Present: Chair Roy Campbell, Damani Bolden, Pat Gill, Shao Guo, John Hart, Harry Hilton, Prasanta Kalita, Calvin Lear, Melissa Madsen, Gay Miller, Joyce Tolliver, Matthew Wheeler

Guests: President Robert Easter, Provost Ilesanmi Adesida, Associate Chancellor Reginald Alston, Office for University Relations Assistant Director Jan Dennis, Associate Chancellor for Public Affairs Robin Kaler, Chair of the Senate Committee on Faculty and Academic Staff Benefits John Kindt, Professor of Mathematics Richard Laugesen, Interim Special Assistant to the President Margaret O’Donoghue, Chair of the Senate Committee on Admission Arne Pearlstein, Vice Chancellor for Student Affairs Renee Romano, Campus Faculty Association Representative Dorothee Schneider, Vice Provost for Academic Affairs Barbara Wilson, Chancellor Phyllis Wise

Media: Mike Helenthal (Inside Illinois), Mary Kate Moss (Daily Illini), Julie Wurth (News-Gazette)

A regular meeting of the Senate Executive Committee (SEC) was called to order at 3:11 pm on Monday, Monday, January 27, 2014 in 232 English Building, with Chair Campbell presiding.

Introductions
Guests were introduced and Chair Campbell invited President Easter to address the SEC.

Annual Address from the President
President Easter noted that Chair Campbell had sent several questions to him prior to the meeting.

The Board of Trustees (BOT) has become interested in the University Administration (UA) Report, and the Chairman plans to review the document point by point to discuss issues. Hopefully after that discussion plans for implementation can proceed.

The University Administrative Budget will be made public. The expertise resides at the campus level and it should stay there. Last year the budgets increased incrementally to reflect the salary program. We are in the process of starting a review procedure on a regular basis. There is a relatively strong commitment to keep tuition costs down with as small increases as possible.

The BOT is anxious to open a search for the University of Illinois President. There is a real need for the University to be at the table when discussions are happening at the state level. Easter has been spending two days a week in Chicago, but not always on campus. There will be more discussion at the Governance Committee of the BOT in February and a strategic planning conversation at the July retreat.

The University has been public with its position on the pension plan. Comparisons among our peers show that we are not competitive in the area of pensions, and there is a need for a defined long-term benefit plan. There is a 403b plan already in place, and there is no need for legislative approval in order to supplement the 403b plan.

The large scale faculty hiring plan is the purview of the campuses. The Administration does not have the same sense that the faculty has at the unit/department/college level. There seems to be an increasing need to have teams or someone to assist in the hiring process. Decisions to hire through cluster hiring are best decided at the campus level. The University is defined by the faculty, and are the core of the University. Tenure and tenure track faculty lines have been reduced and recovery needs to be supported.

The University must make salary adjustments to be competitive in the market. The cost of living adjustment and merit needs to be recognized.

Easter has regular engagement with legislative leaders. If visiting legislative leaders at the capitol, there is a long line in which to wait. If leaders are approached in their home district, sometime it is easier to discuss
The best advocates for the University are those who live in our district. One of the relatively new groups that have been established by the Alumni Association is a volunteer group that contacts the legislature. Easter has been impressed at how successful this effort has been.

Easter noted that UA provides services such as human resources, legal counsel, writing of checks, etc. The challenge is always if those services should be provided locally or in a centralized fashion. Efficiencies within Banner have not fully been implemented either.

Pearlstein asked if there has been any effort to reverse the pension decisions from last year. Easter responded that the state universities signed the six step document that came out of the Institute of Government and Public Affairs (IGPA). The outcome of pension legislation was a surprise. There is an understanding from the legislative point of view that the pension plan was unsustainable. There are commitments that have been made to our employees. We cannot have competitive programs and be the university we should be. The courts have lingering decisions and not knowing if it is going to be reversed does not allow us to plan. There is going to be significant costs passed onto us regardless of the court case outcomes.

Easter stated that his role as President has been eye opening to the scale of this University. There is frustration with the declining amount of state operating funds, and there have been significant increases in benefits costs. The Chicago campus acts as a major academic health center with a 495 bed safety-net hospital. Chicago is a provider of services for those that have no other recourse. There are almost 500,000 patient visits on a yearly basis. The cost of operating the Chicago campus is obviously higher than the Urbana campus. There is a move to a new model, a managed care plan called whole patient care. This is a huge opportunity to provide behavioral modification which could help keep these services financially viable.

Easter has spent significant time in conversations with community colleges. There needs to be a smoother process for course articulation for courses taken at community colleges. Easter hopes to have something positive to announce about changes in purchasing. Supplementing the pension is also a priority. Significant strides are being made in fundraising, but we seem to be substantially behind. The BOT wants to see regular academic program reviews. There are courses that we offer across the world, yet there is more that should be done between the campuses. Easter had the opportunity to physically be at the Rockford campus and listen to a course in Chicago, and it worked very well.

What will higher education look like in ten or twenty years and what will this University need to do to be in the premier spot? There does not appear to be much growth in federal funding. There is a trend of people opting to live in a major city. How do the Urbana and Springfield campuses stay relevant and how are those needs served? Easter stated that he does not pretend any of these questions will be resolved during his time as President, but the University cannot be in a holding pattern either.

Madsen noted that the 2013 audit from SUCSS has been sent to the Office of the President and the Office of the Chancellor. Madsen asked is there is there a timetable when more information would be released. President Easter met with the Executive Director of the State Universities Civil Service System (SUCSS) and has asked for another meeting to discuss the disagreement with some of the findings. The University has a model that has worked incredibly well, especially on this campus.

Kindt asked if the Alumni Association is independent and Easter responded that the Alumni Association has independent boards and the University contracts with them like any other service provider. The Alumni Association is not constrained by the same rules that Easter is constrained. The Alumni Association could be extremely effective. Miller added that in her opinion it is important that information is conveyed about supplemental benefits so faculty members have an incentive to stay at this University. Easter noted that the May BOT meeting is the last opportunity to put something in place by June 1.

Pearlstein noted that the pension issues are having an effect on not only retention, but also recruiting. Easter responded that Senior Advisor to the President Avijit Ghosh is working on this issue and should be releasing
communications soon. The University currently has contracts in place with TIAA-CREF and Fidelity Investments that would not have to be renegotiated in order to provide a supplement to the pension, but a large issue is what the University can afford.

Tolliver asked if there was a plan in place to fund supplemental pensions and suggested that the University might need to think about what we are willing to stop doing. Easter and Adesida agreed that it cutting back in certain areas is a reality. The Urbana campus is probably in better shape than the Chicago and Springfield campuses. Chicago is solvent, but they have more students that are unable to pay for tuition, and Springfield operates on a much smaller scale.

Easter noted that there is no way the university can be completely insulated from the problem of the economy not rebounding. The University has insulated itself by growing tuition and going forward increasing tuition will not be an option. This is not a new situation. The University has always had an impact on the state.

President Easter invited Chancellor Wise to report on several Urbana campus topics. Economic Development was one of the six themes that came out of the Visioning Future Excellence exercise. The University of Illinois will benefit from being in a vibrant community. We are the largest employer in this area. Building the community around the University will also help with recruiting faculty by more easily being able to find a second position for a faculty’s partner. If the community had more white-collar positions, then it would be easier to recruit.

The company, Business Cluster Development (BCD) recommended the University focus on the following three business clusters: data analytics and management, and computing; biomedical and bioengineering; and Energy. BCD discusses in their report how powerful the University is by providing jobs outside the University. UI Labs would not have been founded without University expertise. The BCD report was sent out via massmail today. The executive summary is five to seven pages and Wise encouraged reading the summary.

Chancellor Wise discussed campus safety and the importance of training for emergencies. Faculty and staff must be up-to-date on what to do in emergency situations. The state mandates that training procedures be in place. Faculty and students must train in campus safety. Illinois Department of Labor (IDOL) visited ISU and NIU unannounced and both institutions were unprepared. An institution can be heavily fined if a faculty member or student is not aware of emergency procedures. The training must be done every semester since the training is specific to each building and classroom.

The Campus Emergency Operations Committee (CEOC) consists of 27 members including the Chancellor. Lieutenant Todd Short from the Office of Campus Emergency Planning convenes a conference call during an emergency in order for the CEOC to make a joint decision. Most recently a conference call was convened in order to discuss keeping the campus open due to inclement weather. Short convenes the call after briefing with local and state emergency personnel. The Chancellor makes the final decision, but only after careful consultation with the numerous other CEOC members. CEOC balances the safety of faculty, staff, students, and others, and the inconvenience of cancelling classes.

There are 450 buildings on campus that house faculty, staff and students. There are still 250 buildings that need plans. Lieutenant Short is working to get every single building done with limited staff. There are other buildings that the campus feels responsible for such as the Greek houses and the Research Park.

Chair Campbell thanked everyone for attending.

**Adjournment**
The meeting was adjourned at 4:43 pm.

Jenny Roether
Clerk of the Senate