

**Minutes**  
**Urbana-Champaign Senate Meeting**  
April 6, 2015

A regular meeting of the University of Illinois at Urbana-Champaign Senate was called to order at 3:11 pm in room 314 A & B at the Illini Union with Vice Provost for Faculty Affairs and Academic Policies Abbas Benmamoun presiding with Professor Emeritus H. George Friedman, Jr. as Parliamentarian.

**Approval of Minutes**

04/06/15-01 The minutes from March 9, 2015 were approved as distributed.

**Senate Executive Committee Report**

Senate Executive Committee (SEC) Chair and faculty senator Roy Campbell (ENGR) announced that senator and Educational Policy committee member Steve Michael (BUS) suffered a house fire over the weekend.

The SEC 2015-16 Chair and Vice Chair election will be held online April 7-10, 2015. The 2015-16 Elections and Organizational meeting will be on April 20, 2015 and is a very important meeting. The University is facing a critical budget challenge with the anticipated budget cuts. Campbell and a few colleagues have put together a job description for faculty senators and the responsibilities as senators. At the May Senate meeting, a draft of the revised Provost Communication #3 will come to the Senate as a report, but comments are welcome. At the University Senates Conference (USC) level, discussions about academic freedom and tenure continue.

04/06/15-02 Tellers for the meeting were faculty senators Nicholas Burbules (EDUC) and Bettina Francis (LAS), and student senator Sam LeRoy (BUS).

**Chancellor's Remarks**

Vice Provost for Faculty Affairs and Academic Policies Abbas Benmamoun spoke in the Chancellor's absence. Benmamoun noted the incredible amount of time that has been spent reviewing possible budget outcomes for next year. The anticipated state budget cut could be 31.5% for fiscal year (FY) 2016. Urbana's portion of the \$208 million reduction is \$86-114 million. The range depends on if tuition dollars are included. The Office of the Provost will continue to reach out to various groups on campus, including the Senate, the Campus Budget Oversight Committee (CBOC), and the SEC. Illinois must remain accessible and true to its mission without raising tuition. To overcome this challenging budget situation, a collective effort is required. It is anticipated that the pension and benefits costs will also be gradually shifted to the University.

**Questions/Discussion**

Student senator Dickey (LAS) encourage follow senators to contact legislatures and let them know the negative impact the budget cut will have and how important Illinois is to the state. Benmamoun noted that there are some funds at the departmental level, but not at the center level. Much of the central level funds are earmarked for capital projects. The solution must be long-term.

Robert-Lieb (AP) commented on the senator job description mentioned by SEC Chair Campbell. Roberts-Lieb (AP) noted that academic professional (AP) senator duties are a little different than faculty senators.

Chair of the Senate Committee on Equal Opportunity and inclusion (EQ) Harry Hilton announced that EQ is preparing a questionnaire on the diversity campus climate. The survey will go out to faculty right now, and other groups may be included in the future.

**Consent Agenda**

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

04/06/15-03 EP.15.20\* Clarification of Policies on Graduate Minors and Concentrations

- 04/06/15-04 EP.15.26\* Proposal from the School of Social Work and the Graduate College to revise and rename the graduate concentration in Advocacy, Leadership, and Social Change
- 04/06/15-05 EP.15.46\* Proposal from the College of Agricultural, Consumer, and Environmental Sciences (ACES) to Rename and Revise the Integrated Pest Management Concentration in the BS in Crop Sciences
- 04/06/15-06 EP.15.47\* Proposal from the College of Agricultural, Consumer, and Environmental Sciences (ACES) to Revise the Concentrations in Agroecology, Biological Sciences, Crops, Crop Agribusiness, and Plant Biotechnology and Molecular Biology and to Add a New Concentration in Horticultural Food Systems to the Bachelor of Science in Crop Sciences
- 04/06/15-07 EP.15.48\* Proposal from the College of Liberal Arts and Sciences (LAS) to Revise the Bachelor of Science in Psychology by Adding New Concentrations
- 04/06/15-08 EP.15.50\* Proposal from the College of Applied Health Sciences (AHS) and the Graduate College to Revise the Master of Science Curriculum in the Department of Recreation, Sport, and Tourism (RST)
- 04/06/15-09 EP.15.52\* Proposal from the College of Agricultural, Consumer, and Environmental Sciences (ACES) to Revise the Bachelor of Science Major in Human Development and Family Studies in the Department of Human and Community Development
- 04/06/15-10 EP.15.53\* Proposal from the College of Agricultural, Consumer, and Environmental Sciences (ACES) to Revise the Minor in Horticulture in the Department of Crop Sciences
- 04/06/15-11 EP.15.57\* Proposal from the College of Liberal Arts and Sciences (LAS) to Revise the Undergraduate Minor in Chemistry
- 04/06/15-12 EP.15.58\* Proposal to Revise the BSLAS in Molecular and Cellular Biology in the School of Molecular and Cellular Biology in the College of Liberal Arts and Sciences
- 04/06/15-13 EP.15.59\* Proposal to Revise the Undergraduate Curriculum in the Department of Recreation, Sport and Tourism (RST), College of Applied Health Sciences (AHS)
- 04/06/15-14 EP.15.67\* Proposal to Transfer the PhD in Neuroscience from the School of Molecular and Cellular Biology to the Neuroscience Program

### **Proposals**

- 04/06/15-15 CC.15.10\* Nominations for Membership on Standing Committees of the Senate Committee on Committees
- On behalf of the Senate Committee on Committees, Chair Kalita moved approval of the nominee on proposal CC.15.10. There were no floor nominations and nominations were declared closed.
- 04/06/15-16 By voice, the motion to approve the nominee on CC.15.10 passed without opposition.
- 04/06/15-17 SP.15.15\* General Revisions to the *Statutes*, Motions #6, #7, and #8
- On behalf of the Senate Committee on University Statutes and Senate Procedures (USSP), Chair Maher introduced proposal SP.15.15. Maher noted that he would be making three separate motions; one motion for each of the three recommendations and included the following amendments for each corresponding motion.
- 1.2, line 4: "suggested" changed to "recommends"
- 1.4, line 3: close quote mark after the word "assistant"
- 1.7, line 7: replace "wording and consistency with" to read "wording and to maintain consistency with"
- 3.2, line 4: add the text "USSP recommends against approving the addition of "special arrangement" to the *Statutes* until such time as its implications can be studied."
- 04/06/15-18 On behalf of USSP, Chair Maher moved approval of Recommendation One, Motion #6 and discussion followed.
- 04/06/15-19 Recommendation One, Motion #6 was approved by voice.

- 04/06/15-20 On behalf of USSP, Chair Maher moved approval of Recommendation Two, Motion #7. This motion captures all the specialized faculty titles that are in Provost Communication #25.
- 04/06/15-21 Recommendation Two, Motion #7 was approved by voice.
- 04/06/15-22 Recommendation Three, Motion #8. 3.3 general rules intellectual property Senate has to be consulted. USC wants to move intellectual property into the *Statutes*.
- 04/06/15-23 On behalf of USSP, Chair Maher moved approval of Recommendation Three, Motion #8. A very short discussion followed.
- 04/06/15-24 Recommendation Three, Motion #8 was approved by voice.
- USSP Chair Maher reported that USC has to reconcile what the Urbana campus approved with what the other two campuses approved. There is a reconciliation document and USSP hopes to have a recommendation on this document prepared for the May 4 Senate meeting.
- 04/06/15-25 RS.15.09\* Resolution Supporting Faculty, Staff and Student Participation in Title IX Conduct Hearings
- Student senator Hill (LAS) stated that this is the first time the federal government has classified rape and sexual assault as Title IX. Feel that faculty and students be included in the adjudication process. Concerns were raised that the University would be in violation of Title IX. Dickey (LAS) reported that it was his understanding that this is only a recommendation and would not jeopardize compliance with Title IX compliance.
- 04/06/15-26 Hill (LAS) moved approval of Resolution RS.15.09 with the following amendments.
- The second sentence in the background statement, "The DCL also stated..." should be struck and replaced with "It was the first time the federal government classified sexual violence as a civil right issue under Title IX".
- And to add the following language after the last be it resolved statement. "Let it further be resolved, that the Senate does urge the UI administration ignore not to accept the recommendation by the Department of Education and include students with faculty, and academic professionals as adjudicators on Title IX hearing boards."
- 04/06/15-27 The motion was seconded and discussion followed.
- Vice Chancellor Romano felt that if students are trained as well as faculty, they should be able to be on the hearing board.
- 04/06/15-28 Burbules (EDUC) made a motion to substitute "not to approve" in place of "to ignore" in the further be it resolved statement. The motion was seconded and the amendment was approved.
- 04/06/15-29 Taylor (ENGR) moved to strike the fourth whereas statement regarding jurors.
- 04/06/15-30 The motion to strike the fourth whereas statement was seconded and approved by voice.
- 04/06/15-31 Steinburg made a motion to replace "oppose" with "not accept" in the seventh whereas statement and the third be it resolved statement. The motion was seconded and a short discussion followed.
- 04/06/15-32 The amendment to replace "oppose" with "not accept" was approved by voice.
- 04/06/15-33 Hill made a motion to remove "faculty and staff" in the first whereas clause. The motion was seconded and approved by voice.
- 04/06/15-34 Hill made an additional motion to replace "university" with "universities" in the first whereas. The motion was approved by unanimous consent.
- 04/06/15-35 The resolution RS.15.09 was approved as amended.

### **Reports**

- 04/06/15-36 EP.15.56\* Administrative Approvals – March 2, 2015
- 04/06/15-37 EP.15.70\* Administrative Approvals – March 30, 2015

04/06/15-38 SC.15.09\* BOT Observer Report – March 12, 2015

04/06/15-39 UC.15.07\* USC Report – February 25, 2015

### **Background Checks**

Director of Academic Human Resources Deborah Stone opened the discussion by informing the Senate of the new University-wide policy on background checks for all new hires. The policy has been written and will be applicable on all three campuses and University Administration (UA). Current policies require background checks for security sensitive positions and positions that interact with minors. This policy will not affect graduate and undergraduate hourly employees. June 2015 has been set as the targeted implementation date, but the tracking system must be in place before the policy can be implemented. A third party company will conduct the background checks. The Urbana Campus will build and use an integrated system to track background checks. Current searches that have been started are not affected by this new policy. Only new searches that start after the policy has been implemented will be affected. The adjudication process has not been determined at this time. Stone then opened the floor and a lengthy discussion followed.

Stone responded to questions with the following statements. The new background policy has come from the Board of Trustees (BOT). A criminal conviction is not an automatic bar from employment. Each case is determined individually. The criminal conviction question on the civil service applications will be removed. A contingent offer must be issued before the background check is conducted. The background check is a one-time event conducted for a specific position. No ongoing monitoring is performed.

Concerns were expressed about the additional expense of requiring background checks for all new employees when the University is expecting significant budget reductions from the state. Each background check will cost approximately \$45. The hiring department will be charged the fee for performing the background check.

Associate Provost for Human Resources Elyne Cole discussed the committee that would review the background check results. The information from the background check would go to central Human Resources (HR) and to the individual. The individual has a right to appeal what is listed on the report. A committee including HR personnel would be convened to determine if a nexus exists. The committee would determine if the hire is approved, not the department. The third-party vendor will not be interacting with the committee. The adjudication process has not been finalized and is still in development. Senators were assured that faculty will be included on the adjudication committee. The Office of University Counsel has been actively engaged in the entire process. There is a current background policy in place. The new policy would cover all new hires instead of only security sensitive positions or positions that interact with minors.

Several concerns were voiced that the required background check for new hires may intimidate, or make potential employees feel targeted, and have an adverse effect on the University. Some felt the more inclusive background check policy may create a decline in underrepresented groups.

Cole closed the discussion by thanking senators for their feedback regarding the new background policy and indicated that the feedback will be considered as procedures are developed and the policy is implemented.

### **New Business**

None.

### **Adjournment**

The meeting was adjourned at 5:13 pm.

Jenny Roether, Senate Clerk

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