AGENDA
Senate of the Urbana-Champaign Campus
October 20, 2014; 3:10 pm
Illini Union Ballroom

I. Call to Order – Chancellor Phyllis Wise

II. Approval of Minutes – September 22, 2014

III. Senate Executive Committee Report – Chair Roy Campbell

IV. Chancellor’s Remarks – Chancellor Phyllis Wise

V. Questions/Discussion

VI. Old Business

a. Proposals (enclosed)

| CC.15.03 | Nominations for Membership on Standing Committees of the Senate | Committee on Committees (P. Kalita) | 1 |
| CC.15.04 | Nomination to the State Universities Retirement System Members Advisory Committee (SURSMAC) | Committee on Committees (P. Kalita) | 3 |
| SP.15.05 | Proposed Revision to Standing Rule 11.8 – Election of a Senate Executive Committee Member from the Committee on the University Senates Conference | University Statutes and Senate Procedures (W. Maher) | 5 |
| RS.15.01 | Resolution on Uniform Pay for Specialized Faculty | K. Riedel, et al | 7 |
| RS.15.03 | Senate Resolution on the SEC Resolution on Ad Hoc Committee Formation | D. Fairchild Ruggles, et al | 9 |

b. Reports (enclosed)

| HE.14.09 | FAC/ IBHE Report – May 2014 | A. Aminmansour | 11 |
| EP.15.12 | Report of Administrative Approvals through August 25, 2014 | Educational Policy (G. Miller, Chair) | 15 |
| SC.15.03 | BOT Observer Report – September 11, 2014 | J. Hart | 17 |
| UC.15.01 | USC Report – August 25, 2014 | J. Tolliver | 19 |
VII. Consent Agenda
These items will only be distributed via www.senate.illinois.edu/20141020.asp. If a senator wishes to move an item from the Consent Agenda to Proposals and have copies at the meeting, they must notify the Senate Office at least two business days before the meeting. Any senator can ask to have any item moved from the Consent Agenda to Proposals.

EP.15.17 Proposal to Remove the Masters of Science in Human Factors Degree Program
Educational Policy (G. Miller, Chair)

EP.15.19 Proposal to Revise Requirements for the Graduate Concentration in Writing Studies offered through the Center for Writing Studies
Educational Policy (G. Miller, Chair)

VIII. Proposals (enclosed)

CC.15.05 Nominations for Membership on Standing Committees of the Senate and the Military Education Council
Committee on Committees (P. Kalita)

SC.15.04 Resolution in Support of the Council of Illinois University Senates “Statement of Concern”
Senate Executive Committee (M. Madsen)

SP.14.03 Amendments to Nicknames in the Senate Election Rules for the Student Electorate
University Statutes and Senate Procedures (W. Maher)

SP.14.12 Revision to Standing Rule 13
University Statutes and Senate Procedures (W. Maher)

SP.15.07 Revisions to the Statutes, Article X, Section 2 – Academic Freedom (First Reading; Information)
University Statutes and Senate Procedures (W. Maher)

RS.15.02 Resolution on Academic Freedom and Civility
D. Rabin, et al

IX. Reports (enclosed)

HE.15.01 FAC/ IBHE Report – September 19, 2014
A. Aminmansour

G. Miller

UC.15.02 USC Report – September 9-10, 2014
J. Tolliver

UC.15.03 Proposed Revisions to the Statutes
University Senates Conference (USC)

X. New Business

XI. Adjournment
A regular meeting of the University of Illinois at Urbana-Champaign Senate was called to order at 3:12 pm in the Illini Union Ballroom with Chancellor Phyllis Wise presiding and Professor Emeritus H. George Friedman, Jr. as Parliamentarian.

Approval of Minutes

09/22/14-01 The minutes from April 21, 2014 and May 5, 2014 were approved as written.

Senate Executive Committee Report

Roy Campbell (ENGR), faculty senator and Chair of the Senate Executive Committee (SEC) welcomed all present. Chair Campbell requested those who wish to speak do so directly into the microphone stating name and college/department.

09/22/14-02 Chair Campbell made a motion to extend floor privileges to the following individuals:

Students Tal Charnes and Stephanie Skora to speak during “Questions/Discussion”.

Stephanie Beever, Carle Foundation Administrative Team; Dr. Joseph Barkmeier, Carle; James Leonard, MD, CEO, Carle to speak to EP.15.02, Proposal to Create of a College of Medicine at the University of Illinois at Urbana-Champaign in Partnership with Carle Health System – Preliminary Endorsement.

Melissa McKillip, IGB Director of Development and Outreach to speak to EP.15.06, Rename the Institute for Genomic Biology as the Carl R. Woese Institute for Genomic Biology.

Student Ryan Brown to speak to RS.15.03 Senate Resolution on the SEC Resolution on Ad Hoc Committee Formation.


09/22/14-03 Floor privileges were approved without objection.

Tellers for the meeting were faculty senators Harry Hilton (ENGR), John Prussing (ENGR), and student senator Sarah Hochman (ACES).

Chair Campbell read the following remarks.

_I could have hoped for a more collegial and welcoming start to this year. The debate over the Professor Salaita issue has divided the campus and led to severe and un-collegial behavior. I call for faculty reconciliation in this difficult discussion. There must be respect on all sides for differing opinions and for the difficult tasks we ask our administrators to do. We must recognize that our statutes say that within the limits fixed by the Illinois constitution and laws, the Board of Trustees exercises final authority over the University. We must also recognize the power of the courts of law to resolve complex problems._

_We must respect that, across our campus, there is a wide range of strongly held views about the Salaita case. Rather than letting our differences divide us and damage the Illinois community, we must build on our differences, and seek ways to bring the community back together to continue the business of the University and its pursuit of excellence with renewed purpose and spirit of collegiality._
I am dismayed at the current level of divisiveness that can arise in our community. Aggressive verbal attacks on either side are deplorable. Threats against individuals and their families are not to be tolerated. We need to stand up against categorical statements that try to silence debate, rule out intelligent discussion of issues, or force individuals into positions they do not wish to hold.

Speaking of statements that tend to rule out discussion...

In US higher education circles, a vote of no confidence is a specific action that affirms, because of corruption, incompetence, or mismanagement an administrator is deemed no longer to be able to serve in their post effectively. It is a call for them to resign or be fired.

While this may be the intention of some faculty voting for these motions, the wording of many of departmental resolutions suggests that the intended message is something else: a vehement disagreement with the Chancellor over her decision on the Professor Steven Salaita hiring. That is a legitimate protest, but it is not a vote of no-confidence. I believe that many faculty who are voting are expressing their strong disagreement and are wishing to convince the administrations to change course. It is not clear to me that their intention is to force the resignation of the chancellor.

There needs to be a clear distinction made between a resolution protesting a specific decision and a vote of no confidence which is quite a different thing and understood as such everywhere in the country where people see the action reported in the news media.

When a vote of no confidence is taken, OMA (Open Meetings Act) regulations need to be considered. The inconsistent wording, lack of public debate, and the refusal to release vote totals make this a highly irregular and misleading way to address such a crucial campus issue.

The Senate has established procedures and channels for looking at problems involving academic freedom and CAFT, our Committee on Academic Freedom and Tenure, is one such body that is looking at the issue of academic freedom and tenure and Professor Stephen Salaita. The Senate Executive committee found that there is a need to examine the procedures and mechanisms surrounding a faculty hire that might involve a late affirmation or revision of the hiring decision. No one is prejudging what that Task Force might conclude; one possible, legitimate outcome is that existing procedures are adequate and just need to be followed more consistently. I am concerned that people seem to have the misimpression that the Task Force is looking for ways to enable and encourage such decisions in the future, when exactly the opposite is the case. I think it is safe to say that on all sides of this dispute no one wants to find our campus in this situation ever again. Please let these committees perform the tasks the Senate has required of them.

Now I would like to proceed with our meeting because we have many important items to discuss.

Chair Campbell continued by making a motion to carry over any unfinished business at 5:15 pm to the next regular meeting of the Senate on October 20, 2014. The motion was seconded and discussion followed.
09/22/14-05  Faculty senator Diaz (LAS) made a motion to amend that any unfinished business at 5:15 pm carry forward to the following Monday at 3:10 pm in accordance with Standing Rule 1. The motion to amend was seconded and defeated by voice.

09/22/14-06  By voice, the original motion to carry any unfinished business at 5:15 pm forward to the October 20, 2014 agenda was approved.

Chancellor’s Remarks
Chancellor Phyllis Wise feels honored to be the Chancellor at Illinois. This is a truly amazing place. Great scholarship and teaching excellence is clear in every corner. The mission of being the preeminent public research university with a land grant mission and global impact has a real possibility of being fulfilled.

Wise addressed the hiring recommendation of Stephen Salaita that did not go forward to the Board of Trustees (BOT) for approval. Over the course of the summer, Professor Salaita made a great number of comments on social media. Many people found these statements hateful and inconsistent with the kind of learning environment that fosters open discussion. The vitriolic nature of some of the comments gave Wise and President Easter misgivings about whether the hiring of Dr. Salaita would be in the best interest of this institution. Wise and Easter felt they needed to share this information and their misgivings to the BOT. Wise conveyed to the BOT that she could not recommend the BOT approve Salaita’s appointment to the faculty. Wise and Easter felt it was very unlikely that the BOT would approve the appointment of Salaita.

Because of the timing involved, Wise felt she was responsible to contact Salaita as soon as possible to inform him that he was no longer being recommend for a position on the faculty at Illinois. In hindsight, I would have taken more time to consult with the Provost, who would have consulted with the dean and director of the program involved.

Wise has met with many faculty and students over the past couple of weeks, and plans to continue meeting with groups. There seems to be a broad spectrum of views on this decision and the topics of academic freedom and freedom of speech. This has become a national topic of conversation.

The hiring processes needs to be improved and strengthened so that approval from the BOT happens much more quickly and as soon as possible after the candidate has responded to an offer. And also well before the candidate decides to move here.

Academic freedom is the bedrock to this institution and to all of higher education. Academic freedom is neither simple nor universally understood. We do not believe in censuring and never will. We believe in fostering different backgrounds and will not tolerate discrimination.

Questions/Discussion
09/22/14-07  Chair Campbell made a motion to move into a committee of the whole until 4:20 pm to discuss a broad range of topics in the Chancellor’s remarks. Chair Campbell will preside over the committee of the whole, comments will be limited to two minutes per person, and the privilege of the floor will be extended to all attendees. The motion was seconded and approved by voice.

The Senate of the Urbana-Champaign Campus moved into a committee of the whole at 3:40 pm. Campbell noted that individuals may not yield their speaking time to another individual. Many faculty and students expressed their opinions in support of the Chancellor, their votes of no confidence in the Chancellor, and others that supported the Chancellor yet disagreed with her decision not to forward the recommendation to hire Salaita to the BOT.
A student senator made a motion to extend the committee of the whole. A faculty senator amended the motion to ensure those standing at the microphones were allowed to speak.

The motion to amend and include those standing at the microphones was seconded and approved by voice.

The motion to extend the committee of the whole was seconded and approved as amended by voice.

The remaining faculty and students standing at the microphone voiced their opinions regarding the hiring decision related to Dr. Salaita.

Faculty senator Graber (AHS) moved that the committee of the whole rise and report. The motion was seconded.

Hearing no objections, the committee of the whole completed its consideration of the matter. Wise thanked everyone who made comments.

**Consent Agenda**

Hearing no objections, the following proposals were approved by unanimous consent.

- **09/22/14-13 EP.15.01** Proposal from the Senate Committee on Educational Policy to revise the 2014-2015 Academic Calendar
- **09/22/14-14 EP.15.03** Proposal from the College of Engineering and the Graduate College to establish an MENG in Mechanical Engineering
- **09/22/14-15 EP.15.04** Proposal from the Graduate College and the College of Liberal Arts and Sciences to establish a Professional Science Master's concentration in the MS in Geography
- **09/22/14-16 EP.15.05** Proposal from the College of Engineering to establish an undergraduate minor in Computational Science and Engineering
- **09/22/14-17 EP.15.07** Academic Calendar 2019-2020
- **09/22/14-18 EP.15.08** Academic Calendar 2020-2021
- **09/22/14-19 EP.15.09** Academic Calendar 2021-2022
- **09/22/14-20 EP.15.10** Academic Calendar 2022-2023
- **09/22/14-21 EP.15.11** Academic Calendar 2023-2024
- **09/22/14-22 EP.15.13** Establish a Formal Winter Session in the 2014-2015 Academic Calendar

**Proposals (enclosed)**

**09/22/14-23 EP.15.02** Proposal to Create of a College of Medicine at the University of Illinois at Urbana-Champaign in Partnership with Carle Health System – Preliminary Endorsement

On behalf of the Senate Committee on Educational Policy (EPC), Chair Miller made a motion to approve EP.15.02. Discussion followed.

Provost Adesida came forward to give his support for the proposed College of Medicine. Adesida added that the BOT supports continuing the proposal process including the development of a business plan. Adesida responded to a question regarding funding that he was confident that the pledge that no new state funds would be requested and no reallocation of funds will occur. Several more comments were made in support of the proposal being developed further and in support of future discussions on those developments.
09/22/14-25  Faculty senator Graber (AHS) moved to close debate. The motion was seconded and approved by voice.

09/22/14-26  By voice vote, the motion to approve proposal EP.15.02 passed.

09/22/14-27  EP.15.06* Rename the Institute for Genomic Biology as the Carl R. Woese Institute for Genomic Biology

09/22/14-28  On behalf of EPC, Chair Miller moved approval proposal EP.15.06. Miller then invited the Director of the Institute for Genomic Biology (IGB), Gene Robinson, to speak about proposal EP.15.05. Robinson noted that IGB has made transformative discoveries and has very large research initiatives. IGB wants to celebrate the past by renaming IGB as the Carl R. Woese Institute for Genomic Biology. Carl R. Woese made the discovery that there is a third domain in life. This discovery took place at Illinois. Woese’s work set the stage for meta-genomics. Proposal EP.15.06 has support from all key stakeholders.

09/22/14-29  By voice vote, the motion to approve EP.15.06 passed.

09/22/14-30  A motion was made to suspend the rule of 5:15 pm adjournment. The motion was seconded, and failed by voice.

09/22/14-31  CC.15.03* Nominations for Membership on Standing Committees of the Senate

09/22/14-32  On behalf of the Senate Committee on Committees, Chair Kalita moved approval of the slate of nominees on proposal CC.15.03. Robert Warrior (LAS) was nominated from the floor to fill the faculty vacancy on the Senate Committee on Equal Opportunity and Inclusion. Warrior’s signed statement of willingness to serve* if elected was submitted.

**Adjournment**

In accordance with *Standing Rule 1*, the meeting adjourned at 5:15 pm. All unfinished business will carry forward to the next regularly scheduled Senate meeting on October 20, 2014.

Jenny Roether, Senate Clerk

*Filed with the Senate Clerk and incorporated by reference in these minutes.*
CC.15.03 Nominations for Membership on Standing Committees of the Senate

Conference on Conduct Governance
To fill one faculty vacancy unfilled during the spring 2014 elections.

H.F. (Bill) Williamson  LAS  Term Expires 2016

Equal Opportunity and Inclusion
To fill one faculty vacancy created by the resignation of Joseph Rosenblatt (LAS)

Eurydice Bauer  EDUC  Term Expires 2016

University Student Life
To fill the chair vacancy unfilled during the spring 2014 elections.

Damarys Canache  LAS

Nominations from the floor must be accompanied by the nominee's signed statement of willingness to serve if elected. The statement shall be dated and include the name of the position to be filled. If present, the nominee's oral statement will suffice.
CC.15.04 Nomination to the State Universities Retirement System Members Advisory Committee (SURSMAC)

Background
The University of Illinois at Urbana-Champaign campus has two faculty representatives on the State Universities Retirement System Members Advisory Committee (SURSMAC), elected by the Senate for three-year terms. These representatives also serve as *ex officio* members of the Senate Committee on Faculty and Academic Staff Benefits. The term of one of the representatives, John W. Kindt (BUS), will expire on December 31, 2015. The term of our other representative, H. F. (Bill) Williamson (LAS), expired on December 31, 2013.

Nomination
The Committee on Committees nominates to serve H. F. (Bill) Williamson as a SURSMAC campus faculty representative for a three-year term ending on December 31, 2016.

Committee on Committees
Prasanta Kalita, Chair
Lisa Monda-Amaya
Sara Benson
Mitch Dickey
William Gropp
Sarah Hochman
Calvin Lear
Randy McCarthy
Jenny Roether, *ex officio*

Nominations from the floor must be accompanied by the nominee's signed statement of willingness to serve if elected. The statement shall be dated and include the name of the position to be filled. If present, the nominee's oral statement will suffice.
UNIVERSITY OF ILLINOIS
URBANA-CHAMPAIGN SENATE
University Statutes and Senate Procedures
(Final; Action)

SP.15.05 Proposed Revision to Standing Rule 11.B – Election of a Senate Executive Committee Member from the Committee on the University Senates Conference

BACKGROUND
The revision proposed below is intended to allow electronic or paper ballots for the election of a Senate Executive Committee Member from the Committee on the University Senates Conference.

RECOMMENDATION
The Senate Committee on University Statutes and Senate Procedures recommends approval of the following revision to Standing Rule 11.B. Text to be added is underscored and text to be deleted is indicated by strikeout (e.g., sample text for deletion).

PROPOSED REVISION TO STANDING RULE 11.B

Election of a Senate Executive Committee Member from the Committee on the University Senates Conference

1 At its organizational meeting, each new Senate shall elect one member of the Committee on the University Senates Conference to serve on the Senate Executive Committee, as provided in Bylaws D 1 (b) and D 20 (a). In the event of a vacancy in this office, the Senate shall elect a replacement. Unless the Senate on a particular occasion shall determine otherwise, the following procedure shall be used:

6 • A. The nominees shall be those members of the Committee who consent to serve if elected.
8 • B. The election shall be conducted by paper ballot.
9 • C. A majority of the votes cast shall be required to elect on the first ballot.
10 • D. If no one is elected on the first ballot, a run-off election shall be held between the two candidates who received the highest numbers of votes on the first ballot. In the event of a
tie for the highest or second highest number of votes, the run-off ballot shall include all of those who are tied.

• E. A plurality of the votes cast shall be required to elect on the second ballot.

UNIVERSITY STATUTES AND SENATE PROCEDURES
William Maher, Chair
H. George Friedman
Wendy Harris
Scott Jacobs
Calvin Lear
Anna-Maria Marshall
Mark Roszkowski
Cheyenne Wu
Sandy Jones, ex officio (designee)
Jenny Roether, ex officio
Dedra Williams, Observer
RS.15.01   Resolution on Uniform Pay for Specialized Faculty

WHEREAS UIUC already has a promotion system in place (Provost Communication #25) which was debated and approved in the senate (Resolution SC.14.08), and,

WHEREAS pay raises to those promoted were promised by Barbara Wilson, in her capacity as Executive Vice Provost for Faculty and Academic Affairs, in the Senate, and

WHEREAS a new pay floor for all full time faculty was announced to specialized faculty by Provost Adesida (massmail, dated April 28th 2014), and

WHEREAS such pay raises have not been uniformly enacted, and

WHEREAS collective bargaining with the Non-Tenure Track faculty union (CFA, Local 6546) in no way precludes the fulfillment of those promises,

THEREFORE be it resolved that the Senate call upon the campus administration to honor those promises made in the Senate debate last Spring, regarding raises associated with promotions uniformly.

Kristina Riedel (Linguistics)  
Sara Benson (Law)  
Ashley Emmert (English)  
Shawn Gilmore (English)  
Cassandra Rosado (Linguistics)  
Rolando Romero (Latina/Latino Studies)  
Dede Fairchild Ruggles (Landscape Architecture)  
Mark Steinberg (History)
RS.15.03
September 22, 2014

UNIVERSITY OF ILLINOIS
URBANA-CHAMPAIGN SENATE
Prefiled Resolution

RS.15.03 Senate Resolution on the SEC Resolution on Ad Hoc Committee Formation

WHEREAS University of Illinois Statutes (Article IX, Section 3b) state that faculty “Appointments shall be made solely on the basis of the special fitness of the individual for the work demanded in the position,” and

WHEREAS such fitness is best judged by scholars in the disciplinary field of the proposed appointee, the academic field being embodied in the university department, and

WHEREAS Provost Communication No. 9 states that “The Provost makes the final decision, with advice from the Campus Committee on Promotion and Tenure and the Dean of the Graduate College” (Overview), and

WHEREAS proposing to alter the process by which P&T is currently reviewed and awarded would replace the decision-making authority currently vested in department and college faculty committees (according to Communication 26) and undermine the scholarly mission of the university and the academic autonomy of its academic units,

THEREFORE be it resolved that it would contradict the University’s own guidelines for the Chair of the Senate Executive Committee to charge a task force to propose a process to be followed in cases where the provost or the chancellor finds potential reasons not to proceed with a tenure-track hire that has already been approved by department and college committees, and we call for Provost Communication No. 9 to be respected and that any changes to it be debated by the full body of elected senators.

D. Fairchild Ruggles
Jennifer Monson
Terri Weissman
Kay Emmert
Kristina Riedel
WHEREAS decisions about faculty hiring, tenure, and promotion “are primarily a faculty responsibility” (AAUP Statement on Government of Colleges and Universities http://www.aaup.org/file/statement-on-government.pdf); and

WHEREAS “All appointments, reappointments, and promotions of the academic staff . . . shall be made by the Board of Trustees on the recommendation of the chancellor/vice president concerned and the president” (University of Illinois Statutes, IX. 3.a); and

WHEREAS there is currently no process stipulated in the governing documents of the University of Illinois to deal with cases in which a unit’s recommendation for appointment of a tenure-track faculty member is considered by campus administrators to be potentially unacceptable,

THEREFORE, BE IT RESOLVED that the Chair of the Senate Executive Committee, in consultation with the Office of the Provost, charge a task force composed of tenured faculty members and appropriate administrative officers to propose a process for impartial and expeditious consultation to be followed in cases where the provost or the chancellor find potential reasons not to proceed with a tenure-track hire that has already been approved by department and college committees; and

BE IT ALSO RESOLVED THAT the task force’s report shall be reviewed by the Senate, which will forward its comments to the Office of the Provost.
HE.14.09 Report on the May 16, 2014 meeting of the Faculty Advisory Council to the IBHE.

The Faculty Advisory Council (FAC) of the Illinois Board of Higher Education (IBHE) held a regularly scheduled meeting at the DeVry University-Addison with 32 members present. Special guest of the meeting included Donna Loraine (Provost and Academic Vice President of DeVry), Donna Rekau (Assistant Provost), and Jennifer Groh (National Dean for Accreditation and Outreach).

Chair Aminmansour called the meeting to order at 9:00 AM. After introduction of members present, Provost Loraine provided an overview of DeVry University. She said that DeVry was founded in 1931 with the mission to focus on career oriented education. DeVry has campuses in 26 states with 90 onsite locations in addition to online programs. DeVry enrollment is about 60,000-70,000 students, about half of which is at onsite locations. There are five colleges within the university and about 50% of the faculty are full time; many have doctorates. There are 21 undergraduate degrees. DeVry enrollment includes a substantial number of adult learners, first generation students, and an underserved population. The faculty drive the curriculum at DeVry.

Scott Stratton (Military Liaison and Senior Executive Advisor) and Linda Hjorth (Senior Professor) of DeVry gave a PowerPoint presentation on “Rucksacks to Backpacks.” The program offers returning veterans certain types of assistance to become college students.

The three caucuses of the Council (four year public universities; community colleges and private/independent institutions) met separately and reported back to the Council later in the day. The Community Colleges Caucus discussed graduation attendance requirements, SURS, union contracts, and professor emeritus status. The Publics Caucus reported on the pension situation, the income tax extension, the impact of uncertainty in higher education, plans for the June meeting, reporting sexual abuse on campus, the impact of lack of financial support of higher education, and preparing a press release. The Privates Caucus discussed faith based institutions offering degrees and going around IBHE approval and teacher certification changes.

In other business, the Council approved minutes of the April 1, 2014 meeting. The Council held election of the 2014-15 officers. This portion of the meeting was conducted by Professor Steve DePascale, Chair of the Nominations and Elections Committee. Elected officers are as follows: Abbas Aminmansour as FAC Chair, Marie Donavan as Vice Chair and Steve Rock as Secretary. In addition, the Council elected the following as Caucus chairs: Devi Prasad V. Potluri as Chair of Publics; John D’Anca as Chair of the Community College Caucus and Shawn Schumacher as Chair of Private Institutions.

The meeting adjourned at 2:45 PM. The next FAC meeting is scheduled for June 20, 2014 at the Northern Illinois University.

Respectfully submitted
Abbas Aminmansour
HE.14.10 Report on the June 20, 2014 meeting of the Faculty Advisory Council to the IBHE.

The Faculty Advisory Council (FAC) of the Illinois Board of Higher Education (IBHE) held a regularly scheduled meeting at the Northern Illinois University with 28 members present. Special guest of the meeting included Dr. Doug Baker, NIU President and Dr. Lisa Freeman, NIU Provost.

Chair Aminmansour called the meeting to order at 9:00 AM. After introduction of members present, President Baker advocated improvements in vertical and horizontal collaboration among our institutions. He also discussed Common Core and Partnership in Assessment of Readiness for College and Career (PARCC) as important issues in Illinois higher education. He added that if higher education leaders came together, there may be an opportunity to reverse the impact of state budget cuts.

Chair Aminmansour reported on his participation in the Lumina Foundation’s convening of about 30 people in Indianapolis, mostly administrators and some faculty to discuss “Engaging Faculty.” He also reported that he had participated in the IBHE meeting and that four subcommittees of the Board have been formed on the following topics: Increasing Influence; Improving Affordability; Reducing Gaps and Increasing Adult Completions Aligned with Economic Needs.

Vice Chair Donovan reported that the Student Advisory Committee (SAC) had recently elected new officers both of whom will be students at UIUC. She hoped that there would be increased collaboration between FAC and SAC.

Faculty Board member Allen Karnes discussed the state’s higher education budget and noted that things could have been worse. He added that mid-year budget cuts are possible.

The Council held a discussion on the IBHE Faculty Fellows Program and the next round of soliciting applications. It was noted that timing of the application period should be established to allow potential candidates to use their sabbatical for this purpose.

Professor Julie Peters of UIC, one of this year’s IBHE Faculty Fellows gave a presentation on her work titled, “How teacher education programs prepare candidates to enter the workforce.” She discussed her research method and received suggestions/input from FAC members.

The three caucuses of the Council (four year public universities; community colleges and private/independent institutions) met separately and reported back to the Council later in the day. Community Colleges discussed affordability and the role of retired faculty including the fact that some want them back after retirement, some don’t.
The independent institutions’ caucus argued that we need to make sure that faculty understand and sympathize with the students in their debt problems. Among their aspirations for next year are the production of some white papers, possibly including one on MAP funding cuts and possible changes in how MAP operates. They also would like some discussions of the pervasiveness of academic dishonesty in universities.

Four year public universities’ caucus emphasized how we could communicate more effectively with the public, perhaps through newspapers or other mass media. They discussed the possibility to send out a quarterly newsletter earmarked for legislators. They discussed communicating the results of reduced funding and how we can disseminate our views about that.

In other business, the Council approved minutes of the May 16, 2014 meeting at DeVry.

Under Old Business, the Council agreed on the following statement: “The IBHE Faculty Advisory Council urges the Congress to restore full bankruptcy protection to all student loans, both private and federally guaranteed, as well as other standard consumer protections.” This statement will be forwarded to UIUC Law student Tony Fiorentino who is working with Senator Durbin’s office on the subject.

The Council also agreed on issuing the following statement to be sent to the Council for Adult and Experiential Learning (CAEL): “The IBHE Faculty Advisory Council identifies the need for research into current practices in recognizing military learning for college credit through prior learning assessment.” Some members argued against this statement. However, the motion to issue this statement was passed by a majority vote.

In addition, the Council voted unanimously on issuing the following statement on the edTPA: “The Faculty Advisory Council asks the IBHE to urge the Illinois State Board of Education to delay implementation of the edTPA as a high-stakes teacher licensure requirement for two years, to September 2017, thereby enabling all P-20 institutions and their students to be properly prepared for this new assessment.” Also, the Council voted unanimously to adopt the following statement: “The Faculty Advisory Council asks the IBHE to work with the Executive Director to designate staff analysts to develop review criteria for alternative/nonconventional teacher preparation programs that match the rigor and expectations applied when reviewing conventional teacher preparation programs proposed by colleges and universities in Illinois.”

The meeting adjourned at 2:55 PM. The next FAC meeting is scheduled for September 19, 2014 at the Illinois State University.

Respectfully submitted
Abbas Aminmansour
Graduate Programs

PhD in History – HIST 592 – Quant Tech for Historians has been discontinued. The department would like to change the requirement to “another methods course in consultation with the Director of Graduate Studies.”

PhD in Biochemistry – The department seeks to change the TA requirement from two semesters at 50% to one semester at 50% or 2 semesters at 25%.

Master of Social Work – Revision to the Health Care concentration. Currently SOCW 553 is categorized as a Human Behavior in Social Environment course (HSBE) and students are required to take both SOCW 552 & 553 to complete the category requirement. The content of SOCW 553 was recently reviewed by the faculty and it was determined to be better suited for designation as Methods (direct practice) course rather than an HSBE course. Students will now complete a single HBSE course and SOCW 553 will count as a Methods courses.

Undergraduate Programs

ACES - BS in Animal Sciences - The department would like to add ANSC 526 - Advanced Companion Animal Nutrition and remove ANSC 232 - Stem Cell Basics & Applications from the 'basic science' choose from list for all three concentrations. Depending on the concentration, students take 2 to 4 courses from this list of 36 courses. ANSC 232 has not been taught since 2011.
In addition, the department would also like to remove ANSC 213 - Beef & Swine Management from the 'applied science' list. Depending on the concentration, students take 1 to 4 courses from this list of 28 courses. ANSC 213 has not been taught since 2011.

ACES - Minor in Food and Environmental Systems - The College would like to make several changes to the ‘choose from’ lists for the minor.

In the 'Four Hours Selected from' category:
Add: ANSC 101 - Contemporary Animal Issues
     HORT 105 - Vegetable Gardening
     HORT 106 - Home Horticulture

Remove: ANSC 103 - Working with Farm Animals
         CPSC 111 - Farming Systems
         NRES 104 - Intro to Environmental Social Science
         NRES 161 - Global Environmental Change

In the 'Six Hours Selected from' category:
Add: ANSC 223 - Animal Nutrition
     ANSC 224 - Animal Reproduction and Growth
     ANSC 322 - Livestock Feeds and Feeding
     ANSC 407 - Animal Shelter Management
     ANSC 409 - Meat Science
     ANSC 438 - Lactation Biology
     ANSC 444 - Applied Animal Genetics
     ANSC 446 - Population Genetics
     ANSC 450 - Comparative Immunobiology
     ANSC 451 - Microbes and the Animal Industry
ANSC 452 - Animal Growth and Development
ANSC 467 - Applied Animal Ecology
HORT 464 - International Horticulture Products

Remove:
ACE 332 - Farm Management
ANSC 321 - Animal Nutrition
ANSC 325 - Principles of Animal Nutrition ANSC 331 - Biology of Reproduction

Most of the courses being removed have been discontinued or have not been offered for some time.

AHS – BS in Interdisciplinary Health Sciences
The ‘choose from’ list for each of these concentrations is to be updated.

Health and Aging Concentration
Required courses:
Replace KIN 262 - Motor Development, Growth and Form with KIN 259 - Motor Development and Control.
KIN 262 is no longer offered and the content has been added to KIN 259.
Replace CHLH 314 - Introduction to Gerontology with KIN 404 - Introduction to Aging.
Again CHLH 314 is no longer offered and content has been added to KIN 404.

Choose 3 courses from the following list (9 courses total):
Add: SHS 375 - Communication Partners in Health
     IHLT 498 - Interdisciplinary Health Study Abroad
Remove:
     FSHN 220 - Principles of Nutrition
     RST 199 - Leisure, Health and Wellness Across the Lifespan

Health Behavior Change Concentration
Choose 3 courses from the following list (16 courses total):
Add: CMN 463 - Organizational Health Communication
     EPSY 407 - Adult Learning and Development
     SHS 375 - Communication Partners in Health
     PSYC 322 - Intro to Intellectual Disability
     CHLH 469 - Environmental Health
     IHLT 498 - Interdisciplinary Health Study Abroad

Health Diversity Concentration
Choose 3 courses from the following list (15 courses total):
Add: LLS 387 - Race, Gender, and the Body
     LLS 479 - Race, Medicine, and Society
     MACS 356 - Sex and Gender in Popular Media
     AFRO 421 - Racial and Ethnic Families
     IHLT 498 - Interdisciplinary Health Study Abroad

Letters of support from all of the outside units have been provided.

SENATE COMMITTEE ON EDUCATIONAL POLICY
Gay Miller, Chair

16
SC.15.03 Report on the September 11, 2014 meeting of the Board of Trustees held at the University of Illinois Urbana-Champaign campus

The meeting was called to order at 8:05 am after a short board meeting of Wolcott, Wood and Taylor, which is the organization used to oversee billing for the hospital, and immediately went into executive session at 8:06 to consider:

- University employment and appointment related matters
- Pending, probable or imminent litigation against, affecting, or on behalf of the university
- Collective negotiating matters

Executive session adjourned at 10:33 am and the open session resumed with a beautiful rendition of the state song by Professor Sarah Wigley-Johnson.

The board asked for a moment of silence to honor and remember the 9/11 victims. President Easter introduced the observers and Tom Hardy introduced members of the media.

Chancellor Wise welcomed the board to the campus, and reported on recent Urbana campus admissions data. She reported that over 150 new tenure-system faculty were hired, with a record number of new female faculty hired in Engineering (about half of their new hires). She also reported that the entering freshman class set records in attendance and GPA, but fell short of diversity targets. She then showed a short video used to welcome students to campus.

Committee reports followed on:

- Audit, Budget, Finance and Facilities Committee (Sep. 3, 2014) reported by Trustee McMillan
- Governance, Personnel and Ethics Committee (Aug. 28, 2014) reported by Trustee Strobel
- University Healthcare Systems Committee (Sep. 3, 2014) reported by Trustee Koritz

See http://www.bot.uillinois.edu/committees for further details on any of these three committees.

Of particular interest to the Urbana campus, the University Healthcare Systems Committee report mentioned a discussion of the Urbana campus’s proposed College of Medicine, as well as the UIC counterproposal. The report explicitly stated that the committee neither endorsed nor discouraged the proposed College of Medicine. The report also included a $40M budget shortfall of the UIC Hospital due to a decline in Medicaid, and this was being addressed by reducing expenses and increasing patients.

The board then opened the floor for public comment but asked speakers to limit themselves to five minutes each. The following comments were received:

- Prof. Anna Westerstahl Stenport of Scandinavian Studies, indicated she was unwilling to continue to help with fundraising for the university due to what she perceived as interference by the Board of Trustees regarding the Salaita issue.
- Ahmad Hamden, a senior in Chemical Engineering, spoke for students in favor of the University of Illinois hiring Prof. Salaita, and considered the decision not to approve his position a violation of the principles of Inclusive Illinois.
- David Beck, a staff representative of the American Federation of State, County and Municipal Employees (AFSCME), spoke in support of UI staff, reported that they felt largely unrespected and afraid to “speak up.” He also reported that of all university employees ranked by salary, the top 1%
were paid in sum more than the bottom 10%, and the top 50 received an average raise of 16% whereas the bottom wage earners received raises averaging 3%.

- Prof. Robert Warrior, Director of American Indian Studies, spoke in support of Prof. Salaita, and indicated much of the controversy was due to mis-interpretations of Prof. Salaita’s tweets.
- Josh Cooper, a senior in LAS, spoke for 1,300 students in support of Chancellor Wise and her decision that the University of Illinois not hire Prof. Salaita.
- David Downey (BS ’63, JD ’66), is a member of the UIF Board and the UIUC College of Business Overseers Board, spoke in support of President Easter, Chancellor Wise and in support of their decision that the University of Illinois not hire Prof. Salaita.

The board then approved the following resolutions by voice vote.

A1. Minutes of the July 24, 2014 Board of Trustees meeting

1. Appoint Interim Vice Chancellor for Academic Affairs and Provost
2. Reappoint Member to the Advisory Board, Division of Specialized Care for Children (DSCC) in Springfield
3. Amend the Undergraduate Financial Aid Policy and Guidelines
4. Amend Energy Cot Management Policy

See http://www.trustees.uillinois.edu/trustees/agenda/September-11-2014/ for further details on any of the resolutions (1-4) as well as the following resolutions (5-14).

The board then considered the following resolutions for approval by roll call.

5. Approve Operating Budget for Fiscal Year 2015
6. Approve Academic and Administrative Appointments for Contract Year 2014-15
7. Approve Requests for New Operating and Capital Appropriations Fiscal Year 2016
8. Authorize Banking Resolution for Deutsche Bank AG, India
9. Award Contracts for Building Renovation, Natural History Building, Urbana
10. Award Contract for Exterior Renovations, Krannert Center for Performing Arts, Urbana
11. Approve Project for Clinical Performance Center, College of Medicine, Chicago
12. Purchase Recommendations (Urbana: $9M for coal and its byproduct disposal)
14. Appointments to the Faculty, Administrative/Professional Staff and Intercollegiate Athletic Staff.

Prof. Salaita’s appointment appears in Resolution #14, page 23, line 43.

Chairman Kennedy then asked Chancellor Wise if she would like to make a statement. Chancellor Wise reasserted her support to the board of “our decision” that the University of Illinois not hire Prof. Salaita. President Easter then concurred, citing concerns of “polarization” and “bigotry” that could have resulted. Trustee Montgomery indicated that he supported Chancellor Wise but not this decision, that he had changed his previous position due to further consideration, and questioned specifically the relevance of Prof. Salaita’s tweets and the process by which his appointment was declined. Trustee Fitzgerald indicated his support of the decision to decline the Salaita appointment, citing the board’s duty to their constituents.

The roll call vote commenced. Resolutions 5-14 passed with the exception of the line item appointing Prof. Salaita explicitly called out by each Trustee, except Trustee Montgomery who approved all of the resolutions including #14 complete with the Salaita appointment. The student trustees, by statute, are not permitted to vote on some faculty appointments including the Salaita appointment and so no vote was recorded for them specifically on the Salaita appointment.

Further details on the meeting are available through video and audio recordings available online at http://www.bot.uillinois.edu/multimedia.

Respectfully Submitted,
John C. Hart
The Conference membership list for 2014-15 can be found here:
http://www.usc.uillinois.edu/membership.cfm

The agenda for this meeting can be found here:
http://www.usc.uillinois.edu/documents

The Conference was joined by President Robert Easter, Vice-President of Academic Affairs Christophe Pierre, and Associate Chancellor Reginald Alston.

Conference members present: Don Chambers (chair), Shar Fadavi, Danilo Erricolo, Sandra DeGroote, Benet Deberry-Spence, Kouros Mohammadian, Jorge Villegas, Xiaoqing Li, Karl McDermott, William Maher, George Francis, Kim Graber, Nicholas Burbules, Gay Miller, Prasanta Kalita, Roy Campbell, Joyce Tolliver, Catherine Vincent (ex officio as chair of UIC senate)

MEETING WITH THE PRESIDENT AND VP PIERRE
The Conference discussed the role of the president of the University with President Easter and Vice-President Pierre. President Easter sees the role of president as largely external: the president is ultimately accountable for all things that go on within the university, but largely delegates internal matters to the vice-presidents and chancellors. On the other hand, the president is responsible to the Board and must also translate the views and needs of the university to legislators.

President Easter expressed the notion that ideally, the role of the president is to be the leader of the discussions on higher education in the state, and added that critical decisions must be made on higher education in the next few years. He said that the president of the University of Illinois must be at the center of those conversations.

In relationship to these conversations, the President mentioned that there was some interest in forming another AAU university in Illinois, and that we should encourage UIC to fulfill this role. The new president must also be engaged with the question of the impact of the state-wide trend of two-year institutions to serve more and more students. Regarding the relationship between the Board and faculty, the President mentioned that the Board plans to discuss its role at its January retreat.

The President and Vice-President Pierre discussed budgetary questions with the Conference, and stated that the projections for next year are similar to those made last year. We are expecting a 1.6% increase, split almost evenly between restricted and non-restricted funds. Funding for sponsored research is expected to decrease by about $20 million, even without considering the end of funding for Blue Waters. The President hopes for a salary program this year, although his desire is that we not increase tuition.

The Vice-President reported on the profile of the incoming freshman class, noting that student quality is higher than ever but that we seem to be a little below target enrollments. The University aims to increase financial aid next year by about $7 million next year, but if tuition is not raised, it will be a challenge to find these funds.

BUSINESS MEETING
Chair remarks: In his first meeting as Conference Chair during this academic year, Chair Donald Chambers (UIC) thanked the Conference for their confidence in him, and thanked immediate past Chair Jorge Villegas (UIS) for his leadership.
He noted that, during the 2012-13 academic year, the Conference asserted that it exists for general good of the University, adding that this upcoming year will likely also be contentious, and it will be necessary to remind ourselves of this principle. The Conference, he added, is the statutorily-constituted faculty advisory group to the president and to the Board. Chair Chambers then requested that suggestions for USC retreat topics be emailed to Secretary Sailor and to him.

Statutes revision process: Chair of the USC Statutes and Governance Committee Nicholas C. Burbules presented three proposed revisions to the Statutes originating in that committee. All proposals were approved by the full Conference, with one addition to the Statutes section on FAC to specify that members of any “academic or administrative” unit may approach the FAC. The Statutes Committee will continue its work on preparing all the proposed revisions for eventual consideration by the Senates later this semester and early in the spring 2015 semester.

A report was also given by Conference members serving on the Presidential search committee, which is reviewing candidate files now. The committee has set a target date of November 1 for the identification of the final candidate, and at this point cannot predict whether that target date will be met.

The Conference briefly discussed the situation with pension reform, noting that the attention of the courts is focused on changes to Tier One plans. Members unanimously passed a motion to go on record with a continuing statement of concern about the status of University pensions.

Future conference guests: Chair Chambers announced that Chris Kennedy, Chairman of the Board of Trustees, had agreed to attend the September meeting by phone. He added that he would like us to meet with the Chairman of the Board every other month, although we may meet also with other members of the Board. The Conference also decided to invite each of the chairs of the Board committees to USC meetings. We discussed meeting as well with University lobbyists in Washington.

BOT Observer report: Prof. De Groote (UIC) reported that the July Board meeting was short, with just a few informational presentations, including a campus update from Chancellor Allen-Meares (UIC), the annual USC report given by Prof. Villegas (UIS), and a report on the financial status of the hospital.

Campus updates: UIC: Prof. Vincent reported that faculty leaders have been in regular conversation with their chancellor regarding recent changes in two administrative positions, and that the UIC Senate is making sure the faculty voice is being heard. UIC now has a new interim provost designate, pending BOT approval.

UIS: The new chair of the UIS Senate is Jorge Villegas. Prof. Villegas reported that a Sept. 10 meeting had been scheduled by a group of faculty members who are attempting to organize a UIS faculty union.

UIUC: Prof. Campbell reported on discussion of the proposal for a new college of medicine and on the vigorous discussion regarding the non-appointment of a faculty member. He added that questions had been raised by this case about gaps in our governing documents regarding hiring processes.

Chair Chambers added that at the September 3 meeting of the BOT Health Affairs and Hospital committee, there would be a presentation by Chancellor Wise and also one by Dean Azar (dean of the UIC College of Medicine), both on UIUC’s proposal to establish a new college of medicine. He announced that UIC had hired a consulting firm to provide a response to the Tripp-Umbach report, which reports on the feasibility of establishing a new college of medicine in Urbana.

Committee updates: Prof. Campbell reported that the USC Budget Committee would be concerned this fall with the ramifications of the potential sun-setting of the state income tax increase.

Respectfully submitted,
Joyce Tolliver, USC Liaison to the Senate
CC.15.05 Nominations for Membership on Standing Committees of the Senate and the Military Education Council

**Educational Policy**
To fill one student vacancy created by the resignation of Juan Bernal (GRAD)

James Tandaric  
LAS  
Term Expires 2015

**Faculty and Academic Staff Benefits**
To fill one faculty vacancy unfilled during the spring 2014 elections.

Michael Sandretto  
BUS  
Term Expires 2016

**General University Policy**
To fill one faculty vacancy created by the resignation of Joseph Rosenblatt (LAS)

Gabriel Solis  
FAA  
Term Expires 2016

**Library**
To fill two faculty vacancy created by the resignation of Safia Noble (MDA) and Amita Sinha (FAA)

Rabin Bhattarai  
ACES  
Term Expires 2017
Ann Burkus-Chasson  
FAA  
Term Expires 2016

**Military Education Council**
To fill one faculty vacancy unfilled during the spring 2014 elections.

Timothy Stelzer  
ENGR  
Term Expires 2016

**COMMITTEE ON COMMITTEES**
Prasanta Kalita, Chair
Lisa Monda-Amaya
Sara Benson
Mitch Dickey
William Gropp
Sarah Hochman
Calvin Lear
Randy McCarthy
Jenny Roether, ex officio

Nominations from the floor must be accompanied by the nominee's signed statement of willingness to serve if elected. The statement shall be dated and include the name of the position to be filled. If present, the nominee's oral statement will suffice.
SC.15.04  Resolution in Support of the Council of Illinois University Senates
“Statement of Concern”

WHEREAS the Senate Executive Committee (SEC) and the Urbana-Champaign Senate in 2011 and 2012 have affirmed and reaffirmed support for the main concerns of the Council of Academic Professionals (CAP), most recently in SC 13.06, which cited (1) the imminent risk of losing the exemption authority of the campus and (2) the trend toward classifying AP (academic professional) positions as civil service, and

WHEREAS the Merit Board of the State Universities Civil Service System (SUCSS), which is composed of trustees from the state’s public universities, voted overwhelmingly on January 30, 2013 to preserve the exemption authority, and

WHEREAS the SUCSS Executive Director and staff have continued to engage in a pattern of adversarial audit activities and changes in methodology designed to achieve by audit findings what they could not obtain in an open and transparent vote of its Merit Board, and

WHEREAS the 2013 SUCSS audit of the Urbana campus alleged that more than 90% of the AP positions audited were improperly exempted and should have been civil service, a finding that is not credible, and

WHEREAS SUCSS officials have penalized the Urbana campus by imposing two nearly simultaneous audits, the 2015 biennial audit and a second special audit of every single academic professional hire made from July 1, 2014 through December 31, 2014, a burdensome and punitive action, and

WHEREAS the SUCSS Executive Director has engaged in a pattern of contending that quietly adopted changes to its procedures manual override its own governing policies, as well as its 1998 agreement with the state’s universities that granted campuses the exemption authority, and

WHEREAS it is reasonably foreseeable that adversarial audit findings and such procedural changes will be used to sanction the Urbana campus with the removal of its exemption authority, with implications for other state universities, and

WHEREAS SUCSS officials have engaged in a pattern of lack of transparency and apparent violations of the Open Meetings Act, including requiring those who attend meetings to disclose their names and employers, and seating restrictions impeding public observation of its meetings;
WHEREAS the three CAP officers who spoke in public hearings all had positions targeted by the audit, and that the odds of this occurring randomly are a fraction of a percent, and

WHEREAS the Council of Illinois University Senates (CIUS), a body composed of representatives of the state’s public universities, met on September 15, 2014, and subsequently adopted a “Statement of Concern” about these issues, and

WHEREAS the CIUS agreed that member schools would take the “Statement of Concern” back to their own Senate Executive Committees and/or Senates for consideration and endorsement, and

WHEREAS, the Senate Executive Committee unanimously endorsed the CIUS Statement of Concern on October 6, 2014, and

THEREFORE be it resolved that the Senate affirm its support of the CIUS Statement of Concern, which follows:

STATEMENT OF CONCERN

The Council of Illinois University Senates is gravely concerned about the actions of the Executive Director and staff of the State Universities Civil Service System (SUCSS) toward reclassifying principal administrative/academic professional positions within universities, as well as their adversarial audit activities and the threat thereof, without adequate and widespread consultation, including with the Presidents, Chancellors, Faculty leadership, and Human Resource Directors of the respective campuses. These actions strike us as both arbitrary and capricious, and lacking in the transparency we expect from our public bodies.

THEREFORE BE IT FURTHER RESOLVED that this resolution, along with the CIUS Statement of Concern, be distributed to the University of Illinois Board of Trustees, the SUCSS Merit Board, the authorized representatives of the CIUS, the University Senates Conference, President Robert Easter, the chancellors of all three campuses, the Council of Academic Deans, the University Professional Personnel Advisory Committee, and the Council of Academic Professionals.

SENATE EXECUTIVE COMMITTEE
Roy Campbell, Chair    Melissa Madsen
Kim Graber, Vice-Chair William Maher
Abbas Aminmansour     Mary Mallory
Nicholas Burbules      Gay Miller
John Hart             David O’Brien
Matthew Hill          Michael Sandretto
Prasanta Kalita       Kevin Seymour
Calvin Lear           Joyce Tolliver
BACKGROUND
Many people often use a nickname instead of their full given or legal name. For example, someone named “Matthew” may often identify with the nickname “Matt.” There are also some people who use facetious nicknames, so someone named “Matthew” may identify with the nickname “Mattypoo.” The current Senate Election Rules for the Student Electorate state that students may use a nickname they are commonly referred to as on the ballot, but it states nothing about the intent or legitimacy of nicknames.

The Campus Student Elections Commission’s (CSEC) only attempt in preventing the misuse of nicknames is currently reserving the right to refuse the use of a nickname if it believes a candidate is using it to gain an unfair advantage. However, this policy is not in the Senate Election Rules for the Student Electorate.

One example of nicknames influencing an election was in 2002. The student body elected its President and Vice President, and both candidates used facetious nicknames on the ballot. One student ran for Student Body President using the nickname “Gordon T. Gnome Meron,” and another student ran for Student Body Vice President using the nickname “Hale T. Snail DePriest.” These nicknames referenced comic strip characters from The Daily Illini. Both candidates received the most amount of votes, but the CSEC disqualified the candidates.

Additionally, in recent year’s student elections, there were multiple candidates who used facetious nicknames. In almost every case, a candidate that used a facetious nickname won his or her race. Some candidates even used a facetious nickname in a competitive race while using no nickname in another non-competitive race. All of these instances prompted Student Senators and committee members to propose IA.2013.47 Amendments to Nicknames in Senate Election Rules for the Student Electorate, which was adopted by the Illinois Student Senate on April 10, 2013.

RECOMMENDATION
The Senate Committee on University Statutes and Senate Procedures recommends approval of the following revisions to the Senate Election Rules for the Student Electorate. Text to be added is underscored and text to be deleted is indicated by strikeout (e.g., sample text for deletion).
PROPOSED REVISIONS TO THE SENATE ELECTION RULES FOR THE STUDENT ELECTORATE

9. Ballots

• 9.3 Contents. The ballot shall contain the following:

(a.) name of the college;
(b.) designation of the election unit and number of senators to be elected;
(c.) the names of the nominees by unit; and
(d.) directions on proper voting procedures.

In the designation of a candidate's name on the ballot, the candidate's surname shall be used. In addition, any combination of the following designations may be used at the discretion of the candidate as space dictates: the candidate's full or shortened given name, and/or the candidate's initial(s), and/or a nickname by which the candidate is commonly known. Nicknames may be used if the candidate can demonstrate prior common usage upon request.

No designation may be used in addition to the candidate's surname which suggests or implies possession of a degree or title, nor may a candidate’s nickname be designed to intentionally mislead voters.

UNIVERSITY STATUTES AND SENATE PROCEDURES
William Maher, Chair
H. George Friedman
Wendy Harris
Scott Jacobs
Calvin Lear
Anna-Maria Marshall
Mark Roszkowski
Cheyenne Wu
Sandy Jones, Ex officio (designee)
Jenny Roether, Ex officio
Dedra Williams, Observer
SP.14.12 Revision to Standing Rule 13

BACKGROUND
According to the Senate Bylaws, the Committee on Educational Policy is responsible for “educational policy matters over which the Senate has legislative jurisdiction, including . . . initiation, changes or discontinuance of curricula” (Part D (8)(2)). In meeting the obligations described in the Bylaws, Senate Committee on Educational Policy (EPC) relies on Standing Rule 13 which describes a process for review of proposed changes to academic units, including formation, termination, separation, transfer and other changes in status. This proposal would amend Standing Rule 13 to clarify that process in situations where changes in the scope or size of a program might have a significant impact on an academic unit.

In recent years, EPC has identified several situations where departments, colleges and the administration make changes to academic units that are outside the scope of Standing Rule 13 but that nevertheless have a lasting impact on both students and faculty. For example, the EPC reviews the opening and closing of programs and degrees, but does not review their size or their scope. Thus, a unit may unilaterally make a dramatic increase in the number of students it chooses to admit to a program, which may have the effect of undercutting other programs. In addition, a department, college, or the Office of Admissions can effectively close a program by not admitting students. Thus, changes to program size and scope can be used to circumvent faculty governance over programs and curriculum.

The proposed revisions would also address other situations that might affect campus organization, such as administration decisions about the way that disciplines are arranged in campus structures.

The nature of the EPC review in this proposed revision would also provide greater transparency and accountability in the review processes. The EPC would be able to collect and retain memoranda of understandings among departments, colleges and administrators.

RECOMMENDATION
The Senate Committee on University Statutes and Senate Procedures recommends approval of the following revisions to Standing Rule 13. Text to be added is underscored and text to be deleted is indicated by strikeout (e.g., sample text for deletion).
PROPOSED REVISION TO STANDING RULE 13

Formation, Termination, Separation, Transfer, Merger, Change in Status, or Renaming of Units

• A. If a unit of academic governance or administration intends to make a significant change to the enrollment or faculty in a current degree, major, minor, concentration, or other educational program, it must first file with the Senate Committee on Educational Policy a statement detailing its intent. Any student, staff or faculty member or administrator who believes such a change is being contemplated may also ask the committee to determine whether the change would be of sufficient magnitude to require submission.

After receiving the statement, the committee may require verification that the proposing unit has informed all affected units, faculty and enrolled students. The committee may solicit comments from these and additional parties. Upon review of these materials, the committee shall determine what further action is required, including a public hearing, periodic re-evaluation of the proposal’s progress, or further Senate action.

For the purposes of this Standing Rule, “significant” changes shall be those that are intended to last two years or more and that lead to modification of faculty size by at least 25 percent or student enrollment by at least 25 percent (for programs with 100 or more students) or at least 50 percent (for programs with fewer than 100 students).

Plans that seek eventual termination of a program require approval by the committee and the Senate before any action is taken to terminate admissions, transfer faculty or remove the program from a unit website or the campus Programs of Study.

• AB. In order to provide for active discussion of a proposal for termination, separation, transfer, merger, or change in status of any academic unit, the originator of the proposal (e.g., Dean of College, Vice-Chancellor for Academic Affairs) and the Chair of the Senate Committee on Educational Policy shall, well in advance of the proposal being forwarded to the Senate, determine an appropriate forum for a public hearing and appoint a person to chair the hearing. The originator of the proposal and Chair of the Senate
Committee on Educational Policy (or their designees) shall attend the meeting. Responsibility for providing a meeting place, publicizing the hearing, and preparing minutes shall rest with the originator of the proposal. The Senate Committee on Educational Policy shall be responsible for collecting written comments and assuring that all of the necessary tasks are completed in an acceptable manner. Minutes shall be taken and forwarded to the Senate; a full transcription of the hearing is not necessary. The chair of the hearing shall encourage presenters to provide written comments that shall be forwarded to the Senate.

- B C. In any proposal for the formation or change in academic organization (such as, termination, separation, transfer, merger, change in status, or renaming) of an academic unit, as provided in the *University Statutes*, Article VIII, the advice of the faculty at each level (e.g., department, school, college, as applicable) shall be taken and recorded by vote of the faculty. Voting shall be as provided in the bylaws of each unit. The vote shall be reported to the Senate by the Committee on Educational Policy when the proposed change is considered by the Senate.

**UNIVERSITY STATUTES AND SENATE PROCEDURES**
William Maher, Chair
H. George Friedman
Wendy Harris
Scott Jacobs
Calvin Lear
Anna-Maria Marshall
Mark Roszkowski
Cheyenne Wu
Sandy Jones, *Ex officio* (designee)
Jenny Roether, *ex officio*
Dedra Williams, Observer
SP.15.07    Revisions to the *Statutes*, Article X, Section 2 – Academic Freedom

**BACKGROUND**

On December 6, 2010, the Urbana-Champaign Senate voted to approve SP.10.11 authorizing changes to the *University Statutes*, Article X, Section 2 governing Academic Freedom. Specifically, SP.10.11 included in its definition of academic freedom activities addressing “any matter of institutional policy or action whether or not as a member of an agency of institutional governance.” In addition, SP.10.11 extended the provisions governing academic freedom to all academic staff members. Appendix A contains the text of SP.10.11.

After the Senates for the Chicago and Springfield campuses adopted these changes to the *University Statutes*, the University Senates Conference (USC) forwarded SP.10.11 to the President. After considering these amendments, the President and his staff raised concerns about the language. A small working group including members of USC and the President’s staff met to make revisions to address those concerns. USC approved those revisions, designated ST-72 and presented in this proposal, on March 18, 2014. In forwarding ST-72 to the three campuses, the Chair of USC stated that ST-72 offered “stronger language that better defines who is covered in Article X, Section 2 and removes ambiguity between references to academic freedom and to First Amendment rights.” Appendix A also contains the text of ST-72.

The Senate Committee on Academic Freedom and Tenure (AFT) reviewed ST-72 and concluded that the proposed language clarified the objectives of the original amendments to Article X – extending academic freedom to participation in shared governance. AFT did not address the proposed changes to the coverage for academic staff.

In its review of ST-72, the Senate Committee on University Statutes and Senate Procedures (USSP) regrets that ST-72 restricts coverage to academic staff members “directly engaged in teaching and research,” a limitation that did not appear in SP.10.11 as previously adopted. In addition, USSP members found the phrasing of the paragraph 2.a of SP.10.11 preferable because it was clearer and more straightforward. Yet most members thought that the changes did not affect the meaning of academic freedom in a significant way. USSP also notes that the last sentence of paragraph 2.a of SP.10.11 has been moved to paragraph 2.c, and the last sentence of paragraph 2.c has been incorporated into paragraph 2.d; these rearrangements may somewhat clarify the text, and do not seem to change its meaning.

**RECOMMENDATION**

The Senate Committee on University Statutes and Senate Procedures and the Senate Committee on Academic Freedom and Tenure recommend approval of the following revisions to the *Statutes*. Text to be added is underscored and text to be deleted is indicated by strikeout (e.g., sample text for deletion).

**PROPOSED REVISIONS TO THE *STATUTES*, ARTICLE X, SECTION 2**

Section 2. Academic Freedom

a. Academic freedom includes the freedom to teach, both in and outside the classroom, to conduct research and to publish the results of those investigations. The practice of shared governance that structures institutional decision-making depends on the right of a member of the faculty, or an academic staff member directly engaged in teaching or research, to address any matter of institutional policy or action, whether or not as a member of an agency of institutional governance, without fear of retaliation. This right is a core aspect of academic freedom.
It is the policy of the University to maintain and encourage full freedom within the law of inquiry, discourse, teaching, research, and publication and to protect any member of the academic staff against influences, from within or without the University, which would restrict the member’s exercise of these freedoms in the member’s area of scholarly interest, as well as to maintain full freedom of discourse regarding University policies and actions whether or not uttered as a member of an agency of institutional governance. The right to the protection of the University shall not, however, include any right to the services of the university counsel or the counsel’s assistants in any governmental or judicial proceedings in which the academic freedom of the staff member may be in issue.

As a citizen, a faculty member may exercise the same freedoms as other citizens without institutional censorship or discipline. Members of the faculty, and academic staff members who are directly engaged in teaching or research, have the freedoms identified in Article X, Section 2.a above and have the freedom to speak to any matter of social, political, economic, or other interest to the larger community. International members of the faculty, and academic staff shall enjoy these same freedoms. A faculty member should be mindful, however, that accuracy, forthrightness, and dignity befit association with the University and a person of learning and that the public may judge that person’s profession and the University by the individual’s conduct and utterances.

All the rights enumerated in sections X.2. a, b and c above are subject to the applicable standards of academic conduct. Further, a member of the faculty, and any academic staff member, should be mindful that accuracy, forthrightness, and dignity befit association with the University and a person of learning and that the public may judge that person’s profession and the University by the individual’s conduct and utterances. If, in the president’s judgment, a faculty member of the faculty or academic staff who is directly engaged in teaching or research, exercises freedom of expression as a citizen and fails to heed the admonitions of Article X, Section 2[b], the president may publicly disassociate the Board of Trustees and the University from and express their disapproval of such objectionable expressions.

A staff member of the faculty, or an academic staff member directly engaged in teaching or research, who believes that he or she does not enjoy the academic freedom which it is the policy of the University to maintain and encourage shall be entitled to a hearing on written request before the Committee on Academic Freedom and Tenure of the appropriate campus senate. Such hearing shall be conducted in accordance with established rules of procedure. The committee shall make findings of facts and recommendations to the president and, at its discretion, may make an appropriate report to the senate. The several committees may from time to time establish their own rules of procedure.
SP.15.07, Revisions to the Statutes, Article X, Section 2 – Academic Freedom
Appendix A

Statutes – Current

Article X, Section 2

Section 2. Academic Freedom

a. Academic freedom is the freedom to teach, both in and outside the classroom, to conduct research and to publish the results of those investigations, and to address any matter of institutional policy or action whether or not as a member of an agency of institutional governance. Academic staff members have the freedom to speak to any matter of social, political, economic, or other interest to the larger community, subject to the applicable academic standards of conduct.

SP.10.11 – Approved by the Senate 12/6/2010

Proposed Revisions to the Statutes, Article X, Section 2

Section 2. Academic Freedom

a. Academic freedom includes the freedom to teach, both in and outside the classroom, to conduct research and to publish the results of those investigations. The practice of shared governance that structures institutional decision-making depends on the right of a member of the faculty, or an academic staff member directly engaged in teaching or research, to address any matter of institutional policy or action, whether or not as a member of an agency of institutional governance, without fear of retaliation. This right is a core aspect of academic freedom.

USC ST-72 – Approved by USC 3/18/14

Proposed Revisions to the Statutes, Article X, Section 2

Section 2. Academic Freedom

[a.] b. It is the policy of the University to maintain and encourage full freedom within the law of inquiry, discourse, teaching, research, and publication and to protect any member of the academic staff against influences, from within or without the University, which would restrict the member’s exercise of these freedoms in the member’s area of scholarly interest. The right to the protection of the University shall not, however, include any right to the services of the university counsel or the counsel’s assistants in any governmental or

[a.] b. It is the policy of the University to maintain and encourage full freedom within the law of inquiry, discourse, teaching, research, and publication and to protect any member of the academic staff against influences, from within or without the University, which would restrict the member’s exercise of these freedoms in the member’s area of scholarly interest, as well as to maintain full freedom of discourse regarding University policies and actions whether or not uttered as a member of an agency of institutional governance. The right to the protection of the University shall not, however, include any right to the services of
judicial proceedings in which the academic freedom of the staff member may be in issue.

the university counsel or the counsel’s assistants in any governmental or judicial proceedings in which the academic freedom of the staff member may be in issue.

any right to the services of the university counsel or the counsel’s assistants in any governmental or judicial proceedings in which the academic freedom of the staff member may be an issue.

b. As a citizen, a faculty member may exercise the same freedoms as other citizens without institutional censorship or discipline. A faculty member should be mindful, however, that accuracy, forthrightness, and dignity befit association with the University and a person of learning and that the public may judge that person’s profession and the University by the individual’s conduct and utterances.

As a citizen, an [faculty] academic staff member may exercise the same freedoms as other citizens without institutional censorship or discipline. International members of the academic staff shall enjoy these same freedoms. An [faculty] academic staff member should be mindful, however, that accuracy, forthrightness, and dignity befit association with the University and a person of learning and that the public may judge that person’s profession and the University by the individual’s conduct and utterances.

As a citizen, a faculty member may exercise the same freedoms as other citizens without institutional censorship or discipline. Members of the faculty, and academic staff members who are directly engaged in teaching or research, have the freedoms identified in Article X, Section 2.a above and have the freedom to speak to any matter of social, political, economic, or other interest to the larger community. International members of the faculty, and academic staff shall enjoy these same freedoms. [A faculty member should be mindful, however, that accuracy, forthrightness, and dignity befit association with the University and a person of learning and that the public may judge that person’s profession and the University by the individual’s conduct and utterances.]

c. If, in the president’s judgment, a faculty member exercises freedom of expression as a citizen and fails to heed the admonitions of Article X, Section 2b, the president may publicly disassociate the Board of Trustees and the University from and express their disapproval of such objectionable expressions.

If, in the president’s judgment, an [faculty] academic staff member exercises freedom of expression as a citizen and fails to heed the admonitions of Article X, Section 2[b]c, the president may publicly disassociate the Board of Trustees and the University from and express their disapproval of such objectionable expressions.

All the rights enumerated in sections X.2, a, b and c above are subject to the applicable standards of academic conduct. Further, a member of the faculty, and any academic staff member, should be mindful that accuracy, forthrightness, and dignity befit association with the University and a person of learning and that the public may judge that person’s profession and the University by the individual’s conduct and utterances.
If, in the president’s judgment, a faculty member of the faculty, or academic staff who is directly engaged in teaching or research, exercises freedom of expression as a citizen and fails to heed these admonitions of Article X, Section 2(b), the president may publicly disassociate the Board of Trustees and the University from and express their disapproval of such objectionable expressions.

A staff member who believes that he or she does not enjoy the academic freedom which it is the policy of the University to maintain and encourage shall be entitled to a hearing on written request before the Committee on Academic Freedom and Tenure of the appropriate campus senate. Such hearing shall be conducted in accordance with established rules of procedure. The committee shall make findings of facts and recommendations to the president and, at its discretion, may make an appropriate report to the senate. The several committees may from time to time establish their own rules of procedure.
UNIVERSITY OF ILLINOIS
URBANA-CHAMPAIGN SENATE
Prefiled Resolution

RS.15.02 Resolution on Academic Freedom and Civility

BACKGROUND

Chancellor Wise suggested a set of new policies regarding civility and its relationship to expression in a massmail on Friday August 22, 2014 ("The Principles on which we Stand"). The guidelines suggest restrictions on free expression which are reiterated in a massmail (also sent on Friday August 22, 2014) sent by the Board of Trustees, President, Chancellors of the Chicago and Springfield campuses, the Chairman of the University Senates Conference and other administrative officials ("An Atmosphere For Learning"). Although unspecified, the guidelines suggested in the massmails contradict the University of Illinois Statutes.

WHEREAS the University of Illinois Statutes (Article X Section 2a) state that "It is the policy of the University to maintain and encourage full freedom within the law of inquiry, discourse, teaching, research, and publication...", and

WHEREAS the University of Illinois Statutes (Article X Section 2b) guarantee that "As a citizen, a faculty member may exercise the same freedoms as other citizens without institutional censorship or discipline", and

WHEREAS the University of Illinois Student Code (Section 1-103 Campus Expression) promises that "Discussion and expression of all views is permitted within the University subject only to requirements for the maintenance of order", and

WHEREAS the Chancellor's massmail "The Principles on which we Stand" of August 22, 2014, makes clear that restrictions will be placed upon the above guaranteed rights of free expression ("What we cannot and will not tolerate at the University of Illinois are personal and disrespectful words or actions that demean and abuse either viewpoints themselves or those who express them"), and

WHEREAS the massmail "An Atmosphere For Learning" of August 22, 2014, signed by the Board of Trustees, President, Chancellors of the Chicago and Springfield campuses, the Chairman of the University Senates Conference, and various high-level administrative officials of the University, asserts that the University administration "must constantly reinforce our expectation of a university community that values civility as much as scholarship", and
WHEREAS the AAUP (American Association of University Professors) statement “On Freedom of Expression and Campus Speech Codes” explicitly argues against any restrictions on speech and concludes that free speech “is the very precondition of the academic enterprise itself,”

THEREFORE be it resolved by the Senate of the Urbana-Champaign Campus, that these massmails from the University Chancellors, President, Board of Trustees, Chairman of the University Senates Conference et al. shall have no force with respect to the development, interpretation, or application of university policies and practices.

Respectfully submitted and co-sponsored by:

Dana Rabin, History
Bruce Berndt, Mathematics
Bruce Levine, History
Isabel Molina, Media and Cinema Studies, Latina/Latino Studies, Gender and Women’s Studies
Kristina Riedel, Linguistics
Rolando Romero, Latina/Latino Studies
Gabriel Solis, Music, African American Studies, and Anthropology
Terri Weissman, Art History
The Faculty Advisory Council (FAC) of the Illinois Board of Higher Education (IBHE) held a regularly scheduled meeting at Illinois State University (ISU) with 32 members present.

Vice Chair Marie Donovan called the meeting to order at 9:00 AM. After introduction of members present, Provost Krecji welcomed the group to ISU. Provost Krecji noted that ISU has four interim vice-presidents at the moment. She added that the School has moved up in ranks among public universities. ISU has the largest freshman class in 28 years. ISU’s graduation rate is 72%. Provost Krecji indicated that ISU is very selective in offering online programs and accepting students - - quality is very important, she said.

A panel discussion took place on shared governance with professors Lane Crothers of ISU; Steve Rock of Western Illinois University (WIU); Dan Holland, former WIU Academic Senate chair; and Al Bowman, former President of ISU. Professor Crothers outlined constituencies of academic senates. Professor Rock noted that the faculty at WIU are unionized and added that their senate consists of faculty only. WIU senate takes action on issues such as curriculum, university policies, and review of President and Provost. Other issues including salary, working conditions, faculty evaluation, program reorganizations, and faculty responsibilities are handled through the union contract.

Professor Bowman who was a faculty member for 17 years before transitioning to administration commented on financial aspects of universities and opined that most universities are poorly managed and offered related statistics. Bowman stated that ISU is doing well because it has capable administrators and added that holding senior administrators accountable is critical. He emphasized the significance of strategic planning and communication between faculty and administrators. Bowman was asked why at times administrators are not let go if they do not perform well as is done in the industry. Bowman stated that we do a poor job of identifying managerial talent and suggested that search committees need to pay more attention to appropriate criteria for the position in question.

Dr. Bob Bradley, Professor Emeritus from ISU discussed “Academic Freedom after the Salaita Case.” He pointed out discussed the situation as well as the contextual considerations and described the differences between first amendment rights and academic freedom> Professor Bradley pointed out that courts have become more willing to get involved in internal higher education issues than before. Issues of the social media as well as the role of donors’ interests and their potential influence on public institutions were also discussed.
The three caucuses of the Council (four year public universities; community colleges and private/independent institutions) met separately and reported back to the Council later in the day. Subject discussed by the caucuses included academic dishonesty, MAP funding, pension reform, Public Agenda vs. State’s continuing decline in support for higher education, role of faculty in shared governance, dual credit, and the significance of the upcoming gubernatorial election on higher education.

The meeting adjourned at 2:00 PM. The next FAC meeting is scheduled for October 17, 2014 at the Governors State University.

This report is prepared based on the draft minutes of the FAC meeting minutes prepared by the FAC Secretary, Professor Steve Rock of WIU. Credit is owed to him.

Respectfully submitted
Abbas Aminmansour
EP.15.21 Report of Administrative Approvals at the October 13, 2014 meeting of the EPC.

**Graduate Programs**

**Undergraduate Programs**

**ENGR - Revise the BS in Mechanical Engineering** - The department has recently created a new course ME 270 - Design for Manufacturability, to replace the existing course ME 350 - Design for Manufacturability, which is currently required in the Mechanical Engineering Technical Core. ME 270 is designed to cover the majority of the material in ME 350 and it will be taken by students in the sophomore or junior year of the curriculum. The existing ME 350 course will be renamed and renumbered as ME 351 - Analysis of Manufacturing Processes and it will become an elective.

Both the new course and the revisions to ME 350 have been approved and sent to the Registrar’s Office for processing.
UC.15.02
October 20, 2014

UNIVERSITY OF ILLINOIS
URBANA-CHAMPAIGN SENATE
University Senates Conference
(Final; Information)

UC.15.02  Report on the September 9-10, 2014 Meeting and Retreat of the University Senates Conference at the President’s House (Urbana) and Allerton Retreat Center (Monticello)

The Conference membership list for 2014-15 can be found here:
http://www.usc.uillinois.edu/membership.cfm

The agenda for this meeting can be found here:

The Conference was joined on Sept. 9 by President Robert Easter, Vice-President of Academic Affairs Christophe Pierre, and Chairman of the Board of Trustees Christopher G. Kennedy.

SEPTEMBER 9, 2014 BUSINESS MEETING
President’s House, Urbana

MEETING WITH CHRISTOPHER KENNEDY, CHAIRMAN OF THE BOARD OF TRUSTEES
Mr. Kennedy joined the Conference by phone. In response to questions from the Conference, Mr. Kennedy expressed his desire that representatives of the Board Conference continue having regular conversations with the Conference. The need for greater participation in shared governance was discussed, and Mr. Kennedy expressed his belief that robust representation of the faculty through active participation in the Senates was essential. He thanked the Conference for the opportunity to join the conversation by phone, and reiterated his interest in meeting with the Conference again in person when his schedule permitted. The Conference also held an executive session with Mr. Kennedy.

MEETING WITH THE PRESIDENT AND VICE PRESIDENT PIERRE
The Conference discussed the University’s performance in undergraduate admissions, focusing on ways to increase the number of accepted students who enroll. There was particular concern about increasing the number of students from underrepresented groups who accept our admissions offers. Vice President Pierre clarified that students who are accepted but choose not to enroll at the University of Illinois are asked to indicate their reasons for not accepting our offer, and that in these surveys, the top three reasons are related to financial concerns. The President and Conference members also discussed the need to support students academically once they are admitted, and it was suggested that awareness of the issue should be expanded, with a particular emphasis on increasing the engagement of college deans in better recruitment, support, and retention of students from underrepresented groups.

Like Chairman Kennedy, the President also expressed his view that conversations between the Conference and members of the Board should be continued once the new UI president is appointed, and suggested that a joint retreat could be very productive.
BUSINESS MEETING
Profs. Benet Deberry-Spence (UIC) and Jorge Villegas (UIS) reported on their experiences as participants in the Leadership Development Program. The group has met with community leaders and held discussions on administrative leadership in Chicago, Springfield, and Washington, D. C. Both colleagues commented on the knowledge they had acquired about how administrative leaders must engage not only with students and faculty, but also with members of the community and the legislature.

Prof. Nicholas Burbules gave an update on the review of the Statutes and the General Rules. The Conference voted to request that the Board forward the final versions of the proposed revisions to the governing documents early in October, so that the senates may begin their discussions of the proposed revisions during the fall semester.

Two revisions to the Statutes that were proposed earlier, one to the section on academic freedom (ST-72) and one that would permit the University Senates Conference to initiate proposals for revisions (ST-79), will be handled separately from the proposed revisions that result from the major review of the Statutes.

It was also noted that an informal suggestion had been made that the Statutes and the General Rules be merged. There is no formal proposal for such a change at this point, however.

UNIVERSITY SENATES CONFERENCE RETREAT, SEPT. 10, 2014
Allerton Retreat Center, Monticello

The Retreat discussion began on the evening of Sept. 9 and continued the next morning. After a break for meetings of the Conference subcommittees, the Conference reconvened for committee reports and further discussion. Discussion at the Retreat focused on the balancing of relationships involved in a public university (the faculty, students, staff, and administrative leadership at each campus; the president, the Board, the legislature, and the citizens of the state); the future of these relationships at the University of Illinois; and goals of each of the committees and of the Conference for the upcoming year. The Retreat ended in the early afternoon on Sept. 10.

Respectfully submitted by Joyce Tolliver, USC Liaison to the Senate
Dear Colleagues

The University Senates Conference is hereby transmitting to you a set of revisions to the University of Illinois Statutes. This revision process began in August 2012 when the Governance, Personnel, and Ethics Committee of the Board of Trustees noted the need for an overall review of the Statutes and General Rules, which had not been done in several decades. The Board’s aim was to resolve ambiguities and to bring the governing documents up to date with current practice.

An ad hoc committee was formed to carry out the review and to propose revisions. In the course of this process, changes were proposed and/or reviewed by UIUC faculty members Nicholas Burbules (who started on the committee but then left on sabbatical), Joyce Tolliver, and Prasanta Kalita; UIS faculty member Lynn Fisher; and UIC faculty members Jerry Bauman and Steve Brantley (Bauman was Dean of Pharmacy, then later appointed VP for Health Affairs). Several representatives of the University Administration also participated: Randy Kangas, Associate Vice President; Maureen Parks (with notes from Jami Painter and Katie Ross), Director of University Human Resources; and Tom Bearrows and Mike Melendez, University Counsel. Finally, the Statutes and Governance subcommittee of the University Senates Conference helped to coordinate the process and gave its recommendations to the ad hoc committee on some early proposed revisions.

Although the proposed revisions came from different sources, the vast majority initially resulted from faculty input. The Conference has compiled all of these revisions into one set of changes in a single document, attached here, and marked with Track Changes.

The Board Committee on Governance, Personnel, and Ethics has reviewed these changes and, with a few minor revisions, submitted them to the University Senates Conference to begin the formal process of review.
The Board, in order to complete their work in a timely fashion, has requested that the USC forward the Senate and USC input to the Governance, Personnel, and Ethics Committee by February 26, 2015. In order to meet this deadline, we need your reviews by February 20, 2015 (see attachment 2).

These changes are of three sorts: clarifications of language that recent experience has shown is subject to conflicting interpretations; updating sections where the information is out of date; and revising sections where (for example, in HR), our actual practices have evolved differently because of legal or other requirements. We have also added rationales and explanations where we think they provide helpful context for the changes.

Finally, we have grouped these changes into eight clusters that we think usefully break up the revisions into manageable pieces. We mark them by page number and line number within the text (see attachment 3). Some clusters are short, containing several changes; others are long, where the changes are relatively sparse.

This grouping is only advisory to the Senates, but we recommend that the Senates consider the proposed revisions as eight separate motions to be dealt with sequentially. Of course, as part of its advice to the President, each Senate has the right to approve, not approve, or propose amendments to any changes within any of these sections.

Sincerely,

Donald A. Chambers, Chair
University Senates Conference

Nicholas C. Burbules, Chair
USC Statutes and Governance Committee

Enclosures

cc: Susan Kies
    Elizabeth Dooley
    Brian Moore
    Jenny Roether
    Members, University Senates Conference
October 6, 2014

To:       Dr. Donald Chambers, Chair University Senates Conference
          Dr. Nicholas Burbules, Chair Subcommittee on Statutes and Governance

Attached to this email please find the University of Illinois Statutes with suggested changes for consideration by the campus Senates and University Senates Conference. I ask that you complete your review of this document and forward recommendations and input in time for the February 26th meeting of the Governance, Personnel and Ethics Committee. Please send this information to the Board Secretary, Susan Kies.

Thank you for your work regarding this important matter.

Sincerely,

Pamela B. Strobel
Board of Trustees
Chair, Governance, Personnel and Ethics Committee
University of Illinois
DATE: October 8, 2014

TO: Roy Campbell, Chair UIUC Senate
    Jorge Villegas, Chair UIS Senate
    Catherine Vincent, Chair UIC Senate

Dear colleagues,

We have grouped these changes into eight clusters that we think usefully break up the revisions into manageable pieces. We mark them by page number and line number within the text. Some clusters are short, containing several changes, others are long, where the changes are relatively sparse.

This grouping is only advisory to the Senates, but we recommend that the Senates consider the proposed revisions as eight separate motions to be dealt with sequentially. Of course, as part of its advice to the President, each Senate has the right to approve, not approve, or propose amendments to any changes within any of these sections.

Motion 1: page i, page ii, and lines 41-124 (Art. I, Sect. 1-5)

Motion 2: Lines 141-254 (Art. II, Sect. 1-2)

Motion 3: Lines 257-331 (Art. II, Sect. 3)

Motion 4: Lines 333-418 (Art. II, Sect. 4)

Motion 5: Lines 420-824 (Art. II, Sect. 5 – Art. IV, Sect. 4)

Motion 6: Lines 1124-1302 (Art. VIII, Sect. 4 – Art. IX, Sect. 5)

Motion 7: Lines 1383-1969 (Art. IX, Sect. 7 – Art. X, Sect. 2)

Motion 8: Lines 1972-2209 (Art. XI, Sect. 1 – Art. XIII, Sect. 8)
Reviewers:

✓ Nicholas Burbules -- changes compiled by me are marked with my name, but come from various sources:
✓ Ad hoc committee, created by Board of Trustees (including faculty and UA representation) Nicholas Burbules, UIUC; Joyce Tolliver, UIUC; Prasanta Kalita, UIUC; Jerry Bauman, UIC; Steve Brantley, UIC; Lynn Fisher, UIS.
✓ Randy Kangas (10/9/12), Associate Vice President
✓ Maureen Parks (with notes from Jami Painter and Katie Ross) (1/27/13), University Human Resources
    Tom Bearrows and Mike Melendez, University Counsel

Includes “chancellor/vice president” change from January 2013.

Where appropriate, changes are annotated with Rationales to highlight reasons for changes in the sections that follow. Proposed revisions lacking explicit Rationales should be construed as corrections to reflect existing practice or as stylistic changes for clarification only.
University of Illinois

NONDISCRIMINATION STATEMENT

The commitment of the University of Illinois to the most fundamental principles of academic freedom, equality of opportunity, and human dignity requires that decisions involving students and employees be based on merit and be free from invidious discrimination in all its forms.

The University of Illinois will not engage in discrimination or harassment against any person because of race, color, religion, sex, national origin, ancestry, age, marital status, genetic information, disability, sexual orientation including gender identity, unfavorable discharge from the military or status as a protected veteran and will comply with all federal and state nondiscrimination, equal opportunity and affirmative action laws, orders and regulations. This nondiscrimination policy applies to admissions, employment, access to and treatment in University programs and activities. University complaint and grievance procedures provide employees and students with the means for the resolution of complaints that allege a violation of this Statement. Members of the public should direct their inquiries or complaints to the appropriate equal opportunity office.

REVISED BY UNIVERSITY POLICY COUNCIL: May 31, 2005 October 8, 2014

http://www.fs.uiuc.edu/cam/cam/ix/ix-b/ix-b-1.html
The regulations of the Board of Trustees for the guidance of the staff of the University were called Bylaws until 1901, when the term Statutes was applied. In 1908, the board adopted a revision of the Statutes which was much more comprehensive than anything that preceded it; from 1908 to 1931, separate articles were amended and new articles were added, but no general consideration was given to the regulations as a whole. During the period of 1931 to 1934, the board adopted certain statutes relating particularly to the educational and administrative organization of the University. In 1935, the Board of Trustees appointed a committee of its members to consider the Statutes, including various administrative regulations, which had been adopted from time to time, as a whole, and to present a revised code. This compilation was approved by the Board of Trustees on March 10, 1936, as the University of Illinois Statutes, and all previous editions were declared to be superseded.

On January 16, 1957, the Board of Trustees adopted a revised version of the Statutes, upon recommendation of the University Senate and the President of the University. Preliminary to this formal action, a special committee of the Board of Trustees worked with a committee of the University Senate in preparing the final draft.

Preliminary drafts of the present Statutes were prepared cooperatively by committees of the three senates and administrative officers. The final draft, adopted on May 17, 1972, by the Board of Trustees upon recommendation of the senates, the University Senates Conference, and the President of the University superseded all previous versions and editions of all corresponding Statutes. This edition contains all amendments approved since May 17, 1972.

In 2014, a thorough review of the Statutes was undertaken to revise and clarify provisions that were out of date or out of consistency with changed university practice.

Statutes on the Web: http://www.uillinois.edu/trustees/statutes.cfm
# TABLE OF CONTENTS

PREAMBLE ........................................................................................................................................1

**ARTICLE I. UNIVERSITY ADMINISTRATION** .................................................................2  
Section 1. Functions of the Board of Trustees .................................................................2  
Section 2. The President of the University .................................................................2  
Section 3. The University Officers .............................................................................3  
Section 4. Other University Administrative Officers ..............................................3  
Section 5. Vice Presidents and Campus Chancellors/Vice Presidents .......................3  
Section 6. The General Rules Concerning University Organization and Procedure ......4  

**ARTICLE II. LEGISLATIVE ORGANIZATION** .............................................................4  
Section 1. Campus Senates ..........................................................................................4  
Section 2. University Senates Conference ..................................................................5  
Section 3. Faculty Roles in Governance ......................................................................8  
Section 4. Faculty Advisory Committee ......................................................................9  
Section 5. Professional Advisory Committee ..........................................................11  

**ARTICLE III. CAMPUSES, COLLEGES, AND SIMILAR CAMPUS UNITS** .....................12  
Section 1. The Campus ..............................................................................................12  
Section 2. The College ..............................................................................................12  
Section 3. The Dean ..................................................................................................13  
Section 4. The School and Similar Campus Units .....................................................14  
Section 5. The Dean or Director of a School or Similar Campus Unit .......................15  

**ARTICLE IV. DEPARTMENTS** ......................................................................................16  
Section 1. The Department .......................................................................................16  
Section 2. Department Organized with a Chair .........................................................17  
Section 3. Department Organized with a Head ..........................................................19  
Section 4. Change of Departmental Organization ......................................................20  

**ARTICLE V. GRADUATE COLLEGES** ..........................................................................20  
Section 1. The Campus Graduate College .................................................................20  
Section 2. Special Units of the Graduate College .....................................................21  

**ARTICLE VI. THE CAMPUS LIBRARY** .........................................................................22  

**ARTICLE VII. SPECIALIZED UNITS** ..........................................................................22  
Section 1. General Considerations ...........................................................................22  
Section 2. University Press .......................................................................................23  
Section 3. Councils on Teacher Education .................................................................23  
Section 4. Agricultural Experiment Station ...............................................................24  
Section 5. Cooperative Extension Service in Agriculture and Home Economics .....24
ARTICLE VIII. CHANGES IN ACADEMIC ORGANIZATION .............................................. 25
Section 1. Formation of New Units................................................................. 25
Section 2. Changes in Existing Units............................................................... 27
Section 3. Academic Units Not Requiring Board of Trustees Approval............. 27

ARTICLE IX. ACADEMIC AND ADMINISTRATIVE STAFFS ................................. 27
Section 1. Criteria for Employment and Promotion ......................................... 27
Section 2. Employment of Relatives.................................................................. 28
Section 3. Appointments, Ranks, and Promotions of the Academic and Administrative Staffs .............................................................. 28
Section 4. Principles Governing Employment of Academic and Administrative Staffs .............................................................. 29
Section 5. Services Rendered the University....................................................... 30
Section 6. Severe Sanctions Other Than Dismissal for Cause for Members of the Faculty .............................................................. 31
Section 7. Sabbatical Leaves and Unpaid leaves of Absence for Members of the Faculty .............................................................. 33
Section 8. Graduate Work of Academic Staff Members...................................... 35
Section 9. Privileges of Retired Members of the Academic Staff ...................... 35
Section 10. Dismissal of Administrative Officers ............................................... 36
Section 11. Employment of Academic Professional Staff .................................. 36
Section 12. Dismissal of Academic Staff with Multi-Year Appointments
Under Article X, Section 1(a), Paragraphs (6) and (7) ...................................... 38

ARTICLE X. ACADEMIC FREEDOM AND TENURE ............................................... 39
Section 1. Tenure of Academic Staff .............................................................. 39
Section 2. Academic Freedom ......................................................................... 45

ARTICLE XI. STUDENT AFFAIRS AND DISCIPLINE ............................................ 46
Section 1. Student Affairs.................................................................................. 46
Section 2. Student Discipline ............................................................................ 46

ARTICLE XII. RESEARCH AND PUBLICATION ...................................................... 47
Section 1. Campus Research Board .................................................................. 47
Section 2. Sponsored Research, Gifts, and Grants ............................................ 47
Section 3. Patents on Inventions ...................................................................... 48
Section 4. Scientific and Scholarly Publications and Creative Work .................. 48
Section 5. Rules about Research, Patents, and Publications ......................... 48

ARTICLE XIII. GENERAL PROVISIONS ................................................................. 49
Section 1. Exchange Professors ...................................................................... 49
Section 2. Privileges for Scholars from Other Universities .............................. 49
Section 3. Annual Reports .............................................................................. 49
Section 4. Reports and Communications .......................................................... 49
Section 5. Rules of Procedure ......................................................................... 50
Section 6. Recommendations of Committees and Councils ............................ 50
Section 7. Reservation of Powers .................................................................... 50
Section 8. Amendments .................................................................................. 51
PREAMBLE

The University of Illinois, as a state university, is subject to the control of the Illinois General Assembly. The General Assembly, subject to the limitations of the state constitution and to such self-imposed restraints as are essential to the maintenance of a free and distinguished University, exercises control by virtue of its authority to change the laws pertaining to the University and its power to appropriate funds for the maintenance and improvement of the University. Under existing state law the University of Illinois is a public corporation, the formal corporate name of which is “The Board of Trustees of the University of Illinois.”

Within the limits fixed by the Illinois constitution and laws, the Board of Trustees exercises final authority over the University. For the proper use of funds appropriated by the General Assembly and for the proper administration and government of the University, the board is responsible to the people of Illinois, on whose behalf its members are appointed. The board is the governing body of the University and exercises jurisdiction in all matters except those for which it has delegated authority to the president, other officers, or bodies of the University.

The educational policy, organization, and governance of the University as delegated by the Board of Trustees are promulgated in these Statutes. When acting on such matters, the board relies upon the advice of the university senates transmitted to it by the President of the University. In these matters each senate has a legitimate concern which justifies its participation in the enactment and amendment of the Statutes. The Board of Trustees reserves the power to initiate and make changes in the Statutes, but before making any change it will seek the advice of the senates.

The General Rules Concerning University Organization and Procedure document supplements the Statutes. The General Rules are subordinate to the Statutes and deal with administrative organization, with the powers, duties, and responsibilities of officers of the University, and with various administrative matters.

The Board of Trustees delegates to the President of the University the authority to promulgate regulations and rules implementing The General Rules Concerning University Organization and Procedure. These are printed in the Business and Financial Policies and Procedures manual and other documents subordinate to the Statutes and The General Rules setting forth established policies and procedures.
ARTICLE I. UNIVERSITY ADMINISTRATION

Section 1. Functions of the Board of Trustees

Note: This change comes from the Board of Trustees.

The Board of Trustees is appointed by the governor of Illinois and bears the ultimate responsibility to the people of the State. It approves and formulates university policies but leaves the execution of those policies to its administrative agents, acting under its general supervision. It is the responsibility of the board to secure the needed revenues for the University and to determine the ways in which university funds shall be applied.

Section 2. The President of the University

Rationale: The symbolic provision that makes the President a member of every department, etc., is an anachronism. The current view of the Presidency is that he/she is more an external representative and leader of the overall institution than a micro-manager of campus affairs. We specified the importance of a search committee process in hiring the President. We put the campus Chancellor in the loop in the process of granting degrees.

The president is the chief executive officer of the University and a member of the faculty of each college, school, institute, division, and academic unit therein. The president shall be appointed by the Board of Trustees, after consultation with a committee appointed for the purpose of recommending appropriate candidates. The president's term of office shall be at the pleasure of the board. The president shall attend the meetings of the board and participate in its deliberations; may act with freedom within the lines of general policy approved by the board; shall prepare the annual budgets for presentation to the board; and shall recommend to the board suitable persons for positions in the University, including appointments to appropriate administrative positions, other than academic, which are not provided for in the Statutes. In case of exigencies, it is within the proper jurisdiction of the president to make appointments so that the work of the University shall not be interrupted, but such appointments shall be subject to confirmation by the board. The president is responsible for the enforcement of the rules and regulations of the University; shall make such recommendations to the board and to the senates as the president may deem desirable for the proper conduct and development of the University; and shall issue diplomas conferring degrees, but only on the recommendation of the appropriate senate and campus chancellor/vice president, and by authority of the Board of Trustees. The president may designate the administrative officer(s) who shall exercise the functions of the president during the absence of the president from duty, which designation(s) shall be subject to change by the Board of Trustees.

Rationale: The Statutes establish the principle that the advice of the senate may be sought upon reappointment of the campus chancellor, and that the University Senates Conference may also give its advice upon the reappointment of the University officers. As the
University Senates Conference is the advisory committee for the president, it is appropriate that the advice of this body also be sought upon the president’s reappointment.

Section 3. The University Officers

The university officers are identified in *The General Rules Concerning University Organization and Procedure*. Prior to recommending to the Board of Trustees the initial appointment or reappointment of any university officer except the president and the chancellors/vice presidents/vice presidents/chancellors, the president shall seek the advice of the University Senates Conference. Prior to the reappointment of the president, the Board of Trustees shall seek the advice of the University Senates Conference. On the occasion of the reappointment of any university officer, the University Senates Conference may submit its advice if it so elects.

Section 4. Other University Administrative Officers

There may be additional administrative officers with university-wide responsibilities and duties as delegated by the President of the University. The president may make changes in titles and assignment of responsibilities of these officers and may recommend to the Board of Trustees additional administrative positions as provided for in Section 2 of this Article.

Rationale: the added final sentence is intended to clarify what the “vice president” part of the chancellor’s title means.

Section 5. Chancellors/ Vice Presidents

There shall be a vice president, University of Illinois and chancellor at each campus of the University (chancellor/vice president/vice president/chancellor). The chancellor/vice president/vice president/chancellor, under the direction of the president, shall serve as the chief executive officer for the campus. The chancellor/vice president/vice president/chancellor shall also perform such duties as may be delegated and assigned by the president and as may be consistent with the *Statutes* of the University, *The General Rules*, and actions of the Board of Trustees. As university officers, the chancellors/vice presidents have responsibility for advising the president and working with each other to advance the well-being of the entire university as well as their own individual campuses.

The chancellor/vice president/vice president/chancellor shall be appointed annually by the Board of Trustees on the recommendation of the president. On the occasion of the appointment or reappointment of a new chancellor/vice president/vice president/chancellor, the president shall have the advice of a committee selected by the senate of the campus concerned. On the occasion of a reappointment, the senate may submit its advice if it so elects.
Section 6.  The General Rules Concerning University Organization and Procedure

The General Rules supplement the Statutes. The General Rules are subordinate to the Statutes and deal with administrative organization, with the powers, duties, and responsibilities of officers of the University, and with university employment policies, property, and other matters. The General Rules are adopted by the Board of Trustees acting on the advice of the President of the University. The board reserves the right to make changes in The General Rules after consultation with the president. Before providing such advice or consultation, the president shall consult with the University Senates Conference, with due regard for the provisions of Article XII, Section 5. However, consultation with the conference is not required when because of exceptional circumstances a proposed action of the Board of Trustees would authorize a deviation from The General Rules for a specific transaction.

ARTICLE II.  LEGISLATIVE ORGANIZATION

Rationale: this revision provides more information about the mission and role of the senates. Section (e) is revised to reflect the actual practices of educational policy review. The procedure for honorary degrees is being revised under a separate process, and will be considered separately.

Section 1.  Campus Senates

a. A senate shall be constituted at each campus of the University. The senate is the elected representative of the faculty in shared governance discussions across the full range of university concerns. It is the authorized partner to engage administration in planning, in policy, in implementation, and in collaborative problem solving on matters pertinent to the well-being of the campus and its members. The basic structure of a senate, including its composition, shall be provided for in its constitution. The constitution and any amendments thereto shall take effect upon adoption by the senate concerned and approval thereof by the Board of Trustees.

b. Each senate may exercise legislative functions in matters of educational policy affecting the University as a whole or its own campus only. No such senate action shall take effect until it has been submitted to the University Senates Conference as provided in Article II, Section 2, and either approved by the Board of Trustees itself or approved in a manner agreed to by the board.

c. Except as otherwise provided in these Statutes, each senate shall determine for its campus matters of educational policy including but not limited to: requirements for admission to the several colleges, schools and other teaching divisions; general requirements for degrees and certificates; relations among colleges, schools and other teaching divisions; the academic calendar; and educational policy on student affairs. Neither the powers conferred on the senates by this paragraph (c) nor the powers conferred by Article II, Section 1b shall extend to matters over which the college is given jurisdiction by Article III, Section 2c.
d. Each senate shall recommend candidates for honorary degrees and shall determine for its campus the manner in which the faculty shall recommend to the chancellor/vice president candidates for earned degrees, diplomas, and certificates to be conferred by the president under the authority of the Board of Trustees.

e. No new line of work involving questions of changes to general educational policy shall be established on any campus except upon approval of the senate concerned and except as elsewhere provided in these Statutes.

f. Each senate may propose amendments to these Statutes through the University Senates Conference to the president and the Board of Trustees as provided in Article XIII, Section 8.

g. Each senate shall adopt bylaws which shall govern except as otherwise provided in these Statutes, shall govern its procedures and practices, including such matters as committee structure and duties, calling of meetings and establishment of agenda, and selection of officers. The bylaws of each senate shall provide for committees or other bodies to exercise those statutory duties specified in other sections of these Statutes, e.g., academic freedom and tenure, student discipline, and student affairs. The bylaws and any changes thereto shall be reported to the Board of Trustees through the chancellor/vice president vice president/chancellor and the president.

Section 2. University Senates Conference

a. Organization

(1) The University Senates Conference shall be made up of twenty members. The basic representation shall be two members from each senate. Additional members shall be apportioned to each senate, at least one from each senate, in numbers proportional to the number of faculty members on each campus. The apportionment shall be recalculated every five years. Each senate shall elect its own representatives from its membership.

Rationale: The provision about limiting terms was removed in 2007, but the change was never made to the text. Other changes to this section concern material more appropriate to the USC Bylaws than to the Statutes, and so were removed from this document.

(2) Senators whose senatorial terms expire before their conference terms expire shall complete their conference terms. Any faculty senator or faculty senator-elect shall be eligible for election to the conference except that no member shall serve more than two full terms consecutively. The term of office shall be three years beginning on the first day of the next academic year following the election. Approximately one-third of the conference members from each senate shall be elected annually.

(3) A quorum for conference meetings shall consist of a simple majority of the total membership of the conference. If a quorum cannot be obtained otherwise, the conference
members from a senate may designate as many as two alternates from the faculty members of their own senate to serve at a specific meeting.

(34) The conference officers shall be a chair and a vice chair, who shall not be from the same senate and who shall be elected for one-year terms by and from the conference and shall not be from the same senate. The chair shall not be from the same senate in two consecutive years.

(45) The executive committee of the conference shall consist of two members from each senate: the conference chair, the conference vice chair, and four additional members elected annually by and from the conference. The conference may authorize the executive committee to act on behalf of the conference between scheduled meetings.

b. Functions.

The University Senates Conference shall review all matters acted upon by each senate. The conference shall determine whether senate actions requiring implementation or further consideration by officials or other groups within the University have been referred to the appropriate officials or groups. The conference itself may make any original or additional referral it deems advisable, and may append its comments and recommendations. Should the conference find a matter acted upon by one of the senates to be of concern to another senate, it shall refer the matter and the action to that senate. If two or more senates have acted differently on a subject, the conference shall attempt to promote agreement or consistency. Where agreement or consistency cannot be effected within a reasonable period of time, the conference shall transmit the related actions of the senates together with its own recommendations to the appropriate officials or groups within the University and shall simultaneously notify the clerk or secretary of each senate of its action. Any senate may record and transmit its further comments to the same addressees and to the conference.

The University Senates Conference shall assist the senates to communicate with one another, with University and campus administrative officials, and with the Board of Trustees (through the president), and may develop and implement procedures to enhance such communication.

c. The conference may acts and may authorize its executive committee to act as an advisory group to the Board of Trustees (through the president), the president, other administrative officials, and the several senates on matters of university-wide concern. It shall be a special concern of the conference executive committee to aid in maintaining harmonious relations among such officers and the units of the University.

Rationale: The current definition of “faculty” includes only tenure-track faculty members, which excludes non-tenure-track faculty members from those who are “the responsible body in the teaching, research, and scholarly activities of the University” and thus those who have “inherent interests and rights in academic policy and governance.” The Statutes specify that the bylaws of a unit may extend specified privileges to unit colleagues who are not on the tenure track, implying but not specifying that the exercise of such privileges is
limited to the academic unit.

This revision explicitly includes non-tenure-track faculty members in the body of employees who enjoy rights related to academic policy and governance, while maintaining the distinction between the rights and privileges of tenure-track faculty and of non-tenure-track faculty. It specifies that the privileges that units may grant to non-tenure-track faculty members may be exercised only within the unit. It also revises the term “rank or title” to refer only to rank, given that there is no University-wide standard or control for the use of courtesy titles.
Section 3. Faculty Roles in Governance

a. (1) The tenure-track faculty is, in academic matters, the primary governing body of the University, and it has a fundamental interest in all issues of university policy. The tenure-track faculty consists of those members of the academic staff in any academic unit, except for the Graduate College, with the rank of professor, associate professor, or assistant professor who are tenured or receiving probationary credit toward tenure. The faculty of the University and any of its units except for the Graduate College consists of those members of the academic staff with the rank or title in that unit of professor, associate professor, or assistant professor who are tenured or receiving probationary credit toward tenure, and those administrators in the direct line of responsibility for academic affairs (persons who hold the title director or dean in of an academic unit, provost or equivalent officer, chancellor/vice president/vice president/chancellor and president). Administrative staff members not in the direct line of responsibility for academic affairs are members of the faculty included only if they also hold tenure-track faculty appointments. The bylaws of any academic unit may further mandate a minimum percent faculty appointment in that unit for specified faculty privileges, such as voting privileges.

(2) Non-tenure-track faculty provide specialized contributions to the teaching and research of the University. They include members of the academic staff of the unit or of other units who have the rank of professor, associate professor, or assistant professor modified by the terms “research,” “teaching,” “adjunct,” “clinical,” “visiting” and/or “emeritus” (e.g., “research professor,” “adjunct assistant professor,” “clinical associate professor,” “visiting professor”), or the titles “instructor” or “lecturer.”

(3) The bylaws of any academic unit may grant specified unit governance privileges to selected faculty of other units, and may mandate a minimum percent faculty appointment in that unit for specified governance privileges, such as voting privileges. The bylaws of any academic unit may also grant specified unit governance privileges to non-tenure-track faculty (as defined by Section 3a (2) above). Voting on these provisions of the bylaws is limited to those tenure-track faculty named in subsection (1) above. At the campus level, the Senate constitution and bylaws may grant specified governance privileges to non-tenure-track faculty (as defined by Section 3a (2) above), subject to the approval of the Senate.

b. As the responsible body in the teaching, research, and scholarly activities of the University, the faculty, both tenure-track and non-tenure-track, have inherent interests and rights in academic policy and governance; however, these interests and rights are not identical.
and the status of tenure-track faculty grants them a distinct governance role. Each college or other academic unit shall be governed in its internal administration by its tenure-track faculty, as defined in Section 3a (1) above, with additional unit governance privileges for non-tenure-track faculty as may be explicitly provided under Section 3a (3) above. Governance of each academic unit shall be based on unit bylaws established and amended by the tenure-track faculty of that unit, which may include specific unit governance privileges designated in the bylaws for non-tenure-track faculty. The bylaws shall provide for the administrative organization and procedure of the unit, including the composition and tenure of executive or advisory committees, e—Except that they may not conflict with these Statutes, or other specific actions of the Board of Trustees, or with the bylaws of a unit which encompasses it; the details of the bylaws are left to the faculty of the unit.

Rationale: This section was revised to reflect the current functions of the Faculty Advisory Committees (FACs) on the campuses where they are active. It was also reorganized in order to explain all aspects of the FAC’s function first, and then to describe its operation. Finally, details about the precise composition of the committee on each campus were deleted, to allow the campuses to set their own policies, except for two general provisions: that the FAC not include those holding administrative posts (the definition of such having been refined to specify those who are likely to be in a supervisory position over potential grievants); and that no more than two members of the FAC may belong to the same college.

Section 4. Faculty Advisory Committee

At each campus the faculty shall elect a Faculty Advisory Committee, which shall provide a means for the orderly voicing of grievances or related concerns about the governance and procedures of academic or administrative campus units. A member of the academic staff or a retired member shall be entitled to a conference with the committee or with any member of it on any matter properly within the purview of the committee. Academic employees who are members of the Professional Advisory Committee electorate shall use the procedures outlined in Section 5 of Article II. In addition, the committee may make confidential reports on personnel matters at the request of the provost, the chancellor/vice-president, or the president. In performing these functions, the committee shall make such investigations and hold such consultations as it may deem to be in the best interest of the campus.

The committee may also make recommendations for changes to campus policies based on these investigations and deliberations. Faculty advice and recommendations on University governance are traditionally provided to the administration through standing and ad hoc committees and representation in the senate. In addition, at each campus the faculty shall elect a Faculty Advisory Committee. The committee shall consist of nine faculty members on the Chicago and Urbana-Champaign campuses, three of whom shall be elected each year. The committee shall consist of seven faculty members on the Springfield campus, two of whom shall be elected each year and the seventh every third year. The three-year terms will commence on the first day of the academic year following the election.
Each campus senate shall determine eligibility for membership on the Faculty Advisory Committee for its campus from among the members of the Faculty Advisory Committee electorate, except that those who hold administrative appointments at the level of department chair/head or above shall not be eligible for membership, excluding those who hold administrative appointments. Any eligible person may be nominated as a committee member by a petition signed by three members of the electorate and filed with the clerk or secretary of the senate. The deadline for filing shall be set by each campus senate. The clerk or secretary of the senate shall conduct the election as soon as possible thereafter. The eligible nominees for the number of seats to be filled receiving the highest number of votes shall be declared elected. If vacancies arise between regular elections, the eligible nominee with the next highest number of votes at the most recent election shall be declared a member of the committee. In the absence of any such nominee willing and able to serve, the vacancy shall be filled at the next regular election.

No more than two members of the committee may hold paid appointments in the same college or in the same unit organized independently of a college.

Any eligible person may be nominated as a committee member by a petition signed by three members of the electorate and filed with the clerk or secretary of the senate. The deadline for filing shall be set by each campus senate. The clerk or secretary of the senate shall conduct the election as soon as possible thereafter. The eligible nominees for the number of seats to be filled receiving the highest number of votes shall be declared elected. If vacancies arise between regular elections, the eligible nominee with the next highest number of votes at the most recent election shall be declared a member of the committee. In the absence of any such nominee willing and able to serve, the vacancy shall be filled at the next regular election.

The committee shall elect its own chair at its first meeting of each academic year. The committee shall adopt its rules of procedure, copies whereof shall be sent to all members of the academic staff (as defined in Article IX, Sections 4a and 3c) and to the chancellor/vice president and the president. The committee shall make such reports to the vice president/chancellor, the president, the senate, and the faculty as it deems appropriate at least once a year.

The committee shall report on its activities and recommendations to the senate and the faculty as it deems appropriate, but at least once a year. These reports shall maintain the confidentiality of individual personnel cases, but may describe the broad nature of cases presented to it. The committees shall provide for the orderly voicing of suggestions for the good of the University, afford added recourse for the consideration of grievances, and furnish a channel for direct and concerted communication between the academic staff (as defined in Article IX, Sections 4a and 3c) and the administrative officers of the University, its colleges, schools, institutes, divisions, and other administrative units on matters of interest or concern to the academic staff (as defined in Article IX, Sections 4a and 3c) or any member of it. Academic staff members who are members of the Professional Advisory Committee electorate shall use the procedures outlined in Section 5 of Article II.
In performing its functions, the committee upon the request of the vice president/chancellor, the president, or any member of the academic staff (as defined in Article IX, Sections 4a and 3c), or upon its own initiative shall make such investigations and hold such consultations as it may deem to be in the best interest of the University. A member of the academic staff (as defined in Article IX, Sections 4a and 3c) or a retired member shall be entitled to a conference with the committee or with any member of it on any matter properly within the purview of the committee.

Section 5. Professional Advisory Committee

At each campus, the academic professional staff whose appointments as academic professionals require at least 50 percent (50%) of full-time service shall elect a professional advisory committee. The academic professional staff consists of those staff members on academic appointment whose positions have been designated by the president and the chancellor/vice president/chancellor as meeting specialized administrative, professional, or technical needs in accordance with Article IX, Sections 3a, 3c, and 4a.

Any member of the professional advisory committee electorate shall be eligible for membership. University-level administration staff shall be members of the electorate of the campus at which their principal office is located. Each chancellor/vice president/vice president/chancellor (or the president in the case of university-level administration staff members) after consultation with the body may identify senior administrative officers to be excluded from the electorate.

Bylaws and articles of procedure covering such matters as name of the body, nomination and election of members and officers, size of the body, and terms of office shall be developed at each campus and after approval by the chancellor/vice president/vice president/chancellor made available to the members of the electorate.

The body shall provide for the orderly voicing of suggestions for the good of the University, afford added recourse for the consideration of grievances, and furnish a channel for direct and concerted communication between the academic professional staff and the administrative officers of the University, its colleges, schools, institutes, divisions, and other administrative units on matters of interest or concern to the academic professional staff or any member of it. The body shall report to the chancellor/vice president/vice president/chancellor, the president, and the academic professional staff at least once a year.

In performing its functions, the body upon the request of the chancellor/vice president/vice president/chancellor, the president, or any member of the academic professional staff, or upon its own initiative shall make such investigations and hold such consultations as it may deem to be in the best interest of the University. Any member or retired member of the academic professional staff shall be entitled to a conference with the body or with any member of it on any matter properly within the purview of the body.
ARTICLE III. CAMPUSES, COLLEGES, AND SIMILAR CAMPUS UNITS

Section 1. The Campus

a. The campus is the largest educational and administrative group. It is composed of colleges, schools, institutes, and other educational units in conjunction with administrative and service organizations.

b. The legislative body for the campus shall be the campus senate, as provided in Article II, Section 1.

c. The transfer of any line of work or any part thereof from one campus to another shall be made on the recommendation of the senates and chancellors/vice presidents/chancellors of the campuses involved, the University Senates Conference, and the president upon approval by the Board of Trustees.

d. The chancellor/vice president/chancellor, under the direction of the president, shall be the chief executive officer of the campus, as provided in Article I, Section 5.

e. At each campus, there shall be a provost and vice chancellor for academic affairs or equivalent officer who shall serve as the chief academic officer under the vice president/chancellor/vice president for the campus and who will serve as chief executive officer in the absence of the vice president/chancellor/vice president.

f. There may be additional vice chancellors with campus-wide responsibilities and other administrative officers with responsibilities and duties as delegated by the chancellor/vice president/chancellor.

g. Vice chancellors shall be appointed annually by the Board of Trustees on the recommendation of the chancellor/vice president/chancellor and with the concurrence of the president. The chancellor/vice president/chancellor shall on the occasion of each appointment seek the advice of the executive committee of the campus senate. The executive committee may seek the counsel of other campus bodies in preparing its advice.

Section 2. The College

a. The college is an educational and administrative group comprised of departments and other units with common educational interests.

b. The faculty of a college shall be constituted as specified in Article II, Section 3a (1). The college shall be governed in its internal administration by its faculty under bylaws established by the faculty, as specified in Article II, Section 3b.
Subject to the jurisdiction of the senates as provided in Article II, Section 1, the college shall have jurisdiction in all educational matters falling within the scope of its programs, including the determination of its curricula, except that proposals which involve budgetary changes are subject to approval by shall become effective only when the chancellor/vice president/chancellor has approved them. The college has the fullest measure of autonomy consistent with the maintenance of general university educational policy and correct academic and administrative relations with other divisions of the University. In questions of doubt concerning the proper limits of this autonomy between the college and the senate, the college shall be entitled to appeal to the chancellor/vice president/chancellor for a ruling.

d. The transfer of any line of work or any part thereof to or from a college or to or from some other educational or administrative group within a campus shall be made on the recommendation of the appropriate senate and chancellor/vice president/chancellor and on approval of the president.

e. The faculty of a college shall elect its secretary and committees.

f. An executive committee of two or more members elected annually by and from the faculty of the college by secret written ballot shall be the primary advisory committee to the dean of the college. Unless otherwise provided by the faculty of the college, it shall advise the dean on the formulation and execution of college policies and unless otherwise provided by the faculty of the college on appointments, reappointments, nonreappointments, and promotions, and it shall also transact such business as may be delegated to it by the faculty. The faculty may determine the size of its executive committee and may choose to elect its members for two- or three-year staggered terms. Not more than one-half of the membership of the executive committee shall be from one department or comparable teaching unit of the college. The dean is ex officio a member and chair of the committee. While the executive committee is in session to prepare its advice on appointment of the dean or to review the dean’s performance, the dean shall not be a member and the committee shall be chaired by a committee member elected by the committee for that purpose.

Section 3. The Dean

a. The dean is the chief executive officer of the college, responsible to the chancellor/vice president/chancellor for its administration, and is the agent of the college faculty for the execution of college educational policy.

b. The dean shall be appointed annually by the Board of Trustees on recommendation by the chancellor/vice president/chancellor with the concurrence of and the president. On the occasion of each recommendation, the chancellor/vice president/chancellor shall seek the prior advice of the executive committee of the college concerned. The performance of the dean shall be evaluated at least once every five years in a manner to be determined by the college faculty.
c. On recommendation of the dean and the chancellor/vice president/chancellor, the president may appoint annually associate or assistant deans as required.

d. The dean shall (1) call and ordinarily preside at meetings of the college faculty to consider questions of college and departmental governance and educational policy at such times as the dean or the executive committee may deem necessary but not less frequently than once in each academic year; (2) formulate and present policies to the faculty for its consideration, but this shall not be interpreted to abridge the right of any member of the faculty to present any matter to the faculty; (3) make reports on the work of the college; (4) oversee the registration and progress of the students in the college; (5) be responsible for the educational use of the buildings and rooms assigned to the college and for the general equipment of the college as distinct from that of the separate departments; (6) serve as the medium of communication for all official business of the college with other campus authorities, the students, and the public; (7) represent the college in conferences, except that additional representatives may be designated by the dean for specific conferences; (8) prepare the budget of the college in consultation with the executive committee of the college; and (9) recommend the appointment, reappointment, nonreappointment, and promotion of members of the academic staff. Regarding appointments, reappointments, nonreappointments, and promotions, the dean shall consult with the appropriate departmental chair(s) and executive committee(s), or department head(s) who shall provide the dean with the advice of the advisory committee or other appropriate committee as specified in the department bylaws. Recommendations to positions on the academic staff shall ordinarily originate with the department, or in the case of a group not organized as a department with the person(s) in charge of the work concerned and shall be presented to the dean for transmission with the dean’s recommendation to the chancellor/vice president/chancellor. In case a recommendation from a college is not approved by the chancellor/vice president/chancellor, the dean may present the recommendation to the president, and, if not approved by the president, the dean with the consent of the Board of Trustees may present the recommendation in person before the Board of Trustees in session.

Section 4. The School and Similar Campus Units

a. In addition to colleges and departments, there may be other units of a campus, such as a school, institute, center, hospital, and laboratory, of an intermediate character designed to meet particular needs.

b. Such a unit organized independently of a college shall be governed in the same manner as a college.

c. The school organized within a college is an educational and administrative unit composed primarily of academic subunits. The subunits are related and have common interests and objectives but emphasize academically distinct disciplines or functions. The faculty of each subunit shall have the power to determine such matters as do not so affect relations with other subunits of the school or with units outside the school that those relations properly come under the supervision of larger administrative units.

d. Governance of schools and similar campus units within a college:
(1) The internal structure, administration, and governance of a school within a college shall be determined by its faculty under bylaws established by the faculty. Bylaws of the school shall be consistent with those of the college.

(2) The school has the fullest measure of autonomy consistent with the maintenance of general college and university educational policy and with appropriate academic and administrative relations with other divisions of the University. In questions of doubt concerning the proper limits of this autonomy, the school may appeal directly to the dean and the executive committee of the college and shall be entitled to appeal subsequently to the chancellor/vice president/vice president/chancellor.

(3) An executive committee selected according to the bylaws of the school shall be the primary advisory body to the director of the school. The director is \textit{ex officio} a member and chair of the committee. The executive committee shall advise the director on the formulation and execution of school policies and unless otherwise provided by the faculty of the school on appointments, reappointments, nonreappointments, and promotions. It shall advise the director on the preparation of the budget. The committee shall provide for the orderly voicing of suggestions for the good of the school, recommend procedures and committees that will encourage faculty participation in formulating policy, and perform such other tasks as may be assigned to it by the faculty of the school. Any faculty member shall be entitled to a conference with the executive committee or with any member of it on any matter properly within the purview of the committee. If the committee is in session to prepare its advice on appointment of the director or to review the director’s performance, the director shall not be a member, and the committee shall be chaired by a committee member elected by the committee for that purpose.

(4) Departments within a school shall be governed as specified in Article IV except that communications and recommendations to the college, campus or the University shall be transmitted through the school for approval, comment, or information as appropriate. Other subunits shall be governed by regulations set forth in the school bylaws.

(5) Executive officers of departments or subunits of a school shall be evaluated at least once every five years in a manner to be determined by the faculty of the school and college.

(6) An intermediate unit within a college, such as an institute, center, hospital, or laboratory in which academic staff appointments are made in accordance with Article X, Section 1, shall be governed as a department as specified in Article IV. Other intermediate units within a college shall be governed as stated in the bylaws of the college.

Section 5. The Dean or Director of a School or Similar Campus Unit

a. In a school or similar campus unit independent of a college, the chief executive officer shall be a dean or director appointed annually by the Board of Trustees on the recommendation of the chancellor/vice president/vice president/chancellor with the concurrence of the president. On the occasion of each recommendation, the chancellor/vice president/vice president/chancellor shall seek the prior advice of the executive committee of the faculty.
concerned. Within the school or similar campus unit, the duties of a director or a dean shall be the same as those of the dean of a college. The performance of the dean or director shall be evaluated at least once every five years in a manner to be determined by the faculty of the unit.

b. In a school or similar campus unit included within a college, the chief executive officer shall be a director appointed annually by the Board of Trustees on the recommendation of the dean of the college, the chancellor/vice president/chancellor, and with the concurrence of the president. On the occasion of each recommendation, the dean shall seek the prior advice of the executive committee of the unit. The director shall (1) call and ordinarily preside at meetings of the school faculty to consider questions of school and subunit governance and educational policy at such times as the director or the executive committee may deem necessary but not less frequently than once in each academic year; (2) formulate and present policies to the faculty for its consideration, but this shall not be interpreted to abridge the right of any member of the faculty to present any matter to the faculty; (3) make reports on the work of the school; (4) have general supervision of the work of students in the school; (5) be responsible for the educational use of the buildings and rooms assigned to the school and for the general equipment of the school as distinct from that of the separate subunits; (6) serve as the medium of communication for all official business of the school with the college, the students, and the public; (7) represent the school in conferences except that additional representatives may be designated by the director for specific conferences; (8) prepare the budget of the school in consultation with the executive committee of the school; and (9) recommend the appointment, reappointment, nonreappointment, and promotion of members of the academic staff. Regarding recommendations of appointments, reappointments, nonreappointments, and promotions of the members of the faculty, the director shall consult with the department’s or subunit’s executive officer who shall provide the director with the advice of the appropriate committee(s). Such recommendations shall ordinarily originate with the subunit or in the case of a group not organized as a subunit with the person(s) in charge of the work concerned and shall be presented to the director for transmission with the director’s recommendation to the dean of the college. The performance of the director shall be evaluated at least once every five years in a manner to be determined by the faculty of the school and college.

ARTICLE IV. DEPARTMENTS

Section 1. The Department

a. The department is the primary unit of education and administration within the University. It is established for the purpose of carrying on programs of instruction, research, and public service in a particular field of knowledge. The staff of a department includes persons of all ranks who upon the recommendation of its head or chair are appointed or assigned to it. The faculty of a department shall be as specified in Article II, Section 3a of these Statutes. All
appointments which carry academic rank, title, or tenure indicative in any way of departmental
association shall be made only after with the concurrence of the department(s) concerned.

b. The department has the fullest measure of autonomy consistent with the
maintenance of general college and university educational policy and correct academic and
administrative relations with other divisions of the University. Should a dispute arise between
the department and another unit of the campus concerning the proper limits of this autonomy, the
department may appeal for a ruling directly to the dean and the executive committee of the
college and when the chancellor/vice president/vice president/chancellor considers it proper to
the chancellor/vice president/vice president/chancellor, who shall make a decision after
appropriate consultation.

c. A department may be organized either with a chair or with a head.

Rationale: Here and in other similar sections to follow the language has been modified to
highlight the chancellor/vice president’s responsibility for campus affairs, subject to the
authority of the president. Here, and in Article IV Section 3a, issues of the confidentiality
of the process are protected.

Section 2. Department Organized with a Chair

a. The chair shall be appointed annually by the Board of Trustees on recommendation
of the chancellor/vice president and with the concurrence of the president after consultation with
the dean of the college and with the executive committee of the department concerned. The
performance of the chair shall be evaluated at least once every five years. As one component of
this evaluation, views shall be solicited from the entire department faculty in such a way as to
preserve confidentiality.

b. In each department organized with a chair, the executive committee shall
recommend individuals for academic appointment in the department. With the consent of the
executive committee or as specified in the department bylaws, persons who are not members of
the department faculty may be invited by the chair to attend meetings of the department faculty
but such persons shall have no vote.

c. The faculty of the department shall have power to determine such matters as do not
so affect relations with other departments or colleges that they properly come under the
supervision of larger administrative units.

d. In each department organized with a chair, there shall be an executive committee
elected annually by and from the faculty of the department by secret written ballot. At least one-
half of the members of the departmental executive committee shall be elected from those faculty
members who have at least a 50-percent salaried appointment in the University. The faculty may
choose to elect members of the executive committee for staggered two- or three-year terms. The
chair of the department is ex officio a member and chair of the executive committee. The chair
and the executive committee are responsible for the preparation of the budget and for such
matters as may be delegated to them by the faculty of the department. In a department which has
a faculty of not more than five members, the executive committee shall consist of the entire
faculty. In all other cases, the size of the executive committee shall be determined by the faculty of the department. If the executive committee is in session to evaluate the chair’s performance, the chair shall not be a member and the committee shall be chaired by a committee member elected by the committee for that purpose.

e. In each department organized with a chair, that officer shall be responsible for the formulation and execution of departmental policies and the execution of University and college policies insofar as they affect the department. The chair shall have power to act independently in such matters as are delegated to the chair by the executive committee. The chair shall (1) report on the teaching and research of the department; (2) have general oversight of the work of students in the department; (3) collaborate with the executive committee in the preparation of the budget and be responsible for the expenditure of departmental funds for the purposes approved by the executive committee; and (4) call and preside at meetings of the executive committee and at meetings of the department faculty of which there shall be not fewer than one in each academic year for consideration of questions of departmental governance and educational policy. The chair together with the executive committee is responsible for the organization of the work of the department and for the quality and efficient progress of that work. Any faculty member shall be entitled to a conference with the executive committee or with any member of it on any matter properly within the purview of the committee.

f. In the administration of the office, the chair shall recognize the individual responsibility of other members of the department for the discharge of the duties committed to them by their appointments and shall allow proper scope to the ability and initiative of all members of the department.
Section 3. Department Organized with a Head

   a. The head of a department shall be appointed without specified term by the Board of Trustees on recommendation by the chancellor/vice president and with the concurrence of the president after confidential consultation with the dean of the college and all members of the department faculty. The head may be relieved of title and duties as head of the department by the chancellor/vice president on the recommendation of the dean of the college. The performance of the head shall be evaluated at least once every five years. As one component of this evaluation, views shall be solicited from the entire department faculty in such a way as to preserve confidentiality.

   b. In each department organized with a head, the head in consultation with the advisory committee shall recommend individuals for academic appointment in the department. In consultation with the advisory committee or as specified in the department bylaws, the head may invite other persons who are not members of the department faculty to attend meetings of the department faculty, but such persons shall have no vote.

   c. The head of the department shall have the power to determine such matters as do not affect other departments or properly come under the supervision of larger administrative units.

   d. In each department organized with a head, the head shall have general direction of the work of the department. The head shall (1) consult with the departmental advisory committee in regard to departmental policy; (2) consult with each member of the department regarding the nature and scope of the work in the charge of that member; (3) call and preside at meetings of the departmental faculty for explanation and discussion of departmental policies, educational procedure, and research, of which there shall be at least one in each academic year for consideration of departmental governance and educational policy; (4) be responsible for the organization of the work of the department, for the quality and efficient progress of that work, for the formulation and execution of departmental policies, and for the execution of University and college policies insofar as they affect the department; (5) report on the teaching and research of the department; (6) have general supervision of the work of students in the department; (7) prepare the departmental budget in consultation with the departmental advisory committee; and (8) be responsible for the distribution and expenditure of departmental funds and for the care of departmental property.

   e. In the administration of the office, the head shall recognize the individual responsibility of other members of the department for the discharge of the duties committed to them by their appointments and shall allow proper scope to the ability and initiative of all members of the department.

   f. In each department organized with a head, there shall be an advisory committee elected annually by and from the faculty of the department by secret written ballot. The department faculty may choose to elect members of the advisory committee for staggered two- or three-year terms. In a department which has a faculty of not more than five members, the advisory committee shall consist of the entire faculty. In all other cases, the size of the advisory committee shall be determined by the faculty of the department. The functions of the committee
shall be to provide for the orderly voicing of suggestions for the good of the department, to recommend procedures and committees that will encourage faculty participation in formulating policy, and to perform such other tasks as may be assigned to it. Any faculty member shall be entitled to a conference with the committee or with any member of it on any matter properly within the purview of the committee. If the advisory committee is in session to evaluate the head’s performance, the head shall not be a member and the committee shall be chaired by a committee member elected by the committee for that purpose.

**Rationale:** Section 4 was deleted because it conflicts with Article VIII, Section 4.

**Section 4.** Change of Departmental Organization

On the written request of at least one-fourth of the faculty of the department, as defined in Article II, Section 3a(1), and in no case fewer than two faculty members that the form of the organization of the department be changed, the dean shall call a meeting to poll the departmental faculty by secret written ballot. The names of those making the request shall be kept confidential by the dean. The dean shall transmit the results of the vote to the departmental faculty and to the vice president/chancellor together with the dean’s recommendation. If a change of organization is voted, the vice president/chancellor shall thereupon transmit this recommendation to the president for recommendation to the Board of Trustees. Faculty of the department may communicate with the Board of Trustees in accordance with Article XIII, Section 4 of these Statutes.

**ARTICLE V. GRADUATE COLLEGES**

**Section 1. The Campus Graduate College**

a. On a campus with a Graduate College, the Graduate College shall have jurisdiction over all programs leading to graduate degrees as determined by senate action and approved by the Board of Trustees. It is the responsibility of the Graduate College to develop and safeguard standards of graduate work and to promote and assist in the advancement of research in all fields.

b. Except as otherwise provided in this section, the Graduate College shall be governed by the same regulations as govern other colleges.

c. The faculty of the Graduate College consists of the president, the chancellor/vice president/vice chancellor, the provost or equivalent officer, the dean, and all those who on the recommendation of the departments or of other teaching or research divisions have been approved by the executive committee and the dean of the Graduate College to assume appropriate academic responsibilities in programs leading to graduate degrees. Other administrative staff members are members of the faculty of the Graduate College only if they also hold faculty appointments and have been recommended and approved as provided above.
d. An executive committee shall be the primary advisory committee to the dean of the Graduate College. It shall advise the dean on the formulation and execution of policies and on other activities of the Graduate College. The executive committee consists of fourteen members holding office for staggered two-year terms: eight elected members, four elected annually for two-year terms by the faculty of the Graduate College and six members, three appointed each year for two-year terms by the chancellor/vice president/vice president/chancellor on the recommendation of the dean of the Graduate College in consultation with the members elected that year. The dean of the Graduate College is ex officio a member and chairs the committee. When meeting to give advice on the appointment of the dean, the senior faculty member (in terms of service at the University) on the executive committee shall be chair and the dean shall not be a member of the committee.

e. The principal administrative head of the Graduate College is the dean, who shall be appointed in the same manner as are the deans of other colleges.

f. On the recommendation of the dean of the Graduate College and the chancellor/vice president/vice president/chancellor, the president may appoint annually associate or assistant deans of the Graduate College as required.

h. On a campus without a Graduate College, the provost or equivalent officer shall be responsible for the functions of the graduate dean.

Section 2. Special Units of the Graduate College

a. On the recommendation of the Campus Research Board, the executive committee and the dean of the Graduate College with approval by the president and the chancellor/vice president/vice president/chancellor, the Board of Trustees may create special units of the Graduate College for the purpose of carrying on or promoting research in areas which are broader than the responsibility of any one department. Any such unit may be abolished by similar action.

b. Persons shall be appointed to the staff of such special units by the Board of Trustees on the recommendation of the unit concerned, the dean of the Graduate College, the chancellor/vice president/vice president/chancellor, and the president. Appointments of persons who already have academic rank and title indicative of departmental association shall be made only after consultation with the department concerned. Appointments which carry academic rank and title indicative of departmental association of persons who do not already have departmental association shall be made only after concurrence of the department concerned.
ARTICLE VI.  THE CAMPUS LIBRARY

a. The campus library is an academic unit serving the entire campus. Its collection includes all books, pamphlets, serials, maps, music scores, photographs, prints, manuscripts, micro-reproductions, and other materials purchased or acquired in any manner and preserved and used by it to support instruction and research. Such materials may include sound, electronic and magnetic recordings, motion picture films, slides, filmstrips, other appropriate audiovisual aids, and computer files.

b. The campus library shall be in the charge of the campus librarian who, as the chief executive officer of the library, is responsible to the chancellor/vice president/chancellor for its administration and service.

c. As specified in Article II, Section 3, the library shall be governed internally under bylaws established by its faculty. Except as otherwise stated in this Article, the library shall be governed by the same provisions as govern a college.

d. With the approval of the chancellor/vice president/chancellor, the campus librarian may establish branches on the campus when efficiency in reference work, circulation, cataloging, ordering, and other matters of library service and administration, and the general welfare of the campus, college, school, department, or other unit will thereby be promoted. Appointments to the academic staff of branch libraries established under this subsection and the advancement of such staff will be recommended to the chancellor/vice president/chancellor with the advice of the executive officer(s) of the unit(s) served by such libraries.

e. The campus librarian shall be appointed annually by the Board of Trustees on the recommendation of the chancellor/vice president/chancellor with the concurrence of the President of the University. On the occasion of each such appointment, the chancellor/vice president/chancellor shall seek the advice of the library committee of the campus senate and of the library executive committee. The performance of the campus librarian shall be evaluated at least once every five years in a manner to be determined by the faculty of the campus library and the library committee of the campus senate. As part of the evaluation, views shall be solicited from the library committee of the campus senate, from other concerned faculty, and from the entire faculty of the campus library.

f. The library committee of the campus senate shall advise the campus librarian regarding the allocation of book funds and other policies of the campus library.

ARTICLE VII.  SPECIALIZED UNITS

Section 1. General Considerations
In addition to the campus units described in the previous Articles, there are special purpose educational and administrative units whose responsibilities and roles extend substantially beyond one campus. The organization and mission of such units, including clearly defined lines of responsibility to University or campus officers, shall be specified in these Statutes, in The General Rules Concerning University Organization and Procedure, or in such other documents as shall be deemed appropriate by the president. These specialized units may include but need not be limited to organizations designated as bureaus, councils, departments, divisions, institutes, and services. The staffs of these units shall have campus membership and status upon recommendation of the appropriate chancellor/vice president/chancellor or chancellors/vice presidents/chancellors subject to the Statutes and The General Rules governing the campus operations.

Section 2. University Press

a. The University Press is responsible for developing and conducting the University’s program of publishing books, monographs, and journals.

b. The director of the University Press shall be appointed annually by the Board of Trustees on the recommendation of the president. The director shall be the principal administrative officer of the press and shall be responsible to the president.

c. There shall be a University Press Board composed of the director of the press, the deans of the Graduate Colleges or their representatives, and six appointed faculty members. Appointments to the board shall be made by the president after consultation with the director of the University Press and the vice president for academic affairs. The University Press Board shall advise the director of the press regarding policies and administration. The chair shall be elected from among the faculty membership.

Section 3. Councils on Teacher Education

a. At each campus engaged in teacher education, there shall be a Council on Teacher Education composed of the deans and directors of the respective colleges, schools, and similar units at that campus which offer curricula in the preparation of teachers for the elementary and secondary schools. The chair of the council shall be named by the chancellor/vice president/chancellor.

b. The duties of the council are to formulate policies and programs of student selection, retention, guidance and preparation, and placement in elementary and secondary schools in conformity with educational policies established by the campus senate.

c. At each campus, the council is authorized to appoint area-of-specialization committees in each of the major teaching fields, committees on teacher placement, and such other committees as may be needed. These committees shall be composed of representatives from the College of Education or comparable campus program and from major subject-matter fields represented in any given curriculum.
The area-of-specialization committees shall be responsible for the improvement of their respective teacher-education curricula, counseling procedures in their areas, and other activities related thereto. Each committee shall recommend action to the Council on Teacher Education on its campus.

d. Students shall not be eligible for university approval of their status as prospective teachers unless they have elected a curriculum approved by the campus Council on Teacher Education.

e. All curricula in teacher education shall be approved by the area-of-specialization committee, by the departments, by the respective colleges offering the curricula, by the appropriate Council on Teacher Education, and by the respective senates.

Section 4. Agricultural Experiment Station

The Agricultural Experiment Station shall be administered by a director, who shall be appointed annually by the Board of Trustees on the recommendation of the president.

The Agricultural Experiment Station of the University of Illinois was established in 1888, under the provisions of acts of Congress, “to aid in acquiring and diffusing among the people of the United States useful and practical information in subjects connected with agriculture, and to promote scientific investigation and experiment respecting the principles and applications of agricultural science.”

Section 5. Cooperative Extension Service in Agriculture and Home Economics

a. The Cooperative Extension Service in Agriculture and Home Economics shall be administered by a director appointed annually by the Board of Trustees on the recommendation of the president, concurred in by the Secretary of Agriculture.

b. Under the provisions of the Smith-Lever Act, approved by the President of the United States on May 8, 1914, and of subsequent acts of Congress, and under the provisions of a concurring joint resolution of the Illinois General Assembly, the University is designated the agency in Illinois responsible for cooperative agricultural and home economics extension work.

This work shall consist of the giving of instruction and practical demonstrations in agriculture and home economics to persons not attending the University and of imparting to such persons information on these subjects through field demonstrations, publications, and otherwise. This work shall be carried on in such a manner as may be mutually agreed upon by the Secretary of Agriculture and the University.
ARTICLE VIII.  CHANGES IN ACADEMIC ORGANIZATION

Section 1.  Definitions

a.  Unit.  For the purposes of Article VIII, a unit is a division of the University to which academic appointments can be made and to which resources can be allocated, including departments or similar units, centers, institutes, schools, and colleges.

b.  Tenure Home.  For the purposes of Article VIII, a tenure home is an academic unit (a) whose academic staff includes the group eligible to vote on promotion and tenure decisions within the unit; and (b) that provides the unit-specific standards that, in compliance with higher-level standards, apply for promotion and tenure decisions for a member of the academic staff with the rank or title of professor, associate professor, or assistant professor who is tenured or receiving probationary credit toward tenure.

Section 2.  Appointment of Faculty to Units

A member of the academic staff with the rank or title of professor, associate professor, or assistant professor who is tenured or receiving probationary credit toward tenure must have a tenure home that has been approved through the procedures in Article VIII, Section 3a through 3c, below.  A faculty member may have a tenure home in more than one academic unit, but must have a tenure home in at least one academic unit.  If any member of a proposed or existing unit’s academic staff with the rank or title of professor, associate professor, or assistant professor who is tenured or receiving probationary credit toward tenure does not already have or will not otherwise have an appointment in one of the following types of units:

i. another department or similar academic unit that has been approved through these Article VIII procedures;

ii. an intermediate unit that is not divided into departments or similar units and that has been approved through these Article VIII procedures; or

iii. a school or college that is not an intermediate unit, that is not further divided into academic departments or similar units and that has been approved through these Article VIII procedures; then formation of the proposed unit as, or conversion of the existing unit into, a unit that will provide a tenure home must be approved through the procedures in Article VIII, Section 3a through 3c, below, as applicable.

Any change in academic organization such as the termination, separation, transfer, merger, change in status (e.g., department to school), or renaming of an academic unit to which are made appointments of faculty with the rank or
title of professor, associate professor, or assistant professor who are tenured
or receiving probationary credit toward tenure must be approved through the
procedures in Article VIII, Section 4, below.

If all members of a proposed or existing unit’s academic staff with the rank or
title of professor, associate professor, or assistant professor who are tenured
or receiving probationary credit toward tenure do have or will have an
appointment in another unit that is described within items (i) through (iii),
above, then formation or change of organization of the proposed or existing
unit is not required to be approved through the procedures in Article VIII,
Sections 3 and 4, below, but may be approved through the procedure in
Section 5, below.

Section 3. Formation of New Units

a. Departments. The formation of a new department or similar academic unit within
a school or college may be proposed by the faculty or executive officer of that school or college.
The president shall submit the proposal for the new unit together with the advice of the faculty of
the school or college of each higher unit, taken and recorded by a vote of the faculty by secret
written ballot in accordance with the bylaws of that unit, of the appropriate senate, taken and
recorded by a vote of the senate, of the appropriate chancellor/vice president/chancellor, and of the University
Senates Conference to the Board of Trustees for action.

b. Intermediate Units. An academic unit of intermediate character, such as a school
organized within a college, may be proposed by the faculty or the executive officer of the higher
unit. The president shall submit the proposal for the intermediate unit together with the advice of the higher unit, taken and recorded by a vote of the faculty by secret written ballot in accordance
with the bylaws of that unit, of the appropriate senate, taken and recorded by a vote of the senate,
of the appropriate chancellor/vice president/chancellor, and of the University
Senates Conference to the Board of Trustees for action.

c. Colleges and Independently Organized Campus Units. A college or other
independently organized campus unit, such as a school, institute, center, or similar campus unit
not within a school or college, may be proposed by the appropriate senate or chancellor/vice
president/chancellor. The president shall submit the proposal for the unit together
with the advice of the appropriate senate, taken and recorded by a vote of the senate, of the
appropriate chancellor/vice president/chancellor, and of the University
Senates Conference to the Board of Trustees for action.

d. Units Organized at the University Level. Units organized at the university level,
such as institutes, councils, and divisions, may be formed for the development and operation of
teaching, research, extension, and service programs which are statewide or intercampus in their
scope and which cannot be developed under a campus administration. Such an organization may
be proposed by a senate, a chancellor/vice president/chancellor, the University
Senates Conference, or the president. The president shall submit the proposal for the new
organization together with the advice of the appropriate senates, taken and recorded by a vote of
each such senate, of the appropriate chancellors/vice presidents/vice presidents/chancellors, and
of the University Senates Conference to the Board of Trustees for action.

e. **Campuses.** The formation of a new campus may be proposed by the president, by
a senate, or by the University Senates Conference. The president shall submit the proposal for
the new campus together with the advice of the senates, taken and recorded by a vote of each
senate, of the chancellors/vice presidents/vice presidents/chancellors, and of the University
Senates Conference to the Board of Trustees for action. If the proposal is adopted, the University
Senates Conference shall serve as an advisory body to the president in developing procedures to
implement the action of the board.

Section 4. **Changes in Existing Units**

From time to time, circumstances will favor changes in academic organization such as the
termination, separation, transfer, merger, change in status (e.g., department to school), or
renaming of the academic units specified in Section 1. The procedures for the various changes
shall be the same as those specified for formation of such a unit, except that the proposal may
originate in the unit(s) or at any higher administrative level. The advice of each unit involved
shall be taken and recorded by vote of the faculty by secret written ballot in accordance with the
bylaws of that unit. For transfer, merger, separation, and change in status (e.g., department to
school), the procedures shall be those applicable to the type of unit which would result. Units
affected may communicate with the Board of Trustees in accordance with Article XIII, Section 4,
of these Statutes.

Section 5. **Academic Units Not Requiring Board of Trustees Approval**

Any proposal for creation or change in organization (such as termination, separation,
transfer, merger, or change in status) of any unit engaged in academic activities the creation of
which does not require Board of Trustees approval shall be referred to the executive committee
of the campus senate for its information and advice prior to approval by the appropriate
administrator. If the unit is not organized within one campus of the University, the proposal shall
be referred to the University Senates Conference rather than to a senate executive committee.
Academic staff appointments in such units may not be made to ranks subject to the provisions of
Article X, Section 1, governing appointments for an indefinite term as defined in Article IX,
Section 3c.

**ARTICLE IX. ACADEMIC AND ADMINISTRATIVE STAFFS**

Section 1. **Criteria for Employment and Promotion**
The basic criteria for employment and promotion of all university staff, whether or not subject to the act creating the University Civil Service System of Illinois, shall be appropriate qualifications for and performance of the specified duties. The principles of equal employment opportunity are a part of the general policy of the University. All federal and state laws related to employment and selection, as well as, the University Non-Discrimination Statement, must be followed when selecting candidates for employment and when selecting employees for promotional opportunities. Unless otherwise provided by law, employees are to be selected and treated during employment without regard to political affiliation, relationship by blood or marriage, age, sex, race, creed, national origin, handicap, or status as a disabled veteran or veteran of the Vietnam era.

Section 2. Employment of Relatives

No individual shall initiate or knowingly participate in institutional decisions involving a direct benefit (initial employment, retention, promotion, salary, leave of absence, etc.) to a member of the individual’s immediate family. “Immediate family” includes an individual’s spouse, civil union partner, ancestors and descendants, all descendants of the individual’s grandparents, and the spouse, or civil union partner, of any of the foregoing. Each chancellor/vice president/vice chancellor shall develop for the approval of the president campus procedures to insure against such conflict of interest.

Section (f) makes it a general policy for Board pre-approval of all faculty and administrative appointments before they begin service. Other changes to these sections are from HR.

Section 3. Appointments, Ranks, and Promotions of the Academic and Administrative Staff

a. All appointments, reappointments, and promotions of the academic staff, as defined in Article IX, Section 4a, shall be made by the Board of Trustees on the recommendation of the chancellor/vice president/vice chancellor concerned and the president. All appointments, reappointments, and promotions of the administrative staff shall be made by the Board of Trustees on the recommendation of the chancellor/vice president/vice chancellor concerned if a campus-level officer is involved and the president.

b. Appointments shall be made solely on the basis of the special fitness of the individual for the work demanded in the position and other university policies and guidelines regarding recruitment, selection and promotion.

c. The following ranks, and only these ranks, of the academic staff as defined in Article IX, Section 4a, are subject to the provisions of Article X, Section 1: professor, associate professor, and assistant professor. Modifying terms such as “research,” “adjunct,” “specialized” “clinical,” and “visiting” may be used in conjunction with these academic ranks (e.g., “research professor,” “adjunct assistant professor,” “clinical associate professor,” “visiting professor”); but no appointment for an indefinite term may be made in which a modifying term is used in the
academic rank. Furthermore, an appointment in which a modifier is used in the title will not
count toward completion of the probationary period, as provided in Article X, Section 1, unless
specially recommended by the executive officer of the unit and approved by the dean and by the
chancellor/vice president/vice president/chancellor or an officer authorized to act for the
chancellor/vice president/vice president/chancellor.

Other academic ranks recognized within the academic staff are: (1) lecturer;
(2) instructor; (3) teaching associate, research associate, and clinical associate; (4) teaching
assistant, research assistant, and clinical assistant.

Appropriate academic rank, with the rights and privileges pertaining thereto, may be
accorded members of the administrative staff. This means that in addition to being members of
the administrative staff selected administrative officers may also hold appointments with
academic titles chosen from the ranks listed in the two preceding paragraphs.

Special classes of positions within the academic staff may be established to meet
specialized professional or technical needs, in accordance with Article IX, Section 4a.

d. Recommendation to positions on the academic staff shall ordinarily originate with
the department or in groups not organized as departments with the officers in charge of the work
concerned and shall be presented to the dean of the college for transmission with the dean’s
recommendation to the chancellor/vice president/vice president/chancellor. Whenever the
appointment or promotion of members of the academic staff is involved, the dean before making
a recommendation shall consult the chair or the head of the department after confirming
that intra-departmental consultation procedures have been satisfied; if the college has no
departments, the dean shall consult the executive committee of the college. If the appointment
involves a person who may be expected to offer courses carrying graduate credit, the dean of the
college shall consult the dean of the Graduate College, who shall have the right to make an
independent recommendation to the chancellor/vice president/vice president/chancellor, and to
the president.

e. In determining appointments to, and salaries and promotion of the academic staff,
special consideration shall be given to the following: (1) teaching ability and performance;
(2) research ability and achievement; and (3) ability and performance in continuing education,
public service, committee work, and special assignments designed to promote the quality and
effectiveness of academic programs and services.

f. Academic appointments requiring direct approval of the Board of Trustees include
the President, University officers, deans, academic staff, the CEO of the University hospital,
directors of intercollegiate athletics, head coaches for football and basketball. Board approval
prior to the beginning date is required for all new administrative and faculty appointments.

Section 4. Principles Governing Employment of Academic and
Administrative Staffs
The following principles shall govern the employment of the academic and administrative staffs of the University.

a. The academic staff which conducts the educational program shall consist of the teaching, research, scientific, counseling, and extension staffs; deans and directors of colleges, schools, institutes, and similar campus units; editors, librarians, and such other members of the staff as are designated by the president and the chancellors/vice presidents/vice presidents/chancellors.

b. The members of the academic and administrative staffs shall be employed and salaries fixed by the Board of Trustees, except that members of the academic staff below the rank of assistant professor may be employed by the campuses. These appointments shall be reported to the board by the president, president of the University who shall report such appointments to the board.

c. Minimum salaries for the various ranks shall be determined by each campus and accepted by the Board of Trustees. The minimum for eleven months’ service shall be approximately two-ninths greater than the minimum for the academic year.

d. The terms of employment for all members of the academic and administrative staffs shall be stated explicitly in the contract of employment.

e. The academic year shall consist of that period of the year so determined by the appropriate senate and approved by the appropriate chancellors/vice presidents/vice president/chancellor, the president, and the Board of Trustees.

f. For University Administration employees, University Administration may adopt and administer policies and procedures in accordance with federal and state laws and university policies/statutes to apply consistent practices for University Administration employees across the three campuses and satellite offices.

Section 5. Services Rendered the University

a. No person employed on a full-time basis on the instructional or administrative staffs of the University shall be assigned any other university work which does not naturally come within the scope of that person’s duties and for which additional compensation is to be paid without the prior approval of the chancellor/vice president/chancellor.

b. No person employed by the University shall have any interests incompatible with that person’s obligations to the University, unless those activities/interests are guided by other applicable University/Campus policies.

c. Full-time employees shall not receive compensation for services with the University in excess of a normal schedule except for a reasonable amount of instruction in continuing education and public service programs, or for the grading of special examinations (outside regular course work) stipulated by the University, or other specialized functions, all to be done at a time that does not conflict with other university duties and that are not within their
home unit. Exceptions may be made to this rule in special cases which are approved by the dean or appropriate administrator of the college of which the employee is a member provided that if such additional payments exceed a nominal amount the advance approval of the appropriate administrator or chancellor/vice president shall be secured. These exceptions shall be held to a minimum.

d. The responsibilities to the University of full-time members of the academic staff are fulfilled by the performance appropriate to rank and terms of appointment of teaching, scholarly research, continuing education and public service, and committee work and special assignments. Such staff members may carry on some outside professional or business activities of an income-producing character so long as such activities are compatible and not in conflict with University interests. The head of the department of which the employee is a member should know and approve of these activities outside the University.

Section 6. Severe Sanctions Other Than Dismissal for Cause for Members of the Faculty

a. Severe sanctions other than dismissal for cause may be imposed on a member of the faculty, as defined in Article II, Section 3a(1) of the Statutes, provided that procedures on a campus adopted by the chancellor/vice president/campus chancellor in consultation with that campus senate are followed. In all cases, the chancellor/vice president/vice president/chancellor or the chancellor/vice president/chancellor’s designee shall exercise the duties assigned to the President for academic staff who are members of campus units, and in all cases the process to be followed will be that of the campus on which the unit resides.

b. Campus procedures shall include, at a minimum,

(1) A determination by the provost or equivalent campus officer, in consultation with a committee identified by the senate, that cause exists to initiate proceedings that may result in the imposition of serious sanctions,

(2) Notice to the faculty member of the charges and initiation of the sanction proceedings,

(3) Opportunity for a hearing before an elected committee specified by the senate,

(4) Provision that a recommendation by the elected committee against sanction will be final,

(5) The opportunity for the faculty member to file an appeal with the chancellor/vice president/vice president/chancellor within 20 days following the provost’s or equivalent officer’s decision to impose sanctions,
(6) An appeal process encompassing both substantive and procedural objections, and
(7) A process wherein the chancellor/vice president/chancellor's decision on the merits of an appeal is final.

These campus procedures are the exclusive process for determining whether severe sanctions other than dismissal for cause may be imposed.

c. The campus procedures will be initiated only after discussions are held between the faculty member and appropriate administrative officers looking toward a mutual settlement. The initiation or pendency of proceedings under this Section 6 shall not be deemed to prevent or delay the University or any other person from pursuing any other remedy available to such person against the faculty member for conduct allegedly violating Section 6d below.

d. Adequate due cause for severe sanctions other than dismissal shall be restricted to actions clearly related to University activities and shall be limited to the following:

(1) Engaging in professional misconduct in the performance of University duties or academic activities,

(2) Neglecting or refusing to perform reasonable assigned academic duties,

(3) Violating senate-approved campus or University regulations or policies related to conduct of academic duties,

(4) Acting outside the appropriate exercise of University responsibilities so as willfully to physically harm, threaten physical harm to, harass or intimidate a visitor or a member of the University community with the effect of interfering with that person’s performance of University duties or academic activities,

(5) Willfully damaging, destroying or misappropriating property owned by the University or any property used in connection with a University function or approved activity, or

(6) Conviction in a court of law for a felony that is clearly related to the performance of University duties or academic activities.

Findings of fact made in prior proceedings under policies established by the president with the advice of the senates and University Senates Conference under procedures described in Article XIII, Section 8 of the Statutes shall be presumed to have been established subject to rebuttal on grounds inter alia of the thoroughness and fairness of the proceeding giving rise to them.

e. When misconduct is determined to have occurred, a severe sanction other than dismissal consists of suspension with or without salary (full or partial) for a period not to exceed
one-half of the individual’s normal appointment period. During the suspension period, health
and retirement benefits shall be maintained.

Section 7. Sabbatical Leaves and Unpaid Leaves of Absence for Members of the Faculty

a. On the recommendation of the head or chair of a department with the concurrence
of the dean of the college or on recommendation of the dean or director of an independent
campus unit and subject to approval by the chancellor/vice president/vice president/chancellor,
the president, and the Board of Trustees a member of the faculty who has the rank of professor,
associate professor, or assistant professor and who has served the University for the periods
indicated below on full-time appointment as an assistant professor or in higher rank since the
faculty member’s original appointment or since the termination of that faculty member’s last
leave on salary is eligible to apply for and may be granted a sabbatical leave of absence with pay
for the purpose of study, research, or other pursuit, the object of which is to increase the faculty
member’s usefulness to the University. The following options are available:

(1) After completion of eight appointment years of full-time service:

Two semesters at 2/3 salary

Or

One semester at full salary

(2) After completion of six appointment years of full-time service:

Two semesters at ½ salary

Or

One semester at full salary

(3) After completion of three or four appointment years of full-time service, in
cases where the interest of the department and the University would clearly be served thereby,
and provided that granting of leave does not involve expense to the University in excess of the
portion of salary which is released in consequence of taking such leave, the following options are
available:

After three years: One semester at ½ salary

After four years: One semester at 2/3 salary

(4) Faculty on “Y” (11 month) appointments may be granted sabbatical leaves,
subject to the other general conditions of this section as follows: After completion of nine years
of full-time service, three-fourths of an appointment year at full pay; after completion of eight
years of full-time service, one appointment year at two-thirds pay or two-thirds of an
appointment year at full pay; after completion of six years of full-time service, one appointment
year at half pay or one-half appointment year at full pay; after completion of four years, one-half
appointment year at two-thirds pay; after completion of three years, one-half appointment year at half pay or one-fourth appointment year at full pay.

b. In recommending a leave with pay according to any of the options provided above, it shall be understood by all recommending officers concerned that the department in which the applicant is teaching or working undertakes, so far as is practicable, to carry on during the applicant’s absence without increase in the departmental budget such part of the applicant’s work as the interests of the department and of the University require to be continued without interruption during the period of absence.

c. Service credit for leave of absence with pay is not cumulative unless otherwise provided for in special cases. Each person who has been on leave of absence shall on the termination of the leave make a report through the usual official channels of communication to the chancellor/vice president vice president/chancellor concerning the nature of the studies, research, or other work undertaken during the period of absence.

d. A member of the faculty to whom any such leave of absence has been granted shall agree to return to the University on the expiration of the leave and to remain in its service for at least one year thereafter; and the University, on its part, shall agree to retain the faculty member in its service for the period of one year after the faculty member’s return.

e. Leaves of absence granted in accordance with the foregoing terms and conditions, with the privileges pertaining thereto, are given to members of the faculty primarily for the purpose of enabling them to acquire additional knowledge and competency in their respective fields. No one to whom a leave of absence with pay has been granted shall be permitted while on such leave to accept remunerative employment or engage in professional practice or work for which pecuniary compensation is received. This prohibition, however, shall not be construed to forbid a faculty member while on leave from giving a limited number of lectures or doing a limited amount of work. But, in such cases, the approval of the chancellor/vice president vice president/chancellor to the giving of the lectures or the doing of other work shall be required. Nor shall the prohibition be interpreted to forbid the acceptance by a faculty member, while on leave, of a scholarship or fellowship carrying a stipend for the purpose of study, research, or scientific investigation or the acceptance of a grant of money made for such purposes, provided that the acceptance of the grant does not impose on the recipient duties and obligations the performance of which would be incompatible with the pursuit of the general purpose for which leaves of absence are granted.

f. The president shall establish regulations and procedures necessary for the administration of these provisions and is authorized to make appropriate adjustments in the terms of leave with pay to ensure equitable benefits for members of the faculty in exceptional cases where special consideration is warranted.

g. Leaves of absence without pay. On the recommendation of the head or chair of a department with the concurrence of the dean of the college or on the recommendation of the dean or director of an independent campus unit, a member of the faculty may be granted a leave of absence without pay by the chancellor/vice president vice president/chancellor for a period of one year or less. Such a leave may be renewed in special circumstances ordinarily for not more than
one year. As recommended and agreed upon in advance, time spent on a leave of absence without pay under circumstances which allow for the pursuit of academic activities ordinarily counts toward the probationary period of a faculty member on definite tenure, while time spent on a leave of absence without pay under circumstances which do not allow for the pursuit of academic activities does not ordinarily count toward the probationary period of a faculty member on definite tenure. As recommended and agreed upon in advance, time spent on a leave of absence without pay under circumstances which do not provide service to this University does not ordinarily count in establishing eligibility for a sabbatical leave with pay.

Section 8. Graduate Work of Academic Staff Members

No person shall be admitted to candidacy for an advanced degree in a department or division of the University who holds an appointment as professor, associate professor, or assistant professor in that department or division. Likewise, no person while engaged in graduate study shall be appointed to the rank of assistant professor or higher in the department or division of that graduate study.

A person in or accepting the rank of assistant professor or higher on a campus of the University may continue in or be admitted to advanced degree candidacy in a department or unit other than the person’s appointing department or unit upon the special approval of the executive officer of each department or unit involved and the executive committee of the Graduate College if one exists on the campus.

Rationale: Section (c) is modified to make it consistent with Article II, Section 3(a).

Section 9. Privileges of Retired Members of the Academic Staff

a. A retired staff member who is provided with research assistance shall at the end of each academic year report to the chancellor/vice president/vice president/chancellor, in at least general terms, on the work accomplished during the year. In no case may a research assistant be provided to a retired staff member for a longer period than one year at a time and such assistant may be continued only if the annual report of work shows progress or promise.

b. With the approval of the department head or chair and of the dean of the Graduate College and of the chancellor/vice president/vice president/chancellor, a retired faculty member may offer conferences with graduate students if such retiree had offered similarly related graduate courses before retirement.

c. Retired faculty members may participate in meetings of their college or school faculties, if provided for in the bylaws of the unit, but shall have no vote.

d. University policies and procedures related to rehiring SURS annuitants must be followed.
Section 10. Dismissal of Administrative Officers

   a. In the exercise of its authority to dismiss or request the resignation of administrative officers (who are not eligible for notice rights) from their administrative positions, the Board of Trustees may take such action in respect to such officer prior to the expiration of the term for which the individual was appointed only after presentation by the board to the officer affected of a statement of the reasons accompanied by the facts in support thereof upon which the proposed action is based, together with notice served by registered mail of the time and place of the hearing thereon which shall be not less than 30 days after the date of notice. A copy of the statement and notice shall be sent by registered mail to each member of the Board of Trustees at least 30 days prior to the hearing.

   b. The officer shall have the right to appear at the hearing, with counsel if desired, to comment on the reasons and to present evidence. The board shall not be bound by formal or technical rules of evidence and its decision shall be final.

   c. In designating the effective date of dismissal or requested resignation, the board shall give due consideration to the time reasonably required for the adjustment of the officer’s personal affairs.

Note: the following changes are from HR to update current practice

Section 11. Employment of Academic Professional Staff

   a. Employment for University Administration employees, University Administration may adopt and administer policies and procedures in accordance with federal and state laws and university policies/statutes to apply consistent practices for University Administration employees across the three campuses and satellite offices. Policies applicable to an academic professional employee at the university level shall be those of the campus at which the employee’s principal office is located.

   b. Notice of nonreappointment to the full-time academic professional staff, as defined in Article II, Section 5, shall be given as follows:

       1. Except as provided in 2 and 3 below, written notice of nonreappointment shall be given by the Board of Trustees to academic professional employees in accordance with the following schedule:


<table>
<thead>
<tr>
<th>Length of Full-Time Service to the University (in full appointment years completed)</th>
<th>Minimum Notice of Nonreappointment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than 4 years</td>
<td>6 Months</td>
</tr>
<tr>
<td>4 years or over</td>
<td>12 Months</td>
</tr>
</tbody>
</table>
2. Written notice of nonreappointment shall be given by the Board of Trustees to an academic professional employee on an appointment which notes that it is subject to receipt of funds in accordance with the following schedule:

For appointments made “subject to receipt of funds” (such as those from grants or contracts), the University reserves the right to terminate the appointment prior to the Period of Payment End Date if the grant(s) or other sources of funding for the position has ended For such appointments, the University reserves the right to terminate the appointment prior to the Period of Payment End date if the grant or source of funds for the position becomes unavailable, and will provide prior notice, if applicable, in accordance with the notice periods set forth in Article IX of the University of Illinois Statutes.

For an academic professional employee who is entitled to notice of non-reappointment and whose position is supported by multiple sources of funds, calculation of minimum length of notice of non-reappointment will be based on the relevant funds for the portion of the appointment for which a notice of non-reappointment is issued, or on the predominant source of funds in the case of elimination of the position:

<table>
<thead>
<tr>
<th>Length of Full-Time Service to the University (in full appointment years completed)</th>
<th>Minimum Notice of Nonreappointment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than 4 years</td>
<td>2 Months</td>
</tr>
<tr>
<td>4 years or over</td>
<td>6 Months</td>
</tr>
<tr>
<td>Plus 1 additional month for each additional full appointment years of service to a maximum of 12 months’ notice</td>
<td>12 Months</td>
</tr>
</tbody>
</table>

3. Written notice of nonreappointment shall be given by the Board of Trustees to an academic professional employee who is the director of intercollegiate athletics or a coach of an intercollegiate athletic team in accordance with the following schedule:

<table>
<thead>
<tr>
<th>Length of Full-Time Service to the University (in full appointment years completed)</th>
<th>Minimum Notice of Nonreappointment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than 4 years</td>
<td>3 Months</td>
</tr>
<tr>
<td>4 years or over</td>
<td>6 Months</td>
</tr>
</tbody>
</table>
4. In cases where the time remaining in the appointment year is less than the required minimum notice period, the notice of nonreappointment shall be accompanied by an offer from the Board of Trustees of a terminal contract for an additional appointment which will extend the current appointment through the period of minimum notice, viz., 2 months, 6 months or 7-12 months.

5. Computation of length of service will be on the basis of continuous employment in campus academic administrative and professional positions (or similar service at the University level for employees of the university administration). On a case-by-case basis, credit may be given for all or part of their relevant experience in other University of Illinois position.

6. Excepted from the above provisions are the following administrative officers: the President of the University; chancellors/vice presidents; other vice presidents/chancellors, provosts or equivalent officers, and vice chancellors; the officers of the Board of Trustees who are University employees; other university officers; and the deans, directors, heads, and chairs of academic units. Academic professional staff whose title includes “visiting,” “acting,” “interim,” or “adjunct” are also excepted from the above provisions.

Section 12. Dismissal of Academic Staff with Multi-Year Appointments Under Article X, Section 1(a), Paragraphs (6) and (7)

a. Members of the academic staff with multi-year appointments, as defined under Article X, Section 1(a), Paragraphs (6) and (7), of the Statutes, may be dismissed for cause prior to the conclusion of the multi-year appointment in accordance with campus procedures, which shall be adopted by each chancellor/vice president in consultation with the applicable campus senate. In all cases, the chancellor/vice president or the chancellor/vice president’s designee shall exercise the duties assigned to the president for academic staff who are members of campus units, and in all cases the process to be followed will be that of the campus on which the unit resides.

b. Campus procedures shall include, at a minimum, notice and opportunity for a hearing before the campus provost or equivalent officers or the provost's or equivalent officer’s designee.

c. Adequate cause for dismissal shall be limited to the following:

(1) Failing to perform contractual duties or related activities in a professional manner, whether from incompetence, neglect or willful refusal;

(2) Failing to follow all applicable campus or University regulations or policies, and all applicable laws related to the conduct of contractual duties;
(3) Acting outside the appropriate exercise of University responsibilities so as to willfully cause or threaten to cause physical harm to, harass or intimidate a visitor or a member of the University community;

(4) Willfully or negligently damaging, destroying or misappropriating property owned by the University or any property used in connection with a University function or approved activity; or

(5) Being convicted of or pleading guilty to a felony.

ARTICLE X. ACADEMIC FREEDOM AND TENURE

Section 1. Tenure of Academic Staff

a. Except under unusual circumstances evidenced by a special written agreement approved by the President of the University and the appointee, the tenure status for the academic ranks of professor, associate professor, and assistant professor shall be as provided in this section. The parts of Article X, Sections 1a and 1b, hereof relating to the probationary period or indefinite tenure do not apply to academic ranks other than those mentioned in the preceding sentence; nor to appointments at any rank which involve no salary or obligation to render services; nor to appointments for fifty percent (50%) or less of full-time service at ranks other than professor or associate professor; nor to appointments for less than seventy-five percent (75%) of full-time service during any period when the appointee is a candidate for a degree at this University.

In the case of academic staff positions authorized in Article IX, Sections 3c and 4a other than appointments at the rank of professor, associate professor, assistant professor, dean, director, department head, and department chair, appointments shall be for not longer than the terms specified in this Section. Contracts shall be renewable at the discretion of the hiring unit. Except as provided in Sections 7 and 8, below, notice of nonreappointment is not required. Dismissal prior to the end of the contract term shall be governed by Article IX, Section 12.

Each chancellor/vice president/campus chancellor shall, with the advice and consent of the local campus senate, develop implementing procedures for multi-year contract appointments governed by this Section. Such implementing procedures shall include, at a minimum, (i) a binding ceiling, on a campus-wide basis, on the proportion of multi-year contract appointments to the sum of multi year contract appointments and appointments that are tenured or earning probationary credit toward tenure; (ii) assignment of oversight responsibility to an appropriate campus senate committee; and (iii) the procedures for dismissal required under Article IX, Section 12(b), above.

(1) An appointment as professor or associate professor shall be for an indefinite term except that first appointments or temporary appointments may be made for shorter periods. An appointment at either of these ranks for fifty percent (50%) or less of full-time service shall
be for an indefinite term at the specified percentage except that such first appointments or
temporary appointments may be for definite terms.

(2) During the probationary period defined in Article X, Section 1b (1), an
appointment as assistant professor shall be for not more than two years.

(3) An appointment for an indefinite term may require full-time service or some
percentage of full-time service by the appointee. Completion of a probationary period shall
entitle the appointee to indefinite tenure status at the lowest percentage (more than 50%) of full-
time service counted toward completion of the probationary period. An appointee for an
indefinite term and the Board of Trustees may at any time agree in writing to increase or to
decrease the percentage of full-time service to be required of the appointee and the indefinite
tenure status shall then apply to the new percentage of full-time service. An agreement that a
full-time appointee for an indefinite term shall thereafter serve on a part-time basis shall specify
either (a) that the appointment for an indefinite term will thereafter relate solely to service on the
agreed part-time basis; or (b) that the appointee will return to full-time service for an indefinite
term on a specified date.

These agreements are subject to modification by written consent of the appointee and the
Board of Trustees. An appointee who has previously been on indefinite tenure status at this
University shall not be required to serve a probationary period in order to regain that status.

This subsection, 1a (3), does not apply to sabbatical leaves of absence or to leaves of
absence without pay.

(4) An academic staff appointment with the rank of clinical assistant, research
assistant, or teaching assistant shall be for not longer than one year and notice of
nonreappointment is not required. Appointments at these ranks may be conditional upon the
availability of funds if so specified in the notice of appointment.

(5) An appointment which includes in the title the term “visiting,” as authorized
in the first paragraph of Article IX, Section 3c, shall be for not longer than one year.

(6) An appointment which includes in the title the term “adjunct,” or “clinical,”
modifying the term “professor”, “associate professor” or “assistant professor,” as authorized in
the first paragraph of Article IX, Section 3c, or an appointment with the rank of lecturer or
instructor shall be for not longer than three years.

(7) An appointment with the rank of teaching associate, research associate,
clinical associate, or which includes in the title the term “research” modifying the term
“professor”, “associate professor” or “assistant professor,” as authorized in the first paragraph of
Article IX, Section 3c, shall be for not longer than three years. The duration of the appointment
shall be specified in the Notification of Appointment. Where no duration is specified,
appointment shall be for one year. Written notice of nonreappointment is required in the case of
full-time appointments at these ranks other than appointments that are for no more than one year,
nonsalaried, part-time, or conditional upon the receipt of nonappropriated funds (as specified in
the notice of appointment). The notice need not be accompanied by an offer of a terminal
contract if the notice is given not later than six months before the end of an annual appointment
or by March 1 in the case of an academic-year appointment. If notice of nonreappointment in
such cases is given later than six months before the end of an annual appointment or after March
1 in the case of an academic-year appointment, it shall be accompanied by an offer from the
Board of Trustees of a terminal contract for one additional year of service. In the case of multi-
year contracts, notice, as described above, is required only in the final year of the contract. If no
notice is given before the end of an appointment that exceeded one year, the renewal appointment
shall have a duration of one year.

(8) An appointment at the rank of any of the other special classes of academic
staff authorized under Article IX, Sections 3c and 4a, shall be for not longer than one year and
shall be governed by the conditions prescribed in the preceding subparagraph, 1a.

b. Upon the completion of a probationary period as hereafter defined, any
reappointment shall be for an indefinite term, subject to the following:

(1) An appointee receiving a first contract for more than fifty percent (50%) of
full-time service at this University as assistant professor enters a probationary period not to
exceed seven academic years of service except when, by special written agreement between the
appointee, the unit administrator and the chancellor/vice president/campus
chancellor, the appointee is granted a one-year interruption of the probationary period before the
year in which a decision on the appointment to indefinite tenure is expected to be made.
Ordinarily no more than two such interruptions will be granted. Prior academic service at other
academic (or equivalent) institutions may be counted up to a maximum of three years toward the
fulfillment of the probationary period. The amount of any such service counted may be
negotiated as may other terms of the appointment and shall be stated in the first appointment
contract, as provided for all contracts for definite terms in subparagraph 1b(5) below. An initial
appointment that begins after the eighth week of the academic year ordinarily does not count
ward the probationary period of a faculty member on definite tenure nor does it ordinarily
count as service in establishing eligibility for a sabbatical leave with pay, unless recommended
and agreed upon in advance.

(2) No appointment at the rank of assistant professor shall be for an
indefinite term.

(3) An appointee for a definite term shall be given in the sixth year of the
probationary period either written notice offering appointment for an indefinite term or written
notice of nonreappointment no later than August 15 at all three campuses.

(4) At any time except during the last year of the probationary period, an assistant
professor on a definite-term appointment may be given written notice of nonreappointment.
Except in the case of an assistant professor who is in the first year of academic service at this
University, (a) written notice of nonreappointment shall be given not less than twelve months
before the expiration of the appointment; or (b) if given less than twelve months before the
expiration of the appointment, written notice of nonreappointment shall be accompanied by an
offer from the Board of Trustees of a terminal contract for one additional year of academic
service. In the case of an assistant professor on a definite-term appointment who is in the first
year of academic service at this University, written notice of nonreappointment shall be given not later than March 1 and need not be accompanied by an offer of a terminal contract; if written notice of nonreappointment is given after March 1, it shall be accompanied by an offer from the Board of Trustees of a terminal contract for one additional year of service.

(5) The total amount of service counted toward completion of the probationary period, including both service at other institutions and prior service at this University, shall be stated in every contract for academic service for a definite term. In the event that an appointee for a definite term is not given notice of appointment for an indefinite term or notice of nonreappointment as required by subparagraph 1b (3) above, but instead is given notice of reappointment for a definite term beginning after or extending beyond the expiration of the probationary period, such reappointment shall be for a term extending to the end of the academic year following the academic year in which either (a) the Board of Trustees gives the appointee written notice of nonreappointment as specified above in subparagraph 1b(4), or (b) the appointee gives written notice to the dean or department head that the appointee is about to complete or has completed the probationary period and either is or will be entitled to have any reappointment be for an indefinite term.

(6) An appointment for a definite term does not carry any guarantee or implication that the Board of Trustees will renew the appointment even though the duties of the appointee may have been discharged satisfactorily. An appointment for a definite term, if accepted, must be accepted with this stipulation.

c. Tenure may be terminated by (1) honorable retirement; (2) acceptance of resignation; (3) dismissal for due cause.

d. Due cause for dismissal shall be deemed to exist only if (1) a faculty member has been grossly neglectful of or grossly inefficient in the performance of the faculty member’s university duties and functions; or (2) with all due regard for the freedoms and protections provided for in Article X, Section 2, of these Statutes, a faculty member’s performance of university duties and functions or extramural conduct is found to demonstrate clearly and convincingly that the faculty member can no longer be relied upon to perform those university duties and functions in a manner consonant with professional standards of competence and responsibility; or (3) a faculty member has while employed by the University illegally advocated the overthrow of our constitutional form of government by force or violence.

e. Proceedings seeking the dismissal before the expiration of the term of appointment of an appointee to the academic staff who is on definite tenure or of an appointee to the academic staff who is on indefinite tenure shall comply with the procedures described in the following provisions of this section:

(1) Charges. When it shall appear to the president that cause for the dismissal of an appointee may exist, the president shall consult with the Faculty Advisory Committee. The president, after such consultation, shall determine whether dismissal proceedings should be instituted. Charges looking to dismissal shall be preferred by statement in writing by the president or the president’s designee and shall be filed with the clerk or secretary of the senate within thirty days after the consultation with the Faculty Advisory Committee. The statement
shall be sufficiently specific reasonably to inform the appointee of the nature of the charges and enable the appointee to present a defense to them.

(2) Service. The clerk or secretary of the senate shall cause a copy of the statement of the charges and a copy of Article X, Sections 1 and 2, of the Statutes to be delivered to the appointee personally or mailed to the appointee’s last known post office address by registered mail within five days after they have been filed with the clerk or secretary of the senate.

(3) Request for Hearing. Within fifteen days after such service of a copy of the statement of charges, the appointee may file with the clerk or secretary of the senate a request for a hearing before the Committee on Academic Freedom and Tenure of the appropriate campus; and within ten days after filing such request, the appointee shall file with the clerk or secretary of the senate a detailed written answer to the statement of grounds for dismissal. The clerk or secretary of the senate shall promptly transmit the statement of charges, the answer thereto, and the request for a hearing to the chair of the Committee on Academic Freedom and Tenure and copies of the answer and request for a hearing to the president.

(4) Notice of Hearing. Notice of the time and place of the hearing before the Committee on Academic Freedom and Tenure, which hearing shall be not less than twenty days after the filing of the appointee’s request, shall be delivered on the same date to the appointee and the president, either personally or by registered mail. The date of the hearing shall be not less than fifteen days from the date of such delivery or of such mailing of the notice of hearing.

(5) Hearing. At the time and place fixed, the Committee on Academic Freedom and Tenure shall hold a closed hearing on the charges. No member of that committee shall sit in a case that involves a colleague of that committee member’s department, school, institute, or division, whichever represents the smallest administrative unit, nor shall a member sit in a case if the member has previously acted on another committee while it considered the pending matter. A majority of the members of the committee shall constitute a quorum for the conduct of the hearing and the chair of the committee may appoint another member of the committee to preside over the hearing. If vacancies occur, as many members as are necessary to constitute a quorum shall be appointed in accordance with the bylaws of the appropriate senate. Except as hereinbefore or hereinafter provided, the hearing shall be conducted according to such rules as the committee may from time to time establish. The committee shall not be bound by technical rules of evidence, but all findings, conclusions, and recommendations of the committee shall be supported by and be in accord with substantial evidence. The appointee shall be entitled to be present at all sessions of the committee when evidence is being received and to be accompanied by an adviser of the appointee’s choice who may act as counsel. Likewise, the president or the president’s designee, together with counsel if the president desires counsel, shall be entitled to be present at all sessions of the committee when evidence is being received. Each party shall have the right within reasonable limits to question witnesses and, when all the evidence has been received, to make an argument in support of its position, either in person or by counsel. A full stenographic transcript shall be made of the hearing unless both parties agree to the making of a record in a briefer form.
Findings, Conclusions, and Recommendations. Following the conclusion of the hearing, the committee shall promptly make its explicit findings of fact on each charge, its conclusions, and its recommendations. Reasonable opportunity shall be given to each party to file a written statement setting forth objections to these findings, conclusions, and recommendations and setting forth the grounds for such objections. A copy of one party’s objections shall be given to the other party. The originals of the findings, conclusions, and recommendations, and of the hearing transcript shall be forwarded by the committee to the president and copies shall be promptly transmitted by the committee to the appointee.

If ultimately the appointee requests a hearing before the Board of Trustees, the originals or copies of the statement of charges filed by the president or the president’s designee with the clerk or secretary of the senate, the request for a hearing, the answer to the statement of charges, the notice of the time and place of hearing, the transcript or briefer record of the hearing, any exhibits received in evidence, the findings, conclusions, and recommendations of the committee, and any objections to such findings, conclusions, and recommendations shall constitute the record before the Committee on Academic Freedom and Tenure to be submitted to the board. The record shall be available to the Board of Trustees, to counsel for the appointee, and to counsel for the University, but shall not be available to other persons prior to the hearing before the board. If the committee recommends that charges be dropped and the president concurs, the case shall be considered closed.

Hearing by Board of Trustees. Within thirty days after transmittal of the findings, conclusions, and recommendations of the Committee on Academic Freedom and Tenure, or if the appointee filed no request for a hearing before that committee within fifteen days after the expiration of the period specified in subparagraph 1e(3) for the filing of such a request, the president may cause the charges to be filed with the Secretary of the Board of Trustees along with the findings, conclusions, and recommendations, if any, of the Committee on Academic Freedom and Tenure and the record of the hearing before the committee, if one was held. Notice of such filing of charges shall be delivered to the appointee personally or shall be mailed to the appointee by the Secretary of the Board of Trustees by registered mail within five days after such filing. Within ten days after such delivery or mailing of notice of the filing of the charges with the Secretary of the Board of Trustees, the appointee may file with the Secretary of the board a written request for a hearing before the Board of Trustees. Notice of the time and place of the hearing which hearing shall be not less than twenty days after the date of the filing of the appointee’s request shall be delivered to the appointee personally or mailed to the appointee by registered mail. The date of the hearing shall be not less than fifteen days from the date of such delivery or mailing of the notice of hearing to the appointee. The appointee shall have the right to appear at the hearing, with counsel if desired, to reply to the charges and to present evidence. Counsel for the University shall represent the university administration at the hearing and shall have the right to present evidence in support of the charges. The board shall not be bound by technical rules of evidence in hearing and deciding the case.

The board will give due consideration to the findings, conclusions, and recommendations of the Committee on Academic Freedom and Tenure, and the remainder of the record relevant to the charges before said committee, and in all cases where a report was made by the committee will invite a member of the committee designated by its chair to attend the hearing and make a statement before the board.
If the board concludes that the appointee should be dismissed or asked to resign, the effective date of such dismissal or resignation shall not be less than one year from the date of the board’s decision unless the board, in its discretion, determines that an earlier effective date is justified by the gravity of the appointee’s conduct in question.

(8) Reassignment of Duties. Under exceptional circumstances and when such action is clearly necessary and justified, the president may direct that a faculty member be relieved of some or all of the faculty member’s university duties and functions and reassigned to others without prejudice and without loss of compensation pending the final decision of the case, subject to the following provisions: (a) the president may reassign duties before the filing of any charges only after giving notice to the chair or in the absence of the chair from the University to some member of the Faculty Advisory Committee that the president believes that cause for dismissal may exist; (b) if the president reassigns duties after so giving notice to the chair or some member of the Faculty Advisory Committee, such reassignment shall terminate within thirty days after that committee has made its recommendations to the president unless the president initiates dismissal proceedings by the filing of charges for dismissal within that thirty-day period; and (c) if the president initiates dismissal proceedings by filing charges for dismissal, the president may reassign duties or extend a previous reassignment of duties until the termination of those proceedings or until the effective day of dismissal if the proceedings should result in dismissal.

(9) Publicity. So far as possible public statements about a case under consideration should be avoided until completion of the proceedings.

Section 2. Academic Freedom

a. It is the policy of the University to maintain and encourage full freedom within the law of inquiry, discourse, teaching, research, and publication and to protect any member of the academic staff against influences, from within or without the University, which would restrict the member’s exercise of these freedoms in the member’s area of scholarly interest. The right to the protection of the University shall not, however, include any right to the services of the university counsel or the counsel’s assistants in any governmental or judicial proceedings in which the academic freedom of the staff member may be in issue.

b. As a citizen, a faculty member may exercise the same freedoms as other citizens without institutional censorship or discipline. A faculty member should be mindful, however, that accuracy, forthrightness, and dignity befit association with the University and a person of learning and that the public may judge that person’s profession and the University by the individual’s conduct and utterances.

c. If, in the president’s judgment, a faculty member exercises freedom of expression as a citizen and fails to heed the admonitions of Article X, Section 2b, the president may publicly disassociate the Board of Trustees and the University from and express their disapproval of such objectionable expressions.
A staff member who believes that he or she does not enjoy the academic freedom which it is the policy of the University to maintain and encourage shall be entitled to a hearing on written request before the Committee on Academic Freedom and Tenure of the appropriate campus senate. Such hearing shall be conducted in accordance with established rules of procedure. The committee shall make findings of facts and recommendations to the president and, at its discretion, may make an appropriate report to the senate. The several committees may from time to time establish their own rules of procedure.

ARTICLE XI. STUDENT AFFAIRS AND DISCIPLINE

Section 1. Student Affairs

a. The senates shall be responsible for the development of appropriate recommendations regarding policies on student affairs at their respective campuses. Each senate shall ensure the opportunity for substantial student involvement in the development of these recommendations.

b. Upon recommendation of the chancellor/vice president and with the concurrence of the president, the Board of Trustees may appoint annually a vice chancellor or other officer who shall have general supervision over those services provided on that campus to assist students in their personal and social development. The responsibility and authority of this officer shall be determined by the chancellor/vice president/campus chancellor. On the occasion of each appointment of any such officer, the chancellor/vice president shall seek the advice of the executive committee of the campus senate. The executive committee shall ensure the opportunity for substantial student involvement in the development of its advice.

c. Under the general supervision of the officer provided for in Section 1b above, the Graduate College, the College of Law, the College of Veterinary Medicine, the College of Medicine, and other colleges comprising of post-baccalaureate students shall be responsible respectively for the supervision of student affairs excluding discipline in those colleges.

Section 2. Student Discipline

a. Each senate shall establish a committee or other body concerned with student discipline. This body may appoint one or more subcommittees on which unless the senate determines otherwise there shall be voting student representatives. These subcommittees shall have original jurisdiction to hear and render decisions in all disciplinary cases unless the body determines to exercise original jurisdiction. The decision of a subcommittee not appealed to the body shall be final. The body shall hear and take action for the senate in cases in which it exercises original jurisdiction and in cases appealed to it from its subcommittees. The body shall formulate and adopt after consultation with the legal counsel disciplinary and hearing procedures which shall be followed in all undergraduate student disciplinary proceedings. In hearing and
deciding any appeal, this body may conduct a hearing *de novo* or may act solely upon the record in the case before the subcommittee as the body, in its discretion, may determine.

b. Discipline for students enrolled in graduate and graduate-professional colleges shall be administered by this body which, after consulting the dean of the college concerned, shall appoint a subcommittee on discipline for the students enrolled in that college. These subcommittees are to act in accordance with the provisions of Article XI, Section 2a.

c. In disciplinary proceedings stemming from group infractions involving more than one category of student (undergraduate, graduate, professional), the hearing and review bodies as well as the procedures employed shall be common to all categories of students involved.

ARTICLE XII. RESEARCH AND PUBLICATION

Rationale: This revision maintains the provision for ample consultation, but leaves the number of members to the campus.

Section 1. Campus Research Board

Each campus shall maintain a Campus Research Board, whose functions shall include:

(1) making recommendations concerning policies for distribution of research board funds; (2) making assignments of research board funds to individual and group research projects; (3) advising the chancellor/vice president and the vice chancellor responsible for research on any other matters submitted to the board. The members of the Campus Research Board shall be appointed by the chancellor/vice-president after consultation with the vice chancellor responsible for research, the executive committee of that campus’s senate, and, on campuses with graduate colleges, the dean of the graduate college. The Campus Research Board shall consist of eight to twelve members appointed by the vice president/chancellor after consultation with the vice chancellor responsible for research, the dean of the graduate college, and with the leadership of that campus’s senate. The vice chancellor responsible for research shall chair the committee.

The appointment process to and membership on the Campus Research Board may differ in campuses without a graduate college.

b. The functions of the board include: (1) making recommendations concerning policies for distribution of research board funds; (2) making assignments of research board funds to individual and group research projects; (3) advising the vice president/chancellor and the vice chancellor responsible for research on any other matters submitted to the board.

Section 2. Sponsored Research, Gifts, and Grants

a. It is the policy of the University to encourage research on the part of all persons and groups within the several faculties. Such encouragement includes the endorsement and support of acceptable proposals for outside contracts or grants by sponsoring external agencies and groups.
b. Such outside support must be integrated with the regular educational and research functions of the University. The acceptance of contracts or grants involves substantial indirect costs, physical plant operating costs, and the use of departmental, college, and general university facilities. Funds to meet these indirect costs must be provided either by the sponsors, special arrangement, or by tax funds. In the latter case, because such activities come into direct competition for funds with other interests within the University, careful consideration shall be given the acceptance of such contracts.

Section 3. Patents on Inventions

The results of research or development carried on at the University by any of its faculty, employees, students, or other users of its facilities and having the expenses thereof paid from university funds or from funds under the control of the University, belong to the University and are to be used and controlled in ways to produce the greatest benefit to the University and to the public.

An inventor whose discovery or invention is subject to the conditions of the previous paragraph is required to disclose the discovery or invention to the University and may be required to patent the discovery or invention and to assign the patent to the University, the expenses connected therewith to be borne by the University.

This section shall not apply to questions of ownership of inventions made by members of the staff outside of their regular duties and without the use of university funds or funds under the control of the University and without the use of university facilities.

Section 4. Scientific and Scholarly Publications and Creative Work

It is the policy of the University to foster the publication of scientific and scholarly periodicals which are edited, published, and subsidized by the University. Authors and artists who are members of the academic ranks recognized in Article IX, Section 3, may copyright their works except works specifically commissioned by the University in writing and works prepared under terms of a university grant or contract which provides otherwise. The General Rules Concerning University Organization and Procedure shall contain rules and regulations regarding intellectual property.

Section 5. Rules about Research, Patents, and Publications

The General Rules Concerning University Organization and Procedure shall contain rules and regulations governing patents, copyrightable works, recordings, sponsored periodicals, and the acceptance of contracts, gifts, and grants for research, and the procedures to be followed.

Proposed changes in The General Rules related to patents, copyrightable works, or recordings shall be sent to the University Senates Conference which shall move as expeditiously
as practicable and, if necessary, reconcile the views of the senates and advise the president and
through the president the Board of Trustees before such a rule change is adopted.

ARTICLE XIII. GENERAL PROVISIONS

Section 1. Exchange Professors

On the recommendation of the head or the chair of a department and with the approval of
the dean, the chancellor/vice president/vice president/chancellor, the president, and the Board of
Trustees, a professor, associate professor, or assistant professor may be permitted for a period of
not more than one year to exchange positions with a professor of approximately equal rank in
another university provided the arrangement does not involve substantial increase in the cost of
instruction. The professor with whom the exchange is made shall during the period of service to
this University be subject to the rules governing appointments and conditions of service
applicable to regular members of the faculty.

Section 2. Privileges for Scholars from Other Universities

The chancellors/vice presidents/vice presidents/chancellors of the University may extend
the privilege of working without charge in the various laboratories or libraries of the respective
campus to members of the faculties of other colleges or universities, provided that they are
recognized as authorities in their respective fields and come to the campus with written
credentials from the faculties of their institutions or from their governments asking that they be
received as guests.

Section 3. Annual Reports

On or before the first day of September in each year, each dean and director and the chief
executive officer of each department or equivalent unit on each campus shall make to the
chancellor/vice president/vice president/chancellor an annual report, treating fully the work of the
college, school, institute, division, or department. Any of these officers may make reports or
advance suggestions at any time and shall report to the chancellor/vice president/vice
president/chancellor and to the president whenever requested to do so. Officers of the university-
level administration and chancellors/vice presidents/vice presidents/chancellors shall make such
reports as the president shall require.

Section 4. Reports and Communications

a. Members of the academic staff have the obligation to respond to requests for
information from the Board of Trustees and from administrators to whom they have
responsibilities. Ordinarily, intermediary administrators should be made aware of these requests.
Unless the requestor has directed otherwise, a written response shall be transmitted through and by the intermediary administrators so that they may be properly informed and may comment. If the response contains recommendations, the staff member shall be informed of all comments with respect thereto and may append additional comments to the recommendations.

b. Academic staff may initiate direct communication with any member of the administration. Ordinarily, intermediary administrators shall be kept informed about such communications so that they may be properly informed and may comment. Whenever appropriate, the academic staff member shall be informed of all comments and may respond to them.

c. Proposals which originate from academic units, as enumerated in Article VIII, shall be promptly considered and transmitted to the final authority through and by appropriate intermediaries. Academic units affected by the proposal shall be kept informed of comments, revisions, and recommendations by intermediary authorities so that they may respond to them.

d. All communications from members of the staff to be presented as part of the agenda at a meeting of the Board of Trustees or transmitted to the Board of Trustees or any committee thereof shall first be presented to the chancellor/vice president/vice president/chancellor where appropriate and to the president for their examination, comment, and recommendation. Whenever appropriate, the staff member shall be informed of all such reactions and may respond to them.

Section 5. Rules of Procedure

Unless otherwise specified by a deliberative body of the University, the latest revision of Robert’s Rules of Order shall govern.

Section 6. Recommendations of Committees and Councils

Whenever these Statutes provide for the advice or recommendations of a committee or council as a basis for or aid to officer or agency decision, the advice or recommendation shall be secured only through a meeting of the committee or council duly convened in group session.

Section 7. Reservation of Powers

The Board of Trustees is charged by law with full responsibility for administering the University. Although the board may properly delegate authority to its duly designated officers and agencies, as indeed it has done since the establishment of the University in practical recognition of its own limitations to determine and resolve, in the first instance, complex and continuing problems of internal organization and educational policy, it cannot divest itself of the ultimate responsibility, imposed upon it by law, of governance of the University. Accordingly, the board expressly reserves to itself the power to act on its own initiative in all matters affecting the University, notwithstanding that such action may be in conflict or may not be in conformance with the provisions of these Statutes. However, the board will not so act upon its own initiative
in any case in which senate participation and recommendation is provided for by these Statutes until it has first sought the advice and recommendation of the appropriate senate, or senates, the University Senates Conference and the president.

Section 8. Amendments

a. Initiation by a Senate. Each of the senates by vote of a majority of all members present and voting at a regular or special meeting may propose amendments to these Statutes. No final senate action shall be taken on a proposed amendment until the next meeting following the one at which it was introduced. The secretary of a senate shall notify the secretary of the other senates and the secretary of the University Senates Conference of the text of a proposed amendment promptly after the meeting at which it is introduced. The proposed amendment shall be referred to the University Senates Conference for its consideration and transmission to the other senates for action; the conference may append its comments and recommendations.

The proposed amendment shall be placed promptly on the agenda of the other senates. If every senate acts affirmatively on the proposed amendment and concurs as to its text, the conference shall send the proposed amendment to the president for transmission to the Board of Trustees and shall simultaneously notify the senates of its action; the conference may append its comments. If the senates do not agree as to the proposed amendment, the conference shall endeavor to promote agreement of the senates. Where agreement cannot be effected among all the senates within a reasonable period of time, but the text of a proposed amendment has been agreed upon by all but one of the senates, the conference shall send that proposed amendment, the recommendations of the dissenting senate, and its own recommendations to the president for transmission to the Board of Trustees and shall simultaneously notify the senates of its action. A senate may record and send its further comments to the president for transmission to the Board of Trustees.

b. Initiation by the Board of Trustees. The Board of Trustees may initiate proposals to amend the Statutes, but the board shall not finally adopt any such proposal without first seeking the advice of the president, the senates, and the University Senates Conference. Any proposal to amend the Statutes which is initiated by the Board of Trustees shall be transmitted through the president to the University Senates Conference and transmitted by the conference, with its recommendations, to the senates for consideration and advice. The proposed amendment shall be placed promptly on the agenda of each of the senates. If the senates do not agree in their advice concerning the proposed amendment, the conference shall endeavor to promote agreement; where agreement cannot be achieved within a reasonable period of time, the conference shall send the advice of the senates and its own recommendations to the president for transmission to the Board of Trustees and shall simultaneously notify the senates of its action. A senate may record and send its further comments to the president for transmission to the Board of Trustees.

c. An amendment shall become effective when approved by the Board of Trustees or at such later time as the board may specify.