

MEETING OF THE ACADEMIC AND STUDENT AFFAIRS COMMITTEE
OF THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ILLINOIS
SEPTEMBER 21, 2022

This meeting of the Academic and Student Affairs Committee of the Board of Trustees of the University of Illinois was held on the Third Floor, Levis Faculty Center, 919 W. Illinois Street, Urbana, on Wednesday, September 21, 2022, beginning at 2:45 p.m.

Trustee Tami Craig Schilling, chair of the committee, convened the meeting and asked the secretary to call the roll. The following committee members were present: Ms. Tami Craig Schilling; Mr. Donald J. Edwards; Ms. Naomi D. Jakobsson; Ms. Sylvia Puente; Mr. Rafael Camacho Jr.,¹ voting student trustee, Urbana; Mr. Mohammed A. Haq,¹ student trustee, Chicago; and Mr. Will Formea, student trustee, Springfield. Mr. Joseph Gutman,² Dr. Stuart C. King, and Ms. Sarah C. Phalen² attended the meeting as guests.

Also present were Mr. Lester H. McKeever Jr., treasurer; President Timothy L. Killeen; Dr. Avijit Ghosh, interim executive vice president and vice president for academic affairs; Dr. Robert J. Jones, chancellor, University of Illinois Urbana-Champaign, and vice president, University of Illinois System; Dr. Javier Reyes, interim chancellor, University of Illinois Chicago, and vice president, University of Illinois

¹ Mr. Camacho and Mr. Haq arrived at 2:46 p.m.

² Mr. Gutman and Ms. Phalen attended via remote videoconference.

System; Dr. Janet L. Gooch, chancellor, University of Illinois Springfield, and vice president, University of Illinois System; Dr. Paul N. Ellinger, interim comptroller (and vice president/chief financial officer); Dr. Joseph T. Walsh Jr., vice president for economic development and innovation; Mr. Thomas R. Bearrows, University counsel; Ms. Adrienne Nazon, vice president of external relations and communications; and Mr. Gregory J. Knott, secretary of the Board of Trustees and of the University. Attached is a listing of other staff members and some members of the media in attendance at this meeting.

Ms. Craig Schilling welcomed everyone to the meeting and asked if there were questions or corrections regarding the minutes from the committee meeting held July 20, 2022. There were none. On motion of Ms. Jakobsson, seconded by Mr. Edwards, 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 SEPTEMBER 22, 2022

Ms. Craig Schilling introduced the recommended items within the purview of this committee that are scheduled for the Board’s agenda at its meeting on September 22, 2022, and asked certain individuals to comment on them. The recommended Board items discussed at the meeting are on file with the secretary.

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

Ms. Craig Schilling asked Mr. Knott to comment on the item recommending appointments to the faculty, administrative/professional staff, and intercollegiate athletic staff. Mr. Knott explained that the appointments of faculty, administrative and professional staff, and intercollegiate athletic staff recommended in this item have been thoroughly vetted and reviewed at the appropriate levels within the college, department, or unit, and he encouraged committee members to contact him with any questions.

Appoint Interim Vice Chancellor for Academic Affairs and Provost, Urbana

Ms. Craig Schilling asked Dr. Jones to report on the recommendation to appoint Dr. William T. Bernhard, presently professor, political science, College of Liberal Arts and Sciences, and executive vice provost for academic affairs, Urbana, as interim vice chancellor for academic affairs and provost, Urbana. Dr. Jones described Dr. Bernhard's background and experience and said the search is underway for someone to serve in this role on a permanent basis.

Award Honorary Degree, Chicago

Next, Ms. Craig Schilling asked Dr. Reyes to discuss the recommendation to award an honorary degree to Ms. Erika Allen, co-founder and chief executive officer of Operations for Urban Growers Collective and the president of Green Era Educational NFP and co-owner of Green Era Sustainability Partners. Dr. Reyes described Ms. Allen's background and highlighted her strong commitment to sustainability, dedication to the eradication of environmental injustice, and promotion of regenerative, urban agriculture within

Chicago. He also referred to her commitment to youth education and economic growth in the South and West sides of Chicago. Ms. Craig Schilling remarked on Ms. Allen's impactful work and commended the University of Illinois Chicago Senate and Dr. Reyes for this recommendation. Mr. Edwards and Ms. Puente remarked on their familiarity with Ms. Allen and commented on the significant impact of her work. They both expressed their support for this recommendation, stating that it is well deserved.

There were no objections to these items being forwarded to the full Board for approval.

PRESENTATIONS

University of Illinois Institute of Government and Public Affairs Celebrating 75 Years of Impact

Ms. Craig Schilling then asked Ms. Robin Fretwell Wilson, director, Institute of Government and Public Affairs, to give a presentation on the Institute of Government and Public Affairs (IGPA) and its 75 years of impact (materials on file with the secretary).

Ms. Wilson gave some background on IGPA and reported on its history. She described some of its established programs, reported on its internship program, discussed its policy analyses work, and provided information about its COVID-19 task force. Ms. Wilson gave examples of new initiatives and discussed IGPA's impact on fiscal policy, child welfare, and anti-racism, and she discussed IGPA's vision for the future, giving examples of initiatives and partnerships that address some of the state's great challenges. She shared that a celebration would take place on December 7, 2022, in honor of IGPA's 75th

anniversary. Ms. Jakobsson expressed appreciation for the update, and Ms. Puente and Ms. Wilson discussed the ways in which IGPA provides support for various Illinois Department of Human Services' commissions. Ms. Wilson also referred to work with community health workers. Ms. Craig Schilling thanked her for the presentation.

Promotion and Tenure: A Rigorous Process

Next, Dr. Ghosh gave a presentation entitled "Promotion and Tenure: A Rigorous Process" (materials on file with the secretary). Dr. Ghosh stated that good hiring and tenure processes are fundamental to sustaining academic excellence and said that hiring plans are based on need and funding. He presented an overview of the hiring process and gave examples of the typical materials reviewed and types of evaluation criteria considered. Dr. Ghosh showed the number of tenure system faculty at each university as of October 2021, gave an overview of the promotion and tenure timeline, and emphasized that this is a robust, multi-level process taking place over approximately six years. He commented on the expectation of continued exemplary contributions to the mission of the University, and he described aspects of the multi-layered evaluation process. Dr. Ghosh discussed the criteria for promotion to associate professor with indefinite tenure, noting that a notification of non-reappointment would be issued if tenure is not granted, and said tenure is only awarded when it is in the best interest of the University. He also reported on the criteria for promotion to professor with indefinite tenure. Dr. Ghosh listed the components of a promotion and tenure dossier and reviewed minor changes to the promotion and tenure process, none of which he said represent a change in fundamental

criteria or process. He told the committee that these changes are based on extensive consultation with faculty groups, deans, academic senates, and other similar groups. Dr. Ghosh provided information about the new informational categories related to interdisciplinary research; diversity, equity, and inclusion; and public engagement that would be required for applications considered after August 16, 2025, at the University of Illinois Urbana-Champaign. He said a category related to diversity, equity, and inclusion has been required for all faculty hired after August 16, 2021, at the University of Illinois Chicago.

Ms. Craig Schilling thanked Dr. Ghosh for the information and asked if there were any questions. Dr. King and Dr. Ghosh discussed the role of diversity, equity, and inclusion in the promotion and tenure process and the ways in which a statement on these principles would be evaluated. Dr. King expressed concern about the application of ideological tools, and Dr. Ghosh commented on the promotion and tenure process, stating that it is constantly being reviewed, discussed, and adapted. Ms. Puente remarked on the benefits of increased diversity and inquired about differences in criteria between the three universities. Additional discussion followed regarding the comprehensive evaluation of contributions to the universities. President Killeen remarked on the holistic method of evaluation that considers many categories and forms of contribution and emphasized the need to trust the faculty, who he said are uniquely qualified to evaluate promotion and tenure. President Killeen commented on the quality of the faculty at the University, and Dr. King referred to the faculty's importance. Dr. Jones explained that the criteria and categories related to the promotion and tenure process differs at each university because

it is based on the faculty at each university, adding that it is one of their core responsibilities. Mr. Haq and Dr. Bernhard briefly discussed student engagement in the promotion and tenure process, which Dr. Bernhard explained is primarily based on student evaluations. Mr. Edwards stated that promotion and tenure is a faculty driven process and commented on the need to trust that the criteria they choose is necessary. He added that transparency and integrity are essential to any promotion process, and Dr. Ghosh stated that the foundation of the promotion and tenure process is it being fair and equitable. Dr. Reyes added that the cycle is continuous with ongoing oversight. And Ms. Craig Schilling expressed appreciation for the presentation and questions that followed.

OLD BUSINESS

There was no business presented under this aegis.

NEW BUSINESS

Ms. Craig Schilling asked if there was any new business, and there was none. She announced that the next meeting of this committee is scheduled for November 16, 2022, at 2:45 p.m., at Chicago.

MEETING ADJOURNED

On motion of Mr. Edwards, seconded by Ms. Jakobsson, the meeting adjourned at 4:02 p.m.

Respectfully submitted,

GREGORY J. KNOTT
Secretary

TAMI CRAIG SCHILLING
Chair

EILEEN B. CABLE
Special Assistant to the Secretary