

Minutes of the Meeting of the
Board of Trustees
Western Illinois University

November 4, 2005

The meeting of the Board of Trustees of Western Illinois University convened at 10:22 A.M. in the Capitol Rooms, University Union, on the campus of Western Illinois University – Macomb. Trustee J. Michael Houston, Chair, presided.

The following trustees were present to answer roll call:

Trustee Carolyn J. Ehlert
Trustee William L. Epperly
Trustee Lorraine Epperson
Trustee J. Michael Houston
Trustee Christopher M. Thomas

Absent: Trustee George J. Guzzardo – Trustee Guzzardo arrived a minute or so later.

Trustee Houston moved to convene the Board to Executive Session to consider personnel, legal, collective bargaining and other such issues as are covered by Section 2.c. of the Open Meetings Act with plans to reconvene in open session at approximately 11:15 A.M. Trustee Epperson seconded the motion.

Roll Call

Trustee Ehlert	Yes
Trustee Epperly	Yes
Trustee Epperson	Yes
Trustee Guzzardo	Yes
Trustee Houston	Yes
Trustee Thomas	Yes

Motion carried.

The Board convened to Executive Session at 10:24 A.M.

Following Executive Session the Board reconvened in open session at 11:18 A.M.

The following Trustees were present to answer roll call:

Trustee Carolyn J. Ehlert
Trustee William L. Epperly
Trustee Lorraine Epperson
Trustee George J. Guzzardo
Trustee J. Michael Houston
Trustee Christopher M. Thomas

Also present for the open meeting of the Board of Trustees:

President Alvin Goldfarb
Legal Counsel Bruce J. Biagini
Board Treasurer and Vice President for Administrative Services Jacqueline K. Thompson
Administrative Assistant to the Board Kerry L. Yadgar
Associate Provost and Academic Vice President Barbara Baily
Vice President for Student Services W. Garry Johnson
Vice President for Advancement and Public Services Daniel L. Hendricks

Advisory Group Representatives present:

Student Government Association President – Macomb, Bridget Early
Faculty Senate Chair – Macomb, Steven Rock
Council of Administrative Personnel Vice President – Macomb, Amy Spelman
Civil Service Employees Council Secretary – Macomb, Anne Whited

REVIEW AND APPROVAL OF SEPTEMBER 9, 2005, BOARD MEETING MINUTES

The minutes of the September 9, 2005, Board of Trustees meeting were approved via unanimous roll call vote of the Board.

REVIEW AND APPROVAL OF SEPTEMBER 30, 2005, BOARD MEETING MINUTES

The minutes of the September 30, 2005, Board of Trustees meeting were approved via unanimous roll call vote of the Board.

CHAIRPERSON'S REMARKS

Chair Houston welcomed everyone to the meeting of the Western Illinois University Board of Trustees. He reported that the Board spent last Friday covering a variety of topics at an all day retreat.

The retreat provided trustees an opportunity to discuss issues in depth which is just not possible during the Board's quarterly meetings. During our regular meetings, we have discussions with people who make the presentations, but that setting does not facilitate time for free-flowing discussions like we were able to have during the retreat.

CHAIRPERSON'S REMARKS (CONTINUED)

Everyone enjoyed the day and it was very worthwhile. We were able to talk to each of the Vice Presidents regarding updates on what they are doing to address the strategic plan as well as have interactive discussions on the goals and challenges we see for Western.

Trustees were also able to consider how we exercise our oversight duties as Board members and looked at how we can be more involved in partnerships that help move forward the University's mission and core values.

Based on the comments we received from trustees last Friday, the retreat will become an annual type of event. It was time extremely well spent and gave us the opportunity to have a lot of discussion with members of the University and among ourselves.

We would like to give special thanks to Dace Richardson for his participation last Friday as he was on the way to North Carolina. He got up at 4:00 A.M. to be able to be here for the retreat. I think everyone is aware that Dace has accepted a vice presidents position with the SPX Corporation in Raleigh, North Carolina. His attendance at the meeting was extremely important from the aspect that he has been serving on the Board for four years. Having his input as he leaves us was very important, and I really appreciate the effort that he made to get here. He was actually driving back to Wheaton to pick up his wife and then together they were going to fly to Raleigh to buy a house.

We currently are two trustees short of our full complement of eight trustees and we await action by the Governor's Office to fill those two positions.

Since the last Board meeting in September we have received approval from the Illinois Board of Higher Education to move forward with the renovations to the football stadium, the construction of a multicultural center and a new facility for document and publication services with storage for campus inventory of surplus property. These were projects the Board discussed at the September 9 meeting and that were expedited by our special teleconference meeting on September 30.

If we take a look at what has happened with interest rates since our meeting, we have saved a lot of money by doing our teleconference. That fact means that we will be able to spend more money on the projects as opposed to paying interest. It was beneficial to have our teleconference meeting because it allowed us to move forward. Each of the projects is being built with non-appropriated funds.

The same day of the teleconference we had representatives from the Capital Development Board on campus to announce the long-awaited official final release of funds for the Memorial Hall renovation. This is a big step for us in terms of the renovation of the campus. A lot of people have worked on that project for a very long time.

We are still waiting for the release of appropriated planning funds for the design work to expand the Quad Cities Riverfront campus and the Performing Arts Center.

Macomb area representatives, including Trustee Lorraine Epperson, visited with legislative leaders in Springfield on October 26 to advocate for the Performing Arts Center. It was a very positive meeting and that discussion was well received by legislative leaders. As a result of that meeting there were direct discussions with the Governor or his staff regarding the release of PAC planning funds.

CHAIRPERSON'S REMARKS (CONTINUED)

Today's meeting agenda includes President Goldfarb's annual performance evaluation as well as a further update on the University's *Higher Values in Higher Education* strategic plan. We will also take time to recognize service to the University by Trustee Richardson and long time Western staff members Charles Gilbert and Gordy Taylor.

We used the opportunity last Friday in the course of the retreat to give Dace some tokens of our appreciation. We will have the formal resolution that we will approve today. During the morning Finance Committee we acknowledged Dr. Gordy Taylor. While he is a short timer, he is still working very hard and had an alumni event in Chicago this evening so had to leave. We will have the formal approval of the resolution for him as well.

We will move now to committee reports.

FINANCE COMMITTEE REPORT

Trustee Ehlert noted that the Finance Committee approved purchases of \$500,000 or more and also received a report on purchases of \$100,000 - \$500,000 as listed in the meeting materials. We also received a report on the status of the budget for the period ending August 31, 2005, and reports on current investment activities as well as first quarter grants and contracts. It was interesting to note that in the face of stiff competition, Western has landed some very impressive grants which we are most appreciative of receiving. Vice President Hendricks presented a detailed report on contributions received by the WIU Foundation. He also detailed plans for the next comprehensive campaign, and discussed hiring advancement staff for each of the academic divisions. Vice President Thompson discussed the fact that the Board might be called into special session in January to discuss the results of a sprinkler system study and to review the needs for elevator upgrades. It might be necessary to approve funding for those activities so renovations can begin in a timely manner.

ACADEMIC AND STUDENT SERVICES COMMITTEE REPORT

Trustee Epperson reported that the Academic and Student Services Committee received a report on the student health insurance program. The Board is very pleased on how it is going. Very shortly we will have \$1 million in reserve. The self funded program continues to be everything we had hoped it would be and the Board will continue to receive quarterly status reports. We heard from Provost Rallo on the various searches going on, including in the College of Business and Technology, University Library, International Studies and the Honors College, and from Vice President Johnson about searches for Directors in Admissions, Beu Health Center and Disability Support Services.

PRESIDENT'S REPORT

One of the most important events since the last Board meeting is that we had our annual meeting with the Illinois Board of Higher Education staff—the Big Picture meeting. Those meetings are held in Springfield and we are asked to bring staff to discuss future budget needs. We presented our FY2007 budget request on October 31. We did meet with the new Executive Director Judy Erwin who indicated her concern that there would be no new budgets this coming year for higher education.

PRESIDENT'S REPORT (CONTINUED)

The good news is that our FY2007 budget priorities should there be any funds are all in line with IBHE's priorities. The top priorities the WIU Board has approved are salary increases for our faculty and staff, deferred maintenance, and funding to help with implementing our strategic plan. Those are in keeping with IBHE's current priorities as well. We were not given a very positive picture in terms of the coming year's budget for higher education.

We spent a good deal of time discussing our capital projects—the Performing Arts Center and the Quad Cities campus development. We are probably one of the poorest funded institutions over the last two or three decades in terms of capital funding.

Dr. Joe Rives is working with Mr. Bill Brewer of Physical Plant on campus master planning issues. Sooner or later there will be facilities dollars and we need to have a plan that will drive us into the future on both campuses. Hopefully, that plan will help us position ourselves in the future when those dollars become available.

We continue to lobby strongly for the release of the \$4 million planning funding for the Performing Arts Center. The funds have already been appropriated. We continue to try to move that project along. I appreciate all the work the community has done. Dean Paul Kreider went to Springfield with the community group and Trustee Epperson went as well. We have heard very positive things back following their visit. The high visibility continues to push this project along.

The Quad Cities community has been lobbying very diligently for our campus expansion. WIU expansion continues to be the Chamber's highest priority. That was restated at their recent Chamber breakfast I attended. I was the principal speaker at that breakfast which was hosted on our current site in the Quad Cities. I asked their members to continue to help push for the release of funds. We have worked with the Department of Commerce and Economic Opportunity to try to convince them that our architectural and engineering funding of \$2.4 million should be released.

We have received some HUD grants to begin work on asbestos removal in the building donated by John Deere & Company. Congressman Lane Evans was helpful to us in receiving that funding.

In terms of community activities, we continue to work with the Community University Partnership Program (CUPP) on student and community interaction activities. There have been some visible issues related to students engaged in fights in the community. We are working diligently in CUPP to address that and be proactive in what is a national problem. We will continue to work with the students in that arena.

I've attended many alumni events and will be traveling with Gordy to California. We are working very hard at getting positioned for the new campaign by making certain that the President interacts with alums. I've recently been to Peoria and Quincy, while Elaine attended the event in Bloomington as I was in Washington D.C. Elaine and I attended the pre-game alumni event at the football game against ISU. I am really pleased to say that I remain 4-0 against my former institution—undefeated. They weren't very happy but we were elated to come away with that win. Following the game, Elaine and I hosted approximately 50 university supporters at our Bloomington home that we affectionately refer to as the University Residence – East.

PRESIDENT'S REPORT (CONTINUED)

In terms of the travel to Washington D.C., I met with the Department of Education to talk about the possibility of hosting a conference dealing with issues of affordability and work force preparation. The Department of Education is undertaking a major commission and we want to show we are players in this arena. We have received some very positive responses. I continue to work with Joe Rives and Kristin Dunstan on trying to pull that together. We want to position Western as an institution that is a leader in the arena of affordability and predictability in terms of costs.

That same day I attended the Campus Compact 20th Anniversary kickoff event. I am co-chair of the Illinois Campus Compact, an organization that supports students being engaged in volunteer activities. Volunteerism is becoming a key focus on this campus as well. The closing event will be held in Chicago at the end of the year.

You have heard about many retirements on campus. Some of those who are retiring are: Chuck Gilbert, Gordy Taylor and Pat Sartore. There are significant numbers of faculty and staff who are also retiring from the institution. This is an exciting time in terms of opportunity for hiring new individuals, but it is also a very scary time. We need to be frank about losing a great deal of our institutional memory and in making certain that it does not occur. We as an institution have focused very strongly on people. We need to protect our institutional memory and the commitment to the University which has been generated by those individuals. We are excited about many of the new hires and about the opportunity to do some reallocations in positions in order to move the institution forward.

Finally, I want to recognize Dace Richardson. He was an outstanding Board member and had great commitment to this institution. I was very proud to say that he was an alumnus of both my former university (ISU) and my current university (WIU). I have heard spectacular comments from all who worked with him on both campuses.

LEGISLATIVE UPDATE

Chair Houston noted that at the direction of the President, Assistant to the President for Governmental Relations Dave Steelman is attending the last day of the veto session in Springfield. He is representing WIU there today. One of the issues still under discussion is the naming rights that would have an effect on us.

President Goldfarb stated that Dave has indicated he will send a report to the Board at the end of the veto session. He has been working very diligently in terms of scheduling meetings with legislators. In fact, I was in Springfield twice this week talking to legislators relative to the Performing Arts Center. He has also been engaging the Quad Cities legislators in discussions regarding the Riverfront campus capital project.

STRATEGIC PLAN UPDATE

Dr. Joe Rives, Assistant to the President for Planning and Budget, presented a power point review of activities relating to the strategic plan. He distributed to trustees copies of the current recruitment materials used in Macomb and Quad Cities, noting the handout was in follow up to the retreat discussion on high-quality students and recruitment strategies to bring them to Western.

STRATEGIC PLAN UPDATE (CONTINUED)

He also distributed copies of new billboard advertising designs being used in the Quad Cities. The new billboard designs were done by Kristin Dunstan, Director of Marketing, and are the first phase of a new state-wide advertising campaign. The ads do an excellent job in framing the quality and affordability of Western Illinois University. It is one thing to be “cheap” and another thing to be “affordable”. *Higher Values in Higher Education* stresses affordability and high academic quality. Ads designed to be displayed in Iowa reinforce the message that Iowa residents receive in-state tuition. We want to stress that WIU is the affordable public institution in the Quad Cities area.

We are also working on bus wraps, ads for placement in the airports both in the Quad Cities and Peoria, and are designing ads for the Macomb campus. Some of the designs mention both campuses which reinforces the fact that we are a system of higher education, united by our strategic plans and divided only in physical location.

We have also been discussing doing some partnership ads with community colleges with the message, "My College...My University". More will be presented on this concept in March.

Dr. Rives presented a demonstration of a draft web site for the strategic plan report card and showed how it will help track our internal progress. This work is being done by Karmon Runquist, our web site manager. The site Karmon is working on will help us with our benchmarking as well. Before the site goes online to the public, the Board will have an opportunity to review it to make certain it gives the information that you want and tracks the way you want things tracked. This is an interactive site that allows you to click on the various goals listed at the left and then connects you to the actions that are taking place to address that specific goal. The site also displays directional arrows, up arrows or down arrows, and will indicate what direction we are moving on any particular goal.

By March we will have the information summarized so we can do customized reports. We might ask for a summary of everything that is going the way we thought it should, for example, or ask for everything that is going down. This is a very powerful program. It is database driven so if you tell us a query you want, we can design that into the program. We will also decide whether we want the information on the "internet" for the whole world to see, or if we want it on the "intranet" for the campus to see. It is state of the art and we are very excited about the possibilities. It puts us ahead of any other school that I know of at this point.

While we have been working on the web report card, we have also been working on our campus master plan site. We have a listing available right now of all the current major capital projects. This list is from the facilities update we presented to the Board in September. The site is also designed to be interactive...just click on a particular project and the web site will give you the intended outcome as well as information on the project, the status of the project and who to call or e-mail if you have questions about the project. I believe the most vital component is the status and who to contact. One thing that happens when you work in a large organization with two campuses is that it is hard to remember who to call, or what is going on concerning a particular project. This lays in out on one page per project.

If you remember in the facilities update presentation in September, we presented a "before" and "after" of the Browne Hall project and the other classroom renovations. We will be able to do that on our capital projects as well.

STRATEGIC PLAN UPDATE (CONTINUED)

For the baseball facility, for example, we have a rendering of what the completed project will look like, and then every month we will take pictures from the same angle and chronicle for the institution's history what was, what happened, and what will be. I can't wait to take this to our national conference because I know of no other institution that goes to this level in providing information. Once again, WIU will be in the lead. It is exciting.

On the Multicultural Center page we have only text at this time as we have not gotten to the point with this project of what the facility will look like. As soon as that comes on board, that information will be included. There are some projects that all we have at this time is the text.

Another key component of this site and the strategic planning web site is that not only will it tell you who to contact, but it will have the generic “Contact Us” button. It will be my responsibility to get the response back to the individuals asking the question or making the comment. Usually an institution’s strategic planning web page is just a glory page containing all the accomplishments. We are laying it out for the public. Here is where we are. Here is where we are succeeding. Here are our challenges.

Dr. Rives thanked both Kristin Dunstan and Karmon Runquist for their creative efforts in designing the ads and interactive web sites.

ADVISORY GROUP REPORTS

Report on Consent Agenda Items

Student Government Association President Bridget Early presented the combined constituency report.

The four governing bodies at the University value the monthly strategic plan updates prepared by Joe Rives. These are informative and facilitate awareness of WIU’s progress in achieving the goals in the plan. We are also appreciative of the opportunity to provide input in the evaluation process for President Goldfarb and are supportive of Resolution No. 05.11/3: Presidential Assessment. Our group also expresses its appreciation for the service to the University provided by Trustee Richardson (Resolution No. 05.11/4), Chuck Gilbert (Resolution No. 05.11/5), and Gordy Taylor (Resolution No. 05.11/6).

Student Government Association

Bridget Early, President of SGA, spoke briefly on accomplishments since the September Board meeting. The Western Illinois University Hurricane Katrina Relief Committee raised almost \$4,000 and is now looking into the possibility of conducting a toy drive for the upcoming holiday season. On the issue of textbook affordability, SGA has been working with Trustee Chris Thomas, Provost Rallo and the Faculty Senate to look into the possible implementation of online course descriptions that would include the required textbooks for the section of a class. Bridget noted SGA is currently looking into the possibility of a statewide lobby day activity and instituting a campus Tolerance Day to create more awareness of diversity.

Trustee Chris Thomas spoke on behalf of Chad Wickard, President of SGA – Quad Cities, who was unable to attend the meeting. Students on the QC campus are working very hard to increase awareness of the campus in the community with a variety of outreach activities. They participated in a parade in October, are planning community service events which include sponsoring a blood drive and serving

ADVISORY GROUP REPORTS (CONTINUED)

Student Government Association (Continued)

food at a homeless shelter. They are planning a leadership conference that would include local high schools and colleges to try to build both professional and personal relationships with students and faculty at the other institutions as a way to enhance recruitment efforts.

Council of Administrative Personnel

Amy Spelman, Vice President of COAP, reported that there have been two recent appointments to the COAP Board—Kristin Dunstan, Director of University Marketing, and Betty Dean, Academic Advisor for Dietetics, Fashion Merchandising and Hospitality. COAP has been asked for representation on several different search committees and appreciates the opportunity to have a voice on those committees. Finally, COAP will be reviewing the institutional policy that governs the Council and will be providing input on any changes to the policy if needed.

Faculty Senate

Steve Rock, Chair of the Faculty Senate, noted that he had attended recently the Council of Illinois University Senates held at Illinois State University. This is an event held twice a year of Senate officers of the 12 Illinois public universities and issues of mutual concern are discussed. Following that meeting, Steve noted he is even more impressed with the WIU model of faculty/administrative shared governance when compared to other campuses.

Civil Service Employees Council

Anne Whited, Secretary of CSEC, presented an update of recent CSEC activities. Since the September meeting the Council conducted a cookbook sale that added over \$1,500 to the scholarship fund. The scholarship funds provide scholarships to civil service employees and their dependents. She noted that there are civil service employees who are serving on several search committees at this time. The Council is currently busy planning for the annual winter luncheon.

ACTION ITEMS: CONSENT AGENDA

Chair Houston noted that each resolution will be dealt with individually due to the nature of the items.

Resolution No. 05.11/1: Release of September 9, 2005, Executive Session Meeting Minutes

Chair Houston moved passage of Resolution No. 05.11/1 with a second provided by Trustee Epperly.

There was no discussion.

Roll Call

Trustee Ehlert	Yes
Trustee Epperly	Yes
Trustee Epperson	Yes
Trustee Guzzardo	Yes
Trustee Houston	Yes
Trustee Thomas	Yes

Motion carried. The following resolution was approved.

ACTION ITEMS (CONTINUED)

Resolution No. 05.11/1: Release of September 9, 2005, Executive Session Meeting Minutes (Continued)

WHEREAS pursuant to Section 2.06(c) of the Open Meetings Act, the Board of Trustees of Western Illinois University has reviewed the minutes of the executive session to determine whether the need for confidentiality still exists with respect to all or part of the minutes:

THEREFORE be it resolved that the Board of Trustees of Western Illinois University approves for public disclosure at this time the following executive session minutes:

September 9, 2005

Resolution No. 05.11/2: Purchases of \$500,000 or More

Trustee Ehlert moved to approve Resolution No. 05.11/2 with a second provided by Trustee Epperson.

There was no discussion.

Roll Call

Trustee Epperly	Yes
Trustee Epperson	Yes
Trustee Guzzardo	Yes
Trustee Houston	Yes
Trustee Thomas	Yes
Trustee Ehlert	Yes

Motion carried. The following resolution was approved.

Resolution No. 05.11/2: Purchases of \$500,000 or More

WHEREAS Western Illinois University has a contract for the design services to construct a new residence hall, and since the final contract amount exceeds the amount originally approved by the Board, and;

WHEREAS the above mentioned project has been administered in accordance with the Illinois Procurement Code and all other pertinent statues and rules:

THEREFORE be it resolved that the Board of Trustees approves amending the contract for architectural services to design a new residence hall.

ACTION ITEMS (CONTINUED)

Resolution No. 05.11/2: Purchases of \$500,000 or More (Continued)

**Resolution 05.11/2
Purchases of \$500,000 or More**

Architectural Design Fees

ITEM DESCRIPTION:

At the June 15, 2002 meeting, the Board approved the contracting of an architect/engineering firm to perform the design work and other related services for the construction of a new low-rise residence hall. The approved amount was not to exceed \$700,000.

The firm performed additional work to finalize the construction. The work included expansion of the scope of work. The final cost exceeds the amount originally approved by the Board.

COST:	\$708,153.00
RECOMMENDED VENDOR:	Phillips Swager Associates; Peoria, IL
FUND SOURCE:	Local
SUMMARY OF BIDS:	Exempt from competitive bidding per Section 30-15 (c) of the Illinois Procurement Code. The University complied with the Architectural, Engineering, and Land Surveying Qualifications Based Selection Act in selecting a firm.

Resolution No. 05.11/3: Presidential Assessment

Trustee Ehlert noted at the June Board meeting a subcommittee was formed to conduct the annual performance review of President Goldfarb. Trustee Ehlert was appointed Chair and Trustee Epperly was also appointed to serve on the committee. The evaluation process involved seeking and reviewing comments from campus constituency groups. They also visited campus and interviewed the Vice Presidents, Provost and President Goldfarb.

Trustee Ehlert further stated that the Board received glowing reports from all who were interviewed or submitted comments. The Board also recognized that President Goldfarb's leadership and commitment goes beyond the internal workings of Western Illinois University. The Board compliments him on his efforts in economic development initiatives and on becoming an ever increasing important leader in the communities where Western has a presence. The review was unanimously supported by the Trustees. The recommendation is to extend the President's three-year rolling contract by a year and that he be given a 3.5% salary increase retroactive to July 1, 2005. The salary increase is limited to 3.5% by his request. The Board, however, is keeping a close eye on what is happening at public institutions in Illinois to make certain that Western stays competitive. Just as the University is looking at bringing

ACTION ITEMS (CONTINUED)

Resolution No. 05.11/3: Presidential Assessment

salaries generally to the median level of other institutions, we feel it is important that that be done with the President's salary as well.

Trustee Ehlert moved for approval of Resolution No. 05.11/3: Presidential Assessment. Trustee Epperson seconded the motion.

Chair Houston asked for Board discussion.

Trustee Epperly stated that he has read recent books by James Collins about leadership in which Mr. Collins talks about a Level 5 Leader. I believe Dr. Goldfarb fits the definition of a Level 5 Leader. A Level 5 Leader has the ability to take places from good to great; that is our mission and I believe we have the right guy.

Trustee Houston stated that in thinking back to applicants the Board interviewed for the position, if we had hired one of the other people, what would have happened here? As we looked at the finalists, Al Goldfarb stood out. He has done more than the Board ever anticipated and has moved the institution

further in a shorter period of time than any of us would have dreamed. It was just over three years ago when we were going through that process. It is obvious that the entire University community really appreciates what you have done. The Board also appreciates the fact that when we hired you we also got Elaine. It has been a real team. Both of you embrace the Macomb and Quad Cities communities, but the way the Macomb and Quad Cities communities have embraced you is even more important. It is one thing to lead the University and move it forward, but the leadership you are providing to Macomb, to Quad Cities and to the region is extremely important. The Board is very proud that you represent this University and lead this University. The team you have assembled in terms of taking and moving us to the next level is great. We thank you very much for everything you have done.

President Goldfarb thanked the Board for their very nice comments. Thinking of all of the issues that becoming a president of a university entails, I can tell you that the most embarrassing is being evaluated in public. I like the focus to be on the institution, not on myself. This is an outstanding University; it is a remarkable place in terms of individuals. If we are having successes, it is because the University is willing to work together and find ways to make things happen. I know other institutions around the state and country and it is rare to find institutions where all areas work so well together. That is what attracted me to Western. I am pleased about your positive report. I also want people to recognize that it is positive because of all of the positive things that are happening in the institution and all the hard work of others. I really appreciate the Board’s very nice comments and Mike’s comments about Elaine, as well. She has really embraced this community and sees this as exciting venture for both of us. It is hard to believe I am beginning my fourth year. We will continue to try to move projects along.

I did tell the Board earlier, and I believe most people are aware that my greatest frustration has nothing to do with anything on campus. We all deal with the day-to-day issues. It is moving our two top priorities along—the Performing Arts Center and the Quad Cities campus. We will continue to push those projects and we will eventually achieve those priorities we have set.

ACTION ITEMS (CONTINUED)

Resolution No. 05.11/3: Presidential Assessment (Continued)

Trustee Epperson added that Al and Elaine have been wonderful ambassadors for WIU and for Macomb. They are a tremendous blend for what they provide to the community.

Chair Houston said if there are no further comments, we will vote on the resolution.

Roll Call

Trustee Epperson	Yes
Trustee Guzzardo	Yes
Trustee Houston	Yes
Trustee Thomas	Yes
Trustee Ehlert	Yes
Trustee Epperly	Yes

Motion carried. The following resolution was approved.

Resolution No. 05.11/3: Presidential Assessment

WHEREAS the Board of Trustees is responsible for Presidential assessment; and,

WHEREAS the Board Chair appointed in June, 2005, a two-member Board committee to address Presidential assessment; and,

WHEREAS constituency input was sought and received; and,

WHEREAS the consensus of the evaluation of goal success and constituency input is that Dr. Alvin Goldfarb is providing exceptionally sound and strong leadership as President of Western Illinois University:

THEREFORE be it resolved that the Western Illinois University Board of Trustees formally commends Dr. Goldfarb for his diligent, innovative and proven efforts, especially during a particularly frustrating budget year, and extends to Dr. Goldfarb congratulations and appreciation for his past and continuing outstanding leadership, and accordingly, hereby authorizes the following:

THEREFORE be it further resolved that the Board of Trustees wishes to extend the contract with President Goldfarb, the Legal Counsel is directed to draft the extension, and the Chair of the Board of Trustees is authorized to execute the contract with President Goldfarb. President Goldfarb is to receive an annual salary of \$233,875 per year retroactive to July 1, 2005.

**2005 Presidential Performance Review
President Al Goldfarb**

The Board of Trustees commends Dr. Al Goldfarb for another outstanding year of dynamic, sound and exemplary leadership of Western Illinois University. His strong leadership has led to the creation and implementation of a clear vision and strategic plan for Western Illinois University. This includes our

ACTION ITEMS (CONTINUED)

Resolution No. 05.11/3: Presidential Assessment (Continued)

**2005 Presidential Performance Review
President Al Goldfarb (Continued)**

mission statement, “Higher Values in Higher Education” and the actual strategic plan, which continues to gather support and act as a working document against which the University can base decisions and track performance.

Feedback on the president’s performance was received from numerous campus and constituency groups. Representative comments are:

- Trusting, humble leader who is genuine, caring, focused, dedicated and fair.
- Approachable, dynamic leader who leads by example.
- Frequent interaction and open door policy to everyone where every person and every person’s issue has value.
- A strong commitment to diversity.
- A huge benefit to the student body and supporter of student events.
- Builds a true team atmosphere by bringing everyone on board.
- His strong communication style and unrelenting persistence generates results.

The Board also commends Dr. Goldfarb for his creativity and persistence as exemplified in:

- Implementation of Western’s “First Year Experience”.
- Empowerment of deans who have made significant progress in their colleges and implemented new academic programs.

- Moving Western Illinois University forward in spite of tough financial times through consolidation within budget areas and reallocation of funds for maximum benefit.
- Strengthening student enrollment.
- Improving faculty searches and diversity in hiring.
- Advocating for WIU and its priority projects and needs.

Dr. Goldfarb’s leadership and commitment is also to be commended not only as it relates to WIU but also in relation to WIU’s communities as evidenced by his willingness to support alumni, campus and community events, participate in economic development initiatives, lead charitable fundraising activities, initiate opportunities to strengthen relations with public officials and assume leadership roles in the Macomb and Quad Cities communities. His work as an author and outside involvement in state committees and national associations has also garnered recognition for Western.

The Board of Trustees wishes to express its absolute appreciation for President Goldfarb by exceeding our expectations, raising the profile of Western Illinois University and taking the institution to the next level of achievement.

Submitted on behalf of Western Illinois University Board of Trustees:
 Carolyn Ehlert, Chair, Presidential Evaluation Subcommittee
 William Epperly, Member, Presidential Evaluation Subcommittee

Accepted:
 Alvin Goldfarb, President, November 1, 2005

ACTION ITEMS (CONTINUED)

Resolution No. 05.11/4: Trustee Appreciation – Dace E. Richardson

Chair Houston moved for passage of Resolution No. 05.11/4. Trustee Epperly seconded the motion.

Chair Houston noted Dace has done an outstanding job as a trustee. He’s been very involved in everything the Board has done during the four years he has been a Board member. We see that constructing a multicultural center is becoming a reality. The real reason that is happening is that Dace was here pushing that project and it will be one of his lasting legacies. It was a difficult decision for Dace to relocate to Raleigh. His son is a freshman at the University of Iowa and playing football there. It was Dace’s dream to be able to attend all of those games. It will now be more difficult for him to do that, but this was a fantastic opportunity for Dace and one that he could not turn down. Dace did great service to Western Illinois University as a trustee and will be missed.

Roll Call

Trustee Guzzardo	Yes
Trustee Houston	Yes
Trustee Thomas	Yes
Trustee Ehlert	Yes
Trustee Epperly	Yes
Trustee Epperson	Yes

Motion carried. The following resolution was approved.

Resolution No. 05.11/4: Trustee Appreciation – Dace E. Richardson

WHEREAS Dace E. Richardson was appointed in January, 2001 to the Western Illinois University Board of Trustees; and,

WHEREAS Mr. Richardson has ably and admirably served the students, faculty, staff and alumni of Western Illinois University as a member of the Western Illinois University Board of Trustees for the period January, 2001 – November, 2005; and,

WHEREAS Mr. Richardson has conscientiously served the citizens of the State of Illinois as a member of the Western Illinois University Board of Trustees for the period of January, 2001 – November 2005; and,

WHEREAS Mr. Richardson has provided exemplary service and brought pride to each the Board of Trustees and Western Illinois University by his contributions to higher education and to his alma mater; and,

WHEREAS Mr. Richardson served the Board of Trustees as Vice Chair since March, 2004 and Chair of the Finance Committee since March, 2005; and,

WHEREAS Mr. Richardson has served the State of Illinois as the Western Illinois University Board of Trustees Representative to the SUCSS Civil Service Merit Board; and,

WHEREAS Mr. Richardson has been and will continue to be a special friend of the University, a relationship for which Western Illinois University is very grateful; and,

ACTION ITEMS (CONTINUED)

Resolution No. 05.11/4: Trustee Appreciation – Dace E. Richardson (Continued)

WHEREAS Mr. Richardson has announced his upcoming departure from the Board due to relocation out of state:

THEREFORE be it resolved that the Board of Trustees extends its heartfelt appreciation and congratulations to Dace E. Richardson for the invaluable service he has provided to Western Illinois University, the Board of Trustees, and the State of Illinois.

Resolution No. 05.11/5: Officer Appreciation – Charles C. Gilbert

Trustee Houston moved to approve passage of Resolution No. 05.11/5. Trustee Ehlert seconded the motion.

Chair Houston read the resolution into the meeting record. He added that Dr. Gilbert's contributions to the University over the years have been invaluable. Since I've been on the Board, every time we had a question, anything about the University, we could count on Chuck to give us the answer and we could be assured that the answer was absolutely true no matter what the consequences of the answer. That is very reassuring to a Board member. We kid with Chuck at almost every meeting about the information he brings to us. But Chuck has probably done more to educate the individual trustees through the information that he delivers than anyone else at the University. While a lot of the information he brings is dry, it really gets down to the "nuts and bolts" of what we are doing here and the type of job that we are doing.

I mentioned a moment ago about the President’s outstanding team. When he came here, he had a choice in terms of keeping the people who were here or putting together a different team. President Goldfarb recognized the talent that we had at the institution at that time. He has allowed that talent to grow and flourish under his leadership. Chuck is certainly a person who is going to be missed on that team. The institutional memory and history that he has is unsurpassed. Personally, I want to thank you, Chuck, for the education that you have given me. And, thanks, too, for taking the jokes and comments from us in such a wonderfully good natured manner.

Your involvement in terms of the community must also be recognized. From a governmental aspect, the leadership that you have provided to the McDonough County Board and Macomb City Council is fantastic. To have a person with your background, experience and intellect involved in government is extremely important and something that I hope you will continue to do in your retirement.

Trustee Guzzardo stated that he has known Chuck for a number of years. We were neighbors. The first time Chuck came over to my house was to inform me about a tree that was missing as the result of some of my friends who had recently visited me. We became very good friends. I came to respect him and to know a lot about him. He has a very interesting past. Even though we all know him as a Republican, I know that President Lyndon Johnson thought that Charles was a very wonderful man and I’ve seen letters that he wrote to Mr. Gilbert. This institution has been very fortunate to have him since 1972. I want to personally acknowledge everything that he has done for the University and for the trustees. I do appreciate your friendship. I want to add my congratulations on your retirement.

ACTION ITEMS (CONTINUED)

Resolution No. 05.11/5: Officer Appreciation – Charles C. Gilbert (Continued)

President Goldfarb thanked Charles for all that he has done. We are going to keep him around until January 31 and there will be retirement reception for him on January 26 to which the entire University will be invited. The comment that Chair Houston made is probably the most accurate—Chuck will always give us the message—either bad or good. He realizes his job is to bring the message and then we have to figure out what that message means. I’ve never seen anyone as loyal to an institution as Chuck is to WIU. He is always in the office, and always honest about the problems as well as the successes. Every president who has worked with him is extremely fortunate. His loyalty to this institution and to this community is amazing. I still expect some of those scintillating reports out of him before he leaves. And, just one more thing, Chuck, this must have been the longest “temporary” job of anyone. Congratulations.

Roll Call

Trustee Houston	Yes
Trustee Thomas	Yes
Trustee Ehlert	Yes
Trustee Epperly	Yes
Trustee Epperson	Yes
Trustee Guzzardo	Yes

Motion carried. The following resolution was approved.

Resolution No. 05.11/5: Officer Appreciation – Charles C. Gilbert

WHEREAS Dr. Charles C. Gilbert was hired by Western Illinois University in 1972 to serve as temporary Executive Assistant in Institutional Research and Planning; and,

WHEREAS Dr. Gilbert assumed the duties of Assistant Director of Institutional Research and Planning in 1974; and,

WHEREAS Dr. Gilbert became the Associate Director of Institutional Research and Planning in 1983; and,

WHEREAS Dr. Gilbert continued his long tenure of service at Western Illinois University as the Director of Institutional Research and Planning in 1993; and,

WHEREAS Dr. Gilbert has provided exemplary service to the community as a member of the County Board and the City Council, the President of the Western Illinois Regional Council, a member of the McDonough County Rehabilitation Center, a member of MAEDCO, Chair of the United Way Board, President of IAIR, Chair of the McDonough County Enterprise Zone Board, member of the Macomb Kiwanis Club, member of ETSB, and President of the Communications Board; and,

WHEREAS Dr. Gilbert has announced his plans to retire effective January 31, 2006:

ACTION ITEMS (CONTINUED)

Resolution No. 05.11/5: Officer Appreciation – Charles C. Gilbert (Continued)

THEREFORE be it resolved that the Board of Trustees of Western Illinois University extends its heartfelt appreciation and congratulations to Charles C. Gilbert for the invaluable service he has provided to Western Illinois University, the Board of Trustees and the State of Illinois; and, be it further resolved that the Western Illinois University Board of Trustees grants Dr. Gilbert the status of Emeritus Administrator effective January 31, 2006.

Resolution No. 05.11/6: Officer Appreciation – Gordon A. Taylor, Jr.

Chair Houston moved for passage of Resolution No. 05.11/6. Trustee Thomas seconded the motion.

Chair Houston stated that Gordy had to travel to Chicago for an alumni event later this afternoon. He was present during the morning’s Finance Committee meeting, and the resolution honoring Gordy was read at that time. When we talk in terms of long-term employees like Chuck and Gordy, there is just no replacing these individuals. Gordy to many, many people is the University. He is the face of the University they see. For our alumni who have been gone for a number of years, probably the one thing they focus on when they think of WIU is Gordy Taylor. He keeps alumni informed about what is happening at Western. He keeps them in touch with the institution. It is a very important job and he is another one that will not be easily replaced. The job he has done for Western is immeasurable when it comes to keeping our alumni close to the institution. His retirement is a major loss. He, too, has been out in the community. He is a great speaker and every time he spoke he was a representative of WIU regardless of the topic. This is a much deserved retirement, but we will certainly miss Gordy.

Roll Call

Trustee Ehlert	Yes
Trustee Epperly	Yes
Trustee Epperson	Yes
Trustee Guzzardo	Yes
Trustee Houston	Yes

Trustee Thomas Yes

Motion carried. The following resolution was approved.

Resolution No. 05.11/6: Officer Appreciation – Gordon A. Taylor, Jr.

WHEREAS Dr. Gordon A. (“Gordy”) Taylor, Jr., earned his bachelor’s degree in Management from Western Illinois University in 1968; and,

WHEREAS Dr. Taylor became an assistant professor in the Department of Management in 1970; and,

WHEREAS Dr. Taylor was named Director of Alumni Programs in 1978; and,

WHEREAS Dr. Taylor received the Western Illinois University Administrative Service Award in 2005, the WIU Community Service Award in 1997, the Outstanding Greek Chapter Advisor Award in 1985, and Macomb Area Chamber of Commerce Presidents Award in 1997; and,

ACTION ITEMS (CONTINUED)

Resolution No. 05.11/6: Officer Appreciation – Gordon A. Taylor, Jr. (Continued)

WHEREAS Dr. Taylor has received awards from the Council for Advancement and Support of Education (CASE), including the 1994 grand gold award for overall alumni programs; and,

WHEREAS Dr. Taylor co-authored a CASE International resource book “How To Set Up An Alumni Relations Program”; and,

WHEREAS Dr. Taylor has served CASE District V as a program presenter for CASE District Conferences every year since 1979, and member of the Board, including Chair of the Board in 1995-96; and,

WHEREAS Dr. Taylor has represented Western Illinois University by serving on the Governor’s Small Business Advisory Council from 1986-1992 and currently serving on the Illinois Department of Financial Professional Regulation Board of Savings Institutions; and,

WHEREAS Dr. Taylor has announced his plans to retire effective January 31, 2006:

THEREFORE be it resolved that the Board of Trustees of Western Illinois University extends its heartfelt appreciation and congratulations to Gordon A. (“Gordy”) Taylor, Jr. for the invaluable service he has provided to Western Illinois University, the Board of Trustees and the State of Illinois; and, be it further resolved that the Western Illinois University Board of Trustees grants Dr. Taylor the status of Emeritus Administrator effective January 31, 2006.

INFORMATION ITEMS

Chair Houston stated that each of the informational items had been covered during the Committee meetings earlier. He asked if there were any further discussions or comments regarding any of the items. There were none.

The Board received the following information reports:

- Report No. 05.11/1: Purchases of \$100,000 - \$500,000 Receiving Presidential Approval**
Report No. 05.11/2: Budget and Financial Data for Period Ended August 31, 2005
Report No. 05.11/3: Report on Investment Activities
Report No. 05.11/4: Report on Income Producing Grants and Contracts for the First Quarter

Chair Houston noted one last information item. Dean of University Libraries James Huesmann has accepted a position at the University of Alaska. Unfortunately, as people move up or seek a promotion, they often move from one location to another. Dean Huesmann has done an outstanding job and has been a great member of the team here. He is going to a very beautiful place and this seems like a great opportunity. He, too, will be missed at WIU.

NEW BUSINESS

Update on Board Retreat

Chair Houston noted that during the course of the recent Board retreat, the Board indicated that they wanted to focus on the strategic plan. This is our strategic plan; the Board of Trustees approved the plan that was developed by the entire University community. As we look at the strategic plan, it provides a road map as to how we are going to move the institution to the next level. It affects everything that we do in the future. Most importantly, it affects our future budgets. It affects our decisions in terms of how we are going to approach our capital expenditures. It affects our decisions regarding where we are going with our academic programs. The retreat gave the Board the opportunity to talk to each of the vice presidents in terms of what each of them are doing to address the goals of the strategic plan. It gave us a day to focus on the plan and to remind ourselves what that plan is and what it is going to do for Western Illinois University. While Joe Rives gives us reports during our meetings, that day gave us an opportunity to spend hours instead of minutes to commit ourselves again to that plan.

We also developed a self-evaluation that we will complete as individual trustees in terms of the job that we are doing. We also recognized that within a very short period of time, and we hope it will be very short, we will have a couple of new trustees. We talked in terms of how we go about orienting a new trustee so that we can bring them on board and up-to-date with regards to the strategic plan and its importance to the University. Those are the things we covered. In meetings like this one today, we have discussions of specific items and they involve minutes of our time. We were able to have more in-depth discussions and free-flowing discussions. It was time very well spent and is something we want to do on an annual basis. We might look to do something during the summer around July. It is a team building exercise.

During the Finance Committee this morning we talked about a special meeting in January—a teleconference meeting of the Board. It will deal with the bond issue that we want to do in order to get some of the campus renovations completed in the summer months when students are gone. We need to issue contracts so that work can be scheduled in a timely manner.

Trustee Epperly noted that he has been talking to Vice President Thompson and Director of Physical Plant Charles Darnell regarding energy issues. He will possibly be meeting with legislators and pushing for some actions. He told trustees that he will be sending everyone an e-mail attachment to show in general what he will be doing. If he starts talking to Representatives or Senators, someone may hear something and he wanted trustees to be aware of what is going on.

NEXT MEETING

The next regularly scheduled meeting of the Board of Trustees will be March 10, 2006 on the WIU – Macomb campus.

ADJOURN

There being no further business to come before the Board. A motion was made and duly processed to adjourn the meeting at 12:30 P.M.

J. Michael Houston, Chair
William L. Epperly, Secretary
Kerry L. Yadgar, Administrative Assistant to the Board

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