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SECRETARY OF THE BOARD

MEETING OF THE GOVERNANCE, PERSONNEL, AND ETHICS COMMITTEE

OF THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ILLINOIS

JANUARY 7, 2016

This meeting of the Governance, Personnel, and Ethics Committee of the Board of Trustees of the University of Illinois was held in Room 270, College of Pharmacy, 833 South Wood Street, Chicago campus, Chicago, Illinois, on Thursday, January 7, 2016, beginning at 1:04 p.m. Attendance via videoconference was also available in Room 1030, National Center for Supercomputing Applications, 1205 West Clark Street, Urbana campus, Urbana, Illinois; the Hatmaker Room, Room 550, Public Affairs Center, One University Plaza, Springfield campus, Springfield, Illinois; and Dean's Conference Room, 1601 Parkview Avenue, College of Medicine, Rockford, Illinois.

Trustee Patrick J. Fitzgerald, 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. Patricia Brown Holmes, Dr. Timothy N. Koritz. President Timothy L. Killeen was present.

Also present were Dr. Barbara J. Wilson, interim chancellor, Urbana campus, and interim vice president, University of Illinois; Dr. Michael D. Amiridis, chancellor, Chicago campus, and vice president, University of Illinois; Dr. Susan J. Koch, chancellor, Springfield campus, and vice president, University of Illinois; Dr. Christophe Pierre, vice president for academic affairs; Mr. Walter K. Knorr, comptroller (and vice

APPROVED BY THE  
COMMITTEE  
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president/chief financial officer); Dr. Lawrence B. Schook, vice president for research; Mr. Thomas R. Bearrows, University counsel; and Dr. Susan M. Kies, secretary of the Board of Trustees and of the University. Attached is a listing of other staff members in attendance at this meeting, as well as some members of the media.

Mr. Fitzgerald asked if there were any comments or questions regarding the minutes from the meeting that was held on October 29, 2015, and there were none. He requested a motion to approve the minutes, and on motion of Ms. Holmes, seconded by Dr. Koritz, the minutes were approved. There were no “nay” votes.

REVIEW OF RECOMMENDED BOARD ITEMS  
FOR THE MEETING OF THE BOARD OF TRUSTEES  
OF THE UNIVERSITY OF ILLINOIS ON JANUARY 21, 2016

Mr. Fitzgerald introduced the recommended items within the purview of this committee on the Board’s agenda at its meeting on January 21, 2016. All recommended items discussed at the meeting are on file with the clerk.

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

Mr. Fitzgerald asked Dr. Kies to comment on the recommended appointments to the faculty, administrative/professional staff, and intercollegiate athletic staff. Dr. Kies explained that the appointments recommended in this item are thoroughly reviewed at the appropriate levels within the college, department, or unit, and she asked that members of

the committee contact her with any questions. There were no comments or questions regarding this recommendation.

#### Appoint Vice Chancellor for Academic Affairs and Provost, Chicago

Mr. Fitzgerald asked Dr. Amiridis to report on the recommendation to appoint Dr. Susan Poser, presently dean and Richard and Catherine Schmoker Professor of Law in the College of Law at the University of Nebraska-Lincoln, as vice chancellor for academic affairs and provost at Chicago. Dr. Amiridis stated that this recommendation comes as a result of a national search, and he described Dr. Poser's background and experience, stating that she has an excellent academic and administrative background.

#### Revise University Policy on Background Checks

Next, Mr. Fitzgerald asked Dr. Pierre to discuss the recommendation to revise the University policy on background checks. Dr. Pierre gave some history on the policy, which was approved by the Board at its meeting on September 10, 2015. He stated that a working group composed of faculty and administrators was established to suggest revisions, and he reported that this group met frequently and also consulted with the faculty senates and a representative from the American Association of University Professors (AAUP). Dr. Pierre then reviewed the proposed revisions that are being recommended. He referred to faculty concerns regarding unintended consequences and the potential impact on diversity. Dr. Pierre stated that an outside legal review of the



background check policy was performed in response to an Urbana Senate resolution stating that the policy was discriminatory, and he reported that that review indicated that the policy is not discriminatory and is in full compliance with federal and State laws.

Dr. Pierre told the committee that the recommended revisions to the policy represent a marked improvement, and he thanked his working group colleagues for their efforts, noting that this process demonstrates success in shared governance. Mr. Fitzgerald emphasized that the purpose of the background check policy is safety, security, and responsibility, and he referred to a moral and legal obligation to ensure the safety of students, faculty, and staff at the University. He stated that the purpose of the background check policy is not to exclude individuals, and he discussed the importance of giving those with criminal records a second chance. Mr. Fitzgerald then commented on the importance of shared governance and expressed disagreement with the resolution indicating that the policy is discriminatory.

Discussion followed, and Mr. Fitzgerald asked for information on the number of employees who transfer positions in a year and also for a comparison of background check policies used at peer institutions. Mr. Fitzgerald then commented that this policy should concur with the *Statutes* regarding the role of trustees. Dr. Pierre stated that this background check policy does not change the role of trustees, and he indicated he would add a statement to that effect. Ms. Maureen M. Parks, associate vice president, University Office for Human Resources, discussed the updating of procedures and policies related to background checks at each campus and said revisions to all three

campus policies should be complete by the upcoming Board meeting. Mr. Fitzgerald requested that a yearly report be made so that the implementation of the policy can be continuously evaluated, and he thanked President Killeen, Dr. Pierre, and others for their hard work. President Killeen referred to discussions with faculty and outlined some of their concerns, and he said that proactive efforts will be made to build the University's applicant pool. Dr. Koritz applauded the process by which the policy was vetted and said he agrees that the policy should be compared to those used at peer institutions, as well as those used outside higher education.

There were no objections to the items listed above going forward to the full Board for voting.

## PRESENTATIONS

### Update on Secretary of the Board of Trustees Search

Mr. Fitzgerald gave an update on the search for the secretary of the Board of Trustees and of the University and indicated it is moving forward.

### Preventing Discrimination and Sexual Violence Training

At 1:39 p.m., Mr. Fitzgerald asked Ms. Donna S. McNeely, executive director of ethics and compliance, to give a presentation on preventing discrimination and sexual violence training (materials on file with the clerk). Ms. McNeely reviewed changes to the

requirements for training mandated at the federal and State level, and she described the training plan for all University employees and students beginning in Spring 2016. She then reviewed the training content and indicated that the training programs, which will be offered online, are comprehensive and lengthy. Ms. McNeely gave additional information on the impact of the training and said that this is a huge undertaking.

Discussion followed regarding the role of the University in addressing accusations of sexual abuse, particularly in situations where there are no criminal charges filed. Committee members discussed several scenarios, and Ms. McNeely indicated that there may be instances where a student chooses not to file a report with the police and instead reports an accusation to the University or seeks counseling in lieu of reporting an incident. Dr. Amiridis referred to federal regulations that require universities to act in parallel with the legal system.

#### Legislative Update

Next, Mr. Fitzgerald asked Ms. Jennifer M. Creasey, assistant director of governmental relations, to give a legislative update. Ms. Creasey referred to the State budget impasse discussed and the University's strong advocacy efforts. She described a coalition focusing on communicating the impact of higher education on the State. Ms. Creasey also discussed legislation impacting the University and said the Office of Governmental Relations will continue to comment on legislation and defend the University's policies.

She stated that the University is establishing new partnerships and leading advocacy efforts on behalf of higher education in the State and that momentum is strong.

#### OLD BUSINESS

There was no business presented under this aegis.

#### NEW BUSINESS

Mr. Fitzgerald announced that the next meeting is scheduled for Thursday, March 3, 2016, at 1:00 p.m.

#### MEETING ADJOURNED

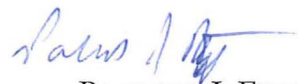
On motion of Ms. Holmes, seconded by Dr. Koritz, the meeting adjourned at 2:11 p.m.

There were no "nay" votes.

Respectfully submitted,



SUSAN M. KIES  
*Clerk*



PATRICK J. FITZGERALD  
*Chair*



EILEEN B. CABLE  
*Assistant Clerk*