

**UNIVERSITY OF ILLINOIS
URBANA-CHAMPAIGN SENATE**

Committee on University Statutes and Senate Procedures
(First Reading; Information)

SP.15.21 Revisions to the *Statutes* to Implement the Recommendations of the Hiring Policies and Procedures Review Committee

BACKGROUND

Provost and Vice Chancellor Ilesanmi Adesida and the Chair of the Senate Executive Committee, Roy Campbell, convened a special committee in October 2014 “to review policies and processes for faculty hiring.” After reviewing the University *Statutes*, *General Rules*, and Provost Communications No. 2 and 3, the Hiring Policies and Procedures Review Committee (“Committee”) issued its Final Report on December 12, 2014.

The Committee recommended changes to the mechanisms for Board of Trustees’ (“Board”) approval of academic staff. First, the Committee reaffirmed the Board’s authority for oversight of faculty hiring through its power to appoint administrators at the level of dean or higher, who in turn supervise the hiring of faculty members. The Committee’s second recommendation was that the Board “. . . should formally delegate its responsibility for tenured and tenure-track academic appointments that do not involve administrative positions at the level of deans and above to the president, who in turn should continue the existing policy of delegating to the chancellor and provost.”

The Committee reasoned that a formal delegation of responsibility was necessary to provide timely completion of the appointment process and thereby maintain the University’s competitiveness in attracting the best faculty to the University. The Committee argued that the current mechanism for obtaining Board approval added delays to the process, making appointments less efficient and therefore less attractive to potential candidates.

On March 9, 2015, the Senate passed RS.15.08 endorsing the Committee’s report and recommendations. That resolution charged the Senate Committee on University Statutes and Senate Procedures (“USSP”) with “determining what amendments to the *University Statutes* would be necessary to implement the recommendations of the [Committee]” and with bringing any necessary amendments to the Senate for its consideration.

After due consideration, USSP believes that the most expeditious way to accomplish the recommendations of the Hiring Policies and Procedures Review Committee is to amend the University Statutes, Article IX, Section 3 to include a new provision that identifies the positions in the University over which the Board has direct approval. In fact, the proposal builds from language first presented to and approved by the UIUC Senate at its April 6, 2015 meeting. In an early effort to respond to the March Senate meeting’s recommendation that the *Statutes* allow for the delegation of the appointment authority, the April Senate called for the Board to specify the manner in which it will approve the appointments of all other academic staff, thus providing statutory authority for the delegation of approval over academic appointments to the President, the Chancellor, and other administrators.

Although the Senate approved language in April that partially addressed the need identified in the Committee’s report, its recommendations were not included in those *Statutes* amendments which the University Senates Conference (USC) forwarded to the President in late May, 2015, and which are

currently under review by University Administration. (See Appendix for the April Senate and May USC versions of the relevant paragraph.) Note, that this item is one of a handful of instances where the UIUC Senate’s recommendations were not reflected in the USC’s final transmission, and that USSP will soon present to the Senate a resolution by which the Senate may exercise its privilege under *Statutes* Article XIII, Section 8, Paragraph C, i.e., “A senate may record and send its further comments to the president for transmission to the Board of Trustees.”

RECOMMENDATION #1

The Senate Committee on University Statutes and Senate Procedures recommends approval of the following revisions to Article IX, Section 3 of the *Statutes*. Text to be added is underscored.

PROPOSED REVISIONS TO THE STATUTES, ARTICLE IX, SECTION 3

1 f. As set forth in Article IX, Section 3a, the Board has authority over all appointments, reappointments
2 and promotions of the academic staff, as defined in Article IX, Section 4a. From time to time, the Board
3 shall publish the administrative rules and procedures governing its delegation of approval of academic
4 staff appointments, reappointments, and promotions. Approval of all new tenure system appointments
5 under these administrative rules and procedures must occur prior to the beginning date of the
6 appointments. Academic appointments requiring direct approval of the Board include the President,
7 University officers, deans, the CEO of the University hospital, directors of intercollegiate athletics, and
8 head coaches for football and basketball.

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RECOMMENDATION #2

The Senate Committee on University Statutes and Senate Procedures recommends the following advice be conveyed to the Board of Trustees.

The Senate recommends that the Board formally delegate its responsibility for tenured and tenure-track academic appointments that do not involve administrative positions at the level of deans and above to the president, who in turn should delegate the responsibility to the chancellor and provost.

UNIVERSITY STATUTES AND SENATE PROCEDURES
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APPENDIX

USSP's SP.15.15 "General Revisions to the *Statutes* Motion #6, #7, and #8" presented eighteen recommendations on the *Statutes* Amendments that had been presented at the Senate in October 2014. While not all of USSP's eighteen recommendations were accepted by the April, 2015 Senate, Recommendation 1.5 was accepted. It read:

Lines 1208-1211 propose the insertion of a new paragraph "f. Academic appointments requiring direct approval of the Board of Trustees include the President, University officers, deans, academic staff, the CEO of the University hospital, directors of intercollegiate athletics, head coaches for football and basketball. Board approval prior to the beginning date is required for all new administrative and faculty appointments." USSP does not recommend the use of "academic staff" in line 1209 because that would encompass all employees who are not civil service, and USSP does not agree with the use of "all new administrative" in line 1211 which is also too inclusive. Instead, USSP recommends that the new paragraph read as follows: "The Board of Trustees shall from time to time publish a list of appointments that require direct approval by the Board and the operational requirements for submitting appointment recommendations to the Board. Board approval prior to the beginning date is required for all new tenure system appointments."

The USC's work to reconcile differences among the actions of the three campus senates, on May 27, 2015, it submitted the following version to the President for transmittal to the Board of Trustees:

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