

UNIVERSITY OF ILLINOIS URBANA-CHAMPAIGN SENATE

MONDAY, APRIL 27, 2020

ZOOM WEBINAR

MINUTES

I. CALL TO ORDER

A regular meeting of the University of Illinois Urbana-Champaign Senate was called to order at 3:10 pm with Senate Executive Committee Chair Rob Kar presiding and Professor Emeritus H. George Friedman, Jr. serving as Parliamentarian.

II. SENATE EXECUTIVE COMMITTEE CHAIR'S REMARKS

Professor Rob Kar (LAW), a faculty senator and Chair of the Senate Executive Committee (SEC), updated the Senate on time sensitive policy matters SEC has been working on through shared governance due to the COVID-19 pandemic.

Kar reported on the temporary changes to grading policies and drop deadlines that were made in response to COVID-19. Final policies incorporated input from the Senate.

There were also two System-wide policies, the Policy on Intimate Personal Relationships and the Policy on Sexual Misconduct in Prior Employment, that senators received the opportunity to provide feedback on through online surveys and will be discussed further during today's Committee of the Whole discussions. The feedback provided by senators through the online surveys was transmitted to Executive Vice President Barbara Wilson who has responded with a revised draft of the policies that included nearly all the Senate's recommendations in some form. I hope you will agree that the policies are stronger, clearer, and more balanced because of this process.

The Senate previously passed a resolution requesting data on sexual misconduct. The SEC received the requested data from the Office of the Vice Chancellor for Diversity, Equity, and Inclusion which will be shared with the Senate.

The SEC and Senate were also able to provide input on the pay continuity policy directly to Human Resources and Zoom privacy issues were addressed through work by the Senate Committee on Information Technology.

The Senate Committee on Educational Policy (EP) and the Dean of the Graduate College, Wojtek Chodzko Zajko, worked together to develop interim approval procedures that ensures no major pedagogical changes will be made without Senate input.

A survey will be sent to senators at the end of the semester to gauge interest in holding summer Senate meetings which may include a town hall style format or could be a regular Senate meeting.

III. SEC PROPOSED TIMING MOTION

04/27/20-01 A motion was made to extend the meeting end time from 5:15 pm to 6:00 pm. The motion was seconded. No discussion.

04/27/20-02 Through the online voting system Poll Everywhere, the motion to extend the adjournment time was approved with 129 in favor, 17 opposed, and 5 abstentions.

IV. APPROVAL OF MINUTES

04/27/20-03 Without objection, the minutes of the March 9, 2020 meeting were approved as distributed.

V. APPROVAL OF FLOOR PRIVILEGES

04/27/20-04 Without objection, Jeff Loewenstein, Associate Dean of Graduate Education, Gies College of Business was granted floor privileges to speak about any Senate Committee on Educational Policy (EP) items concerning the Gies College of Business.

VI. PUBLIC COMMENT

Cristal Caballero, a current undergraduate student, spoke in support of extending the drop deadline to May 6.

VII. CHANCELLOR'S REMARKS

Chancellor Robert Jones thanked everyone for their patience during this pandemic and commended everyone for their efforts during this challenging time. There are still many questions on a broad range of topics, and we are working to answer those questions. Chancellor Jones answered the following questions.

How long will I work from home? Governor Pritzker extended the stay at home order until the end of May so we will continue to work remotely through the end of May. The executive order does allow students to return to campus to retrieve their belongings. When the stay at home order is lifted, the return to onsite work will not occur immediately or everyone but will be done in a safe and phased manner. The return to on-site work will be different for each unit or department. This will most likely be a 12-18 months process. We are in the process of putting together a campus-wide steering committee to address COVID-19 concerns and return to on-site work questions that will include at least six teams. Members of the Senate will be represented on these teams.

How will COVID-19 impact the University financially? Clearly this pandemic will have a lasting financial impact both locally and state-wide. The impact through at least June will exceed at least \$70 million dollars. There are many areas of the campus that are not included in that number, but we will be included in end of the year figures. It is likely that our traditional funding sources will see a negative impact of some sort. We need to look closely at our resources and to carefully steward those resources. We have weathered previous budgetary challenges and have been able to protect the core mission of our University. We will do it again.

How will fall courses be delivered? Every decision we make has been at the best interest and health of our entire University community. No definite decisions have been made at this time. We want to be sure to maximize our students' experience while keeping our students as safe as possible. We are making contingency plans on various instructional and operational options. We hope to make definite decisions sometime in June.

How are we going to protect our most vulnerable students and families who are disproportionately affected by this financial crisis and how will this impact financial aid? The COVID-19 pandemic has affected many families financially. The Office of Student Financial Aid is available to answer questions about each student's financial status and if the student's status has changed. They are here to engage in meaningful conversations to find solutions to address financial needs.

We made a commitment to continue paying all our employees through the end of the semester, even those employees that were unable to complete their work off-site. The Illinois Cares program was also created as a program to support those with financial needs that have arisen from the COVID-19 pandemic. Funds from various sources have been used to give direct and immediate relief to our undergraduate and graduate students. Our donors have asked how they can contribute and are doing so through philanthropic efforts.

Why are student insurance fees increasing so drastically for the next academic year? Unfortunately, this increase has coincided with this pandemic. We are still committed to providing affordability and accessibility. Next year's increases are being driven by current and past academic year claims. More students have been making more claims over the last year or two than had been anticipated and the insurance company is raising their costs to compensate for the increase in claims. At this juncture, the premium does not cover the cost of delivery of the insurance. Our University's insurance costs are the fourth lowest in the Big Ten.

Chancellor Jones invited Provost Andreas Cangellaris to answer the following question. Why was the decision made not to make all course pass/fail and will this hurt students in the long run? Earlier this spring a proposal was brought to the Senate to make changes to grading policies and to extend drop deadlines. Input from the full Senate was received through the SEC. A plan was then put together to address all concerns raised at that time. The entire academic community is facing the same issues around this spring semester and is a painful situation for everyone.

Are you going to have an in-person commencement for the class of 2020? Provost Cangellaris indicated that there is a special event on May 16. We will hopefully have an opportunity later as things become better with the pandemic to acknowledge this important achievement through individual departments and units.

VIII. QUESTIONS FOR THE CHANCELLOR

Faculty senator Fogelman (LAS) asked about the likelihood of layoffs, job abolishment, and the general operating budget. Chancellor Jones replied that we have been running financial models. Financial decisions of that magnitude will not be made at this time. The amount of state funding that we are still owed, and next year's state budget are also uncertain. One of the COVID-19 teams will be working on budget implications and planning for multiple scenarios.

Student senator Griffin (FAA) asked if due to the significant changes that have been made to learning tuition refunds of any kind have been considered. Provost Cangellaris stated that tuition refunds are not being considered, but that some fees such as housing and on campus facilities fees have been refunded.

Faculty senator Rosenstock (LAS) requested that the modeling associated with and the data points used in making the decision to hold face to face instruction or online instruction be shared with the Senate and made publicly available. Faculty senator Clancy (LAS) expressed concern about mental health and asked how faculty, staff, and students will be supported if they are unable to perform job functions if childcare is not available.

Provost Cangellaris noted that the University is part of a broader community and is working with the Champaign- Urbana Public Health District, local healthcare providers, the city mayors, and others playing significant roles so that once the state relaxes the stay at home order, plans can be made to return to campus that are safe for the University and surrounding communities. The team that is evaluating academic options for the fall is trying to be as responsible and careful as possible so people are comfortable with the way we will be engaging in the fall. We are thinking about mental health and how to address those concerns.

Danita Brown Young, Vice Chancellor for Student Affairs, acknowledged the mental and physical exhaustion that can be taxing during this time. Zoom Health is being used to provide tele-counseling services to students. Staff are reaching out to students to check-in and resources have been sent out to students about telehealth options. There has been an increase in calls, so students are using these resources. There is a crisis text line that is a national 24/7 support for anyone, not just for students. Mental health is something we are heavily concerned about and are aware of the challenges that everyone is facing, include the lack of childcare. We are working on ways to provide better assistance.

Deborah Stone, Executive Director for Human Resources, noted that Faculty Staff Assistance Services (FSAS) has continued to provide services virtually to faculty, staff, graduate assistants, retirees, and their families. FSAS also has a crisis line. The lack of childcare has been one focus of how we are putting together a flexible plan that will ensure our staff can continue their work and take care of their children.

Chair requested that senators that were unable to ask questions contact the Office of the Senate so their questions can be answered in writing.

04/27/20-05 Chair Kar made a motion to postpone the start time of the Committee of the Whole discussion from 4:30 pm to 5:00 pm and to extend the adjournment time from 6:00 pm to 6:30 pm. Faculty senator Maher (LIBR) seconded the motion. No discussion.

04/27/20-06 Without objection, the motion to postpone the Committee of the Whole discussion and extend the adjournment time was approved.

IX. NEW BUSINESS

04/27/20-07 SP.20.29* Resolution to Maintain Certain Senate Operations During the COVID-19 Pandemic

On behalf of the Senate Committee on University Statutes and Senate Procedures (SP), Chair Gilmore introduced and moved approval of proposal SP.20.29. Current Senate procedures assume that meetings will occur in person. We have to account for both acting normally in emergency circumstances and taking emergency action.

04/27/20-08 Through the online voting system Poll Everywhere, proposal SP.20.29 was approved with 151 in favor, 0 opposed, and 0 abstentions.

X. CONSENT AGENDA

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

04/27/20-09 EP.20.126* Critical Film Production Minor

04/27/20-10 EP.20.127* Art Undeclared

04/27/20-11 EP.20.136* Agricultural Leadership, Education, & Communications: Agricultural Communications - Advertising, BS

04/27/20-12 EP.20.137* Agricultural Leadership, Education, & Communications: Agricultural Communications - Journalism, BS

04/27/20-13 EP.20.141* Art & Design: Design for Responsible Innovation, MFA

04/27/20-14 EP.20.147* Agricultural Leadership, Education, & Communications: Organizational & Community Leadership, BS

04/27/20-15 EP.20.153* Business Analytics, MS

- 04/27/20-16 [EP.20.154](#)* Finance Concentration – Floating
- 04/27/20-17 [EP.20.163](#)* Proposal to Transfer Administration of Informatics and the Related Academic Programs from the Office of the Vice Chancellor for Academic Affairs and Provost to the School of Information Sciences
- 04/27/20-18 [EP.20.164](#)* Landscape Architecture, PhD
- 04/27/20-19 [EP.20.165](#)* Architecture, PhD
- 04/27/20-20 [EP.20.166](#)* Strategic Brand Communication, MS – Online
- 04/27/20-21 [EP.20.168](#)* South Asian and Middle Eastern Studies, MA
- 04/27/20-22 [EP.20.170](#)* Innovation, Leadership & Engineering Entrepreneurship, BS
- 04/27/20-23 [EP.20.171](#)* Aerospace Engineering, BS
- 04/27/20-24 [SC.20.23](#)* 2020-2021 Senate and Senate Executive Committee (SEC) Meeting Schedule

XI. PROPOSALS

- 04/27/20-25 [SP.19.12](#)* Proposed Revisions to the *Statutes*, Article VIII, Section 4 - Changes in Existing Units

On behalf of SP, Chair Gilmore introduced and moved approval of proposal SP.19.12. This item was presented to the Senate previously in April of 2019. The Springfield Senate approved the same version as the Urbana Senate, but the Chicago Senate has suggested additional changes. SP does not entirely agree with the additional suggestions that the Chicago Senate has submitted. The current SP.19.12 version will hopefully allow the University Senates Conference (USC) to reconcile the proposed changes in a way that will be satisfactory to all three Senates.

- 04/27/20-26 Through the online voting system Poll Everywhere, proposal SP.19.12 was approved with 155 in favor, 0 opposed, and 2 abstentions.

- 04/27/20-27 [SP.19.14](#)* Proposed Revisions to the *Statutes*, Article III, Sections 3 and 5, and Article VI –Dean, Director, or Campus Librarian

On behalf of SP, Chair Gilmore introduced SP.19.14 for a second reading and moved approval of SP.19.14. No discussion.

- 04/27/20-28 Through the online voting system Poll Everywhere, proposal SP.19.14 was approved with 155 in favor, 1 opposed, and 0 abstentions.
- 04/27/20-29 EP.20.172* Resolution on Online Graduate Programs
- On behalf of the Senate Committee on Educational Policy (EP), Chair Meyer introduced and moved approval of proposal EP.20.172. Meyer noted that the proposal does include some alternative language that the Senate might consider.
- 04/27/20-30 Faculty senator Maher (LIBR) made a motion to amend EP.20.172 by deleting the current be it resolved clause:
BE IT RESOLVED that the Senate authorizes the Committee on Educational Policy to proceed as described in the appended memorandum
- And replacing it, not with alternative text A or B, but with the following language:
- BE IT RESOLVED that the Senate affirms its support for the Committee on Educational Policy's long-standing practices for reviewing academic programs, including the implications of online options to degree programs, and
- BE IT FURTHER RESOLVED that the Senate authorizes the Committee on Educational Policy to proceed as described in the appended memorandum provided that any such programs created in expedited fashion be limited to accept new enrollment for no longer that two years unless specifically reauthorized by the Senate.
- 04/27/20-31 Faculty senator Meyer (MDA) seconded the motion. Discussion followed.
- 04/27/20-32 Through the online voting system Poll Everywhere, the amendment to proposal EP.20.172 was approved with 68 in favor, 56 opposed, and 31 abstentions.
- 04/27/20-33 Through the online voting system Poll Everywhere, amended proposal EP.20.172 was approved with 142 in favor, 9 opposed, and 8 abstentions.
- 04/27/20-34 EP.20.144* Management, MS
- On behalf of EP, Chair Meyer introduced and moved approval of proposal EP.20.144. Faculty senator Reznick (LAS) requested this item be moved from the Consent Agenda to the Proposals portion of the agenda so that it can be discussed. In ordinary times, adding a permanent parallel online masters to an already in person masters would be worthy of a full Senate discussion and it is important to continue to do that during these stressful times.

- 04/27/20-35 Through the online voting system Poll Everywhere, proposal EP.20.144 was approved with 112 in favor, 21 opposed, and 14 abstentions.
- 04/27/20-36 Chair Kar noted that as it is 5:00 pm, the Committee of the Whole discussion will now begin. The remainder of the agenda will resume after the Committee of the Whole discussion has concluded.
- 04/27/20-37 Chair Kar relinquished the duty as the presiding officer to SEC Vice Chair John Dallesasse so Kar can participate in the discussion of the system-wide policies. Vice Chair Dallesasse noted the following time allotments for discussion: 30 minutes – System-wide Policy on Intimate Personal Relationships; 20 minutes – System-wide Policy on Sexual Misconduct in Prior Employment; and 10 minutes – System-wide Policy on Integrity in Research and Publication.

XIII. COMMITTEE OF THE WHOLE DISCUSSIONS

- 04/27/20-38 SC.20.18* System-Wide Policy on Intimate Personal Relationships (USC OT-365)

Kar noted that based on the concerns expressed by senators in the online survey regarding this policy, he wrote a memorandum to Executive Vice President Barbara Wilson conveying those concerns. Wilson worked to revise the policy so that many of those concerns are now addressed in some fashion in the most recent version of the policy.

Faculty senator Gilmore (LAS) expressed concern that the policy does not specify what happens when a person transfers from one job category to another category. Gilmore also noted that the policy does not appear to take into consideration any of the bargaining agreements that are currently in place.

Faculty senator Rosenstock (LAS) asked for clarification on sanctioning on violation of these policies. Kar noted that any disciplinary action taken would be commensurate with the nature of the violation and will consider factors and circumstances relevant to each specific case. Implementation of the policy on each campus should allow for some flexibility.

Faculty senator Clancy (LAS) expressed her opinion that transparency and disclosure should be encouraged rather than use legalistic language that makes people afraid of disclosure and sanctions. Clancy encouraged creating cultural and structural supports rather than focusing on trying to manage the sexual activity of the folks on campus.

Faculty senator Belmont (LAS) expressed concern about infringing on personal liberties and that cases could be handled differently by each executive officer.

Faculty senator Girolami (LAS) expressed his opinion that a prohibition of certain relationships goes too far and infringes on personal freedom.

Student senator Griffin (FAA) expressed her opinion that it is unacceptable for faculty to have romantic relationships with students due to the power differential.

Dallesasse noted that these concerns and questions would be submitted to the Executive Vice President Wilson.

04/27/20-39 SC.20.18* System-Wide Policy on Sexual Misconduct in Prior Employment (USC OT-365)

Kar noted that based on the Senate input from the online survey, this policy was less controversial than the previously discussed policy. Again, Executive Vice President Wilson worked to make revisions based on Senate input.

Faculty senator Rosenstock (LAS) expressed concern that very few instances of sexual misconduct would fall under this policy since many instances of sexual harassment fall under code of conduct violation rather than a sexual harassment policy violation.

Faculty senator Nesbitt (LAS) asked if the policy would cover violations outside of the University sanctions such as federal funding agencies.

Student senator Bambenek (GRAD) urged that an effort be made to not handle misconduct quietly.

Faculty senator Larrison (SSW) asked if there a way to be more proactive and to make is understood that we are going to discover better ways to find and understand the data.

Faculty senator Clancy (LAS) noted that this policy sets a low floor. Clancy is concerned that the University is moving forward with policies that are about creating legal protections for the University instead of victim focused protections.

Faculty senator Maher (LIBR) stated that there needs to be a robust process to evaluate the effectiveness of the policy.

04/27/20-40 SC.20.19* System-Wide Policy on Integrity in Research and Publication (USC OT-366)

Faculty senator Cromley (EDUC) expressed concern that the policy could push people away from the University if it is enacted in a negative way that assumes a lack of integrity or dishonesty. Instead, the policy should assume people are acting with integrity and that it is an unusual circumstance that people are acting dishonestly. The training materials are excellent.

Kar noted that this policy is an update and not a new policy. Susan Martinis , Vice Chancellor for Research and Innovation, added that this policy originated in the Senate a couple of years ago.

04/27/20-41 Kar made a motion to rise and report. The motion was seconded and was approved without objection. The Committee of the Whole discussion was concluded, and the Senate resumed discussion of the remaining agenda items.

04/27/20-42 Vice Chair Dallesasse relinquished the duty as the presiding officer back to Chair Kar.

XI. PROPOSALS (CONTINUED)

04/27/20-43 EP.20.10* Suspension of Enrollment in Full-time Residential and Part-time MBA Programs

On behalf of EP, Chair Meyer introduced and moved approval of proposal EP.20.10. No discussion.

04/27/20-44 Through the online voting system Poll Everywhere, proposal EP.20.10 was approved with 111 in favor, 8 opposed, and 21 abstentions.

XII. REPORTS FOR INFORMATION

04/27/20-45 Verbal Report on the Kingfisher

Student senator Zhou (LAS), creator of the proposed Kingfisher mascot Spencer Hulse, and President of the ISG Kingfisher Task Force Dana Yun presented information in support of the Kingfisher as the proposed mascot.

04/27/20-46 Verbal Update from the Senate Committee on Faculty and Academic Staff Benefits

David Lange, Chair of the Senate Committee on Faculty and Academic Staff Benefits (FB), gave an update on some of the items under discussion by the committee. One presentation of note was on behavior economics of UI retirement planning. The benefits choice period is currently open and Lange encouraged everyone to be cognizant of the current benefits costs. There is a new vendor for the self-managed plan called Voya. The February SURS Advocate publication contained details about this change that will be implemented in the fall. The SURS financial portfolio has been relatively stable during this time of financial upheaval.

04/27/20-47 EP.20.161* Discussion to Identify Any Urgent Issues of Educational Policy Arising from COVID-19 Stay-at-Home Orders

EP Chair Meyer noted that this report identifies some of the challenges that COVID-19 has caused and encouraged senators to read the report.

- 04/27/20-48 EP.20.162* Report of Administrative Approvals through April 13, 2020
- 04/27/20-49 EC.20.10* 2019-2020 Annual Report of the Senate Committee on Elections and Credentials
- 04/27/20-50 GP.20.11* 2019-2020 Annual Report of the Senate Committee on General University Policy
- 04/27/20-51 HD.20.13* 2019-2020 Annual Report of the Senate Committee on Honorary Degrees
- 04/27/20-52 IT.20.07* 2019-2020 Annual Report of the Senate Committee on Information Technology
- 04/27/20-53 SC.20.24* Report of Actions Taken by the Senate Executive Committee on Behalf of the Senate
- 04/27/20-54 SC.20.25* Report on the March 12, 2020 Meeting of the Board of Trustees of the University of Illinois System

XIV. NEW BUSINESS

No new business.

XV. ADJOURNMENT

The meeting was adjourned at 6:25 pm.

Jenny Roether, Senate Clerk

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

A video recording of these proceedings can be found at

<https://go.illinois.edu/senate>.