

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

JANUARY 22, 2025

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 22, 2025, beginning at 1:40 p.m.

Trustee Joseph Gutman, chair of the committee, convened the meeting and asked the secretary to call the roll. The following committee members were present: Ms. J. Carolyn Blackwell, Ms. Tami Craig Schilling, Mr. Joseph Gutman, Mr. Wilbur C. Milhouse III, Mr. Jesse H. Ruiz, Mr. Ramón Cepeda; Ms. Sarah C. Phalen; and Ms. Ariana A. Mizan, student trustee, Urbana, attended as guests.

Also present were Mr. Lester H. McKeever Jr., treasurer;¹ 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. Marie Lynn Miranda, chancellor, University of Illinois Chicago, and vice president, University of Illinois System; Dr. Janet L. Gooch, chancellor, University of Illinois Springfield, and vice

¹ Mr. McKeever attended via remote videoconference.

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. Scott E. Rice, University counsel; and Dr. Jeffrey A. Stein, secretary of the Board of Trustees and of the University.

Mr. Gutman asked if there were any comments or questions regarding the minutes from the meeting that was held on November 13, 2024, and there were none. On motion of Mr. Ruiz, seconded by Ms. Craig Schilling, 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 23, 2025

Mr. Gutman introduced the recommended items within the purview of this committee on the Board’s agenda at its meeting on January 23, 2025. 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. Gutman asked Dr. Stein to comment on the recommended appointments to the faculty, administrative/professional staff, and intercollegiate athletic staff. Dr. Stein 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.

Amend Designation of the President's House

Mr. Gutman asked Mr. Rice to discuss the recommendation to amend the designation of the President's House. Mr. Rice stated that this recommendation is the result of a directive from the Board of Trustees regarding the property at 711 West Florida Avenue, Urbana, currently designated as the President's House. He stated that he and Dr. Stein explored prior Board actions, State laws, and policies and determined that as long as the house remains under control of the University, the Board has the sole authority and discretion to designate the use of the property. Mr. Rice said this recommendation would change the designation of the property at 711 West Florida Avenue, Urbana, from the President's House to the Chancellor's House after the conclusion of President Killeen's service. Mr. Rice asked Mr. Ruiz to comment.

Mr. Ruiz referred to the evolution of the University System. He stated that universities, such as the University of Illinois Urbana-Champaign, typically provide a residence for the chancellor and said the time was right to make this adjustment due to the chancellor search that was currently underway. Mr. Ruiz said a study will be conducted regarding the best location for the president's office and residence. He said no changes in the operations of the house are anticipated, and he emphasized that President

Killeen is not being evicted, as these changes would be made when he is no longer occupying the house.

Appoint Director, Department of Intercollegiate Athletics, Chicago

Mr. Gutman then asked Dr. Miranda to discuss the appointment of Ms. Andrea Williams as director, Department of Intercollegiate Athletics, University of Illinois Chicago. Dr. Miranda introduced Ms. Williams, who was in attendance, and said this recommended appointment comes as the result of a national search with the advice of a search committee. She described Ms. Williams' background and experience and highlighted her broad experience, creativity, and innovation. Dr. Miranda said Ms. Williams is a values-driven leader.

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

Dr. Miranda then reported on the recommendation to reappoint Dr. Laura L. Deon to the Division of Specialized Care for Children (DSCC) Advisory Board. She described Dr. Deon's background and experience and provided background information on the DSCC, emphasizing its role in the State and at the university.

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

PRESENTATIONS

Annual Background Check Policy Presentation

Mr. Gutman asked Ms. Jami M. Painter, senior associate vice president and chief human resources officer, to give an annual report on the policy on background checks (materials on file with the secretary). Ms. Painter stated that the 10-year anniversary of the policy on background checks is approaching and gave an overview of the policy. She described the types of background checks conducted, noting that this depends on the position. Ms. Painter reported on the number of posted job vacancies in 2024, which she said decreased by 2 percent, and the number of applicants and posted job vacancies from 2016 through 2024. She said the number of applicants has increased by 26 percent, which she said is a testament to recruiting efforts. Ms. Painter added that this also demonstrated that the background check policy has not been a deterrent to applicants. She presented the number of background checks conducted and shared background check costs from November 1, 2023, through October 31, 2024. Ms. Painter showed that 0.17 percent of offers were withdrawn based on the background check review process. She said the background check process has not had an adverse impact on recruitment and mitigates risk to the University.

Ms. Painter concluded her presentation, and Mr. Ruiz inquired about data reflecting the impact of the policy. Ms. Painter described the evaluation process and referred to the difficulty of quantifying issues that were avoided as a result of offers

withdrawn due to the background check process. Ms. Phalen asked about the use of background checks for current employees, and Ms. Painter stated this only happens in certain circumstances and if an employee is changing positions. Mr. Gutman and Ms. Painter discussed the increased number of applicants, and Ms. Craig Schilling and Ms. Painter discussed the cost of the background check program. Ms. Painter indicated that research is underway to determine whether it is necessary to check current employees. Mr. Milhouse inquired about the discrepancy in cost between background checks at the University of Illinois Urbana-Champaign and the University of Illinois Chicago, and Ms. Painter said costs for background checks at the University of Illinois Chicago are always higher due to the hospital and the types of checks that are conducted. Mr. Gutman thanked Ms. Painter for the report.

Legislative Update

Mr. Gutman asked Ms. Jennifer M. Creasey, assistant vice president, external and state relations, and Mr. Paul Weinberger, assistant vice president, federal relations, to give a legislative update. Ms. Creasey described events to welcome newly elected officials, highlighted priorities of the U of I Caucus, and referred to the University's commitment to engage with elected officials and reinforce its role in the State. Ms. Creasey noted that the next U of I Caucus meeting is scheduled for February 5, and said the 16th annual University of Illinois System Day in the Capitol will be held in Springfield on February 26, where alumni, students, and faculty would be invited to participate. She referred to

the 2025 legislative agenda and said state relations staff look forward to working closely with legislators to continue to expand the University's contributions to the state.

Mr. Weinberger provided an update on federal relations and highlighted the University System's updated federal priorities for the 119th Congress and new administration. He referred to President Killeen's federal townhall with Illinois Connection members, and he said work is underway to review the more than 40 executive orders, proclamations, and memos that came from the new administration. Mr. Weinberger highlighted potentially impactful executive orders, including those related to immigration, federal workforce and federal operations, and Diversity, Equity, and Inclusion (DEI) and environmental justice programs, and he referred to the finalization of the Fiscal Year 2025 appropriation and its potential impact on higher education.

OLD BUSINESS

There was no business presented under this aegis.

NEW BUSINESS

Mr. Gutman announced that the next meeting is scheduled for March 19, 2025, at 1:30 p.m., in Springfield.

MEETING ADJOURNED

Mr. Gutman then asked for a motion to adjourn the meeting. On motion of Ms. Craig Schilling, seconded by Ms. Blackwell, the meeting adjourned at 2:12 p.m. There were no “nay” votes.

Respectfully submitted,

JEFFREY A. STEIN
Secretary

JOSEPH GUTMAN
Chair

EILEEN B. CABLE
Special Assistant to the Secretary