

MEETING OF THE BOARD OF TRUSTEES
OF THE
UNIVERSITY OF ILLINOIS

October 9-10, 1996



The October 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, October 9 and 10, 1996, beginning at 2:55 p.m. on October 9.

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, Mrs. Judith Ann Calder, Mr. William D. Engelbrecht, Dr. Jeffrey Gindorf, Mrs. Susan L. Gravenhorst, Mr. Thomas R. Lamont, Ms. Ada N. Lopez, Mrs. Martha R. O'Malley, Ms. Judith R. Reese. Governor Jim Edgar was absent. The following nonvoting student trustees were present: Mr. Neil J. Malone, Springfield campus; Ms. Patty Vais, Chicago campus; Mr. Todd Wallace, 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, 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; Mr. Lester H. McKeever, Jr., treasurer; 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 SESSION¹

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

(The student advisory vote was: Aye, Mr. Malone, Ms. Vais, Mr. Wallace; no, none.)

Report from Chancellor at Urbana

President Stukel asked Chancellor Aiken to begin his report. The chancellor then asked Mr. Higgins to report on the status of hearings with the Graduate Employees Organization over whether graduate assistants at the Urbana campus are to be considered students or employees. Mr. Higgins stated that the hearings would resume on October 15 on this issue.

Dr. Aiken then discussed a contract for Mr. Lou Henson, former head varsity men's basketball coach at Urbana. This involved a three-year distribution of the one year remaining on his contract as coach. The chancellor explained that this was agreeable to Mr. Henson and it was to the advantage of the University too. The chancellor stated that Mr. Henson will serve as an adviser to the director of the Division of Intercollegiate Athletics.

Report from Chancellor at Chicago

Chancellor Broski told the board that an investigation by the Illinois Department of Public Health and the U.S. Health Care Finance Agency was underway at the Eye and Ear Infirmary at UIC. He said that the impetus for this was the recent death of a child who expired at home following surgery at the Eye and Ear Infirmary. Dr. Broski indicated that several problems related to compliance with regulations have been noted thus far and that possible consequences might include closure of some health care settings at the Chicago campus.

¹Earlier in the day the Committee on Buildings and Grounds met. Following that, the Committee on the University Hospital and Clinics met to receive reports on the status of discussions with the Department of Veterans Affairs about future services in medicine and surgery, a project timetable for completion of an ambulatory care facility in Chicago, changes proposed for the Eye and Ear Infirmary, and staff reductions at the hospital. In addition, the board met as a Committee of the Whole to hear a presentation on programs at the Urbana regional program of the College of Medicine, particularly the Medical Scholars Program. (Students and administrators of the Medical Scholars Program joined the trustees at luncheon after the presentation.)

Next, the chancellor announced that he had a candidate for the position of athletic director at Chicago. Mrs. Calder asked for information about the racial and ethnic characteristics of those in the final group considered for this. Dr. Broski noted that there was a diverse pool of individuals considered. The board then agreed by consensus that the chancellor should proceed with an offer to the candidate.

Dr. Broski then reported on other searches for major administrative positions at the Chicago campus. He noted that 38 persons had either applied or been nominated for the position—vice chancellor for administration and human resources, and that the Chicago Senate was reviewing nominees for membership on the search committee for a provost and vice chancellor for academic affairs. He then told the trustees that he hopes to appoint Mr. Augustine Lopez as acting police chief for the campus. He noted that Mr. Lopez had much experience in law enforcement. In addition, he announced that Dr. Larry Braskamp had resigned as dean of the College of Education at UIC and reminded the board that Dr. Braskamp is currently on leave for one year serving as executive director of the newly formed Association for Higher Education Accreditation in Washington, D.C.

Lastly, in response to an inquiry from Mrs. Calder about turnover in administrative positions in the College of Medicine the chancellor invited Dean Gerald Moss to join the meeting and to give explanations for the recent departure of several department heads. Dean Moss delineated the reasons in each case of a department head leaving within the last year. In some cases these were that expectations for the individual's development and accomplishments were not met; in other cases, individuals did not adjust to changed goals effectively, and in other cases leadership and ability to work with other faculty members were cited as difficulties. The trustees were satisfied with these reasons.

Report from Legal Counsel

Mr. Higgins presented the following recommendation for settlement.

Authorization for Settlement

(1) The university counsel recommends that the board approve settlement of *Santiago v. Cohen, et al.* in the amount of \$150,000. The plaintiff alleges that the University's defendants failed to provide proper and adequate care and management following an abdominal lipectomy procedure, that resulted in infection and, ultimately, the death of plaintiff's decedent.

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

By consensus, the trustees approved of this recommendation as submitted, formal action to be taken subsequently when the board convenes in open meeting.

Mr. Lamont then asked about frequent and copious correspondence the board receives from a faculty member at the University, specifically if

University funds are used for the preparation and shipping of these packages of letters and other documents. Mr. Higgins assured all that no University funds were used in any aspect of this.

EXECUTIVE SESSION ADJOURNED

There being no further business, the executive session adjourned at 4:40 p.m.

BOARD MEETING RECESSED

At this time, the board recessed to reconvene on Thursday, October 10, 1996, following a meeting of the Committee on Student Affairs and a meeting of the board as a Committee of the Whole. The following members of the board then toured the building that houses La Casa Cultural Latina at the Urbana campus: Mrs. Calder, Mr. Engelbrecht, Mrs. Gravenhorst, Ms. Lopez, Mrs. O'Malley, Ms. Reese, and Mr. Wallace. The tour had been arranged by Mr. Wallace. During the tour the trustees also met with students at La Casa.

BOARD MEETING, THURSDAY, OCTOBER 10, 1996¹

When the board reconvened in regular session at 11:10 a.m., the members of the board and the officers of the University recorded as present at the beginning of these minutes were also present at this time, with the exception of Mr. McKeever who was absent.

MINUTES APPROVED

The secretary presented for approval the press proofs of the minutes of the Board of Trustees meetings of March 13-14, 1996; April 10-11, 1996; and May 9, 1996.

On motion of Mrs. Gravenhorst, these minutes were approved with one correction to the May 1996 minutes changing the total number of candidates for the position of dean of the College of Fine and Applied Arts from four to five (page 586, paragraph three, line two).

BUSINESS PRESENTED BY THE PRESIDENT OF THE UNIVERSITY

President Stukel recognized and introduced observers from the campus senates and from the University Senates Conference.² He then spoke of his visits around the State to communities to visit with local alumni, legislators,

¹Prior to the board reconvening, the Committee on Student Affairs met to hear comments from the vice chancellor for student affairs at Urbana, Ms. Patricia Askew, and two students on leadership training at the campus and to receive reports from the three student trustees regarding plans for their activities at their campuses in the current academic year. Following that, the board met as a Committee of the Whole for presentations from Vice Presidents Bazzani and Manning and the three provosts of the campuses regarding proposed student fees and tuition for Fiscal Year 1998. (Materials are on file with the secretary.) The board members were supportive of the recommendations in discussion. They were told that formal recommendations will be made to them at their November 1996 meeting in Chicago.

²University Senates Conference: Ian D. Westbury, professor of curriculum and instruction, Urbana-Champaign; and Geneva G. Belford, professor of computer science, Urbana-Champaign; Chicago Senate: Gerald S. Strom, professor of political science; Springfield Senate: Luther W. Skelton, professor, Environmental Studies Program; Urbana-Champaign Senate Council: Thomas F. Conry (acting council chair), professor and head, Department of General Engineering.

community leaders, media representatives, and in some cases high school students to strengthen connections between the University and all parts of the State. He mentioned a recent visit to Decatur which was very successful and drew large groups from the area. The president indicated that the next visits would be to Peoria and to Bloomington-Normal. President Stukel then briefed the board on interest expressed by groups in Lake County, Illinois, concerning their need for a senior public university to serve the residents of that area. He indicated that the successful multi-university facility in DuPage County serves as a model for what is desired in Lake County and that there is hope that a similar center for several public universities to offer courses can be developed in Lake County. President Stukel said that the University would begin offering some courses in Lake County in both engineering and in public health as early as January 1997. Further, he stated that Southern Illinois University, Northeastern University, and Rosary College have expressed an interest in offering courses as a part of this multi-university activity. He stated that he hoped that the College of Lake County would be able to provide space at their institution for these offerings. The president explained that the Illinois Board of Higher Education (IBHE) asked the University of Illinois to be helpful in developing a program of upper-level courses for Lake County and to this end had awarded a grant of \$85,000 to the University to begin this project. He said that the initiative for this came from IBHE but that the University of Illinois was approaching this with enthusiasm and a great deal of positive feeling. Dr. Manning was asked to add comments on this topic and she noted that the grant from IBHE would provide start-up costs associated with initiating a program in Lake County and that the cost of operating a multi-university center would probably be comparable to the costs of operating the multi-university center at Oak Brook in DuPage County which are currently about twice the amount of the grant noted above. She noted that some of these costs are paid by the participating institutions that offer courses in the center. Dr. Manning added that costs for a new Lake County center were unknown due to the fact that the venue was undetermined and the costs for overhead would rest on rent costs.

President Stukel stated that Dr. Charles Evans, the director of the DuPage County center would also direct the center in Lake County. He noted that the University has good experience in directing operations such as this. The president observed that on a recent visit to Lake County residents there expressed a need for upper-level and graduate-level courses in engineering and in health care delivery fields. He summed this up by saying this will be a positive move on the part of the University of Illinois to establish partnerships with other educational institutions to serve educational needs in Lake County.

News from the Campuses

President Stukel announced that there were several items of good news from the campuses that he wished to share with the board. First, he reported that Dr. Jeffrey S. Moore, professor of chemistry at the Urbana campus, received the Arthur C. Cope Scholar Award from the American Chemical Society for his role in making molecular-sized building blocks for computers that use optical switches and for constructing molecular sponges that filter pharmaceuticals. Second, he noted that Vice Chancellor Richard Alkire, who is also professor of chemical engineering, was selected as the 1996 recipient of the Edward Goodrich Acheson Award—the highest honor bestowed by the Electrochemical Society—which recognized him for his distinguished accomplishments and dedicated service to the society.

Next, the president reported the receipt by the Chicago campus of a grant of \$3.8 million from the W. K. Kellogg Foundation for the establishment of the Kellogg International Center for Health Leadership Development. He observed that this is a distinction in two ways; first, the award is quite significant, and second, the Kellogg Foundation seldom ever allows its name to be used in centers or programs it funds. In this case they have indicated that they would allow their name to be a part of the name of the leadership center at UIC. The primary focus for the center will be to build partnerships between communities and institutions for improved health care. Prevention, health promotion, and primary care will be stressed by the center in its work. The Kellogg Center at UIC will create interdisciplinary leadership development programs at UIC. Included among the disciplines represented in this effort will be public health, education, social work, nursing, medicine, and business administration.

The president then shared with the board that the Springfield campus had received recognition by the election of Chancellor Naomi B. Lynn as a trustee of the National Academy of Public Administration. He noted that Dr. Lynn will begin a three-year term on November 16, 1996, at the Academy's meeting in Washington, D.C. President Stukel relayed that the membership of the academy includes more than 400 current and former members of Presidential Cabinets, members of Congress, governors, mayors, jurists, business executives, and scholars, elected as fellows based on distinguished contributions to public service. This honor follows Dr. Lynn's election as a Fellow of the Academy in 1986.

PRESENTATION, ANNUAL REPORT OF THE UNIVERSITY SENATES CONFERENCE AND THE URBANA-CHAMPAIGN SENATE COUNCIL

President Stukel turned to Professor Joan Larsen Klein, chair of the University Senates Conference, to report on activities of that group for the past year. Professor Klein presented the following report:

As you know, the University Senates Conference, among its other functions, acts "to promote agreement or consistency" among the actions of all the University senates. It is also required to act "as an advisory group" to you, the Board of Trustees "(through the president), to the president, other administrative officials, and the senates on matters of University-wide concern." The Conference is especially charged to aid in "maintaining harmonious relations among such officers and the units of the University." (University of Illinois *Statutes*, II.2.b., c.)

The principal matter under consideration by the Conference during Fall 1995, relates to the last charge in the *Statutes* because it concerns the restructuring of the University Senates Conference in order to include within it the University of Illinois at Springfield (St-39). In September, the Conference created a subcommittee consisting of its Executive Committee and two representatives from the Springfield campus. This subcommittee was directed to develop a proposal for the inclusion of UIS in the Conference. The subcommittee held an all-day retreat in Bloomington-Normal on Saturday, October 28, to work through areas of disagreement. After discussions during this retreat and later discussions during the Conference's regularly scheduled meetings, a rationale for restructuring the Conference was proposed which increases Conference membership from 18 to 20. The restructuring proposal recognizes the equality of the campuses by allocating to each campus two members on the Conference Executive Committee. It retains proportionality by allocating 6 additional members to UIC, 1 additional member to UIS, and 7 additional members to UIUC. Thus UIC would have a total of 8 members, UIS a total of 3 members, and UIUC a total of 9 members. This proposal was sent to the Urbana, Chicago, and Springfield Senates for their approval. The Chicago Senate approved the Conference restructuring proposal, the Urbana Senate approved the Conference proposal in tandem with a proposed amendment to the *Statutes* written by the Urbana Senate Committee on University Statutes and Senate Procedures which incorporated the new membership configuration. The Chicago Senate has yet to act on the statutory language of the amendment. The Springfield Senate has yet to act upon either the proposal or the amendment. During the interim, representatives of the Springfield Senate continue to be invited to meet monthly with the Conference.

Two other proposed amendments to the *Statutes* passed both the Urbana and the Chicago Senates: St-37 removed the indefinite tenure option for assistant professors and instructors, although the tenure of faculty who currently hold tenure status was not changed. St-38 removed the title "instructor" from the list of those faculty eligible for tenure. (This change makes the title, "instructor," available for persons who hold non-tenure-track teaching appointments.)

Other changes in Conference organization had to do with the creation of an AISS (Administrative Information Systems and Services) Oversight Committee, which as established in the absence of any such oversight group on our campuses. The Conference also moved to include two Conference members, one from the Chicago campus and the other from the Urbana campus, on each of the following University-wide Management Teams: the Technology and Telecommunications Management Team, the Administration/Business/Human Resources Management Team, and the Academic Affairs Management Team.

The Conference was pleased to be invited to participate in the President's Retreat, which was held on December 14-15. The central topic of discussion at the retreat involved "Strengthening the Connections between the University of Illinois and the People of Illinois." The president also invited selected Conference members to travel to Indiana University, Bloomington, on August 1-2 in order to discuss with Indiana faculty members ways in which Indiana University has implemented Responsibility Centered Management. After speaking with several Indiana University faculty, Conference members came to the conclusion that in order for RCM to be successful the University's academic goals and mission must be the force that drives the implementation of RCM, not the other way around.

During spring and early summer, the Conference invited several visitors to discuss with it issues relevant to the well-being of the University. On May 16, Vice President Craig

Bazzani spoke about faculty staffing trends, retirement options, and the formation of Lincolnland Energy. Provost and Vice Chancellor Larry Faulkner spoke to the Conference on June 18. He discussed with the Conference issues involving faculty productivity, faculty salary competitiveness, and current UIUC budgetary problems. Chancellor David Broski met with the Conference on July 16. He reviewed the history of the south campus project in Chicago and, among other items, argued for the Guaranteed Professional Program Admissions plan currently underway at UIC.

The agenda of the University Senates Conference this past academic year was broad and comprehensive. Its success this past year is due in large part to the efforts of its chair, William Jones, and the sustained hard work of all its members, including its guests from Springfield.

Looking ahead to the coming year, the Conference expects to consider and perhaps act on several potentially contentious and difficult issues, among them, Complaint, Grievance, and Appeal procedures, policies involving Terms of Faculty Employment, Fitness to Work, Intellectual Property, Tenure Rollbacks, and Domestic Partner Benefits. I hope the Conference will be able to assist in resolving these issues in ways that will be regarded by faculty and administration alike as equitable and just.

Following Dr. Klein, Professor Tom F. Conry, chair of the Urbana-Champaign Senate Council, reported on the endeavors of that group over the last year. After thanking the board for the opportunity to speak to them he referred the trustees to a newly published brochure produced by the Urbana-Champaign Senate and a report from the senate from last spring (these materials are on file with the secretary). He then described the membership of the Urbana-Champaign Senate, indicating that there were 200 faculty members and 50 students in the organization. He also noted that an effort was underway this year to reduce the number of committees of the senate. He then went on to discuss several topics deliberated by the senate last year, observing that some are in continuing discussion. These were: a consideration of the terms of faculty employment which he indicated had been a topic of discussion since 1992; budget reform, which has a committee dedicated to it that has been at work for the past two years; and a review of various budget approaches, with a concomitant study of their effect on academic programs. Professor Conry also mentioned recent developments at the University of Minnesota related to faculty governance. He spoke of decisions affecting faculty tenure that were made by the governing board and the state legislature and indicated that these events had spurred discussions within the Urbana Senate of governance at all levels within the University. Another topic he noted as one of interest to the senate is admissions standards at the Urbana campus. He stated that some changes in this area are of concern to the faculty. He then cited the new joint admissions program at UIC for undergraduates that gives a student admission to an undergraduate program with assurance of admission to the College of Medicine, presuming certain qualifications are met in the completion of the undergraduate program and other requirements for admission to medical school. He said that this concerns the senate because some fear that graduates from Urbana may not have an opportunity to gain admission to the College of Medicine at UIC. Discussion with the board followed with questions focused on issues related to tenure, such as "tenure

roll-backs" for reason of pregnancy and childbirth, and overall discussions of tenure as well as a question about recent events at the University of Minnesota regarding tenure.

BUSINESS PRESENTED BY THE CHAIR OF THE BOARD

Old Business

Mrs. Gravenhorst reported on the recent quarterly meeting of the Alumni Association board, held at the Springfield campus at the time of homecoming at that campus. She indicated that the new board for the Alumni Association was functioning well and that there was discussion of working more closely with the University of Illinois Foundation.

Mrs. Gravenhorst also reported on a meeting of the Merit Board of the State Universities Civil Service System. She told the board that the Merit Board had launched a review of all administrative positions in the Civil Service System and those exempted from the system.

Mr. Lamont then reported on several meetings he attended in connection with the annual meeting of the University of Illinois Foundation. He said he was very pleased to report that \$720 million toward the goal of \$1 billion of Campaign Illinois had been raised. He noted that two years remained in the campaign's timetable.

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. 2 through 5 inclusive. The recommendations were individually discussed but acted upon at one time.

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

Appointments to the Faculty

(2) 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

- LINDA S. BATEK, assistant professor of family and community medicine, on 60 percent time, physician surgeon, on zero percent time, and director of predoctoral education in family and community medicine, on 40 percent time, College of Medicine at Peoria, beginning July 22, 1996 (1Y60;NY;NY40), at an annual salary of \$100,000.
- MARK E. CANUEL, assistant professor of English, beginning August 21, 1996 (1), at an annual salary of \$37,000.
- ANDREW R. A. CONWAY, assistant professor of psychology, beginning August 21, 1996 (1), at an annual salary of \$40,000.
- KEVIN M. FURMAGA, assistant professor of pharmacy practice, College of Pharmacy, on 100 percent time, and pharmacotherapist in patient drugs, U. of I. Hospital, on zero percent time, beginning September 1, 1996 (1Y;NY), at an annual salary of \$54,562.
- JOY M. HAMMEL, assistant professor of occupational therapy, August 1-21, 1996 (N), \$2,518, and assistant professor of occupational therapy, on 75 percent time, and assistant professor of human development, on 25 percent time, College of Associated Health Professions, beginning August 21, 1996 (1;1), at an annual salary of \$50,000.
- HEIDI M. KOENIG, assistant professor of anesthesiology, on 51 percent time, and physician surgeon in anesthesiology, on 20 percent time, College of Medicine at Chicago, beginning September 1, 1996 (1Y51;NY20), at an annual salary of \$100,892.
- TIMOTHY B. McDONALD, assistant professor of anesthesiology, on 51 percent time, physician surgeon in anesthesiology, on 3 percent time, College of Medicine at Chicago, and clinical director of Eye and Ear Institute Anesthesiology, U. of I. Hospital, on 12 percent time beginning September 1, 1996 (1Y51;NY3;NY12), at an annual salary of \$119,935.
- NADINE R. PEACOCK, associate professor of community health sciences, School of Public Health, July 1-August 20, 1996 (N), \$11,852, and beginning August 21, 1996 (A), at an annual salary of \$64,000.
- BARBARA RANSBY, assistant professor of African-American Studies, July 21-August 20, 1996 (N), \$5,278, and assistant professor of African-American Studies, on 75 percent time, and assistant professor of history, on 25 percent time beginning August 21, 1996 (1;1), at an annual salary of \$47,500.
- STEPHEN REILLY, associate professor of psychology, for three years beginning August 21, 1996 (Q), at an annual salary of \$46,000.
- ROBERT B. ROBEEY, assistant professor of medicine, on 51 percent time, and physician surgeon in medicine, on 49 percent time, College of Medicine at Chicago, beginning September 1, 1996 (1Y51;NY49), at an annual salary of \$95,000.
- CHRISTOS G. TAKOUDIS, professor of chemical engineering, beginning August 21, 1996 (A), at an annual salary of \$95,000.
- SHIN-ING JEREMY TU, assistant professor of restorative dentistry, beginning July 1, 1996 (1Y), at an annual salary of \$58,000.
- SLOAN R. WILLIAMS, assistant professor of anthropology, beginning August 21, 1996 (1), at an annual salary of \$42,000.

Urbana-Champaign

- SCOTT LLOYD ALTHAUS, assistant professor of speech communication, on 100 percent time, and assistant professor of political science, on zero percent time, beginning August 21, 1996 (1;N), at an annual salary of \$42,500.
- IDELBER V. AVELAR, assistant professor of Spanish and Portuguese, Department of Spanish, Italian, and Portuguese, beginning August 21, 1996 (1), at an annual salary of \$38,000.
- PETER B. BAHNSON, assistant professor of veterinary clinical medicine, beginning August 21, 1996 (1Y), at an annual salary of \$69,000.

- PASCAL BELLON, assistant professor of materials science and engineering, beginning August 21, 1996 (1), at an annual salary of \$55,000.
- JOHN V. CLARKE, assistant professor, School of Art and Design, beginning August 21, 1996 (1), at an annual salary of \$34,500.
- BARRINGTON L. COLEMAN, associate professor, School of Music, beginning August 21, 1996 (A), at an annual salary of \$49,000.
- CLARE H. CROWSTON, assistant professor of history, beginning August 21, 1996 (1), at an annual salary of \$38,000.
- MRINAL K. DEWANJEE, professor of veterinary biosciences, August 5-20, 1996, and for three years beginning August 21, 1996 (QY), at an annual salary of \$80,000.
- DAVID SCOTT DUBIN, assistant professor, Graduate School of Library and Information Science, beginning August 21, 1996 (1Y), at an annual salary of \$45,000.
- PAOLA E. DUSSIAS, assistant professor of Spanish, Italian and Portuguese, beginning August 21, 1996 (1), at an annual salary of \$38,000.
- RUSSELL W. GIANNETTA, associate professor of physics, beginning August 21, 1996 (A), at an annual salary of \$63,000.
- DAVID GIN, assistant professor of chemistry, August 5-20, 1996 (N), \$2,637, and beginning August 21, 1996 (1), at an annual salary of \$44,500.
- DIANNE S. HARRIS, assistant professor of landscape architecture, beginning August 21, 1996 (1), at an annual salary of \$38,000.
- CAROLINE ALISON HAYTHORNTHWAITTE, assistant professor, Graduate School of Library and Information Science, beginning August 21, 1996 (1), at an annual salary of \$45,000.
- JULIA A. KELLMAN, assistant professor, School of Art and Design, beginning August 21, 1996 (1), at an annual salary of 36,000.
- RICHARD A. LAYTON, assistant professor, Program for the Study of Religion, beginning August 21, 1996 (1), at an annual salary of \$38,000.
- ROBERT G. LEIGH, assistant professor of physics, beginning August 21, 1996 (1), at an annual salary of \$51,500.
- WEI MA, assistant undergraduate librarian for reference services and assistant professor of library administration, University Library, beginning August 19, 1996 (1Y), at an annual salary of \$31,050.
- RAVINDRANATH MADHAVEN, assistant professor of business administration, beginning August 21, 1996 (1), at an annual salary of \$65,000.
- NAOMI C. R. MAKINS, assistant professor of physics, beginning August 21, 1996 (1), at an annual salary of \$51,500.
- CHERYL KNOTT MALONE, assistant professor, Graduate School of Library and Information Science, beginning August 21, 1996 (1), at an annual salary of \$45,000.
- JEFFREY STEVEN MOGIL, assistant professor of psychology, beginning August 21, 1996 (1), at an annual salary of \$43,000.
- CAROLE PALMER, assistant professor, Graduate School of Library and Information Science, beginning August 21, 1996 (1), at an annual salary of \$45,000.
- NICHOLAS C. PETRUZZI, assistant professor of business administration, beginning August 21, 1996 (1), at an annual salary of \$70,000.
- AARON PORTER, assistant professor of sociology, on fifty-five percent time, and assistant professor, Afro-American Studies and Research Program, on forty-five percent time, beginning August 21, 1996 (1;1), at an annual salary of \$48,500.
- ELIZABETH T. POWERS, assistant professor, Institute of Government and Public Affairs, on seventy-five percent time, and assistant professor of economics, on twenty-five percent time, beginning August 21, 1996 (1), at an annual salary of \$54,000.
- RICHARD S. POWERS, professor of English, on fifty-four percent time, and Swanlund Endowed Chair in the Department of English, on forty-six percent time, beginning August 21, 1996 (A54;N46), at an annual salary of \$80,000.
- BRUCE R. SCHATZ, director of the Digital Library Research Program and associate professor of library administration, University Library, beginning August 21, 1996 (A), at an annual salary of \$85,000.

- MARY C. SCHLEMBACH, assistant engineering librarian for digital services and assistant professor of library administration, University Library, beginning August 21, 1996 (1Y), at an annual salary of \$30,500.
- FREDERICK WARD SCHWINK, assistant professor of Germanic languages, Department of Germanic Languages and Literatures, beginning August 21, 1996 (1), at an annual salary of \$38,000.
- STUART LOUIS SHAPIRO, professor of physics, for four years beginning August 21, 1996 (Q), at an annual salary of \$108,000.
- MIRJANA SOTIROVIC, assistant professor of journalism, on 100 percent time, and assistant professor, Institute of Communications Research, on zero percent time, beginning August 21, 1996 (1;N), at an annual salary of \$40,000.
- GARY R. SWENSON, professor of electrical and computer engineering, for three years beginning August 21, 1996 (Q), at an annual salary of \$83,500.
- EDWARD H. TAYLOR, associate professor, School of Social Work, for three years beginning August 21, 1996 (Q), at an annual salary of \$56,500.
- CORY TEUSCHER, associate professor of veterinary pathobiology, beginning September 1, 1996 (A), at an annual salary of \$69,000.
- DAVID H. TEWKSBURY, assistant professor of speech communication, beginning August 21, 1996 (1), at an annual salary of \$42,500.
- SUSAN WELLS, professor, School of Social Work, on 100 percent time, and director, Children and Family Research Center, School of Social Work, on zero percent time, beginning August 21, 1996 (A100;NY), at an annual salary of \$77,727.
- BAIYAN RACHEL YANG, assistant professor of business administration, beginning August 21, 1996 (1), at an annual salary of \$70,000.

Administrative Staff

- BURKS OAKLEY II, associate vice president for academic affairs, on 100 percent time, and professor of electrical and computer engineering, on zero percent time, beginning January 1, 1997 (NY;AA), at an annual salary of \$128,539.
- WESLEY D. SETZ, associate dean of the Graduate College, Urbana-Champaign, on fifty percent time, and professor of agricultural and consumer economics, on fifty percent time, with an administrative increment of \$2,000, beginning August 21, 1996 (N;A;N), at an annual salary of \$89,800.

On motion of Dr. Bacon, these appointments were confirmed.

Establishment of a Doctor of Philosophy Degree in East Asian Languages and Cultures, College of Liberal Arts and Sciences, Urbana

(3) 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 doctoral degree program in East Asian Languages and Cultures.

The doctoral program in the Department of East Asian Languages and Cultures (EALC) will train students as experts in the languages and cultures of China, Japan, and Korea, preparing them for careers in research, government service, or college teaching. It will provide students with the language and research skills critical to an understanding of East Asia. The degree will require advanced competence in two of the region's languages, interdisciplinary coursework in two of its national cultures, and a doctoral dissertation based on original scholarly research.

While most major universities offer programs in this area, there is no other public university in the State of Illinois that offers such a program. Three features make the proposed Ph.D. in East Asian Languages and Cultures particularly distinctive: (1) the inclusion of East Asian language pedagogy and women's studies as areas of specialization; (2) the requirement for competence in two disciplines; and (3) the requirement of demonstrated knowledge of a second East Asian country, including competence in a second East

Asian language. The program will admit 5 to 10 new students per year. The Ph.D. program introduces one new course that will be staffed by internal reallocation of current faculty assignments. Thus, no new State funds will be needed to support the program.

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, pending further action by the Illinois Board of Higher Education.

On motion of Dr. Bacon, this recommendation was approved.

Name Change of the Proposed Master of Arts in Latin American and Caribbean Studies, College of Liberal Arts and Sciences, Urbana

(4) 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 change the name of the proposed Master of Arts (M.A.) in Latin American and Caribbean Studies to the Master of Arts in Latin American Studies.

The proposal to establish the M.A. in Latin American and Caribbean Studies was approved by the Board of Trustees in January 1995, and was sent to the Illinois Board of Higher Education (IBHE). When IBHE staff questioned the use of "Caribbean" in the program title, the Center for Latin American and Caribbean Studies, together with the College of Liberal Arts and Sciences, decided to change the degree name to M.A. in Latin American Studies.

Only the name of the degree is changing; the degree proposal is otherwise unchanged.

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, pending further action by the Illinois Board of Higher Education.

On motion of Dr. Bacon, this recommendation was approved.

Revisions to *Policy and Rules--Nonacademic*

(5) *Policy and Rules--Nonacademic*, encompassing the policies applicable to civil service employees of the University of Illinois, is constantly under review to assure it is meeting the needs and requirements of the University. In some cases these reviews lead to recommendations for change not only to rules and regulations but also to University policy. Such changes to the policies contained in *Policy and Rules--Nonacademic* require Board of Trustees approval.

During the 1995-96 academic year, a comprehensive review was conducted. The goals of this review were to update policies, delete obsolete policies and references, clarify confusing language, and identify new policies for development. A summary of policy revisions being submitted to the Board of Trustees for approval follows.

The vice president for business and finance recommends these revisions.

I concur.

Summary of Changes to Policies Contained in *Policy and Rules*

All policies contained in the *Policy and Rules* manual have been reviewed for content and language. Editorial changes refine the language where possible. The title of the manual has been changed to delete the "nonacademic" designation; and throughout the text "civil service" replaces the term "nonacademic." References to "personnel" have been updated to "human resources" where appropriate. Although obsolete individual titles have been changed where necessary, general office names and employee titles have been incorporated to avoid the necessity of frequent revisions due to organizational changes. A summary of additional revisions to individual policies follows below.

Policy 1 — Organization of Duties and Responsibilities

Editorial revisions state that the president's authority is delegated by the University of Illinois Board of Trustees. The president's responsibilities include enforcing rules and regulations as well as exercising final authority for human resources administration matters.

Policy 2 — Employment and Separation

The detailed reference to equal employment principles has been replaced by a single reference to the University nondiscrimination policy, which will be placed at the beginning of the *Policy and Rules* manual.

Policy 3 — Position Classification

Editorial revision only.

Policy 4 — Work Schedules, Hours, and Work Suspensions

Language consistent with the rules related to this policy (work weeks, work schedules, and work shifts and hours) has been incorporated in the first sentence. In addition, the reference to submittal of proposed workweeks of other than forty hours to the State University Civil Service System Merit Board has been revised to provide for notification to the system of the established full time work schedules for each class and any changes to the schedules. An additional revision provides that a designee of the chancellor may authorize work suspensions when necessary.

Policy 7 — Vacation and Personal Leave

A revision to the last sentence states more directly that employees are expected to use leave for both vacation and personal reasons.

Policy 8 — Holidays

A revision to this policy clarifies the distinction between the six holidays that are named by State Universities Civil Service System Statute and the five additional holidays that are designated by the president.

Policy 9 — Holiday Pay

Revisions to this policy streamline the language that describes holiday pay policies for prevailing rate employees, who are compensated according to the provisions of multi-employer area agreements.

Policy 10 — Sick Leave

The second paragraph of this policy contains revisions that incorporate the Family and Medical Leave Act definitions of parent and children. In addition, a statement has been added to clarify that the use of sick leave for family and medical leave purposes does not extend the 12-week entitlement under the act.

A sentence has been added to the third paragraph of the policy stating that upon termination of University employment, accumulated unused sick leave may be used to increase creditable service in the State Universities Retirement System.

Policy 11 — Approved and Unapproved Absences

Editorial revisions to this policy eliminate redundant language. In addition, the requirement for completion of an initial six (6) months of pay status service has been deleted. Such a restriction on approved absences is unnecessary and conflicts with current rules and practice for some types of leave, for example funeral leave or military leave.

Policy 12 — Group Insurance Plan, Workers' and Unemployment Compensation

A reference to "eligible employees" has been added to this policy.

Policy 13 — Statutory and Interinstitutional Benefits

This policy has been corrected to allow eleven credit hours of University of Illinois tuition waivers and to identify fee "exemptions," rather than "waivers." In addition, specifically identified related agencies are referenced as potentially eligible for tuition waivers and fee exemptions.

Policy 14 — Employee Development and Career Planning

Editorial revisions only.

Policy 15 — Labor Relations and Negotiations

An expanded statement prohibits discrimination against any employee because of union membership or against any employee acting as a representative of employees covered by a collective bargaining agreement.

Policy 16 — Conduct and Discipline

Revisions to second paragraph update references citing University policy and procedures for complaints of discrimination.

Policy 17 — Grievances

Editorial changes only.

Policy 18 — Official Personnel Records

A statement has been added that employee personnel records are also considered State of Illinois records, and therefore subject to the Personnel Records Review Act. In addition, a reference to the University nondiscrimination policy replaces specific language concerning adverse actions based on employee demographic information. Section B has been revised to provide for employees to be given the opportunity to review information in their personnel records prior to that information being used in an unfavorable personnel action.

On motion of Dr. Bacon, these revisions of the *Policy and Rules–Nonacademic* were approved as recommended.

By consensus, the board agreed that one roll call vote would be taken and considered the vote on each agenda item nos. 6 through 12 inclusive. The recommendations were individually discussed but acted upon at one time.

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

**Contract for Consulting Services for the Department of Pathology,
College of Medicine, Chicago**

(6) The chancellor at Chicago recommends approval of a contract with Jeffrey S. Ross, M.D. (Dr. Ross) of Albany, New York, for consulting services to assess the organizational structure, operations, and outreach market of the College of Medicine's Department of Pathology. The contract is for the period October 10, 1996, through June 30, 1997. Competitive bidding procedures in accordance with the Illinois Purchasing Act were followed.

Dr. Ross will conduct an extensive analysis of the current operations including the workflow, operational efficiency, utilization of staffing, supplies, equipment, and information technology resources of the clinical laboratory and pathology practice. From this assessment, he will develop a mission statement, a strategic action plan, and a timeline for implementation of the plan. The strategic action plan will meet the present and future needs of the department in positioning itself to be viable, efficient, and cost effective in a highly competitive market driven by the increasing forces of managed care in the environment. He will also develop an implementation plan and provide guidance and support to the department during the execution and implementation of this plan. He will produce profiles of competitors in the laboratory business and will analyze future market trends with the intention of initiating a University alliance with a commercial laboratory.

Dr. Ross will bring to the department an extensive background in the arena of developing and implementing strategic action plans in academic health center laboratories. Dr. Ross has a proven track record in this field and has a thorough knowledge of laboratory operations including professional, technical, business, and academic aspects. He is the Cyrus Strong Merrill Professor and chairman of the Department of Pathology and

Laboratory Medicine at Albany Medical College in New York, and the pathologist-in-chief of the Albany Medical Center.

The cost of the contract is \$76,000. Funds are available from the Restricted Funds Operating Budget of the College of Medicine at Chicago.

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, Dr. Bacon, Mrs. Calder, Mr. Engelbrecht, Dr. Gindorf, Mrs. Gravenhorst, Mr. Lamont, Ms. Lopez, Mrs. O'Malley, Ms. Reese; no, none; absent, Governor Edgar.

(The student advisory vote was: Aye, Mr. Malone, Ms. Vais, Mr. Wallace; no, none.)

**Contract for Maintenance and Support Services for the Information
Technology Services Department, University of Illinois Hospital
and Clinics, Chicago**

(7) The chancellor at Chicago recommends approval of a contract with Resources in Healthcare Innovations, Inc. (RHI) of Joliet, Illinois, to provide maintenance and support services to the University of Illinois Hospital and Clinics' (UIH&C) Information Technology Services Department. The contract is for the period November 1, 1996, through October 31, 1999, with delegation of authority to the comptroller to renew for two (2) additional one-year periods. Competitive bidding procedures in accordance with the Illinois Purchasing Act were followed.

RHI will bring to UIH&C an extensive background in the arena of HBOC Healthquest 3.0 Systems, UIH&C's mainframe computer applications. Under the terms of the contract, RHI will provide maintenance and support to the mainframe's applications programming and analyst support functions in the following areas:

- Patient management system
- Patient accounting
- Medical records
- Interface with internal/external agencies/systems
- Custom programming

RHI has a proven track record in this field and has a thorough knowledge of project management, programming, and implementation experience.

The cost of the contract is \$1,218,130 for the initial three-year period (\$386,400 for Year 1; \$405,725 for Year 2; \$426,005 for Year 3) and an additional \$916,970 for Years 4 and 5 (\$447,300 for Year 4; \$469,670 for Year 5). Funds for Fiscal Year 1997 are available in the Hospital Income Fund. Funds for future fiscal years will be included in the Hospital Income Fund Operating Budget authorization request to be submitted to the Board of Trustees. The contract is subject to the Board of Trustees approval of those budgets.

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, Dr. Bacon, Mrs. Calder, Mr. Engelbrecht, Dr. Gindorf, Mrs. Gravenhorst, Mr. Lamont, Ms. Lopez, Mrs. O'Malley, Ms. Reese; no, none; absent, Governor Edgar.

(The student advisory vote was: Aye, Mr. Malone, Ms. Vais, Mr. Wallace; no, none.)

Contract for Fiscal Year 1997 Snow Removal, Chicago

(8) The president of the University, with the concurrence of the appropriate University officers, recommends the award of a cost-plus contract to D&P Construction Co., Inc., Chicago, the lowest responsible bidder, for snow removal, to include equipment with operators and materials for the Chicago campus for the fiscal year ending June 30, 1997.

The University has the option to extend the contract from July 1, 1997, to June 30, 1998, under the same terms and conditions, subject to approval by the comptroller.

The contractors bid on percentages to be added to the estimated volume of material, labor, and subcontractors.

Funds as required will be authorized by a contract work order which will be charged against funds allocated for each project and may include State appropriated, institutional, or restricted funds available in the campus operating budget. It is recommended that the comptroller be authorized to approve work orders under this contract for projects whose cost would not exceed the limits established by the Illinois Purchasing Act.¹

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

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

(The student advisory vote was: Aye, Mr. Malone, Ms. Vais, Mr. Wallace; no, none.)

Contracts for Phase I of Exterior Pool Repair and Mechanical Systems Upgrades, Intramural-Physical Education Building, Urbana

(9) The president of the University, with the concurrence of the appropriate University officers, recommends the award of the following contracts for Phase I of the exterior pool repair and mechanical systems upgrades of the Intramural-Physical Education Building (IMPE) at the Urbana campus. Competitive bidding in accordance with the Illinois Purchasing Act was followed; and the award in each case is to the lowest responsible bidder on the basis of its base bid plus acceptance of the indicated alternate.²

Division I — General

Felmley-Dickerson Company,		
Champaign	Base Bid.....	\$379 000
	Alt. #G-1	<u>3 876</u>
		\$382 876

Division II — Plumbing

Reliable Plumbing and Heating Company,		
Savoy	Base Bid.....	90 400

Division IV — Site Electrical

Remco Electrical Corporation,		
Champaign	Base Bid.....	<u>38 800</u>
<i>Total</i>		\$512 076

The work for Phase I consists of the removal of the existing concrete deck, planters, and masonry seating area; installation of new concrete decks, deck and masonry wainscot

¹The cost for snow removal under the contract for FY 1996 was approximately \$125,000.
²Description of Alternate: Alt. #G1 — Assignment of plumbing and site electrical contracts to the general contractor.

walls; removal and replacement of pool supply piping, deck drain piping, and pool lighting; and construction of a new areaway on the north side of the filter room area to facilitate Phase II construction (filter room renovation).

Funds are available from the proceeds of the 1996 Auxiliary Facilities Revenue Bond issue.

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

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

(The student advisory vote was: Aye, Mr. Malone, Ms. Vais, Mr. Wallace; no, none.)

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

(10) 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.

This project is the second phase of remodeling this facility (the initial remodeling of the Alumni Hall north building was completed in 1993).

Recently, the project architect advised the Capital Development Board and the University that an updated construction cost estimate indicated that the initial \$4,462,000 appropriation to the Capital Development Board, plus \$467,448 for Americans with Disabilities Act (ADA) compliance work, and \$125,000 in supplemental funding (authorized by the Board of Trustees for structural repairs in April 1996) are not sufficient to implement the remodeling program. Therefore, the Chicago campus administration recommends that \$766,814 in University funds be added to the project so that contracts for construction may be awarded.

Illinois State Statute provides 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 an additional cost of \$766,814 for the remodeling of the south building of Alumni Hall at the Chicago campus.

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, Dr. Bacon, Mrs. Calder, Mr. Engelbrecht, Dr. Gindorf, Mrs. Gravenhorst, Mr. Lamont, Ms. Lopez, Mrs. O'Malley, Ms. Reese; no, none; absent, Governor Edgar.

(The student advisory vote was: Aye, Mr. Malone, Ms. Vais, Mr. Wallace; no, none.)

Purchases

(11) 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.....	\$ 660 000
<i>From Institutional Funds</i>	
Recommended.....	<u>5 797 537</u>
<i>Grand Total</i>	<u>\$6 457 537</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, Dr. Bacon, Mrs. Calder, Mr. Engelbrecht, Dr. Gindorf, Mrs. Gravenhorst, Mr. Lamont, Ms. Lopez, Mrs. O'Malley, Ms. Reese; no, none; absent, Governor Edgar.

(The student advisory vote was: Aye, Mr. Malone, Ms Vais, Mr. Wallace; no, none.)

Authorization for Settlement

(12) The university counsel recommends that the board approve settlement of *Santiago v. Cohen, et al.* in the amount of \$150,000. The plaintiff alleges that the University's defendants failed to provide proper and adequate care and management following an abdominal lipectomy procedure, that resulted in infection and, ultimately, the death of plaintiff's decedent.

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, Dr. Bacon, Mrs. Calder, Mr. Engelbrecht, Dr. Gindorf, Mrs. Gravenhorst, Mr. Lamont, Ms. Lopez, Mrs. O'Malley, Ms. Reese; no, none; absent, Governor Edgar.

(The student advisory vote was: Aye, Mr. Malone, Ms. Vais, Mr. Wallace; no, none.)

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: November 14, 1996, Chicago; January 16, 1997, Urbana (Annual Meeting); February 13, 1997, Chicago. There is no meeting scheduled in December.

There being no further business, the board adjourned.

MICHELE M. THOMPSON
Secretary

THOMAS R. LAMONT
Chair

LUNCHEON GUESTS

At luncheon the board's guests included student leaders from the Urbana-Champaign campus and Mr. Barrington Coleman who was a special guest of Dr. Bacon.