

# SPECIAL MEETING OF THE BOARD OF TRUSTEES

OF THE

# UNIVERSITY OF ILLINOIS

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December 21, 1994



A special meeting of the Board of Trustees of the University of Illinois was held in Room 213, Chicago Illini Union, Chicago campus, Chicago, Illinois, on Wednesday, December 21, 1994, beginning at 1:00 p.m., pursuant to call by the chair of the board. The secretary of the board gave notice of the meeting as prescribed by the By-Laws and by Illinois Statute.

Chair Kenneth R. Boyle called the meeting to order and asked the secretary to call the roll. The following members of the board were present: Dr. Gloria Jackson Bacon, Mr. Kenneth R. Boyle, Mrs. Judith Ann Calder, Dr. Jeffrey Gindorf, Mr. Donald W. Grabowski, Mrs. Susan L. Gravenhorst, Mr. Thomas R. Lamont, Ms. Ada N. Lopez, Ms. Judith R. Reese. Governor Jim Edgar was absent. The following nonvoting student trustees were present: Mr. Christopher Didato-Castillo,<sup>1</sup> Chicago campus; Mr. Chapin Rose, Urbana-Champaign campus. Also attending this meeting were the two newly-elected members of the board: Mr. William D. Engelbrecht, Mrs. Martha R. O'Malley.

Also present were President Stanley O. Ikenberry; Dr. Michele M. Thompson, secretary; Professor Janice M. Bahr, chair, Consultative

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<sup>1</sup> Mr. Didato-Castillo joined the meeting at 2 p.m.

Committee to Assist in the Selection of a President; Professor Richard M. Johnson, vice chair of the committee; and William Funk and Madeleine Condit, representatives from Korn/Ferry International, an executive search firm.

### **EXECUTIVE SESSION**

Chair Boyle, referring to Section Two of the Open Meetings Act, stated: "A motion is now in order to hold an executive session to consider information regarding the appointment, employment, or dismissal of employees or officers, to discuss pending, probable, or imminent litigation, the acquisition of real property, to discuss campus security, and to receive legal advice from counsel."

The motion was made by Mrs. Calder and approved by the following vote: Aye, Dr. Bacon, Mr. Boyle, Mrs. Calder, Dr. Gindorf, Mr. Grabowski, Mrs. Gravenhorst, Mr. Lamont, Ms. Lopez, Ms. Reese; no, none; absent, Governor Edgar.

(The student advisory vote was: Aye, Mr. Rose; no, none; absent, Mr. Didato-Castillo.)

### **Report from Consultative Committee to Assist in the Selection of a President**

Mr. Boyle turned to Professor Bahr and asked her to present her report from the Consultative Committee.

As an opening remark, Professor Bahr reminded all present of the need for extreme confidentiality of all involved at all stages of this process. She then proceeded to update the board on the search process and thanked the members of the Consultative Committee, the firm of Korn/Ferry International, and the University staff members who were providing assistance to the committee. Professor Bahr then gave an overview of the entire process followed by the committee to date. She described the several efforts made to identify prospects for this position and all forms of dissemination of information about the search for a new president. She told the board of the special efforts she and Professor Johnson had made in contacting national higher education association directors and seeking their help with recruitment of nominees and on other activities of the search process.

Next, Professor Bahr described the review process followed by the committee, beginning with evaluation of nominees according to the criteria approved by the board in September 1994. She also told the board members how information about the backgrounds of nominees was gleaned from the prospects' references, their own submissions of information, and from LEXIS/NEXIS computer files, as well as from the nominators of the prospects.

Professor Bahr reported that the committee had 147 prospects to review, including applications and nominations. Of this number, 48 had not responded when asked if they wished to be considered and 44

had declined consideration. There were seven internal nominees. Two had accepted the nominations, while the others declined, save one who did not respond.

Professor Bahr then presented information about several prospects that the committee might recommend for the board's consideration. Next, she described the process the committee planned to follow in order to discover if these individuals did meet the qualifications desired by the board. This was to involve preliminary interviews with each prospect, after which the committee would forward to the board a list of the qualified individuals. Professor Bahr noted that this process would occur in January and that the committee would strive to present a list of qualified persons to the board by the beginning of February. She said that she hoped that this would be a list of six to eight persons. The board members then made suggestions of specific qualities they desired in prospects for the presidency.

Professor Bahr also presented several suggestions for questions that the committee would ask prospects and asked the board members for more ideas. Several board members stated that they wanted to be certain the committee discovered how the individuals worked with others, internal and external to the University setting.

Mr. Boyle asked the trustees if they were satisfied with the work of the committee to date and if they had any suggestions for Professor Bahr to relate to the committee.

(Mr. Didato-Castillo joined the meeting at this time.)

Some discussion followed on the distinction between the preliminary interviews and the board's interviews and why two sets of interviews were needed. The response was that the preliminary interviews were needed to discover more about the prospects and recommend to the board only those who were really qualified for this position.

Mr. Lamont asked for assurance that there would not be factions on the committee and for reassurance that confidentiality was uppermost in the minds of the committee members. Professor Bahr indicated that she reinforces the crucial need for confidentiality with the committee each time they meet. Further, she noted that there seemed little likelihood that any factions would develop on the committee, as relations were very good among the members and no one seemed to be an advocate for any prospect.

Mrs. Calder then asked for a thorough discussion of each of the prospects identified by the committee and asked Professors Bahr and Johnson and Mr. Funk and Ms. Condit to provide as much information as they could at this time. Such a discussion followed.

President Ikenberry then stressed that this was the time for the trustees to tell the committee what they wanted in the next president and what they thought would not be desirable.

Dr. Bacon expressed some concern about the winnowing process and asked that the committee forward as many prospects as possible to

the board for their review. The two students indicated that they would like to be more involved. All board members were invited to review the files as they chose.

Mr. Engelbrecht expressed confidence in the process and said he wanted to go forward with the preparation of a distilled list by the committee that would be forwarded to the board as soon as possible. Mrs. Gravenhorst concurred, saying that the board should not be involved in interviewing all prospects identified at this point. She did ask though that each internal nominee be presented to the board.

Further discussion followed and the board received more information on the prospects identified for further pursuit. As a part of this discussion, the trustees asked President Ikenberry to call one nominee who had earlier declined and discern if this person might consider discussing the position with the board.

There being no further business, the executive session adjourned at 4:30 p.m.

There being no further business, the board adjourned.

MICHELE M. THOMPSON  
*Secretary*

KENNETH R. BOYLE  
*Chair*