

MEETING OF THE GOVERNANCE, PERSONNEL, AND ETHICS COMMITTEE

OF THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ILLINOIS

JANUARY 25, 2023

This meeting of the Governance, Personnel, and Ethics Committee of the Board of Trustees of the University of Illinois was held in the Isadore and Sadie Dorin Forum, Rooms D, E, and F, 725 West Roosevelt Road, Chicago, Illinois, on Wednesday, January 25, 2023, beginning at 1:39 p.m.

Trustee Donald J. Edwards, chair of the committee, convened the meeting and asked the secretary to call the roll. The following members of the committee were present: Mr. Ramón Cepeda; Mr. Donald J. Edwards; Mr. Joseph Gutman; Ms. Patricia Brown Holmes; Mr. Rafael Camacho,¹ student trustee, Urbana; and Mr. Will Formea,² student trustee, Springfield. Ms. Tami Craig Schilling;² Ms. Sarah C. Phalen; and Mr. Mohammed A. Haq, student trustee, Chicago, attended as guests.

Also present were Mr. Lester H. McKeever Jr., treasurer;³ President Timothy L. Killeen; Dr. Nicholas P. Jones, 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 arrived at 2:06 p.m.

² Mr. Formea and Ms. Craig Schilling attended via remote videoconference.

³ Mr. McKeever attended the meeting via remote videoconference.

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

Mr. Edwards asked if there were any comments or questions regarding the minutes from the meeting that was held on November 16, 2022, and there were none. On motion of Mr. Cepeda, seconded by Ms. Holmes, 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 26, 2023

Mr. Edwards introduced the recommended items within the purview of this committee on the Board’s agenda at its meeting on January 26, 2023. All recommended items discussed at the meeting are on file with the secretary.

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

Mr. Edwards asked Mr. Knott to comment on the recommended appointments to the faculty, administrative/professional staff, and intercollegiate athletic staff. Mr. Knott explained that the appointments recommended in this item are thoroughly reviewed at the appropriate levels within the college, department, and unit, and he asked that members of the committee contact him with any questions.

Appoint Vice Chancellor for Enrollment and Retention Management, Springfield

Mr. Edwards then asked Dr. Gooch to report on the recommendation to appoint Dr. Vickie S. Cook as vice chancellor for enrollment and retention management at Springfield. Dr. Gooch described Dr. Cook's background and experience and said that Dr. Cook previously served as the associate chancellor for enrollment, online, professional, and engaged learning; the executive director of online, professional, and engaged learning; and executive director of the Center for Online Learning, Research, and Service (COLRS). Dr. Gooch said the objective of this new role is to coordinate enrollment and retention efforts at the university. President Killeen expressed his support and said that Dr. Cook participated in the President's Executive Leadership Program.

Amend Multiyear Contract with Head Varsity Coach, Football,
Division of Intercollegiate Athletics, Urbana

Next, Mr. Edwards asked Dr. Robert Jones to discuss the recommendation to amend the multiyear contract with Mr. Bret A. Bielema, head varsity coach, football, in the Division of Intercollegiate Athletics, Urbana. Dr. Jones stated that the proposed changes to Mr. Bielema's contract were discussed by the Board at its November 17, 2022, meeting, and he highlighted aspects of the changes, including a contract extension and modified terms. Dr. Jones referred to Mr. Bielema's success and said he engineered and orchestrated one of the most impressive turnarounds in the history of college football, noting it was the university's best season since 2007. He gave a summary of the proposed changes, and Mr. Edwards stated that the trustees also received comparison data of salaries of coaches in the Big Ten. He stated that he, Mr. Cepeda, and Ms. Craig Schilling attended the ReliaQuest Bowl, and Mr. Cepeda remarked on the enthusiasm of the crowd in attendance, many of whom were alums. Mr. Edwards emphasized that coaches' salaries are paid from Division of Intercollegiate Athletics funds and do not utilize tuition dollars or State funds.

Reappoint Member to the Advisory Board,
Division of Specialized Care for Children (DSCC) in Springfield, Chicago

Mr. Edwards asked Dr. Reyes to provide information about the recommendation to reappoint Ms. Patricia R. Bellock to the DSCC Advisory Board. Dr. Reyes provided information about the DSCC and described Ms. Bellock's background and experience.

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

PRESENTATIONS

State Universities Civil Service System

Mr. Edwards asked Ms. Jami M. Painter, senior associate vice president and chief human resources officer, to give a presentation on the State Universities Civil Service System (materials on file with the secretary). Ms. Painter gave a history of the State Universities Civil Service System, described the composition of the State Universities Civil Service System Merit Board, and reported on the role of the Designated Employer Representative (DER). She shared data regarding the number of statewide civil service employees, noted that over half are employed by the University, and listed the most commonly used civil service classifications at the University System.

Ms. Painter then discussed academic professional positions and showed the time line of the University's exemption authority. She noted that the University of Illinois Chicago was audited and reclassified more than 700 academic professional positions. She reported that changes to the exemption definition followed, and she said positions at the University of Illinois Urbana-Champaign have also been reclassified from academic professional to civil service. Ms. Painter then showed full-time staffing trends from 2012 through 2022 and highlighted the increase in civil service positions and the decrease in academic professional positions.

Ms. Painter stated that it is imperative to modernize the State Universities Civil Service System to be able to continue to hire the best and brightest to work at the University. She described challenges regarding recruiting and staffing that are the result of certain civil service requirements and listed the top six modernization priorities. She discussed stakeholder engagement and reported on next steps, emphasizing the importance of filling vacant Merit Board positions. Mr. Edwards asked how the trustees could best advocate for changes to the State Universities Civil Service System, and Ms. Painter said that trustees can communicate directly with legislators or through the Merit Board. President Killeen noted that Ms. Painter is often speaking on behalf of all public universities in Illinois on these issues. Discussion followed regarding the State Universities Civil Service System requirement that applicants for positions must be current Illinois residents, and Ms. Jennifer M. Creasey, assistant vice president, external and State relations, gave an update on legislation that would address some of these issues. Ms. Creasey told the committee that the legislation contains several provisions, and Ms. Painter stated that other State agencies outside the University are subject to similar requirements for recruitment for civil service positions.

Annual Report on Background Checks

Mr. Edwards then asked Ms. Painter to give an annual report on the policy on background checks (materials on file with the secretary). Ms. Painter gave an overview of the policy, which was approved by the Board at its September 2015 meeting, and

described the background check process. She reported on the number of posted job vacancies; applicants; number of background checks conducted; and background check costs from November 1, 2021, through October 31, 2022. Ms. Painter showed that 0.14 percent of offers were withdrawn based on the background check review process, which she said is consistent with prior years. She said the background check process has not had an adverse impact on recruitment and mitigates risk to the University.

Legislative Update

Next, Mr. Edwards asked Ms. Creasey and Mr. Paul Weinberger, assistant vice president, federal relations, to give a legislative update. Ms. Creasey shared that procurement reform legislation benefitting the University was passed during the lame duck session and gave examples of the types of procurement that would be impacted. She announced several upcoming advocacy events and initiatives and said that much effort is focused on securing funding. She referred to the University's economic development mission and highlighted the work of the Illinois Connection advocacy program. She also commented on the upcoming University of Illinois System Day at the Capitol in Springfield and described the schedule and activities for the day.

Mr. Weinberger discussed increased funding for agencies benefitting the University's research enterprise. He referred to advocacy efforts and priorities and said that an in-person fly-in day is scheduled for April 19, 2023. He also noted that a new

federal relations specialist has been hired. Mr. Edwards thanked Ms. Creasey and Mr. Weinberger for the reports.

MEETING ADJOURNED

On motion of Mr. Gutman, seconded by Mr. Cepeda, the meeting adjourned at 2:33 p.m.

There were no “nay” votes.

Respectfully submitted,

GREGORY J. KNOTT
Secretary

DONALD J. EDWARDS
Chair

EILEEN B. CABLE
Special Assistant to the Secretary