

**President B. Joseph White Address to CAP  
Appendix to Minutes for the June 4, 2009 Meeting**

President White appreciated the invitation, and began by answering questions forwarded to him prior to the meeting.

*What are we doing proactively to ensure we have budget next year?*

FY2010 operating budget is “reasonable” and capital bill with \$250M is unbelievable in this economy. We are an important part of the federal stimulus plan. States shouldn’t be able to cut too much because of block grant nature of the funds. The capital bill will likely be signed because everyone wants it and we need it. It is being called by some a jobs bill. Governor is currently holding it along with the rest of the budget for other programs, which may be more difficult to get through. The President is praying for an economic recovery and welcomes all to do the same, but it is following a predicted path similar to that of other recessions regarding indicators. The President repeatedly tells other that we are the state’s most valuable asset. He has asked for an administrative efficiency analysis. The President’s goal is to keep people employed and paychecks coming. He has no intent to free up people so they can be laid off.

*Do you support APs joining the faculty senate?*

He wouldn’t mind if it happened, but it isn’t his priority. He believes it to be senate business.

*Do you support a rewards program for cost savings ideas?*

He believes incentives work and used examples related to physicians in Chicago and athletics. He is for them, but in a non-profit environment they are hard to promote so it isn’t a priority.

*Question regarding transparency.*

Regarding admissions the Tribune made up the term “secret list.” Twenty years of his experience is that he hears the requests and informs them that he can’t make promises, but will forward that along. Regarding appeals, they are available to everyone, but this has not been clear to everyone. There is a fear that admissions would be overwhelmed with extra work if Letters of Recommendation on the part of all applicants were accepted. Any perceived lack of transparency hurts the university.

*What is your position on employee contribution to retirement fund?*

There is no university position. His personal thought is that the most crucial thing is to fund current commitments. It should be a defined benefit and strongly competitive. If there were a slight reduction in future benefits or 2<sup>nd</sup> Tier of pension plan in order to fund the current obligation then he can put up with it.

*UI Extension.*

He is a huge fan of extension. He has visited offices, and admires their adaptation over the years regarding the communication of knowledge. He recognizes it is not fully self-funded, and offered no alternative approach to funding Extension.

*Follow-up question regarding cost-savings incentive programs.*

He thinks about how to build a culture where good ideas rise to the surface and influence an institution. He has written about the topic of incentives that are not financial and wants to see them happen more. We are at risk of our slow bureaucracy. He would like to create a culture where ideas come forward, get implemented, or get an answer as to why not. This is incredibly difficult. As a dean he wanted innovation. If competition depended only on resources, then we couldn't compete. We should provide people what they want such as challenge and honest pay for honest work. At the dean level he could do it. He had a "presumption of yes" philosophy. Students/faculty/staff would bring forward an idea that something will make us better, then the burden was on us to make it happen. They would get a decision back in a week which was either yes –as default, no (maybe due to cost or it wasn't a priority), or they need more information. It helped them rise to top rankings of business schools, but it was very hard on the management to respond. His frustration is not being able to get everyone on board with this idea. The success comes down to the local leadership. It is amazing how important small amounts of discretionary money can be. He and a local group came up with the idea of splash grants for local school teachers to use in classrooms. A good subject for any workgroup is how to come up with small amounts of money to be used for implementing ideas. If people don't see their ideas implemented then they move on or quit offering ideas.

*Question regarding furloughs.*

He expects to put 4 days of furlough in contracts of UI employees, but hopes not to have to use it. Without that provision then all the pressure will fall on bargaining units. He doesn't think there will be a normal salary program coming this year due to overall economy.

*Question regarding if the Admissions story is perhaps an opportunity.*

The biggest opportunity lies in the task force of independent people to study how we have managed these requests, and the assertions made by the press. He will ask for changes and improvements. There is an opportunity to inform and educate how things work. It doesn't appear the flagged applicant process has corrupted the whole system. He believes a letter of recommendation could be a substitute for current methods of no letters.

*What do you mean by redeployment of staff?*

He would tell staff that employment is not at risk, but their current assignment may be at risk, and have an internal process for redeployment. (He listened to audience comments regarding need for training of redeployed staff.)

*Question regarding 15% cut.*

He is asking for a 15% cut in administrative budget over three years, not specifically in headcount. Attrition helps reduce costs over time and people can be redeployed.

In closing, the President believes the University needs to be steady and is a great organization.