

APPROVED BY THE
COMMITTEE

MAY 01 2014


SECRETARY OF THE BOARD

MEETING OF THE GOVERNANCE, PERSONNEL, AND ETHICS COMMITTEE
OF THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ILLINOIS
JANUARY 9, 2014

This meeting of the Governance, Personnel, and Ethics Committee of the Board of Trustees of the University of Illinois was held in Room 414, Administrative Office Building, 1737 West Polk Street, Chicago campus, Chicago, Illinois, on Thursday, January 9, 2014, beginning at 1:00 p.m. Attendance via videoconference was also available in Room 1030, National Center for Supercomputing Applications, 1205 West Clark Street, Urbana campus, Urbana, Illinois; and the Hatmaker Room, Room 550, Public Affairs Center, One University Plaza, Springfield campus, Springfield, Illinois.

Trustee Pamela B. Strobel, chair of the committee, convened the meeting and asked the clerk to call the roll. The following members of the committee were present: Mr. Patrick J. Fitzgerald, Ms. Karen Hasara, Mr. James D. Montgomery, Ms. Pamela B. Strobel. Ms. Danielle M. Leibowitz, student trustee from the Chicago campus, was present.

Also present were President Robert A. Easter; Dr. Christophe Pierre, vice president for academic affairs; Dr. Lawrence B. Schook, vice president for research; Mr. Thomas R. Bearrows, University counsel; Dr. Susan M. Kies, secretary. Attached is a listing of other staff members in attendance at this meeting, as well as some members of the media.

Ms. Strobel asked if there were any comments or questions regarding the minutes from the meeting that was held on October 31, 2013, and there were none. She asked for a motion to approve the minutes, and on motion of Mr. Montgomery, seconded by Mr. Fitzgerald, the minutes were approved. There were no “nay” votes.

REVIEW RECOMMENDED BOARD ITEMS FOR THE JANUARY 23, 2014, BOARD MEETING

Ms. Strobel introduced the items within the purview of this committee that will be on the Board’s agenda at its meeting on January 23, 2014. All recommended items discussed at the meeting are on file with the clerk.

Appointments to the Faculty, Administrative/Professional Staff, and Intercollegiate Athletic Staff

Dr. Kies explained that the appointments of faculty, administrative and professional staff, and intercollegiate athletic staff that are recommended in this item are thoroughly reviewed at the appropriate levels within the college, department, or unit, and that this item appears regularly on the Board’s agenda.

Ms. Strobel asked if there were any comments or questions. Mr. Fitzgerald inquired about the role of trustees and the committee in recommending these appointments, stating that he assumes these are evaluated at the appropriate levels. President Easter discussed the review process and said that recommended appointments are thoroughly vetted, and Dr. Lon S. Kaufman, vice chancellor for academic affairs and provost, Chicago, confirmed this. Mr. Bearrows discussed the provision related to this in

the *Statutes* and the fiduciary responsibility of the Board, and noted that the degree of involvement from trustees has varied over time. Ms. Strobel commented on the Board's role in evaluating recommended appointments since 2009. She indicated that it would be appropriate for trustees to rely on the recommendations from administrators and said trustees should not hesitate to ask questions or express concerns. Ms. Strobel also commented on the high caliber of the proposed appointments and inquired about the impact of recently passed pension legislation on the ability to recruit and retain faculty. President Easter referred to an analysis of the reasons faculty have left the University and said it is premature to draw conclusions based on recent legislation, noting that previous changes to the pension system have made it more difficult to recruit faculty. Ms. Strobel expressed interest in tracking the effect of these changes over time.

Appoint Interim Dean, College of Dentistry, Chicago

Dr. Kaufman commented on the item recommending the appointment of Dr. George William Knight, currently executive associate dean of the College of Dentistry at Chicago, as the interim dean of the College of Dentistry at Chicago. Dr. Kaufman discussed Dr. Knight's background and experience and said this recommended appointment was vetted at the appropriate levels. Dr. Kaufman stated that a search for a permanent dean is ongoing and should be complete this summer.

Amend Multiyear Contract with Director,
Division of Intercollegiate Athletics, Urbana

Dr. Ilesanmi Adesida, vice chancellor for academic affairs and provost, Urbana, discussed the recommendation to amend the multiyear contract with Mr. Michael J. Thomas, director of the division of intercollegiate athletics at Urbana. Dr. Adesida referred to Mr. Thomas's leadership, success in fundraising, and the accomplishments of student-athletes on and off the field. Mr. Fitzgerald inquired about tools for measuring success in these areas, and Dr. Adesida commented briefly on the use of some metrics. Mr. Montgomery referred to Mr. Thomas's recommended salary, and Dr. Adesida indicated that his salary is average compared to those in the Big Ten. Ms. Strobel commented that the role of athletics in higher education is a topic that could be discussed by the full Board, and said she is happy to see the recommendation to extend Mr. Thomas's contract. Dr. Adesida provided a report listing salary survey information of athletic directors in the Big Ten and reasons for the recommended changes to Mr. Thomas's contract (materials on file with the clerk).

Appoint Associates to the Center for Advanced Study, Urbana
Appoint Fellows to the Center for Advanced Study, Urbana

Dr. Adesida commented on the recommendation to appoint associates and fellows to the Center for Advanced Study at Urbana. Ms. Strobel suggested that one of these individuals present at a future Campus Insights program.

Eliminate the Bachelor of Science in Agricultural and Environmental
Communications and Education, College of Agricultural,
Consumer and Environmental Sciences, Urbana

Dr. Adesida provided information regarding the recommendation to eliminate the Bachelor of Science degree in Agricultural and Environmental Communications and Education in the College of Agricultural, Consumer and Environmental Sciences, Urbana. Dr. Adesida referred to curricular changes and the establishment of new Bachelor of Science degrees, which he said have duplicated and updated the curriculum originally offered through the existing Bachelor of Science in Agricultural and Environmental Communications and Education. He also said that students are no longer enrolled in this program.

Award Honorary Degree, Springfield

Dr. Lynn Pardie, vice chancellor for academic affairs and provost, Springfield, commented on the item recommending an honorary degree from the Springfield campus to Ms. Evelyn Brandt Thomas. Dr. Pardie provided information regarding Ms. Thomas's background, her contributions to agricultural business, and her widespread philanthropy. Ms. Hasara told the committee that Ms. Thomas is very popular and active in the community.

OLD BUSINESS

At 1:30 p.m., Ms. Strobel asked Dr. Pierre and Dr. Schook to provide an update on plans for the upcoming Board retreat on January 22, 2014. Dr. Pierre told the committee that

the purpose of the retreat is to examine the role the University can play in meeting the needs of the citizens of Illinois. He indicated there would be some emphasis on health care and described the areas of focus to be addressed throughout the day. Dr. Pierre stated the goal is to identify strategies and tactics that may be used by the University to meet the needs of the State and across the health-care spectrum. Dr. Schook provided information regarding the speakers for the retreat: Mr. Brian Fabes, chief executive officer of Civic Consulting, and Dr. Frank Prendergast, director of the Mayo Clinic Center for Individualized Medicine. Dr. Schook also discussed the selection of faculty members to participate in the panel discussion and emphasized that they were selected as individuals rather than representatives of a campus, college, or department, and said they have had successful experiences with interdisciplinary, cross-campus, or multi-institution collaborations. He said the panelists will discuss processes, incentives, and potential barriers to success. Dr. Pierre added that chancellors will have an opportunity to comment and provide their preliminary thoughts at the end of the retreat. Ms. Strobel expressed appreciation for the tremendous work involved in planning the retreat and said she is looking forward to it.

NEW BUSINESS

Ms. Strobel referred to the Board's self-evaluation and said that results overall were positive. She indicated that there is a desire for additional opportunities for trustees to interact with donors. Ms. Strobel said that as a result of feedback on reports from the deans, these reports going forward will be similar in format to the dashboard reports.

Next, Ms. Strobel introduced the topic of upcoming searches for leadership positions at the University. She said that there is much work associated with the searches for the president of the University and chancellor of the Chicago campus that will occur in 2014 in order to fill these positions in 2015. She asked Dr. Kies to comment.

Dr. Kies indicated that it may be useful to have some preliminary discussions regarding the timeline, process, use of search firms, and role of the Governance, Personnel, and Ethics Committee, as well as a determination of the office responsible for each search. Ms. Strobel suggested that President Easter make a recommendation at the next meeting of the committee on February 18, 2014.

President Easter commented on some preliminary work for the search for the chancellor at Chicago. He referred to the campus bylaws and spoke briefly about the process, timeline, use of a search firm, and selection of a search committee. He also discussed the search for the vice chancellor for health affairs and recommended that Dr. Jerry L. Bauman, interim vice president for health affairs, remain in that position until the next chancellor is hired. President Easter said this would allow the new chancellor to fill the vice chancellor for health affairs position. Next, President Easter commented on the upcoming presidential search and said that the July Board retreat may provide some background on the overarching University strategy and inform the job description to be used in the search. He emphasized the importance of defining the expectations and role of the president, as well identifying ideal qualities in a potential candidate. He stated that the president of the University should have enthusiasm for being the spokesperson for education in Illinois. Ms. Strobel thanked President Easter for his thoughts. She referred

to the last presidential search and work that was done to clarify roles and authority and indicated that it would be beneficial to provide additional clarification for this search. Some discussion followed regarding articles from the Association of Governing Boards on ideal qualities for a University president. President Easter said he thoroughly enjoys this position and that it can be very rewarding. He said it will be necessary to recruit aggressively for the search.

MEETING ADJOURNED

On motion of Mr. Montgomery, seconded by Mr. Fitzgerald with no "nay" votes, the committee adjourned at 1:54 p.m.

Respectfully submitted,



SUSAN M. KIES
Clerk



PAMELA B. STROBEL
Chair



EILEEN B. CABLE
Assistant Clerk