

MEETING OF THE BOARD OF TRUSTEES

OF THE

UNIVERSITY OF ILLINOIS

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April 10-11, 1996



The April meeting of the Board of Trustees of the University of Illinois was held in the Pine Lounge, Illini Union, Urbana, Illinois, on Wednesday and Thursday, April 10 and 11, 1996, beginning at 2:00 p.m. on April 10.<sup>1</sup>

Chair Thomas R. Lamont 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. William D. Engelbrecht, Dr.

<sup>1</sup> Prior to the start of the board meeting, the Committee on Buildings and Grounds met; a recommendation for selection of architects/engineers for professional services contracts at Urbana was presented. By consensus, the committee agreed that this should appear on the agenda for a vote by the board on April 11, 1996. In addition, a report on the auxiliary facilities system was presented. Also, the board discussed a plan for remodeling the South Building, Alumni Hall, Chicago, and a delegation of authority to the comptroller to award a contract for electrical upgrades at Roger Adams Laboratory, Urbana. (Materials related to these presentations are filed with the secretary of the board for record.)

Following this, the Committee on the University Hospital and Clinics met. The board received reports on the status of the University's application for a Certificate of Need for construction of the Ambulatory Care facility in Chicago; a recommendation for a new contract with the Mile Square Health Center, Chicago; an update on proposals to change patient services at Veterans' Affairs Hospitals in Chicago; and a recommendation for a new appointment to the Board of Directors of the University of Illinois Health Maintenance Organization. (Materials concerning these presentations are on file with the secretary.)

In addition, the board received a description of a new University-wide identification card that will include financial transaction capabilities. This will be issued to all students by Fall 1996 and will be used by faculty and staff as well.

Jeffrey Gindorf, Mrs. Susan L. Gravenhorst, Mr. Thomas R. Lamont, Ms. Ada N. Lopez, Mrs. Martha R. O'Malley, Ms. Judith R. Reese. The following members of the board were absent: Mrs. Judith Ann Calder, Governor Jim Edgar. The following nonvoting student trustees were present: Mr. Neil J. Malone, Springfield campus; Mr. Roy Mathew, Chicago campus; Mr. Chapin Rose, Urbana-Champaign campus.

Also present were President James J. Stukel; Dr. Sylvia Manning, vice president for academic affairs; Dr. Michael Aiken, chancellor, University of Illinois at Urbana-Champaign; Dr. David C. Broski, interim chancellor, University of Illinois at Chicago; Dr. Naomi B. Lynn, chancellor, University of Illinois at Springfield; and the officers of the board, Dr. Craig S. Bazzani, comptroller (and vice president for business and finance); Mr. Byron H. Higgins, university counsel; and Dr. Michele M. Thompson, secretary. In addition, the following persons were also in attendance: Mr. Donald K. Coe, university director of public affairs; Mr. Kirk Hard, associate president for governmental relations; Ms. Susan J. Sindelar, special assistant to the president; and Ms. Marna K. Fuesting, special assistant to the secretary.

### EXECUTIVE SESSION

Chair Lamont, 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. Gravenhorst and approved by the following vote: Aye, Dr. Bacon, Mr. Engelbrecht, Dr. Gindorf, Mrs. Gravenhorst, Mr. Lamont, Ms. Lopez, Mrs. O'Malley, Ms. Reese; no, none; absent, Mrs. Calder, Governor Edgar.

(The student advisory vote was: Aye, Mr. Malone, Mr. Mathew, Mr. Rose; no, none.)

### Report from Chancellor, Urbana

#### Personnel Issues

President Stukel asked Chancellor Aiken to discuss current searches at the campus and other personnel related matters at Urbana.

Chancellor Aiken told the board that the search for a dean of the College of Fine and Applied Arts was well underway and was aided by the A. T. Kearney executive search firm.

In response to concern expressed by some trustees about an announcement of a recommendation for a dean of another college in recent weeks, the chancellor assured the board members that all such announcements are made with the statement that these recommendations are made to the board for their approval and are not final decisions until board approval. He noted that on occasion newspaper stories

announcing such recommendations do not put as much emphasis on the fact that these are recommendations. Several trustees stated that the matter concerns them, as it appears that these decisions are not really the trustees'. Chair Lamont suggested that in future, the board be notified of such matters by a call, in addition to the usual letter sent by the president concerning major administrative appointments.

At that point Ms. Lopez said that she thought the board should discuss the matter of interim appointees for an administrative position being candidates for the permanent position.

Next, Chancellor Aiken briefed the board on a request from the Graduate Employees Organization at Urbana for voluntary recognition from the University. He suggested that the board, or a university officer designated by the board, send a letter to the Graduate Employees Organization stating that the University is not permitted by law to grant voluntary recognition. At this point, President Stukel noted that it is important that all graduate students be permitted the opportunity to vote on this issue.

Discussion ensued about the kind and extent of communication that had occurred between the campus administration and the Graduate Employees Organization. Dr. Aiken agreed to attempt to communicate with this group once again. He explained that one of the main issues presented was the need for salary increases for graduate students. The chancellor also explained that the campus had improved salaries and benefits in recent years, while recognizing that this compensation was not as attractive as the campus would prefer.

President Stukel asked for clarification from the board at this point on the matter of voluntary recognition of the Graduate Employees Organization. By consensus, the board informed the president that they did not want to consider voluntary recognition of this group. There was also general agreement that more discussion with the Graduate Employees Organization would be desirable, if possible.

### Fire Service Issues

In response to inquiries received by some board members about the status of fire services at the Urbana campus, Chancellor Aiken reported to the board that the campus was reviewing all matters related to the delivery of fire service protection for the campus. He described a study the campus had commissioned to determine what services were needed and the most effective way to deliver these. He noted that this was seen as timely because a decision must be made in the near future about the location of a fire station, since the current one is to be removed in order to complete the Engineering Quad. The chancellor referred to advice from some quarters suggesting various modes for sharing fire services with the two cities of Champaign and Urbana. Dr. Aiken apprised the trustees of potential difficulties in labor relations if this were to be a recommendation. He described these briefly and assured



the trustees that he would keep them informed of developments in this area.

### **Report from Chancellor, Chicago**

Chancellor Broski reported that the search for a vice chancellor for student affairs at Chicago was concluding and that a recommendation would be forthcoming quite soon.

He also told the trustees that several searches for deans were progressing at good pace. These included deans for the Honors College, the College of Nursing, and the College of Urban Planning and Public Administration. In addition, he noted that a search for an athletic director at UIC was just beginning.

Next, Dr. Broski informed the board members that Mr. Victor Zafra, vice chancellor for administration and human resources, had indicated a desire to be reassigned for the coming year to teach and to establish internships in Washington, D.C., for students. The chancellor indicated that a search for a replacement for Mr. Zafra as vice chancellor would begin soon.

Dr. Bacon asked Dr. Broski for information about a staff member at the Chicago campus who had written her and complained about treatment as an employee on the campus. The chancellor explained to Trustee Bacon that this staff member was currently suing the chancellor and had complaints against several others on the campus as well.

### **Report from Chancellor, Springfield**

Chancellor Lynn described the search for a vice chancellor for student affairs for the Springfield campus and indicated that there were six finalists who would be interviewed. She also said that a recommendation for an appointment would be coming to them in the near future for this position.

### **EXECUTIVE SESSION ADJOURNED**

There being no further business, the executive session adjourned at 3:45.

### **BOARD MEETING RECESSED**

At this time, the board recessed to reconvene on Thursday, April 11, 1996, following meetings of the Committee on Diversity and the Committee on Student Affairs.

### **MEETING OF THE COMMITTEE ON DIVERSITY**

At 8:45 a.m., on Thursday, April 11, Trustee Lopez convened a meeting of the Committee on Diversity. She asked Vice President Manning to present information that would be helpful for a discussion of issues such as access, diversity, and inclusiveness. Dr. Manning began her presen-



tation by stating that access refers to the original land-grant mission, diversity refers to efforts to recruit a diverse student body, and inclusiveness refers to the social climate on campus.

Dr. Manning cited several significant statistics showing increases in student enrollment and faculty growth for some minority groups and women. She also cited numbers showing declines in representation of African-American students at UIC. She quickly pointed out that the retention of African-American students has improved over the last ten years. The explanation given for this was that more community college students were being encouraged to stay in those institutions longer, acquire more credit hours, then transfer to UIC. Dr. Manning emphasized that increased retention is more important than greater numbers of transfer students who do not stay once admitted.

Ms. Lopez asked if the increases shown by these numbers over the last several years were significant, since the representation had been very low for a long time. Dr. Manning assured the board that the growth was significant.

Discussion among the board members on these statistics ensued and some board members admonished the administration to redouble efforts to recruit more minorities and women to the top ranks of the University. The trustees also questioned the effectiveness of the large number of programs at all three campuses designed to address the issue of representation and retention of minority and women students and faculty.

In conclusion, Ms. Lopez advised that a uniform reporting format for all campuses to report their gains and losses in these areas would be helpful for sake of comparison. The trustees also asked the administration to prepare a report for the next year that focused on representation of minorities and women on the faculty of the University.

### **MEETING OF THE COMMITTEE ON STUDENT AFFAIRS**

Trustee O'Malley, chair of the Committee on Student Affairs, opened this meeting of the committee and indicated that the purpose for the meeting was to receive reports from each of the student trustees. She then noted that it is important for students to engage themselves in extra-curricular activities on the campuses because these are important sources of leadership expedience. She mentioned that prospective employers are usually anxious to learn of a student's participation and involvement on campus, outside of the lecture hall and the laboratory. She then spoke of some of the activities that the student trustees had undertaken in the past year and asked each of the three to elaborate on these.

Trustee Malone reported on a forum he had organized at the Springfield campus that included the other members of the board and student leaders at that campus. Next, Mr. Mathew made remarks about an advisory committee that he had formed at the Chicago campus that had a three-fold purpose: to create a forum for students to discuss

issues; to identify critical needs for students; and to effect a change for some issues. Mr. Rose, together with Mr. Russ Mann, president of Student Ambassadors, described a town hall meeting that they had organized in order to reach students and solicit student questions and concerns. Mr. Rose also spoke on the effectiveness of communication with students at the Urbana campus, academic advising and freshman orientation, urging that these be strengthened. He also stated that there is concern about security on the campus. There being no further business, this committee meeting was adjourned.

### **BOARD MEETING, THURSDAY, APRIL 11, 1996**

The board reconvened in regular session at 11:20 a.m. The members of the board and the officers of the University as recorded at the beginning of these minutes were present, with the exception of Dr. Bacon who was absent. Trustee Judith Ann Calder was also present.

### **MINUTES APPROVED**

The secretary presented for approval the press proof of the minutes of the Board of Trustees meeting of September 13-14, 1995, copies of which had previously been sent to the board.

On motion of Dr. Gindorf, these minutes were approved.

### **BUSINESS PRESENTED BY THE PRESIDENT OF THE UNIVERSITY**

#### **Fiscal Year 1997 Budget**

President Stukel recognized and introduced observers from the campus senates and from the University Senates Conference.<sup>1</sup> The president then reported on matters concerning the University's budget. First, he told the trustees of the testimony he had recently presented on the University's budget for Fiscal Year 1997 to the Senate Appropriations Committee in the General Assembly. Second, Dr. Stukel told the trustees that it is necessary and very important that they and other advocates for the University express support for the budget recommended by the governor for the University.

#### **News from the Campuses**

The president then told the trustees that a musical group from the Urbana campus, known as The Other Guys, had won the Midwest regional competition of the national championship of a cappella groups and was to perform at the Lincoln Center in New York City in the national finals. Next, he noted that researchers in the College of

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<sup>1</sup> University Senates Conference: Kenneth E. Andersen, professor emeritus of speech communication; Chicago Senate: Suzann K. Campbell, professor of physical therapy and of occupational therapy in the College of Associated Health Professions; Springfield Senate: Ronald Ettinger, professor, experimental studies; Urbana-Champaign Senate Council: Geneva G. Belford, professor of computer science.

Medicine at Chicago had developed a gene therapy to develop a new treatment for melanoma. He mentioned that clinical trials would soon commence for this treatment. In closing these remarks, Dr. Stukel informed the board members that a new scholarship to honor Lee Humphrey Dodd had been established at the Springfield campus by her parents Howard and Linda Humphrey and her husband, Brian Dodd. Over \$100,000 has been raised for this. It is currently the largest single endowment at the Springfield campus. This concluded the president's report. He then asked Mr. Kirk Hard to give the board an update on legislative matters affecting the University.

### **Legislative Report**

Mr. Hard noted that the University's budget bill would become a part of a large higher education funding omnibus bill. Further, he reported that the bill to allow the University to retain control of its income fund was approved in the House of Representatives and is now in the Senate awaiting a vote. He then gave status reports on bills that dealt with: funding for the Cooperative Extension Service activities in the counties and a proposal to transfer the State portion of these funds to the State Department of Agriculture; State payment for patients in research wards of State mental health facilities; pending legislation that would give the University the power to develop the south campus at UIC; and a plan for an optional retirement plan for higher education employees in the State.

Trustee Engelbrecht asked what would suffer if the higher education budget were to be reduced drastically. In response to this, President Stukel noted that the portions identified for funding the retirement system and for support of the Illinois Student Assistance Commission would be unaffected. He noted that the part of the budget that would be affected would be the monies for salary increases. The president added that this fact points up the need at this time for advocacy of the governor's recommended budget for higher education.

### **REPORT FROM EXECUTIVE DIRECTOR, UNIVERSITY OF ILLINOIS FOUNDATION**

President Stukel welcomed Dr. B. A. Nugent and invited him to address the board and give a report on the status of Campaign Illinois. Dr. Nugent reminded the board that the University of Illinois was now one of the top 12 universities in the country in terms of private support. He added that this includes both private and public institutions.

Dr. Nugent then told the board that the campaign had raised close to \$600 million to date. He indicated that the University's endowment was the most important part of this in terms of growth. He noted that there are now over 100 endowed chairs and professorships at the University. This is up from 54 at the outset of the campaign. He also noted that \$65 million had been raised for scholarships. Dr. Nugent



then summarized several programs that were either formed or greatly aided by funds raised privately in recent years. In closing, Dr. Nugent noted that in the last ten years, more than \$1 billion has been raised for the University, at a cost of seven cents per dollar raised.

### **OLD BUSINESS**

Trustees Gravenhorst, O'Malley, and Reese reported on meetings attended during the annual conference of the Association of Governing Boards. These meetings were held in Chicago, approximately two weeks prior to the board meeting. They cited sessions on the role of the urban university, enhancing diversity on campus, and an orientation session for new trustees as being especially informative.

Mr. Rose mentioned a special event for young alumni of the University held in Springfield in the last few weeks and noted its success.

### **NEW BUSINESS**

There was no business presented under this aegis.

### **REGULAR AGENDA**

The board considered the following reports and recommendations from the president of the University.

By consensus, the board agreed that one vote would be taken and considered the vote on each agenda item nos. 1 through 16 inclusive. The recommendations were individually discussed but acted upon at one time.

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

### **Appointment of Fellows to the Center for Advanced Study, Urbana**

(1) Each year the Center for Advanced Study awards appointments as fellows in the center, providing one semester of released time for creative work. Fellows are selected in an annual competition from the faculty of all departments and colleges. The appointments allow the faculty award winners to carry out self-initiated programs of scholarly research or professional activity.

The chancellor at Urbana recommends that the following list of fellows selected for the 1996-97 academic year be approved. A brief description of their projects follows.

The vice president for academic affairs concurs.  
I recommend approval.

KEVIN DOAK, Departments of History (50 percent) and East Asian Languages and Cultures (50 percent), "Placing the People: Ethnic Nationalism and the State in Modern Japan." A history of nationalism in modern Japan that emphasizes how competing concepts of national identity are either rooted in the political state or in claims of ethnicity, and how these concepts have contributed to the political instability of Japan in the 20th century. This study raises concerns about political stability and democracy in contemporary Japan in light of the surprising endurance of ethnic nationalism in the postwar period.

H. REX GASKINS, Department of Animal Sciences, "Molecular Immunology of

Intestinal Epithelial Interactions with Autochthonous Bacteria." The present research is designed to understand more clearly the molecular basis by which the host immune system tolerates the residence of a foreign and antigenically complex microbiota in the intestine. Defining molecular determinants of epithelial interactions with normal intestinal bacteria will represent an important advance in our understanding of immune tolerance and potentially offer novel possibilities for preventing or treating chronic and debilitating inflammatory bowel disorders.

EZEKIEL KALIPENI, Department of Geography, "Environmental Transformation and Demographic Change in Southern Africa and Malawi." This research will examine in greater depth demographic and non-demographic responses to environmental transformation in southern Africa in general and Malawi in specific. The central argument is that as land resources become scarce due to a rapidly expanding population and wide-spread environmental degradation, people have begun to reduce fertility rates; migrate to less sparsely populated areas; migrate cyclically to countries with ample wage employment; and to intensify agricultural production.

\*\*YI LU, Department of Chemistry, "Structural and Mechanistic Characterization of Metal-binding Sites in Ribozymes." Metal-ion-based spectroscopic techniques will be used in combination with RNA-based biochemical techniques to characterize the metal-binding sites in ribozymes.

LUTGARDE RASKIN, Department of Civil Engineering, "Molecular Probes for Anaerobic Wastewater Treatment Process Evaluation." This research focuses on "granulation" or the formation of conglomerates of microorganisms, which is a critical but poorly understood phenomenon in anaerobic wastewater treatment systems. New molecular methods to study microbial population dynamics during granule formation and traditional methods to evaluate physical characteristics of granules and reactor performance will be combined to improve anaerobic wastewater treatment start-up and operation.

\*\*ALEXANDER SOKOL, Department of Physics, "Many-Body Theory of Nuclear Magnetic Resonance." Novel many-body techniques will be used to improve fundamentally the way nuclear magnetic resonance measurements are analyzed and interpreted. This work will have impact on ongoing and planned experiments on high-temperature super-conductivity, determination of structural properties of materials, and other areas of condensed matter physics.

JOSEPH VALENTE, Department of English, "Contested Territory: The Concept of Manhood in (Post) Colonial Ireland." This study aims to contextualize and explain the intense anxieties haunting the idea of manhood in Irish nationalist literature of the Modern period, roughly from the fall of Charles Stewart Parnell to the founding of the Irish Free State. This project will seek to demonstrate how this politically minded poetry and prose emerged as a site for shaping the ambivalence of a people divided between certain female-identified attributes and associations, which they regarded as the distinguishing marks of their cultural personality, and a hypermasculinity which they took to be crucial both to decolonization and to a vigorous national restoration.

ALEXANDER VARDY, Department of Electrical and Computer Engineering, "From Hilbert's Eighteenth Problem to Wireless Communications: Constructions and Decoders for Signal Constellations in Euclidean Space." New constructions of sphere packings in Euclidean space that are denser than the best previously known packings will be investigated. This project will seek to develop efficient bounded-distance decoders for Euclidean-space sphere packings, which would make coding with high-dimensional signal constellations, on both wireline and wireless communication channels, finally feasible in practice.

SCOTT WILLENBROCK, Department of Physics, "Top-Quark Physics at Hadron Colliders." The recently-discovered top quark is the heaviest known elementary particle, and may hold a clue to the generation of the masses of elementary

particles. A strategy will be developed to study the properties of the top quark at hadron colliders.

(\*\*These faculty members have been recommended for appointment as Beckman Fellows in the Center for Advanced Study named for the donor of a gift which permits additional recognition for outstanding younger fellow candidates who have already made distinctive scholarly contributions.)

On motion of Ms. Reese, these appointments were approved.

### **Appointment of Fellows to the Institute for the Humanities, Chicago**

(2) The interim chancellor at Chicago, on recommendation of the director of the Institute for the Humanities and with the concurrence of the dean of the College of Liberal Arts and Sciences, has recommended the following appointments of fellows in the Institute for the Humanities for the academic year 1996-97 and for the program of research or study as indicated in each case. Fellows are released from teaching and administrative duties, normally for a year, so they can devote full effort to their research.

BRIAN S. BAUER, assistant professor, Department of Anthropology, "Ritual and Pilgrimage in the Ancient Andes"

JAMES CRACRAFT, professor, Department of History, "The Petrine Revolution in Russian Culture" (Vol. 3)

ANNE CRUZ, professor, Department of Spanish, French, Italian, and Portuguese, "Modern Spain: Luisa de Carvajal y Mendoza's Poetics of Piety"

JUDITH KAGAN GARDINER, professor, Department of English and Women's Studies Program, "Masculinity in Feminist Theory"

JAMES C. HALL, assistant professor, Departments of African-American Studies and English, "Mary's Idea: Mary Lou Williams and American Culture, 1945-1975"

WAUD H. KRACKE, professor, Department of Anthropology, "The Anthropology of Dreams in an Amazonian Culture and Others"

MARGARET MINER, assistant professor, Department of Spanish, French, Italian, and Portuguese, "Audible Excess: Music, Women, and Fantastic Fiction in France, 1830-1870"

STEVEN M. WEINE, assistant professor, Department of Psychiatry, "When History Is a Nightmare: Lives and Memories of 'Ethnic Cleansing' in Bosnia"

*Alternate:* NED LUKACHER, professor, Department of English, "Parables of Recurrence from Shakespeare to Derrida"

The vice president for academic affairs concurs.

I recommend approval.

On motion of Ms. Reese, these appointments were approved.

### **Chancellor, Chicago**

(3) Following a national search conducted over the last eight months, it is my pleasure to recommend to the Board of Trustees the appointment of David C. Broski, presently interim chancellor, as chancellor of the University of Illinois at Chicago, effective immediately, on a twelve-month service basis at an annual salary of \$205,000. Dr. Broski will continue to hold the rank of professor of medical education, University of Illinois College of Medicine at Chicago, on indefinite tenure, professor, School of Biomedical and Health Information Sciences, College of Associated Health Professions, on indefinite tenure, and the non-tenured rank of professor of health resources management, School of Public Health.

Dr. Broski came to the University of Illinois at Chicago (UIC) in the summer of 1983 as dean of the College of Associated Health Professions. In the spring of 1991,



he was appointed interim vice chancellor for academic affairs and after a national search was appointed vice chancellor for academic affairs in the spring of 1992. Two years later, his title was changed to provost and vice chancellor for academic affairs. On August 1, 1995, he was appointed interim chancellor.

Prior to his appointments at the Chicago campus, Dr. Broski served as a faculty member and administrator at The Ohio State University. Preceding this he served as a graduate fellow and instructor at Michigan State University.

The search for a chancellor at UIC has been led by the *Search Committee to Advise the President on the Appointment of a Chancellor, UIC*.<sup>1</sup> This committee was composed of eleven faculty members, two deans, two academic professional staff members, one support staff member, one graduate student, and one undergraduate student.

I am pleased to recommend to you the appointment of David C. Broski as chancellor of the Chicago campus of the University of Illinois.

On motion of Ms. Reese, this appointment was approved.

President Stukel spoke to this item saying that in looking for a chancellor, a president looks for a record of leadership. He then cited Dr. Broski's work as dean of the College of Associated Health Professions in directing the changes that eventually placed that college in the first place in the nation among its peer colleges. Dr. Stukel went on to say that Dr. Broski, as provost, had recruited almost all of the sitting deans at UIC and that the representation of women deans had nearly doubled in that time. Further, the president said that Dr. Broski has worked to reduce bureaucracy at the Chicago campus and has succeeded in large measure and has always surrounded himself with very good people as staff.

President Stukel then recognized Dr. Broski and his family, Mrs. Sharon Broski and Jane Broski, a daughter.

In response, Dr. Broski said that the chancellorship at UIC has become a very important job in higher education. He opined that UIC seems poised to move into the front ranks of higher education institutions. Trustee Lamont congratulated Dr. Broski and his family.

### **Dean, School of Public Affairs and Administration, Springfield**

(4) The chancellor at Springfield has recommended the appointment of Glen Hahn Cope, presently associate dean of the Lyndon B. Johnson School of Public Affairs at the University of Texas at Austin, as dean of the School of Public Affairs and Administration, beginning July 16, 1996, on a twelve-month service basis. Dr. Cope

<sup>1</sup> Ross J. Solaro, professor and head, Department of Physiology and Biophysics, *chair*; Truman O. Anderson, Keeton Professor of Medicine and professor of microbiology and immunology, University of Illinois College of Medicine at Chicago; Ranjit Bagri, undergraduate student; Larry A. Braskamp, professor of curriculum and instruction and dean, College of Education; Noel Chavez, associate professor, School of Public Health; Alice Jones Dan, professor of medical-surgical nursing, and professor and director, Center for Research on Women and Gender; Eric A. Gislason, professor and head, Department of Chemistry; Michael E. Johnson, professor of medicinal chemistry and pharmacognosy and interim director, Center for Pharmaceutical Biotechnology; Wilhelmina Kendall, personnel officer, Department of Human Resources-Compensation; Steven Thomas Kuhn, graduate student; Melvin Lopata, physician-surgeon, professor and vice head, Department of Medicine, University of Illinois College of Medicine at Chicago, and associate chief of service, Department of Medicine, University of Illinois Hospital; Gerald S. Moss, professor of surgery and dean, University of Illinois College of Medicine; Ashish Kumar Sen, professor of urban planning and policy; Margaret A. Strobel, professor, Women's Studies Program; Marie Tyse, chief of police, University Police Department; Jane Whitener, director, Office of Continuing Education and Public Service; Marinus W. Wiewel, professor of urban planning and policy, and special assistant to the chancellor, Great Cities Program.

will also be appointed as professor of public administration on indefinite tenure on an academic year service basis.

Dr. Cope will succeed Dr. Alexander Casella, who will return to the faculty as of July 16, 1996.

This recommendation is made with the advice of a search committee,<sup>1</sup> and after consultation with the faculty of the school.

The vice president for academic affairs concurs.

I recommend approval.

On motion of Ms. Reese, this appointment was approved.

### **Dean, College of Agricultural, Consumer and Environmental Sciences, Urbana**

(5) The chancellor at Urbana has recommended the appointment of David L. Chicoine, presently professor of agricultural and consumer economics, professor in the Institute of Government and Public Affairs, and interim dean, College of Agricultural, Consumer and Environmental Sciences, as dean of the College of Agricultural, Consumer and Environmental Sciences, beginning April 15, 1996, on a twelve-month service basis at an annual rate of \$130,000. In addition, Dr. Chicoine will receive an administrative increment on a twelve-month service basis at an annual rate of \$10,000 during his service as dean, for a total salary of \$140,000. He will continue to hold the rank of professor on indefinite tenure in both the Department of Agricultural and Consumer Economics and the Institute of Government and Public Affairs on an academic year service basis.

Professor Chicoine succeeds Dr. W. R. Gomes, who resigned the deanship to assume an appointment as vice president in the University of California system on August 20, 1995. Dr. Chicoine has been serving as interim dean since August 21, 1995.

The nomination is made with the advice of a search committee,<sup>2</sup> the College Executive Committee, faculty, and students of the college.

The vice president for academic affairs concurs.

I recommend approval.

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<sup>1</sup> Stephen J. Schwark, associate professor of political studies, *chair*; Carol Esarey, senior training coordinator; Nancy Ford, director of the Institute for Public Affairs and associate professor of legal studies; Hugh Harris, director, Whitney M. Young Fellowship Program and associate professor of labor relations, Bryan Lambert, radio operations supervisor; Lindsay Palmer, undergraduate student in political studies; Rosamond Robbert, associate professor of gerontology.

<sup>2</sup> Charles G. Miller, professor of microbiology and head, Department of Basic Sciences, University of Illinois College of Medicine at Urbana-Champaign and professor and head, Department of Microbiology, School of Life Sciences, *chair*; David H. Baker, professor of animal sciences; Loren E. Bode, professor and head, Department of Agricultural Engineering; Sara U. Douglas, associate professor of textiles-apparel marketing, Department of Agricultural and Consumer Economics; John W. Erdman, Jr., professor of food science and human nutrition and director, Division of Nutritional Sciences; Raquel Ann Lacey, undergraduate student in agriculture; Brent A. McBride, associate professor of human development, Department of Human and Community Development; Michael Jacob Plewa, professor and interim director, Institute for Environmental Studies; James B. Sinclair, professor of crop sciences; Mary Ann Smith, professor of plant physiology, Department of Natural Resources and Environmental Sciences; Steven T. Sonka, professor of agricultural and consumer economics; Jesse C. Thompson, assistant dean for academic programs, College of Agricultural, Consumer and Environmental Sciences; Christine M. Todd, associate professor of child development extension, Department of Human and Community Development; Victor E. O. Valli, professor of veterinary pathobiology and dean, College of Veterinary Medicine.

Chancellor Aiken introduced Professor David Chicoine, the nominee for the deanship at this time. He recounted highlights of Dr. Chicoine's career at the Urbana campus and his contributions as a faculty member and as a distinguished interim dean for the past several months.

On motion of Ms. Reese, this appointment was approved.

### **Head, Department of Natural Resources and Environmental Sciences, Urbana**

(6) The chancellor at Urbana, after consultation with the interim dean of the College of Agricultural, Consumer and Environmental Sciences, has recommended the appointment of Gary L. Rolfe, presently interim head and professor, Department of Natural Resources and Environmental Sciences and interim associate director, Agricultural Experiment Station, as head of the Department of Natural Resources and Environmental Sciences, beginning April 21, 1996, on a twelve-month service basis with an administrative increment of \$4,000. Dr. Rolfe will continue to serve as interim associate director of the Agricultural Experiment Station. He will also continue to hold the rank of professor of natural resources and environmental sciences on indefinite tenure on a twelve-month service basis with an annual base salary of \$121,000, for a total salary of \$125,000.

Dr. Rolfe will be the first head of this new department, created by the integration of college in horticulture, agricultural entomology, soil science, and forestry in the College of Agricultural, Consumer and Environmental Sciences.

The nomination is made with the advice of a search committee<sup>1</sup> and the support of the faculty. The vice president for academic affairs concurs.

I recommend approval.

On motion of Ms. Reese, this appointment was approved.

### **Head, Department of Special Education, Urbana**

(7) The chancellor at Urbana, after consultation with the dean of the College of Education, has recommended the appointment of Adelle M. Renzaglia, presently acting head and associate professor, Department of Special Education, as head of the Department of Special Education, beginning April 15, 1996, on a twelve-month service basis, with an administrative increment of \$3,000. Dr. Renzaglia will continue to hold the rank of associate professor of special education on indefinite tenure on an academic year service basis with an annual base salary of \$50,938 for 1995-96. In addition, Dr. Renzaglia will receive two months of summer salary at two-ninths of her base 1995-96 salary, or \$11,320, for a total salary of \$65,258.

Dr. Renzaglia will succeed Dr. Susan A. Fowler who resigned as head to assume a position as associate dean in the College of Education.

The nomination is made with the advice of a search committee<sup>2</sup> and the support of the faculty. The vice president for academic affairs concurs.

I recommend approval.

On motion of Ms. Reese, this appointment was approved.

<sup>1</sup> Donald K. Layman, professor of nutrition, Department of Food Science and Human Nutrition, and interim associate dean for administration and assistant director, Agricultural Experiment Station, *chair*; May R. Berenbaum, professor and head, Department of Entomology; Charles W. Boast, professor of soil physics, Department of Natural Resources and Environmental Sciences; Jesus D. China Rivera, assistant professor of natural resources and environmental sciences; Mark David, associate professor of natural resources and environmental sciences; Michael E. Gray, associate professor of natural resources and environmental sciences; John A. Juvik, professor of plant genetics, Department of Natural Resources and Environmental Sciences.

<sup>2</sup> Susan A. Fowler, professor of special education and associate dean, College of Education, *chair*; Janis C. Rusch, associate professor of special education; Lisa Ellen Monda-Amaya, assistant professor of special education.



### Honorary Degrees, 1996, Chicago

(8) On the advice of the senate at the Chicago campus, the interim chancellor has recommended that honorary degrees be conferred on the following persons at the Commencement Exercises on May 5, 1996:

VAN RENSSELAER POTTER, inventor and author — the honorary degree of Doctor of Science.

NAWAL EL SAADAWI, physician and author — the honorary degree of Doctor of Humane Letters.

The vice president for academic affairs concurs in the recommendation.

I recommend approval.

On motion of Ms. Reese, these degrees were authorized as recommended.

### Honorary Degrees, 1997, Urbana

(9) On the advice of the Senate Committee on Honorary Degrees at the Urbana-Champaign campus, the chancellor has recommended that honorary degrees be conferred on the following persons at the Commencement Exercises on May 18, 1997:

RUDOLPH A. MARCUS, research scientist and educator — the honorary degree of Doctor of Science.

ROBERT L. METCALF, renowned entomologist — the honorary degree of Doctor of Science.

ARNOLD R. WEBER, scholar, public servant, and academic leader — the honorary degree of Doctor of Humane Letters.

The vice president for academic affairs concurs in the recommendation.

I recommend approval.

On motion of Ms. Reese, these degrees were authorized as recommended.

### Appointments to the Faculty

(10) The following new appointments to the faculty at the rank of assistant professor and above, and 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

Y — Twelve-month 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

ROSETTA COLEMAN, assistant catalog librarian and assistant professor, University Library, beginning March 1, 1996 (NY), at an annual salary of \$31,100.

JUDITH A. COOK, professor of sociology in the Department of Psychiatry, College of

Medicine at Chicago, beginning February 1, 1996 (AY), at an annual salary of \$90,000.

FRANK F. OMERZA, assistant professor of orthodontics, College of Dentistry, beginning January 1, 1996 (1Y), at an annual salary of \$52,000.

LAURETTA T. QUINN, assistant professor of medical-surgical nursing, College of Nursing, beginning March 1, 1996 (N), at an annual salary of \$41,000.

KAREN H. ZUIDEMA, assistant catalog librarian and assistant professor, University Library, beginning March 1, 1996 (NY), at an annual salary of \$31,700.

### Administrative Staff

GARY G. GRENHOLM, director, Office of Graduate Medical Education, University of Illinois Hospital-House Staff, on 100 percent time, and adjunct assistant professor of medical education, University of Illinois College of Medicine at Chicago, on zero percent time, beginning February 1, 1996 (NY100;N), at an annual salary of \$72,500.

CAROLE A. MISERENDINO, interim director of nursing, University of Illinois Hospital-Administration, beginning February 1, 1996 (NY), at an annual salary of \$80,000.

On motion of Ms. Reese, these appointments were confirmed.

### Student Health Insurance Fees for Chicago, Urbana, and Springfield Campuses, Fiscal Year 1997

(11) The chancellors at each campus have recommended student fee levels for Fiscal Year 1997 to support student health insurance programs. The health program coverages are established in consultation with students. The resulting fees required to support the programs are reviewed by the appropriate fee advisory groups at each campus. Students are exempted from these programs if they can provide evidence of comparable coverage from other sources.

At the Urbana campus, commercial insurance is provided under a program from Blue Cross/Blue Shield. Due to favorable utilization rates this year, the program coverage has been slightly improved without any premium increase. At the Springfield campus, commercial insurance is provided under a program from Commercial Union Insurance Company. An increase in premium is recommended to support increases in health care costs and higher student utilization rates. At the Chicago campus, the UIHMO supports the student plan. An increase is recommended to support increases in health care costs and to further eliminate prior year subsidies of the program which have occurred through underpricing the plan to students.

The recommended rates<sup>1</sup> are as follows:

	FY 1996	Proposed, FY 1997	Percent Increase
Chicago .....	\$174	\$206	18.4
Urbana-Champaign .....	126	126	—
Springfield .....	110	122	10.9

The vice president for business and finance concurs with the recommended fee levels.

I recommend approval.

On motion of Ms. Reese, these recommendations were approved.

### Student Fees for Urbana-Champaign Campus, Fiscal Year 1997

(12) At its November 9, 1995, meeting, the Board of Trustees approved a \$16 increase (4.4 percent) in the service, general, and health service fees for the Urbana-

<sup>1</sup> The rates displayed are for the typical undergraduate and graduate student. Rates will vary for part-time students, family dependent coverage, etc.

Champaign campus, associated with general cost increases and debt service. Subsequent to that meeting, student referenda were held that endorsed increases in some of these fees.<sup>1</sup> The SEAL/SORF/SGA fee is revised per the Fall 1995 student fee referendum to reflect greater program support for student organizations (SORF) and to reduce the support required for student government (SGA) given a change in its scope. The campus transportation fee is revised per the Spring 1996 student fee referendum to reflect expanded service (hours, routes) under the contract with the local mass transit carrier.<sup>2</sup>

The following table presents the current, previously approved, and proposed fee levels for the programs described above.

The chancellor at Urbana recommends approval of the proposed fee levels.

The vice president for business and finance concurs.

I recommend approval.

On motion of Ms. Reese, this recommendation was approved.

### Summary of FY 1997 Semester Student Fees

	<i>FY 1996</i>	<i>Approved<sup>3</sup> FY 1997</i>	<i>Proposed,<sup>4</sup> FY 1997</i>
Student Fees			
Service Fee .....	\$125	\$131	\$131
General Fee .....	85	90	90
Health Fee .....	124	129	129
Campus Transportation .....	18	18	25
SEAL/SORF/SGA <sup>5</sup> .....	10	10	12
Krannert .....	5	5	5
Total Fall Semester .....	<u>\$367</u>	<u>\$383</u>	<u>\$392</u>
Total Academic Year ....	\$734	\$766	\$783
		(+4.4 percent)	(+6.7 percent)

### Student Disability Insurance Fee and Insurance Contract, College of Medicine, Chicago

(13) The interim chancellor at Chicago recommends the initiation of a new disability insurance fee, to be effective for Fiscal Year 1997, for all College of Medicine students and award of a contract to Allianz Life Insurance Company of North America, to provide the disability insurance coverage. The estimated cost of the contract is \$105,008 annually.

Disability insurance for medical students is advantageous for the following reasons:

1. The Council on Medical Education (CME) of the American Medical Association (AMA) and the Association of American Medical Colleges (AAMC) recently revised their accreditation standards to require the availability of disability insurance to medical students in all medical education programs.
2. During the course of their training, medical students are often placed in more high risk situations than other students as they are exposed to clinical

<sup>1</sup> In the Fall 1995 student referendum, students voted to *increase* the SORF fee from \$5 per semester to \$7 per semester. The vote was: Yes — 1,566; No — 917. Additionally, in the Fall 1995 student referendum, students voted to *decrease* the SGA fee from \$1 per semester to \$1 collected only in the Fall semester. The vote was: Yes — 1,641; No — 838.

<sup>2</sup> In the Spring 1996 student referendum, students voted to *increase* the fee for campus transportation to \$25 per semester. The vote was: Yes — 2,075; No — 681.

<sup>3</sup> Approved by the Board of Trustees, November 9, 1995.

<sup>4</sup> The campus transportation fee and the SEAL/SORF/SGA fees were approved by a student referendum after the November 1995 board meeting. They are recommended now for approval by the Board of Trustees.

<sup>5</sup> Fee includes SORF, \$7; SEAL, \$4; SGA, \$1. (SGA collected Fall semester only.)



environment(s), even as early as the first year, by participating in College of Medicine curriculum.

3. The high level of debt usually incurred by medical students in order to attend medical school is often considered against the potential income of a physician. However, should a student become disabled, the ability to repay the loans would be threatened, and the student's opportunity to find an alternate career which would provide comparable income could be jeopardized. While there are limits to the coverage, having something in place would help offset some of the debt during periods of disability.

A student referendum on this issue was held in December 1995 for all College of Medicine students in Chicago, Peoria, Rockford, and Urbana-Champaign. Of the 1,349 students who were eligible to participate in the referendum, 293 total ballots were returned. Two hundred and twelve "yes" responses and 81 "no" responses were filed (over 70 percent affirmative).

Competitive bidding procedures in accordance with the Illinois Purchasing Act were followed. Allianz submitted the lowest and best bid, meeting the requirements of the student disability insurance program. The cost for the disability insurance will be mandatory to all medical students and will include a rider for HIV infection. For M-1 and M-2 students, the cost will be \$70.20 per year, and for all other medical students the cost will be \$87.76 per year. The HIV rider option provides a monthly disability benefit if a student tests positive for HIV after an occupational exposure. The policy provides a \$1,500 monthly total disability benefit for medical students in their first and second year; and a \$2,000 monthly total disability benefit for students in their third year and over. The definition of disability ensures that the student receive a benefit if unable to manage all of the material and perform a substantial amount of the duties of a full-time matriculating medical student during the first 24 months of their disability. Further, the benefit will continue after 24 months if the student is unable to perform with reasonable continuity any other occupation.

The vice presidents for academic affairs and business and finance concur.  
I recommend approval.

On motion of Ms. Reese, this recommendation was approved.

**Deletion of the Undergraduate Curriculum and B.S. Degree in  
Occupational and Practical Arts Education,  
College of Education, Urbana**

(14) The chancellor at Urbana, upon the recommendation of the Urbana-Champaign Senate, has approved a proposal from the College of Education to eliminate the undergraduate curriculum and B.S. degree in Occupational and Practical Arts Education.

There are two reasons for the decision to terminate this degree. First, the department no longer has the staffing capabilities to recruit students and develop, teach, and supervise the courses required for this program. Second, low enrollments in recent years no longer justify special classes for this degree option.

To accommodate the nine students currently enrolled in this program (all of whom are expected to graduate by May 1997), it is recommended that this degree program be terminated by May 1998.

The vice president for academic affairs concurs with this recommendation. The University Senates Conference has indicated that no further senate jurisdiction is involved.

I recommend approval.

On motion of Ms. Reese, this recommendation was approved.

**Establishment of the Ph.D. Program in Cell and  
Structural Biology, School of Life Sciences,  
College of Liberal Arts And Sciences, Urbana**

(15) The chancellor at Urbana, upon the recommendation of the Urbana-Champaign Senate, has approved a proposal from the College of Liberal Arts and Sciences to establish a Ph.D. program in Cell and Structural Biology. The School of Life Sciences currently offers a Ph.D. degree program in Biology with a specialization in Cell and Structural Biology, but there is no separate Ph.D. program in Cell and Structural Biology.

Most universities today have degree-granting programs in this field, and the establishment of a separate degree program will assist the recruitment of students to the Cell and Structural Biology Program. The Cell and Structural Biology Ph.D. program will provide graduate students with a strong background in eukaryotic cell and molecular biology, developmental biology, molecular genetics, cellular biochemistry, molecular neurobiology, and molecular structure. Students who complete the proposed program will be prepared for employment opportunities in academic institutions, and in industrial, government, and institutional laboratories.

In order to complete the graduate program in cell and structural biology, the student must fulfill requirements in the following categories: 24 units of graduate credit, a qualifying examination, a preliminary examination, defense of the thesis, teaching, and participation in departmental seminars.

The vice president for academic affairs concurs with this recommendation. The University Senates Conference has indicated that no further senate jurisdiction is involved.

I recommend approval.

On motion of Ms. Reese, this recommendation was approved.

**Proposed Amendment to the University of Illinois Statutes**

(16) The amendment to Articles IX and X of the *Statutes* is proposed to accomplish two purposes. One is to remove the ranks of assistant professor and instructor from the list of ranks that may be accorded indefinite tenure. If this amendment is approved, only the ranks of associate professor and professor could be granted indefinite tenure. The other purpose of the amendment is to remove the rank of instructor from the tenure track, making the title available for non-tenure-track appointments.

This amendment is proposed with the understanding that persons already appointed to the rank of instructor on the tenure track will remain on the tenure track, and persons who are tenured at the rank of assistant professor or instructor shall remain tenured.

The amendment was approved by the Chicago and Urbana-Champaign Senates and endorsed by the University Senates Conference. The vice president for academic affairs now recommends this change.

I concur.

On motion of Ms. Reese, this amendment was approved.

(Note: Deleted material is lined-through; new material is underlined.)

**ARTICLE IX. ACADEMIC AND ADMINISTRATIVE STAFFS**

**Section 3. APPOINTMENTS, RANKS, AND PROMOTIONS OF THE  
ACADEMIC AND ADMINISTRATIVE STAFF**

c. The following ranks, and only these ranks, of the academic staff as defined in Article IX, Section 4a, are subject to the provisions of Article X, Section 1:

~~governing appointments for an indefinite term: professor, associate professor, and assistant professor, and instructor.~~ Modifying terms such as "research," "adjunct," "clinical," and "visiting" may be used in conjunction with these academic ranks (e.g., "research professor," "adjunct assistant professor," "clinical associate professor," "visiting professor"); but no appointment for an indefinite term may be made in which a modifying term is used in the academic rank. Furthermore, an appointment in which a modifier is used in the title will not count toward completion of the probationary period, as provided in Article X, Section 1, unless specially recommended by the executive officer of the unit and approved by the dean and by the chancellor or an officer authorized to act for the chancellor.

Other academic ranks recognized within the academic staff are: (1) lecturer; (2) ~~instructor~~; ~~(23)~~ teaching associate, research associate, and clinical associate; ~~(34)~~ teaching assistant, research assistant, and clinical assistant.

Appropriate academic rank, with the rights and privileges pertaining thereto, may be accorded members of the administrative staff. This means that in addition to being members of the administrative staff, selected administrative officers may also hold appointments with academic titles chosen from the ranks listed in the two preceding paragraphs.

Special classes of positions within the academic staff may be established to meet specialized professional or technical needs, in accordance with Article IX, Section 4a.

## Section 6. LEAVES OF ABSENCE FOR MEMBERS OF THE FACULTY

a. On the recommendation of the head or chair of a department with the concurrence of the dean of the college, or on recommendation of the dean or director of an independent campus unit, subject to approval by the chancellor, the president, and the Board of Trustees, a member of the faculty who has the rank of professor, associate professor, or assistant professor and who has served the University for the periods indicated below on full-time appointment as an ~~instructor assistant professor~~ or in higher rank since the faculty member's original appointment or since the termination of that faculty member's last leave on salary, is eligible to apply for and may be granted a sabbatical leave of absence with pay for the purpose of study, research, or other pursuit, the object of which is to increase the faculty member's usefulness to the University. The following options are available:

- (1) After completion of eight appointment years of full-time service:

Two semesters at  $\frac{2}{3}$  salary

or

One semester at full salary

- (2) After completion of six appointment years of full-time service:

Two semesters at  $\frac{1}{2}$  salary

or

One semester at full salary

- (3) After completion of three or four appointment years of full-time service, in cases where the interest of the department and the University would clearly be served thereby, and provided that granting of leave does not involve expense to the University in excess of the portion of salary which is released in consequence of taking such leave, the following options are available:

After three years: One semester at  $\frac{1}{2}$  salary

After four years: One semester at  $\frac{2}{3}$  salary

- (4) Faculty on "Y" (11 month) appointments may be granted sabbatical leaves, subject to the other, general conditions of this section, as follows: After completion of nine years of full-time service, three-fourths of an appointment year at full pay; after completion of eight years of full-time service, one appointment year at two-thirds pay or two-thirds of an appointment year at full pay; after completion of six



years of full-time service, one appointment year at half pay or one-half appointment year at full pay; after completion of four years, one-half appointment year at two-thirds pay; after completion of three years, one-half appointment year at half pay or one-fourth appointment year at full pay.

## ARTICLE X. ACADEMIC FREEDOM AND TENURE

### Section 1. TENURE OF ACADEMIC STAFF

a. Except under unusual circumstances evidenced by a special written agreement approved by the president of the University and the appointee, the tenure status for the academic ranks of professor, associate professor, and assistant professor, ~~and instructor~~ shall be as provided in this section. The parts of Article X, Sections 1a and 1b, hereof relating to the probationary period ~~and or~~ indefinite tenure do not apply to academic ranks other than those mentioned in the preceding sentence; nor to appointments at any rank which involve no salary or obligation to render services; nor to appointments for fifty percent (50%) or less of full-time service at ranks other than professor or associate professor; nor to appointments for less than seventy-five percent (75%) of full-time service during any period when the appointee is a candidate for a degree at this University.

In the case of academic-staff positions authorized in Article IX, Sections 3c and 4a, other than the ranks of professor, associate professor, and assistant professor, ~~and instructor~~, appointments shall be for not longer than one year and shall be renewable.

(1) An appointment as professor or associate professor shall be for an indefinite term, except that first appointments or temporary appointments may be made for shorter periods. An appointment at either of these ranks for fifty percent (50%) or less of full-time service shall be for an indefinite term at the specified percentage, except that such first appointments or temporary appointments may be for definite terms.

(2) During the probationary period defined in Article X, Section 1b(1), an appointment as assistant professor shall be for not more than two years, ~~and an appointment as instructor shall be for not more than one year. Such an appointment which begins after or extends beyond the expiration of the probationary period shall, subject to the exceptions stated in Article X, Sections 1a(3) and 1b(5), be for an indefinite term, and the contract shall so state. If, because of inadvertence or otherwise, a contract for such appointment does not state that it is for an indefinite term, the provisions of Article X, Section 1b(5), shall apply.~~

(3) An appointment for an indefinite term may require full-time service, or some percentage of full-time service, by the appointee, ~~but an appointment at the rank of assistant professor or instructor may be for an indefinite term only if it requires more than fifty percent (50%) of full-time service.~~ Completion of a probationary period shall entitle the appointee to indefinite tenure status at the lowest percentage (more than 50%) of full-time service counted toward completion of the probationary period. An appointee for an indefinite term and the Board of Trustees may at any time agree in writing to increase or to decrease the percentage of full-time service to be required of the appointee, and the indefinite tenure status shall then apply to the new percentage of full-time service. An agreement that a full-time appointee for an indefinite term shall thereafter serve on a part-time basis shall specify either (a) that the appointment for an indefinite term will thereafter relate solely to service on the agreed part-time basis; or (b) that the appointee will return to full-time service for an indefinite term on a specified date.

These agreements are subject to modification by written consent of the appointee and the Board of Trustees. An appointee who has previously been on indefinite tenure status at this University shall not be required to serve a probationary period in order to regain that status.

This subparagraph, 1a(3), does not apply to sabbatical leaves of absence or to leaves of absence without pay.

(4) An appointment with the rank of clinical assistant, research assistant, or

teaching assistant shall be for not longer than one year, and notice of nonreappointment is not required. Appointments at these ranks may be conditional upon the availability of funds if so specified in the notice of appointment.

(5) Appointments which include in the title the terms "adjunct," "clinical," or "visiting," as authorized in the first paragraph of Article IX, Section 3c, shall be for not longer than one year. Notice of nonreappointment is not required in such cases. An appointment with the rank of "lecturer" or "instructor" likewise shall be considered a temporary appointment for not longer than one year, and notice of nonreappointment is not required.

(6) An appointment with the rank of teaching associate, research associate, or clinical associate shall be for not longer than one year. In the case of nonsalaried appointees and all appointments at these ranks conditional upon the receipt of nonappropriated funds, if so specified in the notice of appointment, notice of nonreappointment is not required. Otherwise, written notice of nonreappointment of full-time employees at these ranks is required. The notice need not be accompanied by an offer of a terminal contract if the notice is given not later than six months before the end of an annual appointment or by March 1 in the case of an academic-year appointment; if notice of nonreappointment in such cases is given later than six months before the end of an annual appointment or after March 1 in the case of an academic-year appointment, it shall be accompanied by an offer from the Board of Trustees of a terminal contract for one additional year of service.

(7) The tenure of other special classes of academic staff members authorized under Article IX, Sections 3c and 4a, shall be governed by the conditions prescribed in the preceding subparagraph, 1a(6).

b. Upon the completion of a probationary period as hereafter defined, any reappointment of ~~an assistant professor or an instructor~~ shall be for an indefinite term, subject to the following:

(1) An appointee receiving a first contract for more than fifty percent (50%) of full-time service at this University as assistant professor ~~or instructor~~ enters a probationary period not to exceed seven academic years of service. Prior academic service at other academic (or equivalent) institutions may be counted up to a maximum of three years toward the fulfillment of the probationary period. The amount of any such service counted may be negotiated as may other terms of the appointment and shall be stated in the first appointment contract, as provided for all contracts for definite terms in subparagraph 1b(5) below. An initial appointment for a period of less than a full academic year ordinarily does not count toward the probationary period of a faculty member on definite tenure nor does it ordinarily count as service in establishing eligibility for a sabbatical leave with pay, unless recommended and agreed upon in advance.

(2) No appointment at the rank of assistant professor ~~or instructor~~ shall be for an indefinite term, ~~unless the appointment contract specifically states that it is for an indefinite term.~~

(3) An appointee for a definite term shall be given, no later than August 31 at the Chicago campus and August 20 at the Urbana-Champaign campus in the sixth year of the probationary period, either written notice offering appointment for an indefinite term or written notice of nonreappointment.

(4) At any time except during the last year of the probationary period, an ~~instructor or~~ assistant professor on a definite-term appointment may be given written notice of nonreappointment. Except in the case of an ~~instructor or~~ assistant professor who is in the first year of academic service at this University, (a) written notice of nonreappointment shall be given not less than twelve months before the expiration of the appointment; or (b) written notice of non-reappointment, if given less than twelve months before the expiration of the appointment, shall be accompanied by an offer from the Board of Trustees of a terminal contract for one additional year of academic service. In the case of an ~~instructor or~~ assistant professor on a definite-term appointment who is in the first year of academic service at this University, written notice of nonreappointment shall be given not later than March 1 and need

not be accompanied by an offer of a terminal contract; if written notice of nonreappointment is given after March 1, it shall be accompanied by an offer from the Board of Trustees of a terminal contract for one additional year of service.

By consensus, the board agreed that one roll call vote would be taken and considered the vote on each agenda item nos. 17 through 22 inclusive. The recommendations were individually discussed but acted upon at one time.

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

### **Election to the Board of Directors of UIHMO, Inc., Chicago**

(17) Section 2.2 of the bylaws of UIHMO, Inc., reserves certain powers for the Board of Trustees of the University of Illinois, including the election of individuals to the Board of Directors of UIHMO, Inc.

The Nominating Committee<sup>1</sup> of the Board of Directors of UIHMO, Inc., recommends that the Board of Trustees as a Corporate Member of UIHMO, Inc., elect the following individual as the at-large director of the Board of Directors of UIHMO, Inc., to a term ending April 30, 1999:

MICHAEL SOPER, M.D., executive vice president, Physician Integration, Advocate Health Care, Oak Brook, Illinois; president and medical director, Practice Resources, Inc., an Advocate Management Services Organization (MSO)

On motion of Ms. Reese, this recommendation was approved by the following vote: Aye, Mrs. Calder, Mr. Engelbrecht, Dr. Gindorf, Mrs. Gravenhorst, Mr. Lamont, Ms. Lopez, Mrs. O'Malley, Ms. Reese; no, none; absent, Dr. Bacon, Governor Edgar.

(The student advisory vote was: Mr. Malone, Mr. Mathew, Mr. Rose; no, none.).

### **Contract for Phase III of Masonry Repairs, Roosevelt Road Building, Chicago**

(18) The interim chancellor at Chicago recommends the award of a construction contract for \$248,400 to Continental Building Services, Inc., Skokie, the lowest responsible bidder, for the Phase III, Masonry Repairs at the Roosevelt Road Building, Chicago. The award of the contract is on the basis of its base bid (\$210,000) plus acceptance of alternates (Alt. #1 — \$13,000, Alt. #2 — \$3,600, Alt. #3 — \$4,800, Alt. #4 — \$6,000, and #5 — \$11,000).<sup>2</sup> Competitive bidding procedures in accordance with the Illinois Purchasing Act were followed.

The project consists of the demolition and replacement of the north elevation brickwork facade, installation of lateral anchors in the limestone cladding, installation of new lintels, replacement of the copings, tuckpointing of the parapet walls, and tuckpointing of the penthouse.

Funds for this contract are available in the Physical Plant Institutional Funds for Deferred Maintenance.

A schedule of bids received has been filed with the secretary of the board for record.

<sup>1</sup> R. K. Dieter Haussmann, vice chancellor for health services, *chair*; Craig S. Bazzani, comptroller and vice president for business and finance; Jeffrey Gindorf, M.D., trustee and former chair of the Committee on University Hospital and Clinics, University of Illinois Board of Trustees.

<sup>2</sup> Description of alternates: No. 1 — Tuckpoint north and south rooftop penthouses, provide new brickwork, and reseal door; No. 2 — Provide new roofing termination and gutter along south edge of north penthouse; No. 3 — Provide new metal copings on parapet walls of two rooftop penthouses; No. 4 — Tuckpoint four sides of existing brick chimney located at south end of main roof level; No. 5 — Tuckpoint portion of west building elevation.



The vice president for business and finance concurs.  
I recommend approval.

On motion of Ms. Reese, this recommendation was approved by the following vote: Aye, Mrs. Calder, Mr. Engelbrecht, Dr. Gindorf, Mrs. Gravenhorst, Mr. Lamont, Ms. Lopez, Mrs. O'Malley, Ms. Reese; no, none; absent, Dr. Bacon, Governor Edgar.

(The student advisory vote was: Mr. Malone, Mr. Mathew, Mr. Rose; no, none.).

### **Supplemental Funding for Remodeling South Building, Alumni Hall, Chicago (Contract with Capital Development Board)**

(19) On April 8, 1994, the Board of Trustees requested the Capital Development Board to employ the firm of VOA Associates, Incorporated, Chicago, for remodeling the south building of Alumni Hall at the Chicago campus.

The original project cost of \$5,004,448 consisted of remodeling 65,000 gsf in the south building of Alumni Hall to provide general office areas. The fifth floor remodeling will accommodate the display needs of the Department of Art and Design. Modifications to the elevator, the entrance to the building, and other elements will be required to meet accessibility standards. In addition, upgrades to the mechanical and electrical systems will be completed.

Subsequently, it has been determined to be in the University's best interests to include additional demolition of the masonry base from an abandoned rooftop water tower and repair the exterior masonry walls within the scope of the project. The additional work is estimated to cost \$125,000.

State statutes provide that the Capital Development Board and the University may contract with each other and other parties on the design and construction of any project to be constructed on University property.

Accordingly, the president of the University, with the concurrence of the appropriate University officers, recommends that the University now contract with the Capital Development Board in order to finance the work described above at the additional cost of \$125,000 to the original project.

Funds are available from the institutional funds operating budget of the Chicago campus.

On motion of Ms. Reese, this recommendation was approved by the following vote: Aye, Mrs. Calder, Mr. Engelbrecht, Dr. Gindorf, Mrs. Gravenhorst, Mr. Lamont, Ms. Lopez, Mrs. O'Malley, Ms. Reese; no, none; absent, Dr. Bacon, Governor Edgar.

(The student advisory vote was: Mr. Malone, Mr. Mathew, Mr. Rose; no, none.).

### **Delegation of Authority to Award Contract for Electrical Upgrade at Roger Adams Laboratory, Urbana**

(20) This project will provide additional electrical power to support the instruction and research requirements of the School of Chemical Sciences. The additional electrical power shall be supplied from a nearby distribution center. The project includes new switchgear in the distribution center, underground electrical duct, a new underground transformer vault at the northwest corner of Roger Adams Laboratory, and a new transformer in the vault.

Since this project needs to meet scheduling needs of the Phase II Remodeling of Roger Adams Laboratory, it is essential that a contract for construction be awarded

before the May 9, 1996, meeting of the Board of Trustees. Bids are to be received on April 16 and 18, 1996.

Accordingly, the president of the University, with the concurrence of the appropriate University officers, recommends that the comptroller be delegated the authority to award the contract to the lowest responsible bidder for each division, provided the total of the bids received does not exceed \$266,500.

A report of the bids received will be presented to the board at the May 9, 1996, meeting of the Board of Trustees.

Funds for the project are available from campus Institutional Funds.

On motion of Ms. Reese, this recommendation was approved by the following vote: Aye, Mrs. Calder, Mr. Engelbrecht, Dr. Gindorf, Mrs. Gravenhorst, Mr. Lamont, Ms. Lopez, Mrs. O'Malley, Ms. Reese; no, none; absent, Dr. Bacon, Governor Edgar.

(The student advisory vote was: Mr. Malone, Mr. Mathew, Mr. Rose; no, none.).

**Employment of Architects and Engineers for Professional Services, Urbana**

(21) During the course of a fiscal year, there are a number of small capital improvement projects on the campus. The University has determined that it is in its best interest to retain the services of architectural and engineering firms to be available to assist on these projects. Accordingly, the president of the University, with the concurrence of the appropriate University officers, recommends the employment of the following firms to be employed as architects and engineers through professional services contracts at the Urbana campus for the fiscal year ending June 30, 1997. Professional services will be provided on an as-needed basis. No individual sub-project will exceed \$500,000. The University will have the option of extending the contracts for an additional one-year period, subject to approval by the comptroller.

*Estimated Contract Value*

*Civil Engineering*

Clark Dietz, Inc., Champaign ..... \$100 000

*Electrical Engineering*

Henneman, Raufaisen and Associates, Inc., Champaign .... 100 000

*Mechanical Engineering*

Henneman, Raufaisen and Associates, Inc., Champaign .... 100 000

*Power Plant Engineering*

Burns & McDonnell, Westmont, and  
Doyen and Associates, Inc., Chicago..... 200 000

*Structural Engineering*

Frauenhoffer and Associates, P.C., Champaign ..... 100 000

*Architectural-Remodeling*

Unteed Nelson Slack Anderson, Ltd., Champaign ..... 250 000

*Architectural-Programs*

Isaksen Glerum Architects, Urbana ..... 150 000

Funds for each sub-project will vary and may include State appropriated, institutional, or restricted funds available in the campus operating budget. It is also recommended that the comptroller be authorized to approve work orders under these contracts.

The firms' hourly rate schedules have been filed with the secretary of the board for record.

On motion of Ms. Reese, this recommendation was approved by the following vote: Aye, Mrs. Calder, Mr. Engelbrecht, Dr. Gindorf, Mrs. Gravenhorst, Mr. Lamont, Ms. Lopez, Mrs. O'Malley, Ms. Reese; no, none; absent, Dr. Bacon, Governor Edgar.

(The student advisory vote was: Mr. Malone, Mr. Mathew, Mr. Rose; no, none.).

Purchases

(22) The president submitted, with his concurrence, a list of purchases recommended by the directors of purchases and the vice president for business and finance.

The purchases were 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:

<i>From Appropriated Funds</i>	
Recommended .....	\$ 699 750
<i>From Institutional Funds</i>	
Recommended .....	7 318 598
<i>Grand Total</i> .....	<u>\$ 8 018 348</u>

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. A copy is being filed with the secretary of the board for record.

On motion of Ms. Reese, the purchases recommended were authorized by the following vote: Aye, Mrs. Calder, Mr. Engelbrecht, Dr. Gindorf, Mrs. Gravenhorst, Mr. Lamont, Ms. Lopez, Mrs. O'Malley, Ms. Reese; no, none; absent, Dr. Bacon, Governor Edgar.

(The student advisory vote was: Aye, Mr. Malone, Mr. Mathew, Mr. Rose; no, none.)

President's Report on Actions of the Senate

Revision of the Master of Business Administration Program,  
College of Commerce and Business Administration, Urbana

(23) The chancellor at Urbana, upon the recommendation of the Urbana-Champaign Senate, has approved a proposal from the College of Commerce and Business Administration to revise the program leading to the Master of Business Administration (MBA).

The revised MBA program offers a new approach to MBA education. Features include an all-new integrated curriculum in the first year, designed to achieve specific learning objectives; a second-year curriculum organized into professional tracks that seek to improve students' preparation for professional careers; and, improved program support which will enhance the quality of the educational experience.

Resources required for the proposed changes will be paid from increased student tuition and fees that have already been approved by the Board of Trustees.



**Deletion of the Teacher Education Minor in Library and Information Science, Graduate School of Library and Information Science and Council on Teacher Education, Urbana**

The Chancellor at Urbana, upon the recommendation of the Urbana-Champaign Senate, has approved a proposal from the Graduate School of Library and Information Science and the Council on Teacher Education to eliminate the Teacher Education Minor in Library and Information Science.

In recent years, very few undergraduate students have elected this minor. The course work necessary to meet state requirements is too extensive to be covered adequately in a minor. Because the focus of the program is at the graduate level, the required course work recently has been reworked to better reflect the changing field of library and information science and can no longer feasibly be completed through an undergraduate minor.

This report was received for record.

**SECRETARY'S REPORT**

The secretary presented for record appointments to the faculty and changes of status made by the president, resignations, terminations, and emeriti appointments. A copy of the report is filed with the secretary.

**ANNOUNCEMENTS FROM THE CHAIR OF THE BOARD**

Chair Lamont called attention to the schedule of meetings for the next three months: May 9, Urbana (one-day meeting); June 12-13, Chicago; July 10-11, Urbana.

There being no further business, the board adjourned.

MICHELE M. THOMPSON

*Secretary*

THOMAS R. LAMONT

*Chair*

**LUNCHEON GUESTS**

Guests of the trustees at luncheon were: Mrs. Sharon Broski, Ms. Jane Broski, Professor Brenda Krause Eheart, founder of Hope Meadows, a program for foster children at Rantoul, Illinois, and child development specialist and adjunct associate professor, International Programs and Studies. Several undergraduate students from Professor Stanley Levy's course in the College of Education were also guests.

In addition, the following student leaders were in attendance: Adedeji Akinkunle, Jeremy Bautista, Steve De Rue, Kelly Doyle, Russ Mann, Matt O'Donnell, Heather Parmalee, Mike Siska, and Todd Wallace.