
Urbana-Champaign.....			147 536
<i>Total</i>		\$	243 417

This report was received for record:

Investment Report

April 1976

(25) The Comptroller presented the investment report for the month of April 1976.

Changes in Endowment Pool Investments
(Under Finance Committee Guidelines)

<i>Date</i>	<i>Face Value or Number of Shares</i>	<i>Security</i>	<i>Yield (Percent)</i>	<i>Amount</i>
Sales:				
4/8	2 000 shares	Bankamerica common stock.....		\$ 102 750 00
4/8	500 shares	Dow Chemical common stock.....		54 354 43
4/8	2 000 shares	Ford common stock.....		114 671 16
4/8	300 shares	IBM common stock.....		80 348 57
4/8	1 268 shares	International Telephone & Telegraph common stock		35 502 81
4/8	1 000 shares	Northwest Bancorporation common stock		49 335 85
4/8	2 000 shares	TRW common stock.....		67 603 98
4/12	5 000 shares	General Mills common stock.....		143 845 16
4/21	1 000 shares	Sears Roebuck common stock.....		75 794 96
4/26	\$ 33 000 00	Household Finance demand notes..	5.26	33 000 00
Purchases:				
4/15	\$505 000 00	Household Finance demand notes..	5.26	\$ 505 000 00
4/20	102 000 00	Household Finance demand notes..	5.26	102 000 00
4/20	41 000 00	International Harvester credit demand notes	5.26	41 000 00
4/28	54 000 00	Household Finance demand notes..	5.26	54 000 00
4/28	22 000 00	International Harvester credit demand notes	5.26	22 000 00

Changes in Other Investments
(Under Comptroller's Authority)

<i>Date</i>	<i>Face Value or Number of Shares</i>	<i>Security</i>	<i>Yield (Percent)</i>	<i>Amount</i>
Sale:				
4/15	300 shares	U.S. Steel common stock.....		\$ 23 699 21
Repurchase Agreement:				
4/8	\$2 000 000 00	Federal National Mortgage Assn., 7.15 per- cent bonds due 6/12/78 for 6 days..	4.55	\$2 000 000 00

<i>Date</i>	<i>Face Value or Number of Shares</i>	<i>Security</i>	<i>Yield (Percent)</i>	<i>Amount</i>
Purchases:				
3/25	\$ 106 532 13	Continental Bank 5½ percent certificate of deposit due 6/23/76.....	5.50	\$ 106 532 13
4/5	2 000 000 00	First National Bank of Chicago 5.05 percent certificate of deposit due 6/28/76... 5.05	5.05	2 000 000 00
4/5	500 000 00	U.S. Treasury bills due 7/15/76... 4.98	4.98	493 111 11
4/5	500 000 00	U.S. Treasury bills due 7/22/76... 4.99	4.99	492 628 89
4/8	500 000 00	U.S. Treasury bills due 7/8/76.... 5.01	5.01	493 741 00
4/20	1 000 000 00	Busey First National Bank 5.20 percent certificate of deposit due 8/20/76... 5.20	5.20	1 000 000 00
4/20	1 000 000 00	First National Bank of Chicago 4.95 percent certificate of deposit due 7/2/76... 4.95	4.95	1 000 000 00
4/21	128 000 00	Household Finance demand notes.. 5.26	5.26	128 000 00
4/22	1 000 000 00	Continental Bank 4¾ percent time deposit due 6/15/76..... 4.63	4.63	1 000 000 00
4/23	23 000 00	Associates demand notes..... 5.26	5.26	23 000 00
4/27	556 703 13	Harris Trust and Savings Bank 4¾ percent certificate of deposit due 6/15/76... 4.75	4.75	556 703 13
4/27	165 000 00	U.S. Treasury bills due 3/8/77.... 5.72	5.72	157 131 56
4/29	42 000 00	Associates demand notes..... 5.26	5.26	42 000 00
4/29	2 000 000 00	First National Bank of Chicago 4.85 percent certificate of deposit due 6/2/76... 4.85	4.85	2 000 000 00

On motion of Mr. Livingston, the report was approved.

SECRETARY'S REPORT

The Secretary presented for record appointments to the faculty and changes of status made by the President; declinations, resignations, and a termination; leaves of absence; and retirements. A copy of the report is filed with the Secretary.

ANNOUNCEMENT FROM THE PRESIDENT OF THE BOARD

President Neal announced that an executive session had been requested and would be convened to consider information with regard to an appointment.

RECESS AND EXECUTIVE SESSION

Following a short recess, the Board reconvened in executive session and considered the following item of business:

DETERMINATION OF THE PRESIDENT'S SALARY

Mr. Neal asked that staff and others be excused, with the exception of the Trustees, the Secretary, and the Comptroller. He then asked Mr. Brady, Comptroller and Vice President for Administration, to present and review comparative data on presidential salaries. Mr. Brady presented information obtained on a confidential basis from Big Ten institutions as well as information concerning fringe benefits and other aspects of presidential compensation at other institutions. He then suggested (1) that, in the light of present budget expectations for FY 1977, he be directed to enter in the budget for 1977 a salary increase of 2½ percent for the President;

and (2) that budget documents for 1977 indicate in the case of the two Chicago Chancellors that the payment to each of them of \$4,800 per year in lieu of housing be shown as a part of their regular salaries in 1977 and the future. In the case of the President of the University and the Chancellor at Urbana, who are required to live in University housing, such information is included with the listing of their salaries in the budget. (Any increases in the salaries of the Chancellors of the Chicago campuses for 1977 would be calculated on the basis of the base salary, not including the allowance paid for housing.)

By consensus the Trustees agreed to the suggestions as proposed.

There being no further business, the Board adjourned.

EARL W. PORTER
Secretary

EARL L. NEAL
President