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UNIVERSITY OF ILLINOIS
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University Senates Conference
378 Henry Administration Building, MC-348
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Urbana, IL 61801

October 10, 2014

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Professor Jorge Villegas, Chair
UIS Campus Senate
Dept. of Business Administration
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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.

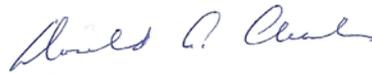
The Board, in order to complete their work in a timely fashion, has requested that the USC forward the Senate and USC input to the Governance, Personnel, and Ethics Committee by February 26, 2015. In order to meet this deadline, we need your reviews by February 20, 2015 (see attachment 2).

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)

UNIVERSITY OF ILLINOIS

Statutes



AS AMENDED:
~~JANUARY 20, 2011~~ OCTOBER 8, 2014

<http://www.uillinois.edu/trustees/statutes.cfm>

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.

DRAFT

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>

UNIVERSITY OF ILLINOIS STATUTES

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>

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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.

41 **ARTICLE I. UNIVERSITY ADMINISTRATION**

42
43 **Section 1. Functions of the Board of Trustees**

44
45 **Note: This change comes from the Board of Trustees.**

46
47 The Board of Trustees is appointed by the governor of Illinois and bears the ultimate
48 responsibility to the people of the State. It approves ~~formulates~~ university policies but leaves the
49 execution of those policies to its administrative agents, acting under its general supervision. It is
50 the responsibility of the board to secure the needed revenues for the University and to determine
51 the ways in which university funds shall be applied.
52

53 **Section 2. The President of the University**

54
55 **Rationale: The symbolic provision that makes the President a member of every**
56 **department, etc, is an anachronism. The current view of the Presidency is that he/she is**
57 **more an external representative and leader of the overall institution than a micro-manager**
58 **of campus affairs. We specified the importance of a search committee process in hiring the**
59 **President. We put the campus Chancellor in the loop in the process of granting degrees.**
60

61 The president is the chief executive officer of the University ~~and a member of the faculty~~
62 ~~of each college, school, institute, division, and academic unit therein.~~ The president shall be
63 appointed ~~elected~~ by the Board of Trustees, after consultation with a committee appointed for the
64 purpose of recommending appropriate candidates. The ~~and the~~ president's term of office shall be
65 at the pleasure of the board. The president shall attend the meetings of the board and participate
66 in its deliberations; may act with freedom within the lines of general policy approved by the
67 board; shall prepare the annual budgets for presentation to the board; and shall recommend to the
68 board suitable persons for positions in the University, including appointments to appropriate
69 administrative positions, other than academic, which are not provided for in the **Statutes**. In case
70 of exigencies, it is within the proper jurisdiction of the president to make appointments so that
71 the work of the University shall not be interrupted, but such appointments shall be subject to
72 confirmation by the board. The president is responsible for the enforcement of the rules and
73 regulations of the University; shall make such recommendations to the board and to the senates
74 as the president may deem desirable for the proper conduct and development of the University;
75 and shall issue diplomas conferring degrees, but only on the recommendation of the appropriate
76 senate ~~and campus chancellor/vice president,~~ and by authority of the Board of Trustees. The
77 president may designate the administrative officer(s) who shall exercise the functions of the
78 president during the absence of the president from duty, which designation(s) shall be subject to
79 change by the Board of Trustees.
80

81 **Rationale: The *Statutes* establish the principle that the advice of the senate may be sought**
82 **upon reappointment of the campus chancellor, and that the University Senates Conference**
83 **may also give its advice upon the reappointment of the University officers. As the**

84 University Senates Conference is the advisory committee for the president, it is appropriate
85 that the advice of this body also be sought upon the president's reappointment.
86

87 **Section 3. The University Officers**

88

89 The university officers are identified in *The General Rules Concerning University*
90 *Organization and Procedure*. Prior to recommending to the Board of Trustees the initial
91 appointment or reappointment of any university officer except the president and the
92 chancellors/vice presidents~~vice presidents/chancellors~~ the president shall seek the advice of the
93 University Senates Conference. Prior to the reappointment of the president, the Board of
94 Trustees shall seek the advice of the University Senates Conference.~~On the occasion of the~~
95 ~~reappointment of any university officer, the University Senates Conference may submit its advice~~
96 ~~if it so elects.~~
97

98 **Section 4. Other University Administrative Officers**

99

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

104

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

107

108 **Section 5. Chancellors/ Vice Presidents**

109

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

119

120 The chancellor/vice president ~~vice president/chancellor~~ shall be appointed annually by the
121 Board of Trustees on the recommendation of the president. On the occasion of the appointment
122 or reappointment of a ~~new~~ chancellor/vice president~~vice president/chancellor~~, the president shall
123 have the advice of a committee selected by the senate of the campus concerned.~~On the occasion~~
124 ~~of a reappointment, the senate may submit its advice if it so elects.~~

125

126 **Section 6. *The General Rules Concerning University Organization and***
127 ***Procedure***

128
129 *The General Rules* supplement the *Statutes*. *The General Rules* are subordinate to the
130 *Statutes* and deal with administrative organization, with the powers, duties, and responsibilities
131 of officers of the University, and with university employment policies, property, and other
132 matters. *The General Rules* are adopted by the Board of Trustees acting on the advice of the
133 President of the University. The board reserves the right to make changes in *The General Rules*
134 after consultation with the president. Before providing such advice or consultation, the president
135 shall consult with the University Senates Conference, with due regard for the provisions of
136 Article XII, Section 5. However, consultation with the conference is not required when because
137 of exceptional circumstances a proposed action of the Board of Trustees would authorize a
138 deviation from *The General Rules* for a specific transaction.
139
140

141 **ARTICLE II. LEGISLATIVE ORGANIZATION**

142
143 **Rationale: this revision provides more information about the mission and role of the**
144 **senates. Section (e) is revised to reflect the actual practices of educational policy review.**
145 **The procedure for honorary degrees is being revised under a separate process, and will be**
146 **considered separately.**

147 **Section 1. Campus Senates**

148
149 a. A senate shall be constituted at each campus of the University. The senate is the
150 elected representative of the faculty in shared governance discussions across the full range of
151 university concerns. It is the authorized partner to engage administration in planning, in policy, in
152 implementation, and in collaborative problem solving on matters pertinent to the well-being of
153 the campus and its members. The basic structure of a senate, including its composition, shall be
154 provided for in its constitution. The constitution and any amendments thereto shall take effect
155 upon adoption by the senate concerned and approval thereof by the Board of Trustees.
156

157 b. Each senate ~~may~~ exercises legislative functions in matters of educational policy
158 affecting ~~the University as a whole or its own campus only~~. No such senate action shall take
159 effect until it has been submitted to the University Senates Conference as provided in Article II,
160 Section 2, and either approved by the Board of Trustees itself or approved in a manner agreed to
161 by the board.
162

163 c. Except as otherwise provided in these *Statutes*, each senate shall determine for its
164 campus matters of educational policy including but not limited to: requirements for admission to
165 the several colleges, schools and other teaching divisions; general requirements for degrees and
166 certificates; relations among colleges, schools and other teaching divisions; the academic
167 calendar; and educational policy on student affairs. Neither the powers conferred on the senates
168 by this paragraph (c) nor the powers conferred by Article II, Section 1b shall extend to matters
169 over which the college is given jurisdiction by Article III, Section 2c.

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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.

193 **Section 2. University Senates Conference**

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195
196

a. *Organization*

197 (1) The University Senates Conference shall be made up of twenty members.
198 The basic representation shall be two members from each senate. Additional members shall be
199 apportioned to each senate, at least one from each senate, in numbers proportional to the number
200 of faculty members on each campus. The apportionment shall be recalculated every five years.
201 Each senate shall elect its own representatives from its membership.
202

203 **Rationale: The provision about limiting terms was removed in 2007, but the change was**
204 **never made to the text. Other changes to this section concern material more appropriate to**
205 **the USC Bylaws than to the Statutes, and so were removed from this document.**
206

207 (2) Senators whose senatorial terms expire before their conference terms
208 expire shall complete their conference terms. -Any faculty senator or faculty senator-elect shall
209 be eligible for election to the conference ~~except that no member shall serve more than two full~~
210 ~~terms consecutively.~~ -The term of office shall be three years beginning on the first day of the next
211 academic year following the election. ~~Approximately one-third of the conference members from~~
212 ~~each senate shall be elected annually.~~
213

214 ~~(3) A quorum for conference meetings shall consist of a simple majority of the~~
215 ~~total membership of the conference. If a quorum cannot be obtained otherwise, the conference~~

216 members from a senate may designate as many as two alternates from the faculty members of
217 their own senate to serve at a specific meeting.

218

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

223

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

228

229 **b. Functions.**

230

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

244

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

249

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

255

256

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

263 **limited to the academic unit.**

264

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

272

273

274 **Section 3. Faculty Roles in Governance**

275
276 a. (1) The tenure-track faculty is, in academic matters, the primary governing body
277 of the University, and it has a fundamental interest in all issues of university policy. The tenure-
278 track faculty consists of those members of the academic staff in any academic unit, except for the
279 Graduate College, with the rank of professor, associate professor, or assistant professor who are
280 tenured or receiving probationary credit toward tenure.~~The faculty of the University and any of~~
281 ~~its units except for the Graduate College consists of those members of the academic staff with the~~
282 ~~rank or title in that unit of professor, associate professor, or assistant professor who are tenured~~
283 ~~or receiving probationary credit toward tenure, and those administrators in the direct line of~~
284 ~~responsibility for academic affairs (persons who hold the title director or dean in of an academic~~
285 ~~unit, provost or equivalent officer, chancellor/vice president vice president/chancellor and~~
286 ~~president). Administrative staff members not in the direct line of responsibility for academic~~
287 ~~affairs are members of the faculty included only if they also hold tenure-track faculty~~
288 ~~appointments. The bylaws of any academic unit may further mandate a minimum percent faculty~~
289 ~~appointment in that unit for specified faculty privileges, such as voting privileges.~~

290
291 2) Non-tenure-track faculty provide specialized contributions to the teaching and
292 research of the University They include members of the academic staff of the unit or of other
293 units who have the rank of professor, associate professor, or assistant professor modified by the
294 terms “research,” “teaching,” “adjunct,” “clinical,” “visiting” and/or “emeritus” (e.g., “research
295 professor,” “adjunct assistant professor,” “clinical associate professor,” “visiting professor”), or
296 the titles “instructor” or “lecturer.”

297
298 (3) The bylaws of any academic unit may grant specified unit governance
299 privileges to selected faculty of other units, and may mandate a minimum percent faculty
300 appointment in that unit for specified governance privileges, such as voting privileges. The
301 bylaws of any academic unit may also grant specified unit governance privileges to non-tenure-
302 track faculty (as defined by Section 3a (2) above). Voting on these provisions of the bylaws is
303 limited to those tenure-track faculty named in subsection (1) above. At the campus level, the
304 Senate constitution and bylaws may grant specified governance privileges to non-tenure-track
305 faculty (as defined by Section 3a (2) above), subject to the approval of the Senate.~~(2)The bylaws~~
306 ~~of a unit may grant specified faculty privileges to selected faculty of other units. The bylaws may~~
307 ~~also grant specified faculty privileges to members of the academic staff of the unit or of other~~
308 ~~units who are not included in subsection 1 above (i.e., neither tenured nor receiving probationary~~
309 ~~credit toward tenure), and who have the rank or title of professor, associate professor, assistant~~
310 ~~professor, instructor, or lecturer. The bylaws may also grant specified faculty privileges to~~
311 ~~members of the academic staff of the unit or of other units who have the rank or title of~~
312 ~~professor, associate professor, assistant professor, instructor, or lecturer modified by the terms~~
313 ~~“research,” “adjunct,” “clinical,” “visiting” and/or “emeritus” (e.g., “research professor,”~~
314 ~~“adjunct assistant professor,” “clinical associate professor,” “visiting professor”). Only academic~~
315 ~~staff with titles listed above may be extended faculty privileges. Voting on these provisions of~~
316 ~~the bylaws is limited to those named in subsection (1) above.~~

317
318 b. As the responsible body in the teaching, research, and scholarly activities of the
319 University, the faculty, both tenure-track and non-tenure-track, have has inherent interests and
320 rights in academic policy and governance; however, these interests and rights are not identical,

321 and the status of tenure-track faculty grants them a distinct governance role. Each college or
322 other academic unit shall be governed in its internal administration by its tenure-track faculty, as
323 defined in Section 3a (1) above, with additional unit governance privileges for non-tenure-track
324 faculty as may be explicitly provided under Section 3a (3) above. Governance of each academic
325 unit shall be based on unit bylaws established and amended by the tenure-track faculty of that
326 unit, which may include specific unit governance privileges designated in the bylaws for non-
327 tenure-track faculty. The bylaws shall provide for the administrative organization and procedure
328 of the unit, including the composition and tenure of executive or advisory committees, ~~e.~~ Except
329 that they may not conflict with these *Statutes*, or other specific actions of the Board of Trustees,
330 or with the bylaws of a unit which encompasses it, ~~the details of the bylaws are left to the faculty~~
331 ~~of the unit.~~

332
333 **Rationale: This section was revised to reflect the current functions of the Faculty Advisory**
334 **Committees (FACs) on the campuses where they are active. It was also reorganized in**
335 **order to explain all aspects of the FAC's function first, and then to describe its operation.**
336 **Finally, details about the precise composition of the committee on each campus were**
337 **deleted, to allow the campuses to set their own policies, except for two general provisions:**
338 **that the FAC not include those holding administrative posts (the definition of such having**
339 **been refined to specify those who are likely to be in a supervisory position over potential**
340 **grievants); and that no more than two members of the FAC may belong to the same college.**

341 **Section 4. Faculty Advisory Committee**

342
343 At each campus the faculty shall elect a Faculty Advisory Committee, which shall
344 provide a means for the orderly voicing of grievances or related concerns about the governance
345 and procedures of academic or administrative campus units. A member of the academic staff or
346 a retired member shall be entitled to a conference with the committee or with any member of it
347 on any matter properly within the purview of the committee. Academic employees who are
348 members of the Professional Advisory Committee electorate shall use the procedures outlined in
349 Section 5 of Article II. In addition, the committee may make confidential reports on personnel
350 matters at the request of the provost, the chancellor/vice-president, or the president. In
351 performing these functions, the committee shall make such investigations and hold such
352 consultations as it may deem to be in the best interest of the campus.

353
354 The committee may also make recommendations for changes to campus policies based on
355 these investigations and deliberations.~~Faculty advice and recommendations on University~~
356 ~~governance are traditionally provided to the administration through standing and ad hoc~~
357 ~~committees and representation in the senate. In addition, at each campus the faculty shall elect a~~
358 ~~Faculty Advisory Committee. The committee shall consist of nine faculty members on the~~
359 ~~Chicago and Urbana-Champaign campuses, three of whom shall be elected each year. The~~
360 ~~committee shall consist of seven faculty members on the Springfield campus, two of whom shall~~
361 ~~be elected each year and the seventh every third year. The three year terms will commence on~~
362 ~~the first day of the academic year following the election.~~

363
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365

366 Each campus senate shall determine eligibility for membership on the Faculty Advisory
367 Committee for its campus from among the members of the Faculty Advisory Committee
368 electorate, except that those who hold administrative appointments at the level of department
369 chair/head or above shall not be eligible for membership. ~~excluding those who hold~~
370 ~~administrative appointments. Any eligible person may be nominated as a committee member by~~
371 ~~a petition signed by three members of the electorate and filed with the clerk or secretary of the~~
372 ~~senate. The deadline for filing shall be set by each campus senate. The clerk or secretary of the~~
373 ~~senate shall conduct the election as soon as possible thereafter. The eligible nominees for the~~
374 ~~number of seats to be filled receiving the highest number of votes shall be declared elected. If~~
375 ~~vacancies arise between regular elections, the eligible nominee with the next highest number of~~
376 ~~votes at the most recent election shall be declared a member of the committee. In the absence of~~
377 ~~any such nominee willing and able to serve, the vacancy shall be filled at the next regular~~
378 ~~election.~~

379
380 ———No more than two members of the committee may hold paid appointments in the same
381 college or in the same unit organized independently of a college.

382
383 Any eligible person may be nominated as a committee member by a petition signed by
384 three members of the electorate and filed with the clerk or secretary of the senate. The deadline
385 for filing shall be set by each campus senate. The clerk or secretary of the senate shall conduct
386 the election as soon as possible thereafter. The eligible nominees for the number of seats to be
387 filled receiving the highest number of votes shall be declared elected. If vacancies arise between
388 regular elections, the eligible nominee with the next highest number of votes at the most recent
389 election shall be declared a member of the committee. In the absence of any such nominee
390 willing and able to serve, the vacancy shall be filled at the next regular election.

391
392 The committee shall elect its own chair at its first meeting of each academic year. The
393 committee shall adopt its rules of procedure, copies whereof shall be sent to all members of the
394 academic staff (as defined in Article IX, Sections 4a and 3c) and to the chancellor/vice president
395 and the president. ~~The committee shall make such reports to the vice president/chancellor, the~~
396 ~~president, the senate, and the faculty as it deems appropriate at least once a year.~~

397
398
399
400 The committee shall report on its activities and recommendations to the senate and the
401 faculty as it deems appropriate, but at least once a year. These reports shall maintain the
402 confidentiality of individual personnel cases, but may describe the broad nature of cases
403 presented to it——~~The committees shall provide for the orderly voicing of suggestions for the~~
404 ~~good of the University, afford added recourse for the consideration of grievances, and furnish a~~
405 ~~channel for direct and concerted communication between the academic staff (as defined in~~
406 ~~Article IX, Sections 4a and 3c) and the administrative officers of the University, its colleges,~~
407 ~~schools, institutes, divisions, and other administrative units on matters of interest or concern to~~
408 ~~the academic staff (as defined in Article IX, Sections 4a and 3c) or any member of it. Academic~~
409 ~~staff members who are members of the Professional Advisory Committee electorate shall use the~~
410 ~~procedures outlined in Section 5 of Article II.~~

411

412 ~~—In performing its functions, the committee upon the request of the vice~~
413 ~~president/chancellor, the president, or any member of the academic staff (as defined in Article~~
414 ~~IX, Sections 4a and 3e), or upon its own initiative shall make such investigations and hold such~~
415 ~~consultations as it may deem to be in the best interest of the University. A member of the~~
416 ~~academic staff (as defined in Article IX, Sections 4a and 3e) or a retired member shall be entitled~~
417 ~~to a conference with the committee or with any member of it on any matter properly within the~~
418 ~~purview of the committee.~~
419

420 **Section 5. Professional Advisory Committee**

421
422 At each campus, the academic professional staff whose appointments as academic
423 professionals require at least 50 percent (50%) of full-time service shall elect a professional
424 advisory committee. The academic professional staff consists of those staff members on
425 academic appointment whose positions have been designated by the president and the
426 chancellor/vice president~~vice president/chancellor~~ as meeting specialized administrative,
427 professional, or technical needs in accordance with Article IX, Sections 3a, 3c, and 4a.
428

429 Any member of the professional advisory committee electorate shall be eligible for
430 membership. University-level administration staff shall be members of the electorate of the
431 campus at which their principal office is located. Each chancellor/vice president ~~vice~~
432 ~~president/chancellor~~ (or the president in the case of university-level administration staff
433 members) after consultation with the body may identify senior administrative officers to be
434 excluded from the electorate.
435

436 Bylaws and articles of procedure covering such matters as name of the body, nomination
437 and election of members and officers, size of the body, and terms of office shall be developed at
438 each campus and after approval by the chancellor/vice president ~~vice president/chancellor~~ made
439 available to the members of the electorate.
440

441 The body shall provide for the orderly voicing of suggestions for the good of the
442 ~~University~~campus, afford added recourse for the consideration of grievances, and furnish a
443 channel for direct and concerted communication between the academic professional staff and the
444 administrative officers of the campusUniversity, its colleges, schools, institutes, divisions, and
445 other administrative units on matters of interest or concern to the academic professional staff or
446 any member of it. The body shall report to the chancellor/vice president~~vice~~
447 ~~president/chancellor~~, the president, and the academic professional staff at least once a year.
448

449 In performing its functions, the body upon the request of the chancellor/vice president~~vice~~
450 ~~president/chancellor~~, the president, or any member of the academic professional staff, or upon its
451 own initiative shall make such investigations and hold such consultations as it may deem to be in
452 the best interest of the campusUniversity. Any member or retired member of the academic
453 professional staff shall be entitled to a conference with the body or with any member of it on any
454 matter properly within the purview of the body.
455

456

457 **ARTICLE III. CAMPUSES, COLLEGES, AND SIMILAR**
458 **CAMPUS UNITS**
459

460 **Section 1. The Campus**

461 **a.** The campus is the largest educational and administrative group. It is composed of
462 colleges, schools, institutes, and other educational units in conjunction with administrative and
463 service organizations.
464

465 **b.** The legislative body for the campus shall be the campus senate, as provided in
466 Article II, Section 1.
467

468 **c.** The transfer of any line of work or any part thereof from one campus to another
469 shall be made on the recommendation of the senates and chancellors/vice presidents ~~vice~~
470 ~~presidents/chancellors~~ of the campuses involved, the University Senates Conference, and the
471 president upon approval by the Board of Trustees.
472

473 **d.** The chancellor/vice president ~~vice president/chancellor~~, under the direction of the
474 president, shall be the chief executive officer of the campus, as provided in Article I, Section 5.
475

476 **e.** At each campus, there ~~There~~ shall be a provost and vice chancellor for academic
477 affairs or equivalent officer ~~at each campus who shall be~~ will serve as the chief academic officer
478 under the ~~vice president/chancellor/vice president for the campus and~~ who will serve as chief
479 executive officer in the absence of the ~~vice president/chancellor/vice president~~.
480

481 **f.** There may be additional vice chancellors with campus-wide responsibilities and
482 other administrative officers with responsibilities and duties as delegated by the chancellor/vice
483 president ~~vice president/chancellor~~.
484

485 **g.** Vice chancellors shall be appointed annually by the Board of Trustees on the
486 recommendation of the chancellor/vice president ~~vice president/chancellor~~ and with the
487 concurrence of the president. The chancellor/vice president ~~vice president/chancellor~~ shall on the
488 occasion of each appointment seek the advice of the executive committee of the campus senate.
489 The executive committee may seek the counsel of other campus bodies in preparing its advice.
490

491
492 **Section 2. The College**

493 **a.** The college is an educational and administrative group comprised of departments
494 and other units with common educational interests.
495

496 **b.** The faculty of a college shall be constituted as specified in Article II, Section 3a (1).
497 The college shall be governed in its internal administration by its faculty under bylaws
498 established by the faculty, as specified in Article II, Section 3b.
499

500

501 c. Subject to the jurisdiction of the senates as provided in Article II, Section 1, the
502 college shall have jurisdiction in all educational matters falling within the scope of its programs,
503 including the determination of its curricula, except that proposals which involve budgetary
504 changes are subject to approval by ~~shall become effective only when the~~ chancellor/vice
505 president ~~vice president/chancellor has approved them~~. The college has the fullest measure of
506 autonomy consistent with the maintenance of general university educational policy and correct
507 academic and administrative relations with other divisions of the University. In questions of
508 doubt concerning the proper limits of this autonomy between the college and the senate, the
509 college shall be entitled to appeal to the chancellor/vice president ~~vice president/chancellor~~ for a
510 ruling.

511
512 d. The transfer of any line of work or any part thereof to or from a college or to or
513 from some other educational or administrative group within a campus shall be made on the
514 recommendation of the appropriate senate and chancellor/vice president ~~vice president/chancellor~~
515 and on approval of the president.

516
517 e. The faculty of a college shall elect its secretary and committees.

518
519 f. An executive committee of two or more members elected annually by and from the
520 faculty of the college by secret written ballot shall be the primary advisory committee to the dean
521 of the college. Unless otherwise provided by the faculty of the college, it shall ~~it shall~~ advise the
522 dean on the formulation and execution of college policies and unless otherwise provided by the
523 faculty of the college on appointments, reappointments, nonreappointments, and promotions, ~~and~~
524 it shall also transact such business as may be delegated to it by the faculty. The faculty may
525 determine the size of its executive committee and may choose to elect its members for two- or
526 three-year staggered terms. Not more than one-half of the membership of the executive
527 committee shall be from one department or comparable teaching unit of the college. The dean is
528 *ex officio* a member and chair of the committee. While the executive committee is in session to
529 prepare its advice on appointment of the dean or to review the dean's performance, the dean shall
530 not be a member and the committee shall be chaired by a committee member elected by the
531 committee for that purpose.

532

533 **Section 3. The Dean**

534

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

538

539 b. The dean shall be appointed annually by the Board of Trustees on recommendation
540 by the chancellor/vice president ~~vice president/chancellor~~ with the concurrence of ~~and~~ the
541 president. On the occasion of each recommendation, the chancellor/vice president ~~vice~~
542 ~~president/chancellor~~ shall seek the prior advice of the executive committee of the college
543 concerned. The performance of the dean shall be evaluated at least once every five years in a
544 manner to be determined by the college faculty.

545

546 c. On recommendation of the dean and the chancellor/~~vice~~
547 ~~president/chancellor~~, the president may appoint annually associate or assistant deans as required.
548

549 d. The dean shall (1) call and ordinarily preside at meetings of the college faculty to
550 consider questions of college and departmental governance and educational policy at such times
551 as the dean or the executive committee may deem necessary but not less frequently than once in
552 each academic year; (2) formulate and present policies to the faculty for its consideration, but this
553 shall not be interpreted to abridge the right of any member of the faculty to present any matter to
554 the faculty; (3) make reports on the work of the college; (4) oversee the registration and progress
555 of the students in the college; (5) be responsible for the educational use of the buildings and
556 rooms assigned to the college and for the general equipment of the college as distinct from that of
557 the separate departments; (6) serve as the medium of communication for all official business of
558 the college with other campus authorities, the students, and the public; (7) represent the college
559 in conferences, except that additional representatives may be designated by the dean for specific
560 conferences; (8) prepare the budget of the college in consultation with the executive committee
561 of the college; and (9) recommend the appointment, reappointment, nonreappointment, and
562 promotion of members of the academic staff. Regarding appointments, reappointments,
563 nonreappointments, and promotions, the dean shall consult with the appropriate departmental
564 chair(s) and executive committee(s), or department head(s) who shall provide the dean with the
565 advice of the advisory committee or other appropriate committee as specified in the department
566 bylaws. Recommendations to positions on the academic staff shall ordinarily originate with the
567 department, or in the case of a group not organized as a department with the person(s) in charge
568 of the work concerned and shall be presented to the dean for transmission with the dean's
569 recommendation to the chancellor/~~vice president/chancellor~~. In case a
570 recommendation from a college is not approved by the chancellor/~~vice president~~
571 ~~president/chancellor~~, the dean may present the recommendation to the president, and, if not
572 approved by the president, the dean with the consent of the Board of Trustees may present the
573 recommendation in person before the Board of Trustees in session.
574

575 **Section 4. The School and Similar Campus Units**

576
577 a. In addition to colleges and departments, there may be other units of a campus, such
578 as a school, institute, center, hospital, and laboratory, of an intermediate character designed to
579 meet particular needs.
580

581 b. Such a unit organized independently of a college shall be governed in the same
582 manner as a college.
583

584 c. The school organized within a college is an educational and administrative unit
585 composed primarily of academic subunits. The subunits are related and have common interests
586 and objectives but emphasize academically distinct disciplines or functions. The faculty of each
587 subunit shall have the power to determine such matters as do not so affect relations with other
588 subunits of the school or with units outside the school that those relations properly come under
589 the supervision of larger administrative units.
590

591 d. Governance of schools and similar campus units within a college:

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(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 *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.

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

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637

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 and 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

638 concerned. Within the school or similar campus unit, the duties of a director or a dean shall be
639 the same as those of the dean of a college. The performance of the dean or director shall be
640 evaluated at least once every five years in a manner to be determined by the faculty of the unit.

641

642 **b.** In a school or similar campus unit included within a college, the ~~chief~~ executive
643 officer shall be a director appointed annually by the Board of Trustees on the recommendation of
644 the dean of the college, the chancellor/vice president~~vice president/chancellor~~, and with the
645 concurrence of the president. On the occasion of each recommendation, the dean shall seek the
646 prior advice of the executive committee of the unit. The director shall (1) call and ordinarily
647 preside at meetings of the school faculty to consider questions of school and subunit governance
648 and educational policy at such times as the director or the executive committee may deem
649 necessary but not less frequently than once in each academic year; (2) formulate and present
650 policies to the faculty for its consideration, but this shall not be interpreted to abridge the right of
651 any member of the faculty to present any matter to the faculty; (3) make reports on the work of
652 the school; (4) have general supervision of the work of students in the school; (5) be responsible
653 for the educational use of the buildings and rooms assigned to the school and for the general
654 equipment of the school as distinct from that of the separate subunits; (6) serve as the medium of
655 communication for all official business of the school with the college, the students, and the
656 public; (7) represent the school in conferences except that additional representatives may be
657 designated by the director for specific conferences; (8) prepare the budget of the school in
658 consultation with the executive committee of the school; and (9) recommend the appointment,
659 reappointment, nonreappointment, and promotion of members of the academic staff. Regarding
660 recommendations of appointments, reappointments,

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664 nonreappointments, and promotions of the members of the faculty, the director shall consult with
665 the department's or subunit's executive officer who shall provide the director with the advice of
666 the appropriate committee(s). Such recommendations shall ordinarily originate with the subunit
667 or in the case of a group not organized as a subunit with the person(s) in charge of the work
668 concerned and shall be presented to the director for transmission with the director's
669 recommendation to the dean of the college. The performance of the director shall be evaluated at
670 least once every five years in a manner to be determined by the faculty of the school and college.

671

672

673 **ARTICLE IV. DEPARTMENTS**

674

675 **Section 1. The Department**

676

677 **a.** The department is the primary unit of education and administration within the
678 University. It is established for the purpose of carrying on programs of instruction, research, and
679 public service in a particular field of knowledge. The staff of a department includes persons of
680 all ranks who upon the recommendation of its head or chair are appointed or assigned to it. The
681 faculty of a department shall be as specified in Article II, Section 3a of these *Statutes*. All

682 appointments which carry academic rank, title, or tenure indicative in any way of departmental
683 association shall be made only ~~after~~with the concurrence of the department(s) concerned.

684

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

693

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

695

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

700 **Section 2. Department Organized with a Chair**

701

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

708

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

714

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

718

719 **d.** In each department organized with a chair, there shall be an executive committee
720 elected annually by and from the faculty of the department by secret written ballot. At least one-
721 half of the members of the departmental executive committee shall be elected from those faculty
722 members who have at least a 50-percent salaried appointment in the University. The faculty may
723 choose to elect members of the executive committee for staggered two- or three-year terms. The
724 chair of the department is *ex officio* a member and chair of the executive committee. The chair
725 and the executive committee are responsible for the preparation of the budget and for such
726 matters as may be delegated to them by the faculty of the department. In a department which has
727 a faculty of not more than five members, the executive committee shall consist of the entire

728 faculty. In all other cases, the size of the executive committee shall be determined by the faculty
729 of the department. If the executive committee is in session to evaluate the chair's performance,
730 the chair shall not be a member and the committee shall be chaired by a committee member
731 elected by the committee for that purpose.

732

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

747

748 **f.** In the administration of the office, the chair shall recognize the individual
749 responsibility of other members of the department for the discharge of the duties committed to
750 them by their appointments and shall allow proper scope to the ability and initiative of all
751 members of the department.

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755

756 **Section 3. Department Organized with a Head**

757
758 **a.** The head of a department shall be appointed without specified term by the Board of
759 Trustees on recommendation by the chancellor/vice president ~~and with the concurrence of the~~
760 president after confidential consultation with the dean of the college and ~~all~~ each members of the
761 department faculty. The head may be relieved of title and duties as head of the department by the
762 chancellor/vice president ~~vice president/chancellor~~ on the recommendation of the dean of the
763 college. The performance of the head shall be evaluated at least once every five years. As one
764 component of this evaluation, views shall be solicited from the entire department faculty in such
765 a way as to preserve confidentiality.

766
767 **b.** In each department organized with a head, the head in consultation with the
768 advisory committee shall recommend individuals for academic appointment in the department.
769 In consultation with the advisory committee or as specified in the department bylaws, the head
770 may invite other persons who are not members of the department faculty to attend meetings of
771 the department faculty, but such persons shall have no vote.

772
773 **c.** The head of the department shall have the power to determine such matters as do
774 not affect other departments or properly come under the supervision of larger administrative
775 units.

776
777 **d.** In each department organized with a head, the head shall have general direction of
778 the work of the department. The head shall (1) consult with the departmental advisory committee
779 in regard to departmental policy; (2) consult with each member of the department regarding the
780 nature and scope of the work in the charge of that member; (3) call and preside at meetings of the
781 departmental faculty for explanation and discussion of departmental policies, educational
782 procedure, and research, of which there shall be at least one in each academic year for
783 consideration of departmental governance and educational policy; (4) be responsible for the
784 organization of the work of the department, for the quality and efficient progress of that work, for
785 the formulation and execution of departmental policies, and for the execution of University and
786 college policies insofar as they affect the department; (5) report on the teaching and research of
787 the department; (6) have general supervision of the work of students in the department;
788 (7) prepare the departmental budget in consultation with the departmental advisory committee;
789 and (8) be responsible for the distribution and expenditure of departmental funds and for the care
790 of departmental property.

791
792 **e.** In the administration of the office, the head shall recognize the individual
793 responsibility of other members of the department for the discharge of the duties committed to
794 them by their appointments and shall allow proper scope to the ability and initiative of all
795 members of the department.

796
797 **f.** In each department organized with a head, there shall be an advisory committee
798 elected annually by and from the faculty of the department by secret written ballot. The
799 department faculty may choose to elect members of the advisory committee for staggered two- or
800 three-year terms. In a department which has a faculty of not more than five members, the
801 advisory committee shall consist of the entire faculty. In all other cases, the size of the advisory
802 committee shall be determined by the faculty of the department. The functions of the committee

803 shall be to provide for the orderly voicing of suggestions for the good of the department, to
804 recommend procedures and committees that will encourage faculty participation in formulating
805 policy, and to perform such other tasks as may be assigned to it. Any faculty member shall be
806 entitled to a conference with the committee or with any member of it on any matter properly
807 within the purview of the committee. If the advisory committee is in session to evaluate the
808 head's performance, the head shall not be a member and the committee shall be chaired by a
809 committee member elected by the committee for that purpose.

810

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

812

813 **~~Section 4. Change of Departmental Organization~~**

814

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

825

826

827 **ARTICLE V. GRADUATE COLLEGES**

828

829 **Section 1. The Campus Graduate College**

830

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

835

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

838

839 **c.** The faculty of the Graduate College consists of the president, the chancellor/vice
840 president/vice president/chancellor, the provost or equivalent officer, the dean, and all those who
841 on the recommendation of the departments or of other teaching or research divisions have been
842 approved by the executive committee and the dean of the Graduate College to assume
843 appropriate academic responsibilities in programs leading to graduate degrees. Other
844 administrative staff members are members of the faculty of the Graduate College only if they
845 also hold faculty appointments and have been recommended and approved as provided above.

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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/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/chancellor~~, the president may appoint annually associate or assistant deans of the Graduate College as required.

g. On a campus with a Graduate College, the recommendation of its dean shall be secured for the appointment to or promotion on the staff of any campus unit of a person who may be expected to assume or who has academic responsibilities in programs leading to graduate degrees.

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/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/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.

891 **ARTICLE VI. THE CAMPUS LIBRARY**

892

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

899

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

903

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

907

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

916

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

926

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

929

930

931 **ARTICLE VII. SPECIALIZED UNITS**

932

933 **Section 1. General Considerations**

934

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

946 **Section 2. University Press**

947

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

950

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

954

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

961

962 **Section 3. Councils on Teacher Education**

963

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

969

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

973

974 c. At each campus, the council is authorized to appoint area-of-specialization
975 committees in each of the major teaching fields, committees on teacher placement, and such
976 other committees as may be needed. These committees shall be composed of representatives
977 from the College of Education or comparable campus program and from major subject-matter
978 fields represented in any given curriculum.

979

1024 **ARTICLE VIII. CHANGES IN ACADEMIC**
1025 **ORGANIZATION**

1026 **Section 1. Definitions**

1027

1028 **a. Unit.** For the purposes of Article VIII, a unit is a division of the University to
1029 which academic appointments can be made and to which resources can be allocated, including
1030 departments or similar units, centers, institutes, schools, and colleges.

1031

1032 **b. Tenure Home.** For the purposes of Article VIII, a tenure home is an academic unit
1033 (a) whose academic staff includes the group eligible to vote on promotion and tenure decisions
1034 within the unit; and (b) that provides the unit-specific standards that, in compliance with higher-
1035 level standards, apply for promotion and tenure decisions for a member of the academic staff
1036 with the rank or title of professor, associate professor, or assistant professor who is tenured or
1037 receiving probationary credit toward tenure.

1038

1039 **Section 2. Appointment of Faculty to Units**

1040

1041 A member of the academic staff with the rank or title of professor, associate professor, or
1042 assistant professor who is tenured or receiving probationary credit toward tenure must have a
1043 tenure home that has been approved through the procedures in Article VIII, Section 3a through
1044 3c, below. A faculty member may have a tenure home in more than one academic unit, but must
1045 have a tenure home in at least one academic unit. *If* any member of a proposed or existing unit's
1046 academic staff with the rank or title of professor, associate professor, or assistant professor who
1047 is tenured or receiving probationary credit toward tenure does not already have or will not
1048 otherwise have an appointment in one of the following types of units:

1049

1050 i. another department or similar academic unit that has been approved through
1051 these Article VIII procedures;

1052

1053 ii. an intermediate unit that is not divided into departments or similar units and
1054 that has been approved through these Article VIII procedures; or

1055

1056 iii. a school or college that is not an intermediate unit, that is not further divided
1057 into academic departments or similar units and that has been approved
1058 through these Article VIII procedures; *then* formation of the proposed unit
1059 as, or conversion of the existing unit into, a unit that will provide a tenure
1060 home must be approved through the procedures in Article VIII, Section 3a
1061 through 3c, below, as applicable.

1062

1063 Any change in academic organization such as the termination, separation,
1064 transfer, merger, change in status (e.g., department to school), or renaming of
1065 an academic unit to which are made appointments of faculty with the rank or

1066 title of professor, associate professor, or assistant professor who are tenured
1067 or receiving probationary credit toward tenure must be approved through the
1068 procedures in Article VIII, Section 4, below.

1069
1070 *If all members of a proposed or existing unit's academic staff with the rank or*
1071 *title of professor, associate professor, or assistant professor who are tenured*
1072 *or receiving probationary credit toward tenure do have or will have an*
1073 *appointment in another unit that is described within items (i) through (iii),*
1074 *above, then formation or change of organization of the proposed or existing*
1075 *unit is not required to be approved through the procedures in Article VIII,*
1076 *Sections 3 and 4, below, but may be approved through the procedure in*
1077 *Section 5, below.*
1078

1079 **Section 3. Formation of New Units**

1080
1081 **a. *Departments.*** The formation of a new department or similar academic unit within
1082 a school or college may be proposed by the faculty or executive officer of that school or college.
1083 The president shall submit the proposal for the new unit together with the advice of the faculty of
1084 the school or college of each higher unit, taken and recorded by a vote of the faculty by secret
1085 written ballot in accordance with the bylaws of that unit, of the appropriate senate, taken and
1086 recorded by a vote of the senate, of the appropriate chancellor/vice president~~vice~~
1087 ~~president/chancellor~~, and of the University Senates Conference to the Board of Trustees for
1088 action.

1089
1090 **b. *Intermediate Units.*** An academic unit of intermediate character, such as a school
1091 organized within a college, may be proposed by the faculty or the executive officer of the higher
1092 unit. The president shall submit the proposal for the intermediate unit together with the advice of
1093 the higher unit, taken and recorded by a vote of the faculty by secret written ballot in accordance
1094 with the bylaws of that unit, of the appropriate senate, taken and recorded by a vote of the senate,
1095 of the appropriate chancellor/vice president~~vice president/chancellor~~, and of the University
1096 Senates Conference to the Board of Trustees for action.

1097
1098 **c. *Colleges and Independently Organized Campus Units.*** A college or other
1099 independently organized campus unit, such as a school, institute, center, or similar campus unit
1100 not within a school or college, may be proposed by the appropriate senate or chancellor/vice
1101 president~~vice president/chancellor~~. The president shall submit the proposal for the unit together
1102 with the advice of the appropriate senate, taken and recorded by a vote of the senate, of the
1103 appropriate chancellor/vice president~~vice president/chancellor~~, and of the University Senates
1104 Conference to the Board of Trustees for action.

1105
1106 **d. *Units Organized at the University Level.*** Units organized at the university level,
1107 such as institutes, councils, and divisions, may be formed for the development and operation of
1108 teaching, research, extension, and service programs which are statewide or intercampus in their
1109 scope and which cannot be developed under a campus administration. Such an organization may
1110 be proposed by a senate, a chancellor/vice president~~vice president/chancellor~~, the University
1111 Senates Conference, or the president. The president shall submit the proposal for the new

1112 organization together with the advice of the appropriate senates, taken and recorded by a vote of
1113 each such senate, of the appropriate ~~chancellors/vice presidents/vice-presidents/chancellors~~, and
1114 of the University Senates Conference to the Board of Trustees for action.

1115

1116 e. *Campuses.* The formation of a new campus may be proposed by the president, by
1117 a senate, or by the University Senates Conference. The president shall submit the proposal for
1118 the new campus together with the advice of the senates, taken and recorded by a vote of each
1119 senate, of the ~~chancellors/vice presidents/vice-presidents/chancellors~~, and of the University
1120 Senates Conference to the Board of Trustees for action. If the proposal is adopted, the University
1121 Senates Conference shall serve as an advisory body to the president in developing procedures to
1122 implement the action of the board.

1123

1124 **Section 4. Changes in Existing Units**

1125

1126 From time to time, circumstances will favor changes in academic organization such as the
1127 termination, separation, transfer, merger, change in status (e.g., department to school), or
1128 renaming of the academic units specified in Section 1. The procedures for the various changes
1129 shall be the same as those specified for formation of such a unit, except that the proposal may
1130 originate in the unit(s) or at any higher administrative level. The advice of each unit involved
1131 shall be taken and recorded by vote of the faculty by secret written ballot in accordance with the
1132 bylaws of that unit. For transfer, merger, separation, and change in status (e.g., department to
1133 school), the procedures shall be those applicable to the type of unit which would result. Units
1134 affected may communicate with the Board of Trustees in accordance with Article XIII, Section 4,
1135 of these *Statutes*.

1136

1137 **Section 5. Academic Units Not Requiring Board of Trustees Approval**

1138

1139 Any proposal for creation or change in organization (such as termination, separation,
1140 transfer, merger, or change in status) of any unit engaged in academic activities the creation of
1141 which does not require Board of Trustees approval shall be referred to the executive committee
1142 of the campus senate for its information and advice prior to approval by the appropriate
1143 administrator. If the unit is not organized within one campus of the University, the proposal shall
1144 be referred to the University Senates Conference rather than to a senate executive committee.
1145 Academic staff appointments in such units may not be made to ranks subject to the provisions of
1146 Article X, Section 1, governing appointments for an indefinite term as defined in Article IX,
1147 Section 3c.

1148

1149 **ARTICLE IX. ACADEMIC AND ADMINISTRATIVE** 1150 **STAFFS**

1151

1152 **Section 1. Criteria for Employment and Promotion**

1153

1154 The basic criteria for employment and promotion of all university staff, whether or not
1155 subject to the act creating the University Civil Service System of Illinois, shall be appropriate
1156 qualifications for and performance of the specified duties. The principles of equal employment
1157 opportunity are a part of the general policy of the University. All federal and state laws related to
1158 employment and selection, as well as, the University Non-Discrimination Statement, must be
1159 followed when selecting candidates for employment and when selecting employees for
1160 promotional opportunities.~~Unless otherwise provided by law, employees are to be selected and~~
1161 ~~treated during employment without regard to political affiliation, relationship by blood or~~
1162 ~~marriage, age, sex, race, creed, national origin, handicap, or status as a disabled veteran or~~
1163 ~~veteran of the Vietnam era.~~
1164

1165 **Section 2. Employment of Relatives**

1166
1167 No individual shall initiate or knowingly participate in institutional decisions involving a
1168 direct benefit (initial employment, retention, promotion, salary, leave of absence, etc.) to a
1169 member of the individual's immediate family. "Immediate family" includes an individual's
1170 spouse, civil union partner, ancestors and descendants, all descendants of the individual's
1171 grandparents, and the spouse, or civil union partner, of any of the foregoing. Each
1172 chancellor/vice president ~~vice president/chancellor~~ shall develop for the approval of the president
1173 campus procedures to insure against such conflict of interest.
1174

1175 **Section (f) makes it a general policy for Board pre-approval of all faculty and**
1176 **administrative appointments before they begin service. Other changes**
1177 **to these sections are from HR.**

1178 **Section 3. Appointments, Ranks, and Promotions of the Academic and**

1179 **Administrative Staff**

1180
1181 **a.** All appointments, reappointments, and promotions of the academic staff, as defined
1182 in Article IX, Section 4a, shall be made by the Board of Trustees on the recommendation of the
1183 chancellor/vice president ~~vice president/chancellor~~ concerned and the president. All
1184 appointments, reappointments, and promotions of the administrative staff shall be made by the
1185 Board of Trustees on the recommendation of the chancellor/vice president ~~vice~~
1186 ~~president/chancellor~~ concerned if a campus-level officer is involved and the president.
1187

1188 **b.** Appointments shall be made solely on the basis of the special fitness ~~of the~~
1189 individual for the work demanded in the position and other university policies and guidelines
1190 regarding recruitment, selection and promotion.
1191

1192 **c.** The following ranks, and only these ranks, of the academic staff as defined in
1193 Article IX, Section 4a, are subject to the provisions of Article X, Section 1: professor, associate
1194 professor, and assistant professor. Modifying terms such as "research," "adjunct," "specialized"
1195 "clinical," and "visiting" may be used in conjunction with these academic ranks (e.g., "research
1196 professor," "adjunct assistant professor," "clinical associate professor," "visiting professor"); but
1197 no appointment for an indefinite term may be made in which a modifying term is used in the

1198 academic rank. Furthermore, an appointment in which a modifier is used in the title will not
1199 count toward completion of the probationary period, as provided in Article X, Section 1, unless
1200 specially recommended by the executive officer of the unit and approved by the dean and by the
1201 chancellor/vice president ~~vice president/chancellor~~ or an officer authorized to act for the
1202 chancellor/vice president ~~vice president/chancellor~~.

1203

1204 Other academic ranks recognized within the academic staff are: (1) lecturer;
1205 (2) instructor; (3) teaching associate, research associate, and clinical associate; (4) teaching
1206 assistant, research assistant, and clinical assistant.

1207

1208 Appropriate academic rank, with the rights and privileges pertaining thereto, may be
1209 accorded members of the administrative staff. This means that in addition to being members of
1210 the administrative staff selected administrative officers may also hold appointments with
1211 academic titles chosen from the ranks listed in the two preceding paragraphs.

1212

1213 Special classes of positions within the academic staff may be established to meet
1214 specialized professional or technical needs, in accordance with Article IX, Section 4a.

1215

1216 **d.** Recommendation to positions on the academic staff shall ordinarily originate with
1217 the department or in groups not organized as departments with the officers in charge of the work
1218 concerned and shall be presented to the dean of the college for transmission with the dean's
1219 recommendation to the chancellor/vice president ~~vice president/chancellor~~. Whenever the
1220 appointment or promotion of members of the academic staff is involved, ~~the dean~~ before making
1221 a recommendation the dean shall consult the chair or the head of the department after confirming
1222 that intra-departmental consultation procedures have been satisfied; if the college has no
1223 departments, the dean shall consult the executive committee of the college. If the appointment
1224 involves a person who may be expected to offer courses carrying graduate credit, the dean of the
1225 college shall consult the dean of the Graduate College, who shall have the right to make an
1226 independent recommendation to the chancellor/vice president ~~vice president/chancellor~~, and to
1227 the president.

1228

1229 **e.** In determining appointments to, and salaries and promotion of the academic staff,
1230 special consideration shall be given to the following: (1) teaching ability and performance;
1231 (2) research ability and achievement; and (3) ability and performance in continuing education,
1232 public service, committee work, and special assignments designed to promote the quality and
1233 effectiveness of academic programs and services.

1234

1235

1236 **f.** Academic appointments requiring direct approval of the Board of Trustees include
1237 the President, University officers, deans, academic staff, the CEO of the University hospital,
1238 directors of intercollegiate athletics, head coaches for football and basketball. Board approval
1239 prior to the beginning date is required for all new administrative and faculty appointments.

1240

1241 **Section 4. Principles Governing Employment of Academic and** 1242 **Administrative Staffs**

1243

1244 The following principles shall govern the employment of the academic and administrative
1245 staffs of the University.

1246
1247 **a.** The academic staff which conducts the educational program shall consist of the
1248 teaching, research, scientific, counseling, and extension staffs; deans and directors of colleges,
1249 schools, institutes, and similar campus units; editors, librarians, and such other members of the
1250 staff as are designated by the president and the chancellors/vice presidents~~vice~~
1251 ~~presidents/chancellors~~.

1252
1253 **b.** The members of the academic and administrative staffs shall be employed and
1254 salaries fixed by the Board of Trustees, except that members of the academic staff below the rank
1255 of assistant professor may be employed by the campuses. These appointments shall be reported to
1256 the board by the president. ~~president of the University who shall report such appointments to the~~
1257 ~~board.~~

1258
1259 **c.** Minimum salaries for the various ranks shall be determined by each campus and
1260 accepted by the Board of Trustees. The minimum for eleven months' service shall be
1261 approximately two-ninths greater than the minimum for the academic year.

1262
1263 **d.** The terms of employment for all members of the academic and administrative staffs
1264 shall be stated explicitly in the contract of employment.

1265
1266 **e.** The academic year shall consist of that period of the year so determined by the
1267 appropriate senate and approved by the appropriate chancellors/vice presidents~~vice~~
1268 ~~president/chancellor~~, the president, and the Board of Trustees.

1269
1270 **f.** For University Administration employees, University Administration may adopt and
1271 administer policies and procedures in accordance with federal and state laws and university
1272 policies/statutes to apply consistent practices for University Administration employees across the
1273 three campuses and satellite offices.

1274 **Section 5. Services Rendered the University**

1275
1276 **a.** No person employed on a full-time basis on the instructional or administrative
1277 staffs of the University shall be assigned any other university work which does not naturally
1278 come within the scope of that person's duties and for which additional compensation is to be
1279 paid without the prior approval of the chancellor/vice president~~vice president/chancellor~~.

1280
1281 **b.** No person employed by the University shall have any interests incompatible with
1282 that person's obligations to the University, unless those activities/interests are guided by other
1283 applicable University/Campus policies.

1284
1285 **c.** Full-time employees shall not receive compensation for services with the
1286 University in excess of a normal schedule except for a reasonable amount of instruction in
1287 continuing education and public service programs, ~~or~~ for the grading of special examinations
1288 (outside regular course work) stipulated by the University, or other specialized functions, all to
1289 be done at a time that does not conflict with other university duties and that are not within their

1290 home unit. Exceptions may be made to this rule in special cases which are approved by the dean
1291 or appropriate administrator of the college of which the employee is a member provided that if
1292 such additional payments exceed a nominal amount the advance approval of the appropriate
1293 administrator or chancellor/vice president shall be secured. These exceptions shall be held to a
1294 minimum.

1295

1296 **d.** The responsibilities to the University of full-time members of the academic staff are
1297 fulfilled by the performance appropriate to rank and terms of appointment of teaching, scholarly
1298 research, continuing education and public service, and committee work and special assignments.
1299 Such staff members may carry on some outside professional or business activities of an income-
1300 producing character so long as such activities are compatible and not in conflict with University
1301 interests. The head of the department of which the employee is a member should know and
1302 approve of these activities outside the University.

1303

1304 **Section 6. Severe Sanctions Other Than Dismissal for Cause for**
1305 **Members of the Faculty**

1306

1307 **a.** Severe sanctions other than dismissal for cause may be imposed on a member of the
1308 faculty, as defined in Article II, Section 3a(1) of the *Statutes*, provided that procedures on a
1309 campus adopted by the chancellor/vice president ~~campus vice president/campus chancellor~~ in
1310 consultation with that campus senate are followed. In all cases, the chancellor/vice president
1311 ~~vice president/chancellor~~ or the chancellor/vice president ~~vice president/chancellor~~'s designee
1312 shall exercise the duties assigned to the President for academic staff who are members of campus
1313 units, and in all cases the process to be followed will be that of the campus on which the unit
1314 resides.

1315

1316 **b.** Campus procedures shall include, at a minimum,

1317

1318 (1) A determination by the provost or equivalent campus officer, in consultation
1319 with a committee identified by the senate, that cause exists to initiate proceedings that may result
1320 in the imposition of serious sanctions,

1321

1322 (2) Notice to the faculty member of the charges and initiation of the sanction
1323 proceedings,

1324

1325 (3) Opportunity for a hearing before an elected committee specified by the
1326 senate,

1327

1328 (4) Provision that a recommendation by the elected committee against sanction
1329 will be final,

1330

1331 (5) The opportunity for the faculty member to file an appeal with the
1332 chancellor/vice president ~~vice president/chancellor~~ within 20 days following the provost's or
1333 equivalent officer's decision to impose sanctions,

1334

1335 (6) An appeal process encompassing both substantive and procedural objections,
1336 and

1337
1338 (7) A process wherein the chancellor/vice president/vice-president/chancellor's
1339 decision on the merits of an appeal is final.

1340
1341 These campus procedures are the exclusive process for determining whether severe sanctions
1342 other than dismissal for cause may be imposed.

1343

1344 c. The campus procedures will be initiated only after discussions are held between the
1345 faculty member and appropriate administrative officers looking toward a mutual settlement. The
1346 initiation or pendency of proceedings under this Section 6 shall not be deemed to prevent or
1347 delay the University or any other person from pursuing any other remedy available to such person
1348 against the faculty member for conduct allegedly violating Section 6d below.

1349

1350 d. Adequate due cause for severe sanctions other than dismissal shall be restricted to
1351 actions clearly related to University activities and shall be limited to the following:

1352

1353 (1) Engaging in professional misconduct in the performance of University duties
1354 or academic activities,

1355

1356 (2) Neglecting or refusing to perform reasonable assigned academic duties,

1357

1358 (3) Violating senate-approved campus or University regulations or policies
1359 related to conduct of academic duties,

1360

1361 (4) Acting outside the appropriate exercise of University responsibilities so as
1362 willfully to physically harm, threaten physical harm to, harass or intimidate a visitor or a member
1363 of the University community with the effect of interfering with that person's performance of
1364 University duties or academic activities,

1365

1366 (5) Willfully damaging, destroying or misappropriating property owned by the
1367 University or any property used in connection with a University function or approved activity, or

1368

1369 (6) Conviction in a court of law for a felony that is clearly related to the
1370 performance of University duties or academic activities.

1371

1372 Findings of fact made in prior proceedings under policies established by the president with the
1373 advice of the senates and University Senates Conference under procedures described in
1374 Article XIII, Section 8 of the *Statutes* shall be presumed to have been established subject to
1375 rebuttal on grounds *inter alia* of the thoroughness and fairness of the proceeding giving rise to
1376 them.

1377

1378 e. When misconduct is determined to have occurred, a severe sanction other than
1379 dismissal consists of suspension with or without salary (full or partial) for a period not to exceed

1380 one-half of the individual's normal appointment period. During the suspension period, health
1381 and retirement benefits shall be maintained.
1382

1383 **Section 7. Sabbatical Leaves and Unpaid Leaves of Absence for**
1384 **Members of the Faculty**

1385
1386 **a.** On the recommendation of the head or chair of a department with the concurrence
1387 of the dean of the college or on recommendation of the dean or director of an independent
1388 campus unit and subject to approval by the chancellor/~~vice president/chancellor~~,
1389 the president, and the Board of Trustees a member of the faculty who has the rank of professor,
1390 associate professor, or assistant professor and who has served the University for the periods
1391 indicated below on full-time appointment as an assistant professor or in higher rank since the
1392 faculty member's original appointment or since the termination of that faculty member's last
1393 leave on salary is eligible to apply for and may be granted a sabbatical leave of absence with pay
1394 for the purpose of study, research, or other pursuit, the object of which is to increase the faculty
1395 member's usefulness to the University. The following options are available:

1396
1397 **(1)** After completion of eight appointment years of full-time service:

1398
1399 Two semesters at 2/3 salary

1400 **Or**

1401 One semester at full salary
1402

1403 **(2)** After completion of six appointment years of full-time service:

1404
1405 Two semesters at 1/2 salary

1406 **Or**

1407 One semester at full salary
1408

1409 **(3)** After completion of three or four appointment years of full-time service, in
1410 cases where the interest of the department and the University would clearly be served thereby,
1411 and provided that granting of leave does not involve expense to the University in excess of the
1412 portion of salary which is released in consequence of taking such leave, the following options are
1413 available:

1414
1415 After three years: One semester at 1/2 salary

1416
1417 After four years: One semester at 2/3 salary
1418

1419 **(4)** Faculty on "Y" (11 month) appointments may be granted sabbatical leaves,
1420 subject to the other general conditions of this section as follows: After completion of nine years
1421 of full-time service, three-fourths of an appointment year at full pay; after completion of eight
1422 years of full-time service, one appointment year at two-thirds pay or two-thirds of an
1423 appointment year at full pay; after completion of six years of full-time service, one appointment
1424 year at half pay or one-half appointment year at full pay; after completion of four years, one-half

1425 appointment year at two-thirds pay; after completion of three years, one-half appointment year at
1426 half pay or one-fourth appointment year at full pay.

1427

1428 **b.** In recommending a leave with pay according to any of the options provided above,
1429 it shall be understood by all recommending officers concerned that the department in which the
1430 applicant is teaching or working undertakes, so far as is practicable, to carry on during the
1431 applicant's absence without increase in the departmental budget such part of the applicant's work
1432 as the interests of the department and of the University require to be continued without
1433 interruption during the period of absence.

1434

1435 **c.** Service credit for leave of absence with pay is not cumulative unless otherwise
1436 provided for in special cases. Each person who has been on leave of absence shall on the
1437 termination of the leave make a report through the usual official channels of communication to
1438 the chancellor/vice president ~~vice president/chancellor~~ concerning the nature of the studies,
1439 research, or other work undertaken during the period of absence.

1440

1441 **d.** A member of the faculty to whom any such leave of absence has been granted shall
1442 agree to return to the University on the expiration of the leave and to remain in its service for at
1443 least one year thereafter; and the University, on its part, shall agree to retain the faculty member
1444 in its service for the period of one year after the faculty member's return.

1445

1446 **e.** Leaves of absence granted in accordance with the foregoing terms and conditions,
1447 with the privileges pertaining thereto, are given to members of the faculty primarily for the
1448 purpose of enabling them to acquire additional knowledge and competency in their respective
1449 fields. No one to whom a leave of absence with pay has been granted shall be permitted while on
1450 such leave to accept remunerative employment or engage in professional practice or work for
1451 which pecuniary compensation is received. This prohibition, however, shall not be construed to
1452 forbid a faculty member while on leave from giving a limited number of lectures or doing a
1453 limited amount of work. But, in such cases, the approval of the chancellor/vice president ~~vice~~
1454 ~~president/chancellor~~ to the giving of the lectures or the doing of other work shall be required.
1455 Nor shall the prohibition be interpreted to forbid the acceptance by a faculty member, while on
1456 leave, of a scholarship or fellowship carrying a stipend for the purpose of study, research, or
1457 scientific investigation or the acceptance of a grant of money made for such purposes, provided
1458 that the acceptance of the grant does not impose on the recipient duties and obligations the
1459 performance of which would be incompatible with the pursuit of the general purpose for which
1460 leaves of absence are granted.

1461

1462 **f.** The president shall establish regulations and procedures necessary for the
1463 administration of these provisions and is authorized to make appropriate adjustments in the terms
1464 of leave with pay to ensure equitable benefits for members of the faculty in exceptional cases
1465 where special consideration is warranted.

1466

1467 **g.** Leaves of absence without pay. On the recommendation of the head or chair of a
1468 department with the concurrence of the dean of the college or on the recommendation of the dean
1469 or director of an independent campus unit, a member of the faculty may be granted a leave of
1470 absence without pay by the chancellor/vice president ~~vice president/chancellor~~ for a period of one
1471 year or less. Such a leave may be renewed in special circumstances ordinarily for not more than

1472 one year. As recommended and agreed upon in advance, time spent on a leave of absence
1473 without pay under circumstances which allow for the pursuit of academic activities ordinarily
1474 counts toward the probationary period of a faculty member on definite tenure, while time spent
1475 on a leave of absence without pay under circumstances which do not allow for the pursuit of
1476 academic activities does not ordinarily count toward the probationary period of a faculty member
1477 on definite tenure. As recommended and agreed upon in advance, time spent on a leave of
1478 absence without pay under circumstances which do not provide service to this University does
1479 not ordinarily count in establishing eligibility for a sabbatical leave with pay.
1480

1481 **Section 8. Graduate Work of Academic Staff ~~Members~~Employees**

1482
1483 No person shall be admitted to candidacy for an advanced degree in a department or
1484 division of the University who holds an appointment as professor, associate professor, or
1485 assistant professor in that department or division. Likewise, no person while engaged in graduate
1486 study shall be appointed to the rank of assistant professor or higher in the department or division
1487 of that graduate study.
1488

1489 A person in or accepting the rank of assistant professor or higher on a campus of the
1490 University may continue in or be admitted to advanced degree candidacy in a department or unit
1491 other than the person's appointing department or unit upon the special approval of the executive
1492 officer of each department or unit involved and the executive committee of the Graduate College
1493 if one exists on the campus.
1494

1495 **Rationale: Section (c) is modified to make it consistent with Article II, Section 3(a)..**

1496 **Section 9. Privileges of Retired Members of the Academic Staff**

1497
1498 **a.** A retired staff member who is provided with research assistance shall at the end of
1499 each academic year report to the chancellor/vice president~~vice president/chancellor~~, in at least
1500 general terms, on the work accomplished during the year. In no case may a research assistant be
1501 provided to a retired staff member for a longer period than one year at a time and such assistant
1502 may be continued only if the annual report of work shows progress or promise.
1503

1504 **b.** With the approval of the department head or chair and of the dean of the Graduate
1505 College and of the chancellor/vice president~~vice president/chancellor~~, a retired faculty member
1506 may offer conferences with graduate students if such retiree had offered similarly related
1507 graduate courses before retirement.
1508

1509 **c.** Retired faculty members may participate in meetings of their college or school
1510 faculties, if provided for in the bylaws of the unit, but shall have no vote.
1511

1512 **d.** University policies and procedures related to rehiring SURS annuitants must be
1513 followed.
1514

1515 **Section 10. Dismissal of Administrative Officers**

1516

1517 a. In the exercise of its authority to dismiss or request the resignation of
1518 administrative officers (who are not eligible for notice rights) from their administrative positions,
1519 the Board of Trustees may take such action in respect to such officer prior to the expiration of the
1520 term for which the individual was appointed only after presentation by the board to the officer
1521 affected of a statement of the reasons accompanied by the facts in support thereof upon which the
1522 proposed action is based, together with notice served by registered mail of the time and place of
1523 the hearing thereon which shall be not less than 30 days after the date of notice. A copy of the
1524 statement and notice shall be sent by registered mail to each member of the Board of Trustees at
1525 least 30 days prior to the hearing.

1526

1527 b. The officer shall have the right to appear at the hearing, with counsel if desired, to
1528 comment on the reasons and to present evidence. The board shall not be bound by formal or
1529 technical rules of evidence and its decision shall be final.

1530

1531 c. In designating the effective date of dismissal or requested resignation, the board
1532 shall give due consideration to the time reasonably required for the adjustment of the officer's
1533 personal affairs.

1534

1535 **Note: the following changes are from HR to update current practice**

1536 **Section 11. Employment of Academic Professional Staff**

1537

1538 ~~a. — Employment~~ For University Administration employees, University Administration may
1539 adopt and administer policies and procedures in accordance with federal and state laws
1540 and university policies/statutes to apply consistent practices for University Administration
1541 employees across the three campuses and satellite offices ~~ent policies applicable to an~~
1542 ~~academic professional employee at the~~

1543 ~~b.a.~~ university level shall be those of the campus at which the employee's principal
1544 office is located.

1545

1546 ~~e.b.~~ Notice of nonreappointment to the full-time academic professional staff, as defined
1547 in Article II, Section 5, shall be given as follows:

1548

1549 1. Except as provided in 2 and 3 below, written notice of nonreappointment
1550 shall be given by the Board of Trustees to academic professional employees in accordance
1551 with the following schedule:

1552

Length of Full-Time Service to the University (in full appointment years completed)	Minimum Notice of Nonreappointment
Less than 4 years	6 Months
4 years or over	12 Months

1556

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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.:

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

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:

Length of Full-Time Service to the University (in full appointment years completed)	Minimum Notice of Nonreappointment
Less than 4 years	3 Months
4 years or over	6 Months

1595 4. In cases where the time remaining in the appointment year is less than the
1596 required minimum notice period, the notice of nonreappointment shall be accompanied by
1597 an offer from the Board of Trustees of a terminal contract for an additional appointment
1598 which will extend the current appointment through the period of minimum notice, *viz.*, 2
1599 months, 6 months or 7-12 months.

1600
1601 5. Computation of length of service will be on the basis of continuous
1602 employment in campus academic administrative and professional positions (or similar
1603 service at the University level for employees of the university administration). On a case-
1604 by-case basis, credit may be given for all or part of their relevant experience in other
1605 University of Illinois position.

1606
1607 6. Excepted from the above provisions are the following administrative
1608 officers: the President of the University; ~~chancellors/vice presidents~~
1609 ~~presidents/chancellors~~, other vice presidents, provosts or equivalent officers, and vice
1610 chancellors; the officers of the Board of Trustees who are University employees; other
1611 university officers; and the deans, directors, heads, and chairs of academic units. Academic
1612 professional staff whose title includes “visiting,” “acting,” “interim,” or “adjunct” are also
1613 excepted from the above provisions.

1614
1615 **Section 12. Dismissal of Academic Staff with Multi-Year Appointments**
1616 **Under Article X, Section 1(a), Paragraphs (6) and (7)**

1617
1618 **a.** Members of the academic staff with multi-year appointments, as defined under
1619 Article X, Section 1(a), Paragraphs (6) and (7), of the *Statutes*, may be dismissed for cause prior
1620 to the conclusion of the multi-year appointment in accordance with campus procedures, which
1621 shall be adopted by each chancellor/vice president ~~vice president/chancellor~~ in consultation with
1622 the applicable campus senate. In all cases, the chancellor/vice president ~~vice president/chancellor~~
1623 or the chancellor/vice president ~~vice president/chancellor~~'s designee shall exercise the duties
1624 assigned to the president for academic staff who are members of campus units, and in all cases
1625 the process to be followed will be that of the campus on which the unit resides.

1626
1627 **b.** Campus procedures shall include, at a minimum, notice and opportunity for a
1628 hearing before the campus provost or equivalent officers or the provost's or equivalent officer's
1629 designee.

1630
1631 **c.** Adequate cause for dismissal shall be limited to the following:

1632
1633 **(1)** Failing to perform contractual duties or related activities in a professional
1634 manner, whether from incompetence, neglect or willful refusal;

1635
1636 **(2)** Failing to follow all applicable campus or University regulations or policies,
1637 and all applicable laws related to the conduct of contractual duties;

1639 (3) Acting outside the appropriate exercise of University responsibilities so as to
1640 willfully cause or threaten to cause physical harm to, harass or intimidate a visitor or a member
1641 of the University community;

1642
1643 (4) Willfully or negligently damaging, destroying or misappropriating property
1644 owned by the University or any property used in connection with a University function or
1645 approved activity; or

1646
1647 (5) Being convicted of or pleading guilty to a felony.

1648

1649 **ARTICLE X. ACADEMIC FREEDOM AND TENURE**

1650

1651 **Section 1. Tenure of Academic Staff**

1652

1653 a. Except under unusual circumstances evidenced by a special written agreement
1654 approved by the President of the University and the appointee, the tenure status for the academic
1655 ranks of professor, associate professor, and assistant professor shall be as provided in this
1656 section. The parts of Article X, Sections 1a and 1b, hereof relating to the probationary period or
1657 indefinite tenure do not apply to academic ranks other than those mentioned in the preceding
1658 sentence; nor to appointments at any rank which involve no salary or obligation to render
1659 services; nor to appointments for fifty percent (50%) or less of full-time service at ranks other
1660 than professor or associate professor; nor to appointments for less than seventy-five percent
1661 (75%) of full-time service during any period when the appointee is a candidate for a degree at
1662 this University.

1663

1664 In the case of academic staff positions authorized in Article IX, Sections 3c and 4a other
1665 than appointments at the rank of professor, associate professor, assistant professor, dean, director,
1666 department head, and department chair, appointments shall be for not longer than the terms
1667 specified in this Section. Contracts shall be renewable at the discretion of the hiring unit. Except
1668 as provided in Sections 7 and 8, below, notice of nonreappointment is not required. Dismissal
1669 prior to the end of the contract term shall be governed by Article IX, Section 12.

1670

1671 Each chancellor/vice president ~~vice president/campus chancellor~~ shall, with the advice
1672 and consent of the local campus senate, develop implementing procedures for multi-year contract
1673 appointments governed by this Section. Such implementing procedures shall include, at a
1674 minimum, (i) a binding ceiling, on a campus-wide basis, on the proportion of multi-year contract
1675 appointments to the sum of multi year contract appointments and appointments that are tenured
1676 or earning probationary credit toward tenure; (ii) assignment of oversight responsibility to an
1677 appropriate campus senate committee; and (iii) the procedures for dismissal required under
1678 Article IX, Section 12(b), above.

1679

1680 (1) An appointment as professor or associate professor shall be for an indefinite
1681 term except that first appointments or temporary appointments may be made for shorter periods.
1682 An appointment at either of these ranks for fifty percent (50%) or less of full-time service shall

1683 be for an indefinite term at the specified percentage except that such first appointments or
1684 temporary appointments may be for definite terms.

1685
1686 (2) During the probationary period defined in Article X, Section 1b (1), an
1687 appointment as assistant professor shall be for not more than two years.

1688
1689 (3) An appointment for an indefinite term may require full-time service or some
1690 percentage of full-time service by the appointee. Completion of a probationary period shall
1691 entitle the appointee to indefinite tenure status at the lowest percentage (more than 50%) of full-
1692 time service counted toward completion of the probationary period. An appointee for an
1693 indefinite term and the Board of Trustees may at any time agree in writing to increase or to
1694 decrease the percentage of full-time service to be required of the appointee and the indefinite
1695 tenure status shall then apply to the new percentage of full-time service. An agreement that a
1696 full-time appointee for an indefinite term shall thereafter serve on a part-time basis shall specify
1697 either (a) that the appointment for an indefinite term will thereafter relate solely to service on the
1698 agreed part-time basis; or (b) that the appointee will return to full-time service for an indefinite
1699 term on a specified date.

1700
1701 These agreements are subject to modification by written consent of the appointee and the
1702 Board of Trustees. An appointee who has previously been on indefinite tenure status at this
1703 University shall not be required to serve a probationary period in order to regain that status.

1704
1705 This subsection, 1a (3), does not apply to sabbatical leaves of absence or to leaves of
1706 absence without pay.

1707
1708 (4) An academic staff appointment with the rank of clinical assistant, research
1709 assistant, or teaching assistant shall be for not longer than one year and notice of
1710 nonreappointment is not required. Appointments at these ranks may be conditional upon the
1711 availability of funds if so specified in the notice of appointment.

1712
1713 (5) An appointment which includes in the title the term “visiting,” as authorized
1714 in the first paragraph of Article IX, Section 3c, shall be for not longer than one year.

1715
1716 (6) An appointment which includes in the title the term “adjunct,” or “clinical,”
1717 modifying the term “professor,” “associate professor” or “assistant professor,” as authorized in
1718 the first paragraph of Article IX, Section 3c, or an appointment with the rank of lecturer or
1719 instructor shall be for not longer than three years.

1720
1721 (7) An appointment with the rank of teaching associate, research associate,
1722 clinical associate, or which includes in the title the term “research” modifying the term
1723 “professor,” “associate professor” or “assistant professor,” as authorized in the first paragraph of
1724 Article IX, Section 3c, shall be for not longer than three years. The duration of the appointment
1725 shall be specified in the Notification of Appointment. Where no duration is specified,
1726 appointment shall be for one year. Written notice of nonreappointment is required in the case of
1727 full-time appointments at these ranks other than appointments that are for no more than one year,
1728 nonsalaried, part-time, or conditional upon the receipt of nonappropriated funds (as specified in
1729 the notice of appointment). The notice need not be accompanied by an offer of a terminal

1730 contract if the notice is given not later than six months before the end of an annual appointment
1731 or by March 1 in the case of an academic-year appointment. If notice of nonreappointment in
1732 such cases is given later than six months before the end of an annual appointment or after March
1733 1 in the case of an academic-year appointment, it shall be accompanied by an offer from the
1734 Board of Trustees of a terminal contract for one additional year of service. In the case of multi-
1735 year contracts, notice, as described above, is required only in the final year of the contract. If no
1736 notice is given before the end of an appointment that exceeded one year, the renewal appointment
1737 shall have a duration of one year.

1738

1739 **(8)** An appointment at the rank of any of the other special classes of academic
1740 staff authorized under Article IX, Sections 3c and 4a, shall be for not longer than one year and
1741 shall be governed by the conditions prescribed in the preceding subparagraph, 1a.

1742

1743 **b.** Upon the completion of a probationary period as hereafter defined, any
1744 reappointment shall be for an indefinite term, subject to the following:

1745

1746 **(1)** An appointee receiving a first contract for more than fifty percent (50%) of
1747 full-time service at this University as assistant professor enters a probationary period not to
1748 exceed seven academic years of service except when, by special written agreement between the
1749 appointee, the unit administrator and the chancellor/vice president/vice president/campus
1750 chancellor, the appointee is granted a one-year interruption of the probationary period before the
1751 year in which a decision on the appointment to indefinite tenure is expected to be made.
1752 Ordinarily no more than two such interruptions will be granted. Prior academic service at other
1753 academic (or equivalent) institutions may be counted up to a maximum of three years toward the
1754 fulfillment of the probationary period. The amount of any such service counted may be
1755 negotiated as may other terms of the appointment and shall be stated in the first appointment
1756 contract, as provided for all contracts for definite terms in subparagraph 1b(5) below. An initial
1757 appointment that begins after the eighth week of the academic year ordinarily does not count
1758 toward the probationary period of a faculty member on definite tenure nor does it ordinarily
1759 count as service in establishing eligibility for a sabbatical leave with pay, unless recommended
1760 and agreed upon in advance.

1761

1762 **(2)** No appointment at the rank of assistant professor shall be for an
1763 indefinite term.

1764

1765 **(3)** An appointee for a definite term shall be given in the sixth year of the
1766 probationary period either written notice offering appointment for an indefinite term or written
1767 notice of nonreappointment no later than August 15 at all three campuses.

1768

1769 **(4)** At any time except during the last year of the probationary period, an assistant
1770 professor on a definite-term appointment may be given written notice of nonreappointment.
1771 Except in the case of an assistant professor who is in the first year of academic service at this
1772 University, (a) written notice of nonreappointment shall be given not less than twelve months
1773 before the expiration of the appointment; or (b) if given less than twelve months before the
1774 expiration of the appointment, written notice of nonreappointment shall be accompanied by an
1775 offer from the Board of Trustees of a terminal contract for one additional year of academic
1776 service. In the case of an assistant professor on a definite-term appointment who is in the first

1777 year of academic service at this University, written notice of nonreappointment shall be given not
1778 later than March 1 and need not be accompanied by an offer of a terminal contract; if written
1779 notice of nonreappointment is given after March 1, it shall be accompanied by an offer from the
1780 Board of Trustees of a terminal contract for one additional year of service.

1781

1782 (5) The total amount of service counted toward completion of the probationary
1783 period, including both service at other institutions and prior service at this University, shall be
1784 stated in every contract for academic service for a definite term. In the event that an appointee
1785 for a definite term is not given notice of appointment for an indefinite term or notice of
1786 nonreappointment as required by subparagraph 1b (3) above, but instead is given notice of
1787 reappointment for a definite term beginning after or extending beyond the expiration of the
1788 probationary period, such reappointment shall be for a term extending to the end of the academic
1789 year following the academic year in which either (a) the Board of Trustees gives the appointee
1790 written notice of nonreappointment as specified above in subparagraph 1b(4), or (b) the
1791 appointee gives written notice to the dean or department head that the appointee is about to
1792 complete or has completed the probationary period and either is or will be entitled to have any
1793 reappointment be for an indefinite term.

1794

1795 (6) An appointment for a definite term does not carry any guarantee or
1796 implication that the Board of Trustees will renew the appointment even though the duties of the
1797 appointee may have been discharged satisfactorily. An appointment for a definite term, if
1798 accepted, must be accepted with this stipulation.

1799

1800 c. Tenure may be terminated by (1) honorable retirement; (2) acceptance of
1801 resignation; (3) dismissal for due cause.

1802

1803 d. Due cause for dismissal shall be deemed to exist only if (1) a faculty member has
1804 been grossly neglectful of or grossly inefficient in the performance of the faculty member's
1805 university duties and functions; or (2) with all due regard for the freedoms and protections
1806 provided for in Article X, Section 2, of these *Statutes*, a faculty member's performance of
1807 university duties and functions or extramural conduct is found to demonstrate clearly and
1808 convincingly that the faculty member can no longer be relied upon to perform those university
1809 duties and functions in a manner consonant with professional standards of competence and
1810 responsibility; or (3) a faculty member has while employed by the University illegally advocated
1811 the overthrow of our constitutional form of government by force or violence.

1812

1813 e. Proceedings seeking the dismissal before the expiration of the term of appointment
1814 of an appointee to the academic staff who is on definite tenure or of an appointee to the academic
1815 staff who is on indefinite tenure shall comply with the procedures described in the following
1816 provisions of this section:

1817

1818 (1) *Charges.* When it shall appear to the president that cause for the dismissal
1819 of an appointee may exist, the president shall consult with the Faculty Advisory Committee. The
1820 president, after such consultation, shall determine whether dismissal proceedings should be
1821 instituted. Charges looking to dismissal shall be preferred by statement in writing by the
1822 president or the president's designee and shall be filed with the clerk or secretary of the senate
1823 within thirty days after the consultation with the Faculty Advisory Committee. The statement

1824 shall be sufficiently specific reasonably to inform the appointee of the nature of the charges and
1825 enable the appointee to present a defense to them.

1826

1827 (2) *Service.* The clerk or secretary of the senate shall cause a copy of the
1828 statement of the charges and a copy of Article X, Sections 1 and 2, of the *Statutes* to be delivered
1829 to the appointee personally or mailed to the appointee's last known post office address by
1830 registered mail within five days after they have been filed with the clerk or secretary of the
1831 senate.

1832

1833 (3) *Request for Hearing.* Within fifteen days after such service of a copy of the
1834 statement of charges, the appointee may file with the clerk or secretary of the senate a request for
1835 a hearing before the Committee on Academic Freedom and Tenure of the appropriate campus;
1836 and within ten days after filing such request, the appointee shall file with the clerk or secretary of
1837 the senate a detailed written answer to the statement of grounds for dismissal. The clerk or
1838 secretary of the senate shall promptly transmit the statement of charges, the answer thereto, and
1839 the request for a hearing to the chair of the Committee on Academic Freedom and Tenure and
1840 copies of the answer and request for a hearing to the president.

1841

1842 (4) *Notice of Hearing.* Notice of the time and place of the hearing before the
1843 Committee on Academic Freedom and Tenure, which hearing shall be not less than twenty days
1844 after the filing of the appointee's request, shall be delivered on the same date to the appointee
1845 and the president, either personally or by registered mail. The date of the hearing shall be not
1846 less than fifteen days from the date of such delivery or of such mailing of the notice of hearing.

1847

1848 (5) *Hearing.* At the time and place fixed, the Committee on Academic
1849 Freedom and Tenure shall hold a closed hearing on the charges. No member of that committee
1850 shall sit in a case that involves a colleague of that committee member's department, school,
1851 institute, or division, whichever represents the smallest administrative unit, nor shall a member
1852 sit in a case if the member has previously acted on another committee while it considered the
1853 pending matter. A majority of the members of the committee shall constitute a quorum for the
1854 conduct of the hearing and the chair of the committee may appoint another member of the
1855 committee to preside over the hearing. If vacancies occur, as many members as are necessary to
1856 constitute a quorum shall be appointed in accordance with the bylaws of the appropriate senate.
1857 Except as hereinbefore or hereinafter provided, the hearing shall be conducted according to such
1858 rules as the committee may from time to time establish. The committee shall not be bound by
1859 technical rules of evidence, but all findings, conclusions, and recommendations of the committee
1860 shall be supported by and be in accord with substantial evidence. The appointee shall be entitled
1861 to be present at all sessions of the committee when evidence is being received and to be
1862 accompanied by an adviser of the appointee's choice who may act as counsel. Likewise, the
1863 president or the president's designee, together with counsel if the president desires counsel, shall
1864 be entitled to be present at all sessions of the committee when evidence is being received. Each
1865 party shall have the right within reasonable limits to question witnesses and, when all the
1866 evidence has been received, to make an argument in support of its position, either in person or by
1867 counsel. A full stenographic transcript shall be made of the hearing unless both parties agree to
1868 the making of a record in a briefer form.

1869

1870 (6) *Findings, Conclusions, and Recommendations.* Following the conclusion
1871 of the hearing, the committee shall promptly make its explicit findings of fact on each charge, its
1872 conclusions, and its recommendations. Reasonable opportunity shall be given to each party to
1873 file a written statement setting forth objections to these findings, conclusions, and
1874 recommendations and setting forth the grounds for such objections. A copy of one party's
1875 objections shall be given to the other party. The originals of the findings, conclusions, and
1876 recommendations, and of the hearing transcript shall be forwarded by the committee to the
1877 president and copies shall be promptly transmitted by the committee to the appointee.
1878

1879 If ultimately the appointee requests a hearing before the Board of Trustees, the originals
1880 or copies of the statement of charges filed by the president or the president's designee with the
1881 clerk or secretary of the senate, the request for a hearing, the answer to the statement of charges,
1882 the notice of the time and place of hearing, the transcript or briefer record of the hearing, any
1883 exhibits received in evidence, the findings, conclusions, and recommendations of the committee,
1884 and any objections to such findings, conclusions, and recommendations shall constitute the
1885 record before the Committee on Academic Freedom and Tenure to be submitted to the board.
1886 The record shall be available to the Board of Trustees, to counsel for the appointee, and to
1887 counsel for the University, but shall not be available to other persons prior to the hearing before
1888 the board. If the committee recommends that charges be dropped and the president concurs, the
1889 case shall be considered closed.
1890

1891 (7) *Hearing by Board of Trustees.* Within thirty days after transmittal of the
1892 findings, conclusions, and recommendations of the Committee on Academic Freedom and
1893 Tenure, or if the appointee filed no request for a hearing before that committee within fifteen
1894 days after the expiration of the period specified in subparagraph 1e(3) for the filing of such a
1895 request, the president may cause the charges to be filed with the Secretary of the Board of
1896 Trustees along with the findings, conclusions, and recommendations, if any, of the Committee on
1897 Academic Freedom and Tenure and the record of the hearing before the committee, if one was
1898 held. Notice of such filing of charges shall be delivered to the appointee personally or shall be
1899 mailed to the appointee by the Secretary of the Board of Trustees by registered mail within five
1900 days after such filing. Within ten days after such delivery or mailing of notice of the filing of the
1901 charges with the Secretary of the Board of Trustees, the appointee may file with the Secretary of
1902 the board a written request for a hearing before the Board of Trustees. Notice of the time and
1903 place of the hearing which hearing shall be not less than twenty days after the date of the filing of
1904 the appointee's request shall be delivered to the appointee personally or mailed to the appointee
1905 by registered mail. The date of the hearing shall be not less than fifteen days from the date of
1906 such delivery or mailing of the notice of hearing to the appointee. The appointee shall have the
1907 right to appear at the hearing, with counsel if desired, to reply to the charges and to present
1908 evidence. Counsel for the University shall represent the university administration at the hearing
1909 and shall have the right to present evidence in support of the charges. The board shall not be
1910 bound by technical rules of evidence in hearing and deciding the case.
1911

1912 The board will give due consideration to the findings, conclusions, and recommendations
1913 of the Committee on Academic Freedom and Tenure, and the remainder of the record relevant to
1914 the charges before said committee, and in all cases where a report was made by the committee
1915 will invite a member of the committee designated by its chair to attend the hearing and make a
1916 statement before the board.

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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.

1963 d. A staff member who believes that he or she does not enjoy the academic freedom
1964 which it is the policy of the University to maintain and encourage shall be entitled to a hearing on
1965 written request before the Committee on Academic Freedom and Tenure of the appropriate
1966 campus senate. Such hearing shall be conducted in accordance with established rules of
1967 procedure. The committee shall make findings of facts and recommendations to the president
1968 and, at its discretion, may make an appropriate report to the senate. The several committees may
1969 from time to time establish their own rules of procedure.
1970
1971

1972 **ARTICLE XI. STUDENT AFFAIRS AND DISCIPLINE**
1973

1974 **Section 1. Student Affairs**

1975
1976 a. The senates shall be responsible for the development of appropriate
1977 recommendations regarding policies on student affairs at their respective campuses. Each senate
1978 shall ensure the opportunity for substantial student involvement in the development of these
1979 recommendations.
1980

1981 b. Upon recommendation of the chancellor/vice president ~~and with the concurrence of~~
1982 the president, the Board of Trustees may appoint annually a vice chancellor or other officer who
1983 shall have general supervision over those services provided on that campus to assist students in
1984 their personal and social development. The responsibility and authority of this officer shall be
1985 determined by the chancellor/vice president ~~vice president/campus chancellor~~. On the occasion of
1986 each appointment of any such officer, the chancellor/vice president shall seek the advice of the
1987 executive committee of the campus senate. The executive committee shall ensure the
1988 opportunity for substantial student involvement in the development of its advice.
1989

1990 c. Under the general supervision of the officer provided for in Section 1b above, the
1991 ~~Graduate College, the College of Law, the College of Veterinary Medicine, the College of~~
1992 ~~Medicine, and other colleges comprising~~ ing of post-baccalaureate students shall be responsible
1993 respectively for the supervision of student affairs excluding discipline in those colleges.
1994

1995 **Section 2. Student Discipline**

1996
1997 a. Each senate shall establish a committee or other body concerned with student
1998 discipline. This body may appoint one or more subcommittees on which unless the senate
1999 determines otherwise there shall be voting student representatives. These subcommittees shall
2000 have original jurisdiction to hear and render decisions in all disciplinary cases unless the body
2001 determines to exercise original jurisdiction. The decision of a subcommittee not appealed to the
2002 body shall be final. The body shall hear and take action for the senate in cases in which it
2003 exercises original jurisdiction and in cases appealed to it from its subcommittees. The body shall
2004 formulate and adopt after consultation with the legal counsel disciplinary and hearing procedures
2005 which shall be followed in all undergraduate student disciplinary proceedings. In hearing and

2006 deciding any appeal, this body may conduct a hearing *de novo* or may act solely upon the record
2007 in the case before the subcommittee as the body, in its discretion, may determine.

2008
2009 **b.** Discipline for students enrolled in graduate and graduate-professional colleges shall
2010 be administered by this body which, after consulting the dean of the college concerned, shall
2011 appoint a subcommittee on discipline for the students enrolled in that college. These
2012 subcommittees are to act in accordance with the provisions of Article XI, Section 2a.

2013
2014 **c.** In disciplinary proceedings stemming from group infractions involving more than
2015 one category of student (undergraduate, graduate, professional), the hearing and review bodies as
2016 well as the procedures employed shall be common to all categories of students involved.

2017

2018 **ARTICLE XII. RESEARCH AND PUBLICATION**

2019

2020 **Rationale: This revision maintains the provision for ample consultation, but leaves the**
2021 **number of members to the campus.**

2022 **Section 1. Campus Research Board**

2023

2024 Each campus shall maintain a Campus Research Board, whose functions shall include:
2025 (1) making recommendations concerning policies for distribution of research board funds; (2)
2026 making assignments of research board funds to individual and group research projects; (3)
2027 advising the chancellor/vice president and the vice chancellor responsible for research on any
2028 other matters submitted to the board. The members of the Campus Research Board shall be
2029 appointed by the chancellor/vice-president after consultation with the vice chancellor
2030 responsible for research, the executive committee of that campus's senate, and, on campuses with
2031 graduate colleges, the dean of the graduate college.~~a. The Campus Research Board shall consist~~
2032 ~~of eight to twelve members appointed by the vice president/chancellor after consultation with the~~
2033 ~~vice chancellor responsible for research, the dean of the graduate college, and with the leadership~~
2034 ~~of that campus's senate. The vice chancellor responsible for research shall chair the committee.~~
2035 ~~The appointment process to and membership on the Campus Research Board may differ in~~
2036 ~~campuses without a graduate college.~~

2037

2038 ~~_____ b. The functions of the board include: (1) making recommendations concerning~~
2039 ~~policies for distribution of research board funds; (2) making assignments of research board funds~~
2040 ~~to individual and group research projects; (3) advising the vice president/chancellor and the vice~~
2041 ~~chancellor responsible for research on any other matters submitted to the board.~~

2042

2043 **Section 2. Sponsored Research, Gifts, and Grants**

2044

2045 **a.** It is the policy of the University to encourage research on the part of all persons and
2046 groups within the several faculties. Such encouragement includes the endorsement and support
2047 of acceptable proposals for outside contracts or grants by sponsoring external agencies and
2048 groups.

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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.

2058 **Section 3. Patents on Inventions**

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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.

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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.

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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.

2075 **Section 4. Scientific and Scholarly Publications and Creative Work**

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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.

2085 **Section 5. Rules about Research, Patents, and Publications**

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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

2093 as practicable and, if necessary, reconcile the views of the senates and advise the president and
2094 through the president the Board of Trustees before such a rule change is adopted.
2095

2096 **ARTICLE XIII. GENERAL PROVISIONS**

2097

2098 **Section 1. Exchange Professors**

2099

2100 On the recommendation of the head or the chair of a department and with the approval of
2101 the dean, the chancellor/~~vice president/chancellor~~, the president, and the Board of
2102 Trustees, a professor, associate professor, or assistant professor may be permitted for a period of
2103 not more than one year to exchange positions with a professor of approximately equal rank in
2104 another university provided the arrangement does not involve substantial increase in the cost of
2105 instruction. The professor with whom the exchange is made shall during the period of service to
2106 this University be subject to the rules governing appointments and conditions of service
2107 applicable to regular members of the faculty.
2108

2109 **Section 2. Privileges for Scholars from Other Universities**

2110

2111 The chancellors/~~vice presidents/chancellors~~ of the University may extend
2112 the privilege of working without charge in the various laboratories or libraries of the respective
2113 campus to members of the faculties of other colleges or universities, provided that they are
2114 recognized as authorities in their respective fields and come to the campus with written
2115 credentials from the faculties of their institutions or from their governments asking that they be
2116 received as guests.
2117

2118 **Section 3. Annual Reports**

2119

2120 On or before the first day of September in each year, each dean and director and the ~~chief~~
2121 executive officer of each department or equivalent unit on each campus shall make to the
2122 chancellor/~~vice president/chancellor~~ an annual report, treating fully the work of the
2123 college, school, institute, division, or department. Any of these officers may make reports or
2124 advance suggestions at any time and shall report to the chancellor/~~vice~~
2125 ~~president/chancellor~~ and to the president whenever requested to do so. Officers of the university-
2126 level administration and chancellors/~~vice presidents/chancellors~~ shall make such
2127 reports as the president shall require.
2128

2129 **Section 4. Reports and Communications**

2130

2131 **a.** Members of the academic staff have the obligation to respond to requests for
2132 information from the Board of Trustees and from administrators to whom they have
2133 responsibilities. Ordinarily, intermediary administrators should be made aware of these requests.

2134 Unless the requestor has directed otherwise, a written response shall be transmitted through and
2135 by the intermediary administrators so that they may be properly informed and may comment. If
2136 the response contains recommendations, the staff member shall be informed of all comments
2137 with respect thereto and may append additional comments to the recommendations.
2138

2139 **b.** Academic staff may initiate direct communication with any member of the
2140 administration. Ordinarily, intermediary administrators shall be kept informed about such
2141 communications so that they may be properly informed and may comment. Whenever
2142 appropriate, the academic staff member shall be informed of all comments and may respond to
2143 them.
2144

2145 **c.** Proposals which originate from academic units, as enumerated in Article VIII, shall
2146 be promptly considered and transmitted to the final authority through and by appropriate
2147 intermediaries. Academic units affected by the proposal shall be kept informed of comments,
2148 revisions, and recommendations by intermediary authorities so that they may respond to them.
2149

2150 **d.** All communications from members of the staff to be presented as part of the agenda
2151 at a meeting of the Board of Trustees or transmitted to the Board of Trustees or any committee
2152 thereof shall first be presented to the chancellor/vice president/~~vice president/chancellor~~ where
2153 appropriate and to the president for their examination, comment, and recommendation.
2154 Whenever appropriate, the staff member shall be informed of all such reactions and may respond
2155 to them.

2156 **Section 5. Rules of Procedure**

2157
2158 Unless otherwise specified by a deliberative body of the University, the latest revision of
2159 *Robert's Rules of Order* shall govern.
2160

2161 **Section 6. Recommendations of Committees and Councils**

2162
2163 Whenever these *Statutes* provide for the advice or recommendations of a committee or
2164 council as a basis for or aid to officer or agency decision, the advice or recommendation shall be
2165 secured only through a meeting of the committee or council duly convened in group session.
2166

2167 **Section 7. Reservation of Powers**

2168
2169 The Board of Trustees is charged by law with full responsibility for administering the
2170 University. Although the board may properly delegate authority to its duly designated officers
2171 and agencies, ~~as indeed it has done since the establishment of the University~~ in practical
2172 recognition of its own limitations to determine and resolve, in the first instance, complex and
2173 continuing problems of internal organization and educational policy, it cannot divest itself of the
2174 ultimate responsibility, imposed upon it by law, of governance of the University. Accordingly,
2175 the board expressly reserves to itself the power to act on its own initiative in all matters affecting
2176 the University, notwithstanding that such action may be in conflict or may not be in conformance
2177 with the provisions of these *Statutes*. However, the board will not so act upon its own initiative

2178 in any case in which senate participation and recommendation is provided for by these *Statutes*
2179 until it has first sought the advice and recommendation of the appropriate senate, or senates, the
2180 University Senates Conference and the president.
2181

2182 **Section 8. Amendments**

2183

2184 **a.** *Initiation by a Senate.* Each of the senates by vote of a majority of all members
2185 present and voting at a regular or special meeting may propose amendments to these *Statutes*.
2186 No final senate action shall be taken on a proposed amendment until the next meeting following
2187 the one at which it was introduced. The secretary of a senate shall notify the secretary of the
2188 other senates and the secretary of the University Senates Conference of the text of a proposed
2189 amendment promptly after the meeting at which it is introduced. The proposed amendment shall
2190 be referred to the University Senates Conference for its consideration and transmission to the
2191 other senates for action; the conference may append its comments and recommendations.
2192

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.

2193

2194 **b.** *Initiation by the Board of Trustees.* The Board of Trustees may initiate proposals
2195 to amend the *Statutes*, but the board shall not finally adopt any such proposal without first
2196 seeking the advice of the president, the senates, and the University Senates Conference. Any
2197 proposal to amend the *Statutes* which is initiated by the Board of Trustees shall be transmitted
2198 through the president to the University Senates Conference and transmitted by the conference,
2199 with its recommendations, to the senates for consideration and advice. The proposed amendment
2200 shall be placed promptly on the agenda of each of the senates. If the senates do not agree in their
2201 advice concerning the proposed amendment, the conference shall endeavor to promote
2202 agreement; where agreement cannot be achieved within a reasonable period of time, the
2203 conference shall send the advice of the senates and its own recommendations to the president for
2204 transmission to the Board of Trustees and shall simultaneously notify the senates of its action. A
2205 senate may record and send its further comments to the president for transmission to the Board of
2206 Trustees.
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2209 **c.** An amendment shall become effective when approved by the Board of Trustees or at such later time as the board may specify.