University of Illinois at Urbana-Champaign
Senate Executive Committee
Minutes
June 23, 2014

Present:Chair Roy Campbell, Vice Chair Kim Graber, Abbas Aminmansour, Pat Gill, John Hart, Harry Hilton, Prasanta Kalita, Calvin Lear, Melissa Madsen, William Maher, Joyce Tolliver, Matthew Wheeler

Guests:Chancellor Phyllis Wise, Provost Ilesanmi Adesida, SEC ad hoc Compensation Review Committee Chair Jeffrey Brown (via phone), Faculty and Academic Staff Benefits Chair John Kindt, Campus Faculty Associate Vice President Richard Laugesen, Admissions Chair Arne Pearlstein, Vice Chancellor for Student Affairs Renee Romano, Budget Chair Michael Sandretto, Vice Chancellor for Research Peter Schiffer

Media: Tyler Davis (Daily Illini), Mike Helenthal (Inside Illinois)

A regular meeting of the Senate Executive Committee (SEC) was called to order at 3:13 pm on Monday, June 23, 2014 in 232 English Building, with Chair Campbell presiding.

1. Introductions/Announcements
   Guests were introduced.

2. Approval of Minutes
   The minutes from May 19, 2014 were approved as written.

3. Chair’s Remarks
   Chair Campbell requested an update from Senate Conference on Conduct Governance (CCG) Chair Aminmansour and an update on the SUCSS (State Universities Civil Service System) audit from Madsen at the end of the meeting under New Business.

   3.1. Appointments
      Campbell announced the following appointments.
      • Mark D. Henderson, Chief Information Officer (CIO)
      • Allen Renear, Dean of the Graduate School of Library and Information Science (GSLIS)
      • Fritz Drasgow, Dean of the School of Labor and Employment Relations (LER)
      • Sarah Lubienski, Interim Dean Designate of the Graduate College

   3.2. Presidential Search Town Hall Meeting
      The Town Hall is on June 25, 2014 at 1:00pm in Beckman Auditorium. Campbell encouraged all SEC members to attend.

4. Chancellor’s Remarks
   Chancellor Wise reported that the proposed College of Medicine was presented to the University Senates Conference (USC). Wise noted that the Tripp Umbach feasibility report supported a separately accredited engineering driven College of Medicine. The proposed College of Medicine would not be dependent on state funds, but would have commercial and private donors along with partners such as Carle. Illinois does not want to own a Hospital, but wants to partner with Carle and many other area health care providers. With a small community, Illinois has to consider multiple partners in and outside of the immediate area. A business plan is being developed in order to facilitate fundraising for the College of Medicine.

   Wise plans to present the proposed College of Medicine to the Senate at the first meeting in the fall, to the Board of Trustees (BOT) Health Care System Committee in September, and ultimately to the Illinois Board of Higher Education (IBHE) for approval.
SEC members recommended forming a small ad hoc committee to assist with the proposal process. The ad hoc committee will include Hilton, Miller, Tolliver, Campbell, Aminmansour, Maher, and Wheeler.

5. **Final Report of the ad hoc Compensation Review Committee**

Brown presented the SEC ad hoc Compensation Review Committee (CRC) final report* by reviewing the committee’s findings and recommendations.

On average Illinois is about 3% below its peers for full-time tenure track salaries. The CRC recommends the Provost continue with the aggressive salary program to eliminate the gap. The data only accounts for full-time tenure track faculty. There was not enough comparable data at other institutions to include non-tenure track and other academic professionals. The committee found statistical evidence of persistent inequities by gender or ethnicity at the campus level, although they caution that there could still be inequities at a departmental level or in individual cases. The CRC also provided a comparison of retirement, health and other benefits with a group of our campus’ peer institutions. The CRC found that the retirement plan for Tier II and SMP employees is substantially less generous than the plans offered at peer institutions. The same would also be true for some current Tier I employees if the 2013 pension reform law is upheld.

The CRC recommends that this type of comprehensive review be completed every three years, but ongoing issues should continue to be addressed by the current Senate Committee on Faculty and Academic Staff Benefits. An adjustment in the membership of the Benefits committee was also suggested.

Brown noted the salary data used in the report came from the Division of Management Information (DMI) and is publicly available via the DMI website. This data is distributed annually to the Deans of each college. If inequities are reported, including gender inequities, Adesida noted that there is an active effort to correct any of those reported inequities. CRC cannot say there are no individual cases of inequity, but the data indicated that there was not inequity on average at a campus level. Brown added that the CRC recommends that other committees look at the data on a more granular level.

Campbell requested that Aminmansour, as Chair of Seventh Senate Review Commission, review the Benefits Committee charge and membership and make any recommendations.

Adesida added that a supplemental pension program is being worked on, but that first we need know what is planned at the state level before moving forward or making any final decisions.

Aminmansour made a motion that SEC endorses the CRC final report. The motion was seconded. No further discussion followed and the motion passed.

6. **Input on University Governing Documents**

Campbell reported that he received a letter from BOT Secretary Susan Kies requesting review of the proposed changes to the University governing documents. Tolliver noted that the USC will be reviewing the University governing documents prior to the review by the three campus Senates.

7. **Input on University of Illinois Future Research Priorities**

None

8. **Shared Governance Checklist**

Tolliver reported that the Shared Governance Checklist was well received by the Council of Deans. The Checklist will be part of a Provost Communication and once finalized will appear on the Office of the Provost website.

9. **Report on USC Meetings**
Campbell and Wheeler reported that the University of Illinois Foundation (UIF) made a presentation to the USC. It was clear that the endowment could be improved and that there are several institutional problems with the UIF. Determining where the funds are distributed and what the funds are used for, and also how priorities are set for fundraising are not straightforward answers. Campbell suggested discussing this issue again in the fall.

10. **New Business**
   CCG Chair Aminmansour reported that changes to article one of the Student Code were recently sent to the Office of the Chancellor for approval. If the changes are approved, they will be reflected accordingly in the Student Code. CCG is charged with reviewing the conduct governance system which includes the Office of Student Conflict Resolution and the Senate Committee on Student Discipline. CCG plans to begin its review in fall 2014 and will make recommendations to the Chancellor.

   Madsen reported that the 2013 civil service audit findings that were released by SUCSS indicated that 90% of the 300 Academic Professionals that were audited were improperly exempted and should have been classified as civil service. SUCSS plans to conduct a supplemental audit for any Academic Hourly and Academic Professional hires between July 1, 2014 and Dec 1, 2014 in conjunction with the 2014 regular audit. Madsen indicated that the Council on Academic Professionals (CAP) is working to determine a strategy in response to the audit findings.

11. **Adjournment**
   The meeting was adjourned at 4:51 pm.

   Jenny Roether
   Clerk of the Senate

*Filed with the Senate Clerk and incorporated by reference in these minutes.*