

AGENDA
Urbana-Champaign Senate
March 26, 2012; 3:10 pm
Levis Faculty Center

I. Approval of Minutes—February 27, 2012

II. Senate Executive Committee Report—Matt Wheeler

III. Chancellor’s Remarks

IV. Questions/Discussion

V. Consent Agenda

These items will be distributed via www.senate.illinois.edu/120326a.asp. If a senator wishes to move an item to Proposals for Action and have copies at the meeting, they must notify the Senate Office two business days in advance. At the meeting, any senator can request that an item be moved from the Consent Agenda.

EP.12.22	Proposal from the Graduate College and the College of Liberal Arts and Sciences to establish a new Master of Arts (MA) in Translation and Interpreting in the School of Literatures, Cultures, and Linguistics	Educational Policy (G. Miller, Chair)
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VI. Proposals for Action (enclosed)

CC.12.11	Nominations for Membership on Standing Committees of the Senate	Committee on Committees (B. Francis, Chair)	1
CC.12.12	Nominations for Membership on the Athletic Board	Committee on Committees (B. Francis, Chair)	3

VII. Reports for Information (enclosed)

FB.12.06	Current Benefits Issues and Events	Faculty and Academic Staff Benefits (J. Kindt, Chair)	9
UC.12.05	USC Report –February 21, 2012	K. Graber	15
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VIII. Consultation with the Senate on Statutory Procedures

Campus procedures for proceedings under Article IX, Section 6	23
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IX. Committee of the Whole

The Senate will discuss Unofficial St. Patrick’s Day

X. New Business

XI. Adjournment

Minutes
Urbana-Champaign Senate Meeting
February 27, 2012

A regular meeting of the University of Illinois at Urbana-Champaign Senate was called to order at 3:14 pm on the 3rd floor of the Levis Faculty Center with Chancellor Phyllis Wise presiding and Professor Emeritus H. George Friedman, Jr. as Parliamentarian.

Approval of Minutes

02/27/12-01 The minutes from January 30, 2012 were approved as revised.

Senate Executive Committee Report

Senator Joyce Tolliver (LAS), Vice-Chair of the Senate Executive Committee (SEC) read the following prepared report on behalf of Senator Matthew Wheeler (LAS), Chair of the SEC.

Dear Colleagues,

I am sorry I can't be with you today. The Big Ten is discussing a new proposed policy regarding institutional control of athletics and it is essential that my faculty colleagues and I be there to represent faculty and student interests.

[Joyce Tolliver: There is no one in our university who can represent our concerns and interests better at this meeting than Matt can. He is a key figure in the Big Ten Joint Committee, which brings together athletic directors and faculty members; in fact, he chaired that important committee last year.]

We will have two presentations, one on Admissions and Recruitment by Stacey Kostell and one on the Unified Communication Initiative by Joseph Yun and his colleagues. I have seen both of these presentations and they are very informative and I encourage you to ask many questions.

Under new business I had planned to have a discussion of Enrollment Management on, "Where do we go from here?"

But after I announced that plan, President Hogan sent his revised Enrollment Management plan to the University Senates Conference. That revised plan was discussed by the USC with the President and BOT Chairman Chris Kennedy at its meeting last week.

There were numerous changes that the USC suggested and that were agreed to by President Hogan and Chairman Kennedy. This revised document is being further revised to reflect the changes that were agreed to, and the final version will be sent back to USC for any further revisions before it is transmitted to the campuses for discussion. I have asked our USC liaison, Kim Graber, to give us a brief report on what changes were agreed to at the last USC meeting, as part of the SEC update. So at the close of my remarks, I'll ask Kim to step in and update you all.

Once the President releases the final revision of the document, we will send it all to you, and we will have a full discussion of it at that time. I plan to ask SEC to put this item on the Senate agenda for our next meeting, which is March 26.

Finally, there are two letters circulating among faculty, one of them calling for President Hogan's resignation. Groups of faculty have the right to express their views in these and other ways, and we certainly have no wish to silence this expression. On the contrary, we encourage them to make full use of the

avenues of expression open to them.

*This body, the Senate, is **formally** empowered to speak to the other campuses, the University Senates Conference, and the Board on behalf of campus faculty, students, and other academic staff; we have available a structural mechanism for representation of our campus faculty.*

Most importantly, we are responsible for making sure that due process is followed in making important recommendations to the Board. The Senate is the place where difficult questions need to be debated publicly, carefully, and thoughtfully.

For these reasons, with the SEC's support, I will invite the President to join Senators at a special meeting held just for this purpose -- to give the President the opportunity to publicly hear these concerns and to respond to them. In all fairness, we owe him that. Please watch your email and the Senate website for information about where and when the meeting will be held. We hope to schedule the meeting as soon as possible.

Thank you for your attention and I wish you a good meeting.

*Sincerely,
Matthew B. Wheeler
Chair, SEC*

Vice-Chair Tolliver followed Chair Wheeler's remarks by inviting Faculty Senator Kim Graber (AHS) to address the Senate in her role as University Senates Conference (USC) representative.

Graber reported that on February 21, USC met with Board of Trustees (BOT) Chairman Christopher Kennedy, President Michael Hogan, Special Assistant to the President Avijit Ghosh, and Vice President for Academic Affairs Christophe Pierre. This was an opportunity for USC to comment and share concerns about enrollment management.

The campus response was heard and some major points of agreement were reached. It was determined that further study is needed before moving forward and those decisions should be data-driven. The campuses will remain in control of admissions and financial aid decisions as well as campus enrollment goals.

An Enrollment Management Policy Committee will be formed to formulate general enrollment policy and goals. Recommendations from the committee would be referred to the President and Chancellors for final decisions. Decision making will be a collaborative effort rather than one person making decisions. The committee will be given a chance to set and meet goals and to work collaboratively across the campuses. It was suggested that teaching faculty be present on this committee and Graber acknowledged that this topic was discussed at length during the February 21 meeting. No decision was made at that time.

The Executive Director of Enrollment Management title was changed to Associate Vice President for Academic Affairs. This will be a support person working with the Enrollment Management Committee. Originally campus staff would report to the Vice President of Academic Affairs, but now, the reporting lines will remain at the campus level.

Approval of articulation agreements between the campuses remains a department/college responsibility. Agreements will focus on lower division, general education courses, and do not guarantee students the right to transfer between the campuses.

University Branding will not be pursued at this time. Any further discussion on branding will be about whether or not to go forward. Each campus should be able to brand as an individual campus and not collectively.

The next draft of the report will be given to USC for an opportunity to give input; the executive committee in particular will be reviewing this report. Comments will be heard by President Hogan, and then the report will come back to the campuses.

Chancellor's Remarks

Chancellor Phyllis Wise gave an update on the three ongoing searches. Candidates for Vice Chancellor for Research have been invited to campus. Public forums for the Provost Search candidates are scheduled in March, and the Chief of Police search closes March 2.

Luncheons have been held and more are planned to focus on Visioning for Future Excellence in the next 20-50 years. University leaders and community partners are involved in identifying the biggest challenges and how to address them. It is important to more deeply embed the community and university with each other.

Urbana is pleased to host the March Board of Trustees meeting. Chairman Kennedy has asked each Chancellor to speak about the dashboards. This is a great opportunity to highlight this campus.

Questions/Discussion

In an answer to a question regarding Troyer's employment status with the University, Wise noted that Troyer had signed a contract and is a member of the Psychology Department. She added that there is a process in place to address ethical violations. Interim Provost Wheeler stated that this a rigorous period of time in determining what the next steps should be and that the appropriate people would be considering the situation.

Admissions and Recruitment Presentation

The floor was handed to the Director of Undergraduate Admissions, Stacey Kostell. Kostell presented information on Admissions and Recruitment. The presentation can be found at http://www.senate.illinois.edu/120227_admissionspresentation.pdf. After the presentation, senators were able to ask questions.

One faculty senator commented that there might be things outside the usual metrics that can be included in the admissions factor. Kostell responded that there is a group that meets and Urbana has been invited to be part of those discussions. She noted that the hope is to learn how to best use this information.

Kostell mentioned looking at ACT and SAT scores in Illinois. She was asked if scores are gathered from outside of Illinois. Kostell replied that Urbana does purchase other lists. There is a "descriptor plus" that allows looking at out-of-state students in small pockets. This is done in the College of Engineering.

Kostell answered questions about the common application stating that it was originally started by small liberal arts school and has really grown. There are a number of public institutions that have started using the common application. The application is filled out by the student and the required fees are paid. Joining the consortium would cost about \$5 per applicant to retrieve the applicant's data. The currently system used in Urbana allows retrieval of a complete application in about 24 hours. If Urbana moved to the common application, a lot of

automation would be lost. These current automations have saved a few hundred thousand dollars which was then able to be put back into recruitment.

The recruitment of underrepresented students is not only targeted to the Chicago area. Kostell explained that all the same mailings and callings go out to other underrepresented groups, and there is also a reception held.

Committee on Admissions Chair Michael Biehl added that in the fall of 2010, the Admissions committee did a one year intensive review of the admissions processes. The committee found it to be a very rigorous process. Demographics were reviewed and no concerns were found. The appeals process was also reviewed. The committee found consistency of appeals across the board. The committee performed a similar review this fall and saw the same consistency.

Wise thanked Kostell and her staff for all their hard work. A round of applause followed.

Unified Communications Presentation

Joseph Yun, CITES CRM Manager and On-Site Consulting Manager, was invited to discuss policies related to Unified Communications. Yun thanked the Senate for the opportunity to gather feedback and field questions in order to listen to recommended changes to better meet needs. Yun invited Greg Gulick, Director, Application Services at CITES to discuss email and calendaring along with voice. The email and calendaring transition has been completed, and have now moved into the voice phase. The bridge period is designed to allow users to try the technology, but not be solely dependent on it. There are about 20,000 current users on the Lync software, but there is still a lot of work. Enhanced 911, or e-911, sends location data and a call back number to local emergency providers. Successful test calls have been made, but e-911 will not be implemented until early April. The old landline phones should be discontinued in June, and will be collected and sent back to the state.

Gulick noted that the question of recording phone conversations has been asked numerous times. No, phone conversations are not automatically recorded. There is a feature in the Lync that does allow recording of voice conversations, but the user would be notified if this feature was activated. The recording of instant messages is not done on the back-end, but conversations can be saved if the user wants, or it can be simply turned off. Forwarding messages off-campus can be done, but the implications are that users would want to still monitor their Illinois inbox.

Gulick was asked how this new system is beneficial to a user that does not currently have a landline voice connection. It was also noted that some departments do not provide telephones to employees due to the cost, and that the other departments have computers that are unable to run the required software. Gulick responded that these issues should be addressed at the department level. Other comments on the inability to find reliable devices were welcomed and Gulick offered to come to departments to work through issues with poor functioning devices. Users are not obliged to use this system as it is a service. This current phase is an opportunity to use the system and feedback is encouraged.

There currently is not a requirement to notify callers that voicemails are transcribed to text and could be subject to a FOIA request.

Consent Agenda

Hearing no objections, Chancellor Wise pronounced that the following proposals approved by unanimous consent:

- 02/27/12-02 EP.12.16* Proposal from the School of Social Work to revise the Bachelor of Social Work degree program
- 02/27/12-03 EP.12.17* Proposal from the College of Liberal Arts and Sciences to revise the BSLAS Physics Concentration
- 02/27/12-04 EP.12.18* Proposal from the College of Liberal Arts and Sciences to revise the Specialized Curriculum in Physics (BS in Physics)
- 02/27/12-05 EP.12.19* Proposal from the College of Liberal Arts and Sciences to Establish the Bachelor of Science in Liberal Arts and Sciences (BSLAS) degree with a major in Computer Science and (LAS discipline)
- 02/27/12-06 EP.12.20* Proposal from the College of Agricultural, Consumer, and Environmental Sciences (ACES) to establish a new minor in International Development Economics

Proposals for Action

- 02/27/12-07 CC.12.10* Nominations for Membership on Standing Committees of the Senate.
Senator Harley T. Johnson (ENGR), member of the Committee on Committees, moved approval of the slate of nominations on CC.12.10. Johnson read the names of the candidates and whom they were replacing. There were no floor nominations and nominations were declared closed.
- 02/27/12-08 By voice vote, the slate of candidates on CC.12.10 was approved.

Reports for Information

- 02/27/12-09 FB.12.05* Current Benefits Issues and Events.
Faculty and Academic Staff Benefits Chair John Kindt advised faculty to visit the NESSIE website for additional information. He also encouraged everyone to pass along any information appropriately to colleagues.

New Business

No new business was discussed.

Adjournment

The meeting adjourned at 4:48pm.

Jenny Roether, Senate Clerk

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

**UNIVERSITY OF ILLINOIS
URBANA-CHAMPAIGN SENATE**

Committee on Committees
(Final;Action)

CC.12.11 Nominations for Membership on Standing Committees of the Senate

Committee on the Budget

To fill two faculty vacancies created by the resignation of Megan McLaughlin and Neil Pearson

Barry Ackerson	SSW	Term Expires 2013
John Wagstaff	LIBR	Term Expires 2013

Committee on Committees

Bettina Francis, Chair
Damani Bolden
Harley T. Johnson
Prasanta Kalita
John Kindt
Jim Maskeri
Cris Mayo
Mary Ellen O'Shaughnessey
Chaya Sandler
Jenny Roether, *ex officio*

Nominations from the floor must be accompanied by the nominee's signed statement of willingness to serve if elected. The statement shall be dated and include the name of the position to be filled. If present, the nominee's oral statement will suffice.

**UNIVERSITY OF ILLINOIS
URBANA-CHAMPAIGN SENATE**

Committee on Committees
(Final;Action)

CC.12.12 Approval of Nominations for the Athletic Board

Background

The Athletic Board consists of seven faculty members, appointed by the Chancellor from nominations by the Senate, and two students appointed by the Chancellor from a slate of four candidates from the Illinois student government.

Terms of faculty ordinarily shall be four years; terms of students ordinarily shall be one year, with the possibility of reappointment for an additional year. Continuing faculty members of the Athletic Board and the expiration of their terms are as follows:

Cleo D'Arcy	ACES	2015
Rayvon Fouche	LAS	2014
Margaret Kelley	LAS	2013
Mary Mallory	LIBR	2012
Michael Raycraft	AHS	2015
Brent Roberts	LAS	2014
Thomas Ulen	LAW	2013

The Committee on Committees recommends approval of the following slate of nominees.
(Submitted interest statements for nominees are attached.)

Nominations

To fill one faculty positions for four-year term expiring in 2016:

Adrienne Dixson	EDUC
Joyce Wright	LIBR

To fill two student positions for one year terms expiring in 2013:

McKennon Biers	BUS
Tiffany Gholson Johnson	EDUC
Imran Kazmi	AHS
Christine McCarthy	BUS

Committee on Committees
Bettina Francis, Chair

Nominations from the floor must be accompanied by the nominee's signed statement of willingness to serve if elected. The statement shall be dated and include the name of the position to be filled. If present, the nominee's oral statement will suffice.

FACULTY NOMINEES

ADRIENNE DIXSON (EDUC)

I am writing to you my recommendation of Dr. Adrienne Dixson, an Associate Professor in the Department of Education Policy, Organization and Leadership (EPOL), for participation on the Division of Intercollegiate Athletics (DIA) Board as a faculty representative. I have known Dr. Dixson for more than ten years and I just recently served as the chair of the departmental search committee that brought her to campus for the start of Fall 2011. I feel that she would an excellent addition to the Athletic Board and has the integrity, work ethic, and disposition that would be valuable asset to the mission of the University, Chancellor's Office, and the DIA.

Dr. Dixson is one of the leading scholars in Critical Race Theory. She is the President of the Critical Race Studies in Education Association (CRSEA); her scholarship is read extensively and highly cited; and her theoretical framing of CRT in educational research has directly influenced a current generation of CRT scholars in the field. She is a scholar of national prominence and her reputation and work ethic would be a high-value addition to the Department.

Her immediate contributions to the Department and University are self-evident for any viewing her vita. She has through the years sustained a career of excellent scholarship and has pursued external funding to support her research initiatives. She has an outstanding record of working effectively with diverse groups of graduate and undergraduate students and she actively seeks to be a mentor to all students she meets. After she was hired, I was surprised to learn that EPOL students, in the wake of having a void in the Department with the departure of its CRT expert, had been reaching out to Dr. Dixson for mentorship, advice, and collaboration prior to the position at Illinois being proposed, let alone advertised. She was assisting our students while on faculty at another institution, the Ohio State University, not because she thought it would lead to a job offer, but because she felt obligated to assist students in need of guidance. I think of all the information I have come to know of Dr. Dixson, this anecdote stands out the most to me in my recommendation of her to serve on the Board.

Dr. Dixson is more than a Departmental hire; she is an ideal College and University hire. Beyond her excellent record of scholarship and engagement in Critical Race Theory, her teaching attributes and contributions, and her mentoring of students, she has a demonstrated capacity to work across the differing concentrations in Education Policy, Organization and Leadership (EPOL), departments in the College, such as Curriculum & Instruction (CI), and even outside the College in African American Studies. She has quickly found her niche in the university as she is the current co-chair/president of the Black Faculty and Academic Professionals Alliance (BFAPA). Moreover, she has repeatedly been a resource to me in my new administrative role as Associate Dean for Academic Programs in the College of Education and faculty athletics representative for the Big Ten.

With regard to her activities with athletics, as both a graduate student at the University of Wisconsin, Madison and as a professor at the Ohio State University, she has worked informally with collegiate student-athletes either advising them academically and/or providing academic support in their coursework. As a graduate student, she was an informal mentor for student-athletes of color through her work as the President of the Black Graduate Student Association. The organization worked with undergraduate students, both athletes and non-athletes. She assisted them in applying for graduate school. As a professor, she worked with the Todd A. Bell Center for African American Males at The Ohio State University. In this capacity, she helped young men, again, many of whom were athletes, maintain their academic achievement and aided them in considering graduate school upon graduation from OSU. She would be an ideal member for the student services and public affairs committees in the DIA.

When I told her of my experiences on the Athletic Board and working with the DIA, she informed me that, as a professor of a major university in the Big Ten, it has been one of her goals to work with and on the behalf of student-athletes in a more formal context. She is an avid sports fan (bigger than me); has

two sons who played football in high school; has intimate knowledge of the Big Ten; and is someone who has had the privilege of working with Athletic Director Gene Smith at OSU. It is Dr. Dixon's firm belief that it is essential for student-athletes to have substantive and prolonged contact with faculty and others who can serve in an advisory capacity and advocate for them to be a success in life. As a person who has worked with student-athletes in this capacity, I firmly agree and believe she would be an excellent addition.

As a member of the Athletic Board for five years and now as one of the two faculty athletics representatives for the Big Ten and Chancellor's Office, I would be honored if Dr. Dixon were my colleague on the Board for the DIA. She is truly a remarkable individual who brings immediate value to the Board and has all the attributes that define the high integrity and academic success expectations this University and the DIA have of its leadership, personnel, and student-athletes.

Christopher M. Span

JOYCE WRIGHT (LIBR)

Professor Joyce Wright is Associate Professor of Library Administration in the University Library. She has worked at the University for twenty six years. Professor Wright was director of the Undergraduate Library for thirteen years. Currently she coordinates the Agricultural Communications Documentation Center at the ACES Library, she also works in the Ricker Library of Art and Architecture.

During her tenure in the library she has served on many library and university committees. She chaired the Library EEOC Committee, Social Events Committee. In 1990 she was elected to the faculty senate. Chaired several library search committees and served on the search committee for the current Director of Intercollegiate Athletes. She currently serves on the Avery Brundage Scholarship Committee and the Board of the Spurlock Museum, Black Faculty and Academic Professionals. She is an active member of the American Library Association where she serves on the ALA Committee on Accreditation for Library Programs in the United States and Canada, Member of the Association of Research Libraries Mentoring Program. She has worked with the local chapter of the American Library Association, member of St. John The Divine Episcopal Church.

STUDENT NOMINEES

MCKENNON BIERS (BUS)

I have grown up bleeding orange and blue, and now that I am a student, my passion for everything Illini has only intensified. I am interested in serving on the UIUC Athletic Board because I want to improve something that I care so deeply about. For many years, my family had C section tickets in the top row of Assembly Hall, and I loved every minute of it. Even now that I get to enjoy games from the best seats in the house with the greatest student section in the country, I try to not take a moment for granted. As my responsibilities within the Orange Krush have increased, my interest has only continued to grow. For me, it is exciting to meet at Bielfeldt to discuss matters related to Krush. This excitement only intensifies when I realize that I am in the same building where the entire athletic program is run. Through meetings there, and interactions with those who work for the Division of Intercollegiate Athletics, I have become fascinated with the operations of the department. This is something that I want to continue to explore; I'm eager to immerse myself as much as possible. By participating on the UIUC Athletic Board, I believe that I will not only be able to continue to escalate my interest in Illinois athletics, but more importantly provide solid contribution that is able to further the growth of Illinois Athletics as a whole. For the past year, I have served on the Illini Pride Executive Board with the position of Orange Krush Chair. This position has given me the opportunity to lead and provide members with the ultimate fan experience while supporting our 21 varsity sports programs. At the same time, I have been able to form and maintain solid relationships with many individuals who work for the University of Illinois Division of

Intercollegiate Athletics administration. For example, this year I worked with Carrie Snyder and Jennifer Larson of the DIA administration to plan two Orange Krush Road Trips. This was a tremendous opportunity, as was the chance to visit the athletic facilities at Michigan and Nebraska. Visiting other athletic facilities allowed me to see the strengths of other schools, and this knowledge will hopefully be able to improve our own athletic department. As a result of these experiences, as well as those that have I have had in serving as the Brotherhood Co-Chair for the Delta Sigma Pi professional business fraternity, I have been able to significantly improve my communication and organizational skills. I have learned the value in planning ahead, and that following through on actions is crucial to achieving success. In short, I am extremely passionate about Illini athletics and I would like to help the UIUC Athletic Board in every way that I am able so that others are able to discover their passion for Illini athletics as well.

TIFFANY GHOLSON JOHNSON (EDUC)

I feel I am qualified to serve on the Athletic Board for numerous reasons. Sports have always played a major role in my life as a supporter or an athlete. I firmly believe sports is an essential part of any school experience leading to friendships, knowledge, time management and leadership skills, future opportunities, travel, and academic motivation. Though my PhD work is in another area, I plan to study the world of sports once done. As an alumni, current student, parent, and community member, I feel I have a variety of knowledge to assist this board in achieving its educational objectives concerning U of I's varsity sports program. *I am pursuing my 3rd degree at the University of Illinois and I have been in this community since 1988. *I was a football recruiter in my undergraduate years and was married to a U of I football player. I learned a lot of the "inner workings" though those capacities. *I was a leader in other ways during my Bachelors and Masters programs. I sat on a Panhellenic Chancellor Committee (1992-1993) and a Graduate Social Work Committee in the past (1999-2000). *I was in leadership capacities in undergrad as president of Delta Sigma Theta Sorority, Inc. and as president of the Black Greek Council president. *As a community member, I have coached sports through the YMCA, Girl Scouts, and Central High School. *I have children who have been and are currently involved in sports through the Champaign School District. As a booster parent and volunteer, I am aware of many of the issues surrounding sports and athletics. *I am also a school social worker at Central High School and I am very familiar with eligibility, Title IV, IHSA, NCAA, and other policies and governing bodies surrounding sports. *I continue to be a supporter of U of I athletics and a supporter of sports at every level. Through this community, I know many who have played or been affiliated with sports in some capacity at the U of I. What I do not know, I am willing to learn.

IMRAN KAZMI (AHS)

I am interested in serving on the UIUC Athletic Board for a number of reasons. I am a big fan of Illini sports and attend a plethora of sporting events for many different teams. Part of why I am able to do this is because I am a member of the Athletic Bands here at the University of Illinois. I participate in the Marching Illini and I serve as the Section Leader for the Sousaphone Section. We perform at all homegames as well as playing at pre-game pep rallies and other events during the Fall semester. Additionally, I am a member of the Basketball Band at the University. We perform at each men's and women's home game and travel with the team to the Big Ten and NCAA tournaments. As a frequent viewer of Illinois athletic events, I would be delighted to help advise the Chancellor and Athletic Director on the fiscal operations of the varsity sports program. I believe that I am qualified for this service because I have served in such a capacity before. I was a member of a Student Advisory Committee for the class, FSHN 120 with Professor Rebecca Roach. Additionally, I am an Assistant Teaching Assistant for Dr. Stephen Notaro in CHLH 455, Health Services Financing. In this class, we often discuss financing for hospitals and other large institutions. I also serve as Executive Vice President of Finance of the RSO-Future Health Care Executives. In this group, I keep track of expenses and write and process checks to cover for expenses of guest speakers and lecturers. I would be very comfortable discussing financing on this committee.

CHRISTINE MCCARTHY (BUS)

Sports have always been a major part of my life; whether participating in actual games or cheering on my favorite teams, I cannot remember a time in my life where sports were not incorporated. Being a member of the University of Illinois community has allowed my passion for the schools sports teams to continue to grow. Many of the lasting memories I will take from attending the University of Illinois will be attending all the different sporting events and really feeling a part of a large fan base. As a member of the Athletic Board, I would harness my passion for U of I athletics and try my best to make a positive impact. As an avid attendee of numerous different varsity sports, I am a qualified person to give my opinions and advice as to how to better our athletic department. Through my years as an athlete, whether that be as captain of my high school lacrosse team or member of my volleyball team, I have seen how good teams can be run and also what problems can exist. Also, through numerous discussions with current Athletic Board member Jenna Sansing, I have a solid understanding of what the position requires and I feel that I can meet and exceed these expectations. My passion in life has always been to do marketing for a sports team. Through my education here at the University of Illinois, I feel that I am coming closer to reaching my goal each and every day. If given the opportunity to join the Athletic Board, I would use the knowledge I have gained through my marketing classes and give ideas on how the Board can better market all sports to the students and alumni. Besides the classroom knowledge I have gained, my previous internship with AT&T has given me invaluable experience. Though working with their sales department, I learned how to interact with others in a work environment on a daily basis which greatly improved my communication skills. I believe that the communication skills I have learned will allow me to

make a positive impact when participating on the Board. Also, while in the sales division at AT&T, I was able to participate in numerous sales meetings that allowed me to voice my ideas and opinions on new projects. The knowledge I have gained through this experience is something I will bring to the Board. Finally, this upcoming summer I will be interning with The Hub Group, based out of Downers Grove, Illinois, in their marketing department. Through my internships, I have gained real life knowledge and experience that will allow me to become an impactful member of the Athletic Board. It would be a privilege to become a member of the Athletic Board. If given this opportunity, I promise to give my full effort in everything I do and will be an extremely hard working member.

FACULTY AND ACADEMIC STAFF BENEFITS COMMITTEE
CURRENT BENEFITS ISSUES & EVENTS
(FINAL; INFORMATION)

HEALTH PLANS

1. In February 2012, COGFA gave consent to continue with self-insurance plans, which allows the Open Access Plans (OAPs) to continue as options.
2. Based on a settlement agreement in the law suit, State Procurement will issue a new RFP for fully insured HMO plans for all counties except the 6 Chicago-area counties covered by Blue Cross Blue Shield. Once RFP is issued (March/April), dismissal of law suit is expected.
3. QCHP RFP had 5 responses being evaluated, with an award expected soon.
4. Benefit Choice will open on May 1st; however Flex Spending Account enrollment and changes may be the only choice available at that time. Two Benefit Choice periods, or one long one, may be expected.
5. A complete list of health plans and counties of availability will not be ready May 1st, but will be released as soon as possible.
6. Rates and plan design changes are subject to negotiations between the State of Illinois and the State's AFSCME council. Determination of rates and plan design are not known at this time.
7. Most likely the new High Deductible Health Plan (HDHP) won't be available until the second Benefit Choice period or late into the first one (Fall).
8. UPB-Benefits and UHR are working to schedule multiple Benefit Education Seminars toward the end of April. Janice Bonneville, Deputy Director, Benefits at CMS will speak at these sessions. Employees and annuitants will be invited to hear the latest health plan info from CMS.

BENEFITS STATEMENTS FROM CMS

1. CMS will mail Benefits Statements to covered employees in March, stating benefits as of 3/1/2012. Will include employee cost, state cost, dependent info, Medicare info, FSA contribution, and imputed income for non-IRS dependents.
2. CMS plans to make the Benefits Statement available online in the future.

PROPOSED LEGISLATION

1. **HB5531 (L. Arroyo)** Univ. Workers & Tuition Waiver Repeal Amends various Acts relating to the governance of State universities. Repeals provisions that permit the children of employees of a State university who have been employed by any one or by more than one State university for an aggregate period of at least 7 years to receive a 50% tuition waiver. **Progressed to 2nd Reading in Originating House.**
2. **HB4996 (D. Biss)** Univ. Pensions & Work Certif. - Amends the State Universities Pension Code. Provides that if an employer notifies the State Universities Retirement System that it has employed an annuitant for more than 100 paid days or 500 paid hours in a school year, then the System shall certify to the employer the current value of the annual retirement annuity of that annuitant. Provides that if an employer receives such a certification, then the employer shall pay the certified amount to the System within one year after receiving the certification; amends numerous universities and public community colleges acts to make conforming changes. **Progressed to 2nd Calendar Reading in Originating House.**

DEFERRED COMP/457 PLAN

1. State of Illinois Board of Investments is planning to allow participants to take a loan from their 457 account; however, no date yet on when this will be available. It will not be effective before July 1. CMS will communicate when the loan provision becomes available.

PENSION/RETIREMENT

1. A retirement planning conference will be held at the Activities and Recreation Center (ARC) on Sunday, April 1st. As of March 14, there are 353 registered for this conference.
2. An additional SURS retirement planning session will be held on May 24, 2:00 PM, Wohlers Hall.
3. IGPA Pension Forums held week of March 5, 2012. More info at <http://igpa.uillinois.edu/pensions> View recorded webcasts online:
 - a. UIUC: http://flash.atlas.illinois.edu/video.html?player=FLOW&src=ocA_vixEykiAUezZGk7pLQ&width=480&height=390
 - b. UIC: <http://flash.atlas.illinois.edu/video.html?player=FLOW&src=6nsnXPqMD0qQput8-r194A&width=480&height=390>
 - c. UIS: <http://www.uis.edu/informationtechnologyservices/iss/webcasting.html>
4. NESSIE's Pension Reform Efforts and Legislation page has been updated, see https://nessie.uihr.uillinois.edu/cf/benefits/index.cfm?Item_ID=4534 or the announcement on NESSIE's home page.

PENSION NEWS IN OTHER STATES

Missouri

- Missouri retirement program praised in report – <http://www6.lexisnexis.com/publisher/EndUser?Action=UserDisplayFullDocument&orgId=2778&topicId=100023346&docId=l:1622065161&Em=7&start=5>

Virginia

- Assembly passes pension overhaul; part of burden shifts to teachers, local employees – <http://www6.lexisnexis.com/publisher/EndUser?Action=UserDisplayFullDocument&orgId=2778&topicId=100023346&docId=l:1622043358&Em=7&start=2>

Government Accountability Office: 25 states have made state workers pay more toward retirement

- Half of states have moved to increase state workers' retirement-plan contributions since 2008, according to a report from the GAO. The federal government has made similar changes, requiring higher employee contributions by new hires. Rising requirements for worker contributions came as a result of expanded benefits combined with recent low investment returns, the report said. – http://www.washingtonpost.com/blogs/federal-eye/post/higher-contributions-part-of-a-trend/2012/03/05/gIQAalbLtR_blog.html

This document compiled by University Human Resources (UHR), contact Katie Ross in UHR at katross@uillinois.edu with inquiries. Contact UPB-Benefits Services at 217-333-3111 for benefit plan questions specific to a faculty or staff member's own situation. Contact SURS at 217-378-8800. All other questions can be sent to uihr@uillinois.edu

IBHE PEER GROUP PLUS TUITION BENEFIT SUMMARY TABLE

There are some important limitations to this summary: 1) The table does not distinguish between what kind of tuition assistance is provided, i.e., it may be monetary, waiver, partial vs. 100%. 2) If there is not an x in a column for a given school, it does not mean that the school doesn't offer, it simply means that information was not found on websites, not available, or not provided in surveys.

	Employee	Spouse/Domestic Partner	Dependents
Arizona State University	X		X
Auburn University - Montgomery	X	X	X
Brown University	X		X
Clark University	X	X	X
College of Charleston			
College of William and Mary	X	X	X
Columbia University - Main Division	X	X	X
Duke University	X		X
Florida State University	X		
Georgia College and State University	X		
Iona College	X	X	X
Johns Hopkins University	X	X	X
Lake Superior State University	X	X	X
Marist College	X	X	X
Michigan State University	X	X	X
New York University	X	X	X
Northern Michigan University	X	X	X
Northwestern University	X	X	X
Shippensburg University of Pennsylvania	X		
SUNY College at Brockport			
Temple University	X	X	X
Trinity University	X		X
Union College (NY)	X	X	X
University of Arizona	X	X	X
University of California - Berkeley			
University of California - Davis			
University of California - Irvine			
University of California - Los Angeles			
University of California - Riverside			
University of California - San Diego			
University of California - Santa Barbara			
University of California-Los Angeles			
University of Chicago	X		X
University of Delaware	X	X	X
University of Florida	X		X
University of Georgia	X		
University of Hawaii - Manoa	X	X	
University of Maryland - College Park	X	X	X
University of Massachusetts - Amherst	X	X	X
University of Michigan - Ann Arbor			
University of North Carolina - Chapel Hill	X	X	X
University of Oregon - Main Campus	X	X	X
University of Pennsylvania	X	X	X
University of Rochester	X	X	X
University of South Dakota	X		
University of Southern California	X	X	X
University of Texas - Austin	X		
University of Utah	X	X	X
University of Vermont & State Agricultural College	X	X	X
University of Virginia	X		
University of Washington	X		
University of Wisconsin - Green Bay	X		X
University of Wisconsin - Madison	X		X
Virginia Commonwealth University	X		
Virginia Polytechnical Institute & State University	X		
Washington University	X	X	X
Wayne State University	X	X	X
Yale University			X

ILLINOIS PRIVATE INSTITUTIONS TUITION BENEFITS

There are some important limitations to this summary: 1) The table does not distinguish between what kind of tuition assistance is provided, i.e., it may be monetary, waiver, partial vs. 100%. 2) If there is not an x in a column for a given school, it does not mean that the school doesn't offer, it simply means that information was not found on websites, not available, or not provided in surveys.

	Employee	Spouse/Domestic Partner	Dependents
Augustana College	X	X	X
Blackburn College			
Blessing-Rieman College of Nursing			
Bradley University	X	X	X
Eureka College			
Greenville College			
Illinois Baptist College			
Illinois College	X		X
Illinois Wesleyan University			
Knox College	X	X	X
Lakeview College of Nursing			
Lincoln Christian University			
Lincoln College			
MacMurray College			
McKendree University			
Methodist College of Nursing	X		
Midstate College			
Millikin University	X	X	X
Monmouth College	X	X	X
Morrison Institute of Technology			
Olivet Nazarene University			
Principia College			
Quincy University	X	X	X
Rockford Career College			
Rockford College			
Sanford-Brown College			
Springfield College in Illinois			
St. Anthony College of Nursing			
St. Francis Medical Center College of Nursing			
St. Johns College	X		
Trinity College of Nursing & Health Sciences			
Urbana Theological Seminary			
Vatterott College			

UNIVERSITY OF WISCONSIN SURVEY ON TUITION BENEFITS

There are some important limitations to this summary: 1) The table does not distinguish between what kind of tuition assistance is provided, i.e., it may be monetary, waiver, partial vs. 100%. 2) If there is not an x in a column for a given school, it does not mean that the school doesn't offer, it simply means that information was not found on websites, not available, or not provided in surveys.

	Spouse/Domestic		
	Employee	Partner	Dependents
University of Chicago	X		X
Indiana University	X	X	X
University of Iowa	X		
University of Michigan	X		
University of Minnesota	X		
North Dakota	X	X	X
Northwestern University	X	X	X
Oregon	X	X	X
Penn State	X	X	X
Purdue	X	X	X
Wisconsin	X		

AAUDE INSTITUTIONS TUITION BENEFITS

There are some important limitations to this summary: 1) The table does not distinguish between what kind of tuition assistance is provided, i.e., it may be monetary, waiver, partial vs. 100%. 2) If there is not an x in a column for a given school, it does not mean that the school doesn't offer, it simply means that information was not found on websites, not available, or not provided in surveys.

	Employee	Spouse/Domestic Partner	Dependents
Arizona	X		X
Colorado	X		X
Florida	X		X
Indiana	X		X
Iowa	X		
Iowa State	X		
Kansas	X		
University of Maryland	X		X
Michigan	X		
Michigan State	X		X
Minnesota	X		
Missouri	X		X
Nebraska	X		X
Ohio State	X		X
Oregon	X		X
Penn State	X		X
Pittsburgh	X		
Purdue	X		X
University of Rochester	X		X
Rutgers	X		X
SUNY-Buffalo	X		
Texas	X		
University of Washingto	X		
Wisconsin			

University Senates Conference (USC)
Tuesday, February 21, 2012
(Final; Information)

- PLACE: Student Center West, University of Illinois at Chicago
- PRESENT: Andersen (via phone), Boltuc, Burbules (Vice-chair), Campbell, Chambers (Chair), Erricolo, Fadavi, Fisher, Francis, Graber, Leff, Mallory, Mohammadian (via phone), O'Brien, Patston, Shanahan, Struble, Villegas, Wheeler
- GUESTS: Mike Hogan, Chris Kennedy, Avijit Ghosh, Christophe Pierre, Tom Hardy

Chambers convened the meeting at 10:00 a.m. and welcomed three new members of the Springfield campus to the conference. They will replace Martin, Ting, and Switzer who all resigned. He indicated that Trustee Kennedy and President Hogan would meet with the conference later in the afternoon and that President Hogan requested some time to meet in Executive Session.

Chambers spent some time describing the operating procedures to new members of the committee. He requested that the business of the committee be communicated to the president and press only through him. Some of the problems from earlier this year were related to committee members independently communicating with the president.

Discussion about the open meetings act ensued. Campbell suggested that we take advantage of the open meetings act to make the business of the University Senates Conference more transparent to others, particularly to the individual campus senates. Chambers agreed and suggested that aspects of meetings could potentially be taped to make transcribing minutes easier. In relation to "draft" reports, those documents would not be distributed outside of the conference, but anyone would be able to sit in on discussions where draft documents are being discussed. There was considerable discussion in relation to the ethics of being a committee member. Mallory suggested that committee members take the training on the open meetings act because it is an opportunity to gain greater awareness of the law.

New Business: The minutes of the meeting from January 13, 2012 were approved. Peter Boltuc and Lynn Fisher were elected as the Springfield members to serve on the Executive Committee. Leff agreed to be the designated observer at the Board of Trustees meeting on March 15. The Conference accepted OT-283 Endorsement and Support of University Senates Conference Chair Donald Chamber's Statement on the Ethical Dimension of Leadership to the Board of Trustees. The conference endorsed OT-284 Urbana-Champaign Senate Statement on Ethical Leadership and Shared Governance. The conference accepted OT-286 UIS Campus Senate resolution of no confidence in the UIS Senate Chair.

Old Business: Discussion ensued about the Enrollment Management (EM) report. Conference members had been told that the report was the result of outside consultants hired by the university, however, as more information becomes available, it is evident that the report is a combined effort between the Office of the President and the external consulting group. President Hogan was given 30 days to respond to the concerns outlined by members of USC. Discussion of his response was undertaken. Burbules emphasized that we should not be forced into a corner to quickly accept his response but will need time to discuss our response among ourselves and with our senates. Campbell stated that we need to know the cost of the recommendations.

At 1:00 p.m. Trustee Kennedy, President Hogan, Vice-President Pierre, and Special Assistant Avijit Ghosh joined the group. Hogan thanked USC members for inviting him back to address the EM Report. He is working with the Chancellors and Board to begin implementing some of the recommendations because

they were generally supported. Ghosh said the written response from Hogan tries to be sensitive to many of the concerns raised by the conference. Ghosh stated that there were some areas where everyone agreed like communicating about financial aid and being helpful to students.

The draft report was discussed, and several and agreements were reached. The Office of the President will incorporate those agreements into a new version of the report that will be distributed to all members of USC for their response. Discussion points are highlighted below.

1. Several recommendations (e.g., Common Application, Student Information System integration) require further study before decisions can be made. Those decisions should be data driven.
2. Campuses will remain in control of admissions and financial aid decisions.
3. Campuses will remain in control of enrollment goals.
4. Diversity goals would be embedded into the process of setting enrollment goals, and additional money for scholarships would be available.
5. The proposed title of Executive Director of Enrollment Management will now be Associate Vice President for Academic Affairs. This individual will be a support person to facilitate the work of the Enrollment Management Policy Council (EMPC).
6. The EMPC will consist of the three Provosts and the Associate Vice President for Academic Affairs. This group will make recommendations to Hogan. The USC will serve as another type of policy council, and a faculty advisory committee may also be formed if there are no faculty representatives on the EMPC.
7. The original report stated that campus enrollment staff would report to the Executive Director of Enrollment Management. It was agreed during the meeting, however, that reporting lines would remain at the campus level.
8. Approval of articulations agreements will remain a department/college responsibility and will focus primarily on lower division general education courses.
9. Articulation agreements would not guarantee students the right to transfer between campuses.
10. Branding will not be pursued at this time. Any future discussions will be about *whether* to pursue branding instead of *how* it will be pursued.

Overall, the tone of the meeting was significantly different than previous USC meetings related EM. The meeting was collegial and conversational. All four guests were responsive to faculty concerns, and there was a strong sense that the Board wanted to address faculty input. In particular, Chairman Kennedy appeared interested in faculty viewpoints. Our Senate report was heard and formed the basis for many of the responses. Prior to the end of the meeting USC members met with Chairman Kennedy and President Hogan to discuss a personnel matter in Executive Session.

Respectfully submitted,
Kim C. Graber

Report on IBHE Faculty Advisory Council Meeting

February 17, 2012

(Final; Information)

The [Faculty Advisory Council](#) (FAC) of the [Illinois Board of Higher Education](#) (IBHE) held a regularly scheduled meeting at DePaul University on Friday February 17, 2012 with 35 [member institutions](#) present. Guests of the council included DePaul President Father Dennis Holschneider; J.D. Bindenagel DePaul Vice President, Community, Government & International Affairs; Scott Martin, Executive Director of the Center for Operational Excellence and Anne Brennan Project Team Leader from the Reinvention project by the City Colleges of Chicago (CCC); Representative Ken Dunkin, Chair of the House Higher Education Appropriations Committee and IBHE Chair Carrie Hightman.

President Holschneider noted that with 6 campuses and 10 colleges, DePaul is the largest private university in the Midwest. He said that DePaul's mission is to provide a good education and financial aid to the following student groups: first generation, of color, Pell eligible, and from Chicago Public Schools. DePaul is the top transfer school in America. It has gone test optional for admission and constructed 16 buildings in 16 years. When asked about the state of shared governance, President Holschneider said that DePaul has a faculty handbook, which has inconsistencies and is being rewritten. The school is looking at standard practices at comparable universities, but this is a slow process.

Scott Martin and Anne Brennan gave a presentation on the [Reinvention effort of the City Colleges of Chicago \(CCC\)](#) with the vision to transform the City Colleges of Chicago into a world-class institution. The goals of the project are as follows: "Increase the number of students earning college credentials of economic value; Increase the rate of transfer to Bachelor's degree programs following CCC graduation; Drastically improve outcomes for students needing remediation; Increase number and share of ABE/GED/ESL students who advance to and succeed in college-level courses." Guest speakers answered questions from the Council members.

Representative Ken Dunkin, Chair of the House Higher Education Appropriations Committee was the Council's next guest. He has served in the House for 10 years. Representative Dunkin's educational background includes Loop (now Harold Washington) College, Morehouse College, and the University of Chicago. Representative Dunkin noted that his committee uses line-by-line budgeting. He named the following as major issues of discussion for his Committee this spring: MAP funding and its distribution along with P-20; affordability; the Public Agenda; obtaining grant and research dollars; the prepaid investment program; program consolidation; performance standards; capital costs; and faculty recruitment/retention. Representative Dunkin said that he believes in limited government. He noted pension costs must get under control and that there will be shared sacrifices. He added that many of our state universities are flush and looking to student tuition may not be appropriate. Representative Dunkin was reminded of high cost to our institutions of remediation of students who come to colleges unprepared and that remediation could be addressed at a considerably lower cost at the high school level. A number of examples indicating the extent of remediation were shared by Council members with Representative Dunkin as follows: 90% of CCC students need remediation; 94% of Kankakee Community College freshmen are not college ready and there is a high failure rate of those who are unprepared as a

result; 90% of Prairie State College students are similarly not ready. Representative Dunkin found this information surprising.

Representative Dunkin was asked about continued availability of MAP funding for private institutions. He responded by saying "it's on the radar" and that he expects that proprietary institutions will be cut out, and maybe the not-for-profits later. Council argued that many private institutions offer high quality education and that we would like to continue this dialogue with the representative in the future. It was noted that faculty are in the trenches and have a different perspective about many of these issues. Dunkin said he could use our perspective, either formally or informally. Position papers would be welcome. He added that his Committee needs solutions and fiscal suggestions.

Carrie Hightman, IBHE Chair, was the Council's next guest. After introductory remarks, she was asked about how she manages to handle her role as Chair of both IBHE and SURS. She responded that she did not seek those positions, she does not see a conflict between the two roles and that she is capable of handling the two tasks fairly and equitably. The subject of pensions was discussed with Chair Hightman. She wondered why the state is paying for municipal teachers' pensions - - we're being wrapped up in this. She added that most community colleges are at their taxing caps. The key issue is how this will be phased in. Chair Hightman was asked about the [Illinois Public Agenda for College and Career Success](#) and if there is a system in place to assess progress? Chair Hightman stated that at every Board meeting, there is a standing agenda item to look at progress towards meeting the goals of the Public Agenda and added that data on progress is on the IBHE web site. She agreed that a formal assessment of the progress of Public Agenda is a good idea. Hightman added that she welcomes our reports and conversations.

In other business, the Council caucuses met and reported back on their discussions to the Council. Minutes of previous meetings (December 2011 and January 2012) were approved by the Council. In addition, the council held a discussion on a number of Illinois Senate bills regarding higher education that are under consideration. The Council decided to discuss these bills further at its next meeting. If time does not permit such action, the Council asked the Chair/Executive Committee to issue a position statement on behalf of the Council on these matters before the next meeting.

The meeting adjourned at about 3:20 PM. The next meeting of the Council will be held at Eastern Illinois University on March 16, 2012.

Respectfully submitted
Abbas Aminmansour

Report on IBHE Faculty Advisory Council Meeting

March 16, 2012

(Final; Information)

The [Faculty Advisory Council](#) (FAC) of the [Illinois Board of Higher Education](#) (IBHE) held a regularly scheduled meeting at Eastern Illinois University on Friday March 16, 2012 with 27 [member institutions](#) present. Guests of the council included Eastern Illinois University President William Perry; Debbie Meisner-Bertauski and Dan Cullen, IBHE Associate Directors for Academic Affairs; Meegan Bassett, Senior Policy Associate, Women Employed; EIU Faculty Senate Chair Andrew Methven and Dr. Allison Witt, IBHE Assistant Director for Academic Affairs.

President William Perry welcomed the Council to his campus and reiterated his commitment to shared governance. He noted that it is particularly important for faculty to remain engaged in higher education matters at this time. President Perry pointed out some of the successes of his institutions and in particular mentioned the EIU's [Renewable Energy Center](#) as a national success story.

Council Chair Aminmansour reported on a number of State Senate and House bills regarding higher education. He specifically noted the following bills: [SB3803](#), a college completion report card act; [SB3804](#), a higher education articulation act; [SB0059](#), a higher education transfer achievement act, and [HB5671](#), a higher education MAP grant act. He reported that he has been involved in a number of discussions at the State level on these bills. SB3803 appears to be moving forward. SB3804 has been modified considerably and is now recommending an audit, referred to in the current version as a "study." Aminmansour reported that SB0059 was an active bill and, in his view, was of considerable concern to us. This bill has apparently been placed on hold and may not be moving forward anymore. HB5671 attempts to address a well-known issue of community college students being disadvantaged by the MAP's schedule.

The Council held a discussion on establishing a number of priorities for its future actions. Following a brain-storming session and development of a wish list, the Council tasked its Executive Committee to develop a refined and manageable list of priorities for the Council to consider for adoption at its next meeting.

IBHE staff members Debbie Meisner-Bertauski and Dan Cullen gave a presentation on the [Common Core Standards](#) efforts. According to the ISBE web site, "The Illinois State Board of Education has adopted new Math and English Language Arts standards for K-12 education known as the New Illinois State Learning Standards Incorporating the Common Core. The goal is to better prepare Illinois students for success in college and the workforce in a competitive global economy." More information about the Common Core is available at the above link.

Meegan Bassett Senior Policy Analyst from [Women Employed](#) (WE) spoke next and reported on her organization's involvement in a number of State bills relative to higher education. WE has been particularly involved in the development of SB3803 and SB3804 and works closely with the Lieutenant Governor's office. Aminmansour asked Ms. Bassett to consider including faculty representative in the bodies formed by state laws on issues relative to higher education. He further reported that Ms. Bassett

had accepted his invitation to join a small nucleus of (less than ten) individuals for periodic discussions on higher education matters, exchange notes and share activities/plans with each other. This, he said, will help better organize activities of interested groups and avoid unnecessary efforts and duplications.

In other business, the Council caucuses met and reported back on their discussions to the Council. Minutes of the February 17, 2012 FAC meeting at DePaul were approved by the Council. In addition, the council held elected an Elections Committee to handle its 2012-13 elections in May. Finally, the Council discussed and unanimously approved a position statement relative to recent state bills that have been under consideration. This statement will be sent to a number of state higher education leaders and organizations. A copy of the statement is attached.

The meeting adjourned at about 3:15 PM. The next meeting of the Council will be held at Truman College in Chicago on April 10, 2012 in conjunction with the IBHE meeting.

Respectfully submitted
Abbas Aminmansour

Attachment



Illinois Board of Higher Education Faculty Advisory Council Position Statement

The State of Illinois is fortunate to have a considerable number of postsecondary educational institutions that offer high quality education to our students. Our institutions are diverse in their mission, size and public or private sources of funding. But they all share common goals such as offering our students the highest quality education possible; helping students develop the necessary skills that allow them to become successful in their careers and to become leaders within their disciplines at the local community, state, national or global levels. Our colleges and universities are also committed to facilitating students obtaining these objectives in a timely and economical manner.

The Faculty Advisory Council (FAC) of the Illinois Board of Higher Education (IBHE) is committed to our institutions achieving these goals. Our very active participation in recent efforts by the State legislators and IBHE in establishing appropriate metrics for performance based funding in higher education is an example of our continued commitment to accountability and transparency of our institutions as providers of high quality education to our students and as stewards of public and private funds entrusted to us.

In recent past, a number of bills have been introduced in the Illinois State Senate and House relative to higher education. Our council is grateful for the care and commitment to higher education of those who have initiated these proposed bills. However, we offer the following for consideration by our State leaders and others in pursuit of enhancing higher education in Illinois.

1. Education is a continuum that spans from kindergarten to advanced postsecondary degrees and must be treated as such. Efforts to positively influence student performance and efficiency of our State's higher education system must first identify the relevant issues and offer appropriate and targeted solutions to address those issues. We believe that blanket directives, particularly those that focus on higher education only without examining and addressing issues of quality and efficiency at previous levels are not appropriate and may indeed lead to unintended consequences and potential harm to the very students that such efforts may seek to help.
2. Quality is of utmost significance and must be included in any discussions relative to education. Efforts to increase numbers and rates without serious consideration for quality education and student success are very likely to lead to undesirable outcomes and adversely affect the critical need for the necessary human capital.
3. Decisions such as admission criteria, graduation requirements and the quality of our courses and curricula are academic issues that are best addressed by the faculty. Our faculty are most actively engaged in teaching and evaluating our students on a daily basis and are most suited for offering critical insight into any discussions on these aspects of higher education. They are also most informed about the expectations and requirements in their professional fields and can appropriately offer means for students' high performance and success. We trust that any serious efforts to affect higher education will include faculty input from the very beginning.

4. Our programs and institutions do not exist in isolation. Many of our programs and indeed institutions are subject to and bound by accreditation criteria established by leading authorities within certain disciplines and by nationally or internationally recognized and respected accrediting agencies. Efforts to affect higher education must give serious consideration to such requirements and avoid mandates that may result in loss of accreditation of our programs and institutions.
5. The IBHE Faculty Advisory Council is the most comprehensive organization in Illinois with faculty representatives from all types of postsecondary institutions including public or private four year institutions as well as community colleges. We are ready, willing and appropriately suited to actively engage in any serious discussions on higher education issues. The Council asks all State leaders and others interested in higher education issues to utilize faculty's knowledge, experience and insight by conferring with our group and to include representatives from our council in their discussions.

This statement was unanimously adopted by the IBHE Faculty Advisory Council on this day, Friday March 16, 2012.

For more information, please contact FAC Chair, Professor Abbas Aminmansour (AAmin@Illinois.edu).

Procedures for Article IX, Section 6, Severe Sanctions Less Than Dismissal

Campus procedures for proceedings under Article IX, Section 6, Severe Sanctions Less than Dismissal shall include, at a minimum:

- (1) The campus procedures will be initiated only after discussions are held between the faculty member and appropriate administrative officers looking toward a mutual settlement. The initiation or pendency of proceedings under this Section 6 shall not be deemed to prevent or delay the University or any other person from pursuing any other remedy available to such person against the faculty member for conduct allegedly violating Section 2 below.
- (2) *Due Cause Consultation with the Faculty Advisory Committee.* In considering whether due cause exists to initiate proceedings that may result in the imposition upon a faculty member of severe sanctions less than dismissal, and before arriving at a determination that such cause exists, the Provost shall consult with the Faculty Advisory Committee (FAC) in closed session. If otherwise appropriately authorized, the Provost may consult with the FAC on whether due cause for dismissal exists to support pursuing alternative charges under Article X at the same time as a due cause consultation under Article IX. This consultation and all further deliberations and communications involved in any such proceeding shall be confidential to the extent permitted by law.
- (3) *Service of Charges.* If the Provost determines that cause exists to initiate proceedings under Article IX (6), the Provost shall inform the faculty member in writing that Article IX(6) proceedings are being initiated, the due cause basis of the charges against him or her, and the process to be followed in these proceedings (including the timelines and the appeal procedure). The Provost shall provide these charges and notice of proceedings to the faculty member either by personal service or by mailing to the last known address of the faculty member on file with the campus.
- (4) *Opportunity for a hearing.* The faculty member is entitled to an opportunity for a hearing before an elected committee specified by the Senate. Unless otherwise specified by the Senate, Article IX(6) hearings shall be heard by the campus Committee on Academic Freedom and Tenure. A faculty member shall have 15 days from the date of the service of the charges to request a hearing.
- (5) *Written Answer.* The faculty member shall file a written answer to the charges with CAFT and the Provost within 10 days of his or her request for a hearing.

Procedures for Article IX, Section 6, Severe Sanctions Less Than Dismissal

(6) *Notice of hearing.* CAFT shall set the time and place for the hearing and notice of such shall be delivered to the faculty member and the Provost either by personal service or by registered mail. The hearing shall not be held earlier than 20 days from the date that the faculty member files a request for a hearing. The hearing shall not be held earlier than 15 days from the date of the notice of the hearing.

(7) *Hearing Proceedings.* The hearing shall be a closed hearing. No member of that committee shall sit in a case that involves a colleague of that committee member's department, school, institute, or division, whichever represents the smallest administrative unit, nor shall a member sit in a case if the member has previously acted on the pending matter. The committee shall not be bound by technical rules of evidence, but all findings, conclusions, and recommendations of the committee shall be supported by and be in accord with substantial evidence

(8) *Findings & Recommendations.* Following the conclusion of the hearing, the committee shall promptly make its explicit findings of fact on each charge, conclusions as to whether due cause exists under Article IX(6)(d) to impose severe sanctions less than dismissal and its recommendation as to whether the Provost shall impose severe sanctions less than dismissal as defined by Article IX(6)(e).

(9) *Imposition of Severe Sanctions Less than Dismissal.* Upon receipt of the Committee's report, the Provost shall determine what sanctions to impose.

(10) *Opportunity to Appeal to the Chancellor.* The faculty member shall have 20 days to file an appeal of the Provost's decision to impose sanctions with the Vice President and Chancellor. The faculty member shall be entitled to appeal the sanctions based on both substantive and procedural objections to the Article IX(6) proceeding and sanctions decision. Minor procedural flaws are not grounds for reversal of a sanctions decision; rather, a faculty member must show that departure from these procedures substantially harmed the faculty member. The decision of the Vice President and Chancellor will be final.

(11) *Deviation.* Any deviations from these procedures must be requested in writing by the parties who have roles in this process, and if warranted, approved by the Vice President and Chancellor.