

MAR 14 2017

Alden M. Williams
SECRETARY OF THE BOARD

MEETING OF THE GOVERNANCE, PERSONNEL, AND ETHICS COMMITTEE

OF THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ILLINOIS

JANUARY 18, 2017

This meeting of the Governance, Personnel, and Ethics Committee of the Board of Trustees of the University of Illinois was held in the Michèle Thompson Rooms B and C, UIC Student Center West, 828 South Wolcott Ave., Chicago, Illinois, on Wednesday, January 18, 2017, beginning at 2:15 p.m.

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, Dr. Timothy N. Koritz, Ms. Jill B. Smart. Mr. Jauwan Hall, student trustee, University of Illinois at Chicago, and Mr. Nathan C. Hoffman, student trustee, University of Illinois at Springfield, were present. Mr. Edward L. McMillan and Mr. Collin T. Schumock attended the meeting as guests. President Timothy L. Killeen was in attendance.

Also present were Dr. Barbara J. Wilson, executive vice president and vice president for academic affairs; Dr. Robert J. Jones, chancellor, University of Illinois at Urbana-Champaign, and vice president, University of Illinois; Dr. Michael D. Amiridis, chancellor, University of Illinois at Chicago, and vice president, University of Illinois; Dr. Susan J. Koch, chancellor, University of Illinois at Springfield, and vice president, University of Illinois; Mr. Walter K. Knorr, comptroller (and vice president/chief

financial officer); Dr. Edward Seidel, interim vice president for research; Mr. Thomas R. Bearrows, University counsel; Mr. Thomas P. Hardy, executive director for University relations; and Ms. Dedra M. Williams, secretary of the Board of Trustees and of the University. Attached is a listing of other staff members in attendance at this meeting.

Mr. Fitzgerald asked if there were any comments or questions regarding the minutes from the meeting that was held on November 9, 2016, and there were none. He requested a motion to approve the minutes, and on motion of Mr. Hoffman, seconded by Ms. Smart, 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 19, 2017

Mr. Fitzgerald introduced the recommended items within the purview of this committee on the Board's agenda at its meeting on January 19, 2017. 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 Ms. Williams to comment on the recommended appointments to the faculty, administrative/professional staff, and intercollegiate athletic staff. Ms. Williams explained that the appointments recommended in this item are thoroughly reviewed at the appropriate levels within the college, department, and unit, and she asked that members

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

*Amend The General Rules Concerning University Organization and Procedure;
Revise University Policy 10 for Civil Service Staff Sick Leave*

Mr. Fitzgerald asked Ms. Jami M. Painter, assistant vice president for human resources, to discuss the recommendations to amend *The General Rules Concerning University Organization and Procedure* and to revise University Policy 10 for Civil Service Staff Sick Leave. Ms. Painter referred to the Illinois Child Bereavement Leave Act (Public Act 099-0703), the Illinois Employee Sick Leave Act (Public Act 99-0841), and the federal Department of Labor Executive Order 13706 Federal Contractor Paid Sick Leave, and said that the proposed changes to the *General Rules* and to University policy are being made in response to these measures. She provided additional details about the proposed changes and the rationale for each. There were no comments or questions regarding these recommendations.

Appoint Member to the Board of Managers
of the University of Illinois Research Park, LLC

Mr. Fitzgerald then asked Dr. Seidel to comment on the recommendation to appoint a member to the board of managers of the University of Illinois Research Park, LLC. Dr. Seidel reported that Dr. Jones nominated Professor Liang Liu to serve as one of two academic representatives who are voting members of the board.

Appoint Members to the Board of Managers of Illinois VENTURES, LLC

Dr. Seidel then discussed the recommendation to appoint members to the board of managers of Illinois VENTURES, LLC, and commented on the recommended appointment of Mr. Anthony DiTomaso as a new member.

Revise "Procedures Governing Appearances Before the Board of Trustees"

Mr. Fitzgerald stated that the "Procedures Governing Appearances Before the Board of Trustees" had not been revised in some time, and he said that this recommendation concerns the overall time allocated for public comment and the scheduling of public comment sessions at each meeting. He said the proposed revisions include language regarding responses to questions germane to the University, and he indicated that these will be provided within a reasonable amount of time when appropriate.

PRESENTATIONS

Policy on Background Checks – Annual Report

Next, Mr. Fitzgerald asked Ms. Painter to give an annual report on the policy on background checks (materials on file with the clerk). Ms. Painter discussed the history of the background check policy and said that revisions to the policy were approved by the Board in October 2015. She told the committee that the revised policy was implemented in November 2015, and she gave an annual report for November 1, 2015, through

October 31, 2016. Ms. Painter reviewed the number of posted job vacancies, compared the number of faculty and academic professional applicants and civil service exam requests to the prior year, and said that some decreases in the number of faculty applicants and civil service requests may have occurred because of budgetary issues and the corresponding decrease in positions available. She also showed the number of internal candidates that did not receive a background check. Ms. Painter then reported on the number of background checks conducted (11,815), total cost, and number of offers withdrawn due to background check findings, which constituted 0.01 percent of offers. Discussion followed regarding cost and the timing of the background check in the interview process. Mr. Fitzgerald stated that the offers that were withdrawn were due to findings that were not trivial in nature, and Dr. Wilson told the committee that the process of conducting background checks is common among the University's peers. Ms. Smart and Mr. Fitzgerald commented that the cost is justified. Ms. Painter provided information regarding the background check turnaround time and concluded her presentation by providing an impact analysis, stating that the background check process has not had an adverse impact on recruitment. Ms. Smart emphasized the importance of communicating the background check process with candidates, and Mr. Fitzgerald stressed that background check findings are not an automatic disqualifier for employment at the University. President Killeen provided additional information regarding the process that takes place when there is a finding on a background check and said that a committee comprised of human resources and legal staff, police, and faculty members

evaluate the findings and the position to be filled. Ms. Painter added that standards are followed throughout the University. Dr. Koritz thanked Ms. Painter for the presentation.

Legislative Update

Next, Mr. Fitzgerald asked Ms. Lindsay K. Anderson, executive director of governmental relations, to give a legislative update. Ms. Anderson referred to changes in the federal government and the Illinois budget impasse. She told the committee that the Office of Governmental Relations is focusing on advocacy efforts; highlighting the University's role as a leader and resource; sharing the good that comes from the University; and building bridges. Ms. Anderson said that the University of Illinois Investment, Performance, and Accountability Commitment (IPAC) was well received and is being reintroduced as SB222, and she discussed issues and opportunities at the federal level. She stated that there is an emphasis on college affordability among both the State and federal government.

Brief discussion followed regarding State funding and the State's backlog of unpaid bills.

OLD BUSINESS

There was no business presented under this aegis.

NEW BUSINESS

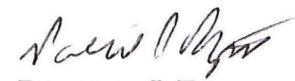
Mr. Fitzgerald announced that the next meeting of this committee is scheduled for Wednesday, March 14, 2017, at 2:15 p.m.

MEETING ADJOURNED

On motion of Dr. Koritz, seconded by Ms. Smart, the meeting adjourned at 2:54 p.m.
There were no "nay" votes.

Respectfully submitted,


DEDRA M. WILLIAMS
Clerk


PATRICK J. FITZGERALD
Chair


EILEEN B. CABLE
Assistant Clerk

