

AGENDA

Senate of the Urbana-Champaign Campus

February 10, 2014; 3:10 pm

Levis Center – 3rd floor

- I. **Call to Order** – Chancellor Phyllis Wise
- II. **Approval of Minutes** – December 9, 2013
- III. **Senate Executive Committee Report** – Chair Roy Campbell
- IV. **Chancellor's Remarks** – Chancellor Phyllis Wise
- V. **Campus Safety Presentation**
Lieutenant Todd Short, Office of Campus Emergency Planning

VI. **Questions/Discussion**VII. **Consent Agenda**

These items will only be distributed via www.senate.illinois.edu/20140210.asp. If a senator wishes to move an item from the Consent Agenda to Proposals and have copies at the meeting, they must notify the Senate Office at least two business days before the meeting. Any senator can ask to have any item moved from the Consent Agenda to Proposals.

EP.14.18	Proposal from the College of Liberal Arts and Sciences (LAS) to Establish a Non-Thesis Option in the Master of Science in Chemical Engineering in the Department of Chemical and Biomolecular Engineering, School of Chemical Sciences	Educational Policy (G. Miller, Chair)
EP.14.22	Proposal from the College of Liberal Arts and Sciences (LAS) to Revise the Bachelor of Arts in Liberal Arts and Sciences in the Department of Geography and Geographic Information Science	Educational Policy (G. Miller, Chair)
EP.14.23	Proposal from the College of Liberal Arts and Sciences (LAS) to Revise the Undergraduate Minor in the Department of Geography and Geographic Information Science	Educational Policy (G. Miller, Chair)
EP.14.24	Proposal from the College of Applied Health Sciences (AHS) to Revise the Undergraduate Concentrations in the BS in Speech and Hearing Science	Educational Policy (G. Miller, Chair)

VIII. Proposals

CC.14.07	Nominations for Membership on Standing Committees of the Senate	Committee on Committees <i>(P. Kalita)</i>	1
HD.14.03	Nominations for Honorary Degrees	Honorary Degrees <i>(J. Tyson, Chair)</i>	3
SC.14.05	Endorsement of the Chancellor's statement on the Israeli Universities Boycott	Senate Executive Committee <i>(R. Campbell)</i>	7

IX. Specialized Faculty Presentation

Katherine Galvin, Associate Provost for Administrative Affairs

SC.14.07	Draft of Provost's Communication for Specialized Faculty		9
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X. Fall 2013 Report of the MOOC Strategy Advisory Committee (MSAC)

Chuck Tucker, Vice Provost for Undergraduate Education and Innovation
Laurie Kramer, Associate Dean of Academic Programs Laurie Kramer

XI. Current Benefits Issues (5 min.)

John Kindt, Chair of the Senate Committee on Faculty and Academic Staff Benefits

XII. Reports

FAC.13.01	2012-2013 Annual Report to the Senate	C. Koslofsky	23
HE.14.04	IBHE-FAC Report – December	A. Aminmansour	25
HE.14.05	IBHE-FAC Report – January	A. Aminmansour	27
SC.14.06	BOT Observer Report – September 12, 2013	C. Campbell H. Hilton G. Miller	29
SUR.14.02	SURSMAC Report – January 13, 2014	H.F. (Bill) Williamson John Kindt	33

XIII. New Business**XIV. Adjournment**

Minutes
Urbana-Champaign Senate Meeting
December 9, 2013

A regular meeting of the University of Illinois at Urbana-Champaign Senate was called to order at 3:10 pm at the Illini Union in Illini Room A with Vice Provost Barbara Wilson presiding and Professor Emeritus H. George Friedman, Jr. as Parliamentarian.

Approval of Minutes

12/09/13-01 The minutes from November 18, 2013 were approved as amended.

Senate Executive Committee Report

Roy Campbell (ENGR), faculty senator and Chair of the Senate Executive Committee (SEC) reported that the Office of the Senate will no longer mail hardcopy Senate packets. There will be a small number of hardcopy packets available at the door for each Senate meeting on a first come first serve basis. If a Senate Office staff person is not at the check-in table, please be sure to check yourself in at the meeting to receive credit for attending. For various reasons, only informational items will be distributed via the Senate listserv.

There have been long standing issues with the state budget. The proposed pension plan is lengthy and complicated. Pension discussions will continue with University Senates Conference (USC), the campus Senates, and administration. The administration is fully aware of the issues. They have the same pension plan as other University employees. Faculty should have health insurance and a retirement plan as part of a career that does not have artificial caps on remuneration. There are many people that have been faithfully paying into pensions and contributing to the University. Various Chancellors and Presidents wrote a letter to the state describing their disappointment on the formation of policies surrounding pensions.

The SEC ad hoc Compensation Review Committee has been formed and Professor of Finance Jeffery Brown has agreed to chair. The committee will review compensation distribution across the campus and with peers in order to remain competitive with our peers.

12/09/13-02 Faculty senators H. F. Williamson, Jr. (LAS) and Joyce Tolliver (LAS), and student senator Damani Bolden (ACES) served as tellers for the meeting.

Chancellor's Remarks

Vice Provost Barbara Wilson gave remarks on behalf of Chancellor Wise. The Chancellor sent a massmail regarding pensions. Wilson assured the Senate that the University is working very hard to understand the legislation and to follow the court challenges. Discussions are taking place to formulate options to supplement the pension in its new form in order to continue the University's ability to compete, retain, and recruit.

A new position in Academic Human Resources (AHR) has been created to develop the dual career program. The person will help units find employment opportunities for partners that come with new hires. This person will understand opportunities inside the University and in the outside community.

A new Provost's Communication on specialized faculty is being developed. The specialized faculty includes non-tenure track faculty and other academics. This communication will define titles, describe best practices for employment opportunities, and make sure there are reviews and a grievance process. A line of promotional titles will be outlined. The Senate Committee on General University Policy (GUP) has reviewed and supports this document. The next step is to present this to the Council of Deans, and then to SEC and the full Senate.

The Chancellor is passionate about diversity. There is a workshop coming up on February 3, 2014. The workshop will cover best practices for hiring faculty. There is a faculty lead group being formed called DRIVE (Diversity Realized at Illinois by Visioning Excellence). Wilson encouraged department leaders to be sure there is someone to represent each department.

Questions/Discussion

No discussion.

Proposals (enclosed)

12/09/13-03 IT.14.01* Resolution in Support of the 2013 IT Strategic Plan

Paul Hixson, Chief Information Officer, presented information from the 2013 Information Technology (IT) Strategic Plan. Various IT groups have been working on this strategic plan for over two years. There are 5 committees in addition to the Senate committee on IT, in addition to the open campus meeting held last week.

Over the summer, faculty lead committees met and compiled a list of 47 strategic initiatives. This process was not only about IT, but about educational mission. The 2003-2004 campus network upgrades effected what we can do with IT. Now is a critical point in time. Waiting to act on IT upgrades will be detrimental to the campus. IT will be used to transform the learning environment. IT fully enables faculty and researchers to work with collaborators. IT must be agile without compromising security and accessibility. It must be used to make life-long connections with our students.

The 47 initiatives were vetted into five uber goals. All 47 strategic initiatives map to one or more of these uber goals.

The wireless network is suffering from overload. The network for research increased from 11 GB to over 100 GB. Students are bringing on average 3.7 devices per student. This campus needs upgrade the wireless network. CITES introduced Blackboard for mobile on Compass. There are 60,000 hits per day without marketing the new mobile application. Creating the Illinois cloud will extend the current research network.

Security is an evolving need. There have been increased cyber-attacks. Last year there was a phishing attempt. The firewall was 98% effective. It only took 50 people to click-on and then numerous emails were sent without permission. This incident place Illinois on the black list. Faculty members were unable to send important emails to colleagues outside of the University.

The IT Strategic Plan shows the need for recurring funds of \$7 million and a one-time \$2 million. The Education sector as a whole spends 4.7% on IT (includes k-12), but only 3.8% of the budget was spent on IT.

12/09/13-04 On behalf of the Senate Committee on Information Technology (IT), Chair John Hart moved approval of proposal IT.14.01, Resolution in Support of the 2013 IT Strategic Plan. Discussion followed.

Hixson noted that a large portion of the requested funds would be allocated to CITES (Campus Information Technologies and Educational Services) and the remaining funds would be distributed to other areas of campus.

12/09/13-05 Mallory (LIBR) on behalf of Oberdeck (LAS) moved that "Whereas this strategic plan will make Illinois a leader in online education, by enhancing the student learning environment, improve student access to class resource materials and lead to improved learning outcomes, and" be replaced with "Whereas this strategic plan will greatly enhance the University of Illinois's educational mission in campus classrooms and online environments by enhancing student

learning in all these environments, improving student access to class resource materials and facilitating improved learning outcomes, and". The motion to amend was seconded.

- 12/09/13-06 Geil (ENGR) moved to amend the amendment by adding "fulfillment of" to the beginning of paragraphs three, four, and five. Each of the three paragraphs would begin "WHEREAS fulfillment of this strategic plan..."
- 12/09/13-07 The amendment to the amendment was seconded and approved by voice.
- 12/09/13-08 The original amendment was approved as amended by a show of hands.
- 12/09/13-09 By voice, the amended proposal IT.14.01 was approved.
- 12/09/13-10 SC.14.04* Endorsement and Support of the University Senates Conference (USC) Statement on Pensions
- On behalf of the Senate Executive Committee, committee Chair Roy Campbell moved approval of SC.14.04. Discussion followed and Lear (GRAD) noted that the resolution was created by another body and could not be amended by the Senate. This proposal is for endorsement of the existing statement only.
- 12/09/13-11 Hilton (ENGR) moved to send the proposal back to SEC. The motion was seconded and discussion continued. Mallory (LIBR) expressed her opinion that the USC statement be endorsed by the full Senate and that the Senate write its own statement or resolution.
- 12/09/13-12 By voice, the motion to return the proposal to SEC was defeated.
- 12/09/13-13 By voice vote, proposal SC.14.04 was endorsed by the full Senate.

Reports

- 12/09/13-14 HE.14.03* IBHE-FAC Report – November 15, 2013

New Business

No new business.

Adjournment

The meeting adjourned at 4:34 pm.

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.14.07 Nominations for Membership on Standing Committees of the Senate

Admissions

To fill three faculty vacancies created by the resignation of Nina Tarr (LAW)

Robin Kar	LAW	Term Expires 2014
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Campus Operations

To fill the chair vacancy created by the resignation of Benjamin McCall (LAS)

Nancy O'Brien (current member)	LIBR	Term Expires 2014
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Faculty and Academic Staff Benefits

To fill one faculty vacancy created by the resignation of David Lange (ENGR)

Sean Anderson	LAW	Term Expires 2014
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Information Technology (IT)

To fill one faculty vacancy created by the resignation of David Lange (ENGR)

Kevin Hamilton	FAA	Term Expires 2015
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Library

To fill one faculty vacancy created by the resignation of LeAnne Howe (LAS)

Safiya Noble	MDA	Term Expires 2014
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To fill one student vacancy created by the resignation of Steve Letourneau (GRAD)

Vaidehi Joshi	GRAD	Term Expires 2014
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COMMITTEE ON COMMITTEES

Prasanta Kalita, Chair

Sara Benson

Anthony Fiorentino

Tim Flanagan

William Gropp

Shao Guo

Rachel Heller

David O'Brien

Joyce Tolliver

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 Honorary Degrees
(Final; Action)

HD.14.04 Nominations for Honorary Degrees

The Senate Committee on Honorary Degrees is pleased to nominate the following individuals for an honorary degree to be conferred at the May 2014 Commencement exercises:

- Phillip A. Sharp

Information relative to the background and achievements of these nominees is attached. Based on the criteria approved by the Senate, the Committee has selected these individuals for Senate consideration.

The Committee wishes to express its sincere appreciation to all who participated in the process, particularly those who spent considerable amounts of time and effort in preparing documentation for these nominees.

COMMITTEE ON HONORARY DEGREES

Jeremy Tyson, Chair
Mckennon Biers
Stephen Cartwright
Harrison Kim
Connor Schickel
Jinming Zhang
Steven Zimmerman

Phillip A. Sharp
Institute Professor
David H. Koch Institute for Integrative Cancer Research at MIT

EDUCATION:

B.A., Chemistry and Mathematics, Union College, Barboursville, KY
Ph.D., Chemistry, University of Illinois at Urbana-Champaign

Nominated by: James H. Morrissey, Acting Head, University of Illinois at Urbana-Champaign, Department of Biochemistry

BASIS FOR NOMINATION:

Phillip A. Sharp is nominated for his groundbreaking research in biochemistry, for his exceptional scientific leadership, and for his pioneering achievements in the biotechnology industry. His elucidation of RNA splicing and RNA expression in the 1970s has been described as one of the seminal discoveries in the biological sciences. He was one of the founding entrepreneurs of the biotechnology industry, co-founding Biogen in 1978. Biogen, which merged with IDEC Pharmaceuticals in 2003 to form Biogen Idec, Inc., focuses on developing drugs for neurological disorders, autoimmune disorders, and cancer. In 2002, he co-founded Alnylam Pharmaceuticals to develop RNAi as a therapeutic.

EXCERPTS FROM THE NOMINATION LETTER:

“Since 1999, Professor Sharp has been an MIT Institute Professor, a title given to a very small number of faculty members with extraordinary records of achievement. This honor reflects his receipt of the 1993 Nobel Prize in Physiology or Medicine that was awarded for his 1977 landmark discovery of discontinuous genes in mammalian cells that required the excision of introns via RNA splicing. Professor Sharp’s research legacy includes contributions to the foundation of RNAi (an RNA-dependent regulatory mechanism that serves as an on/off switch mechanism for gene expression) for which one of his students, Dr. Andrew Fire won the 1998 Nobel Prize in Physiology or Medicine.”

“Professor Sharp has received many prominent distinctions including election to the American Philosophical Society, where he was awarded the 1999 Benjamin Franklin Medal. He is an elected member of the National Institute of Medicine, the American Academy of Arts and Sciences, and National Academy of Sciences, as well as is a Foreign Fellow of the Royal Society of the United Kingdom. In 2004, Professor Sharp was awarded the National Medal of Science. He has also been distinguished by the Albert Lasker Basic Medical Research Award in 1988.”

HONORS/AWARDS (NOT INCLUSIVE):

- 1980 The National Academy of Sciences’ U.S. Steel Foundation Award in Molecular Biology
- 1983 Elected to the American Academy of Arts and Sciences

- 1986 The New York Academy of Sciences Award in Biological and Medical Sciences
- 1988 The Albert Lasker Basic Medical Research Award
- 1993 The Nobel Prize in Physiology or Medicine
- 1999 Institute Professor, MIT
- 2003 Novartis Drew Award in Biomedical Research
- 2003 University of Illinois Alumni Achievement Award
- 2005 The 2004 National Medal of Science
- 2010 AACR Margaret Foti Award for Leadership and Extraordinary Achievements in Cancer Research
- 2011 Elected Foreign Fellow of the Royal Society, UK
- 2013 The Lifetime Achievement in Science Award from the RNA Society
- 2013 Elected Fellow of the AACR Academy

EXCERPTS FROM THE LETTERS OF RECOMMENDATION:

Paul Schimmel, Ernest and Jean Hahn Professor, Scripps Research Institute, La Jolla, CA

“In spite of his status as Institute Professor (a singular professorship at MIT), recipient of the US National Medal of Science, elected member of all the major academies (like the American Academy of Arts and Sciences, National Academy of Sciences, Institute of Medicine, American Philosophical Society, among other), being awarded the Nobel Prize in Physiology and Medicine, or being the key driving force behind building the Biogen (later Biogen-Idec) powerhouse into a \$60B enterprise that has healed and transformed countless patients, Phil takes it all in stride, with a sense of humility and a never-ending desire to move ahead to the next challenge, and to serve whenever, whomever, and however he can.”

H. Robert Horvitz, Professor of Biology, Massachusetts Institute of Technology, Cambridge, MA, and Investigator, Howard Hughes Medical Institute

“Dr. Sharp is unquestionably one of the most accomplished scientists and scientific leaders of all time. His contributions include fundamental discoveries concerning biomedical science, exceptional service at the national level, profound leadership at MIT, the remarkably successful mentorship and training of large numbers of outstanding young scientists, the inspirational teaching of countless undergraduate and graduate students, and pioneering achievements in the biotechnology industry.”

Jack W. Szostak, Investigator, Howard Hughes Medical Institute, Boston, MA

“Phil Sharp is one of the most accomplished and important figures in modern biology and biomedical science. He is of course most well known for this co-discovery of RNA splicing in the late '70s; this was subsequently recognized by the 1993 Nobel Prize in Physiology or Medicine. ... In addition to Phil Sharp's scientific discoveries, Phil is preeminent as a biotech entrepreneur, having co-founded both Biogen and Alnylam. Through this aspect of his career, Phil Sharp has helped to advance basic science to the clinic and to the marketplace, benefiting hundreds of thousands of patients and creating employment for thousands of people. ... He would be an absolutely outstanding choice for recognition by an honorary degree at UIUC.”

UNIVERSITY OF ILLINOIS
URBANA-CHAMPAIGN SENATE
Senate Executive Committee
(Final; Action)

SC.14.05 Endorsement of the Chancellor’s statement on the Israeli Universities Boycott

Statement from Chancellor Phyllis Wise regarding the proposed boycott by U.S. universities of Israeli academic institutions

The University of Illinois at Urbana-Champaign opposes the boycott of Israeli academic institutions and endorses the [statement made by the AAU](#). At Illinois, we value academic freedom as one of our core principles and cherish the critical importance of the ability of faculty to pursue learning, discovery and engagement without regard to political considerations. Our institution opposes any efforts to limit the ability of our faculty to work with scholars from other institutions around the world, and we encourage such connections, as collaboration is one of our core values in the pursuit of knowledge.

Individual faculty are free to express their personal opinions on the proposed resolution, however, they are not acting on behalf of the university.

RECOMMENDATION

The Senate Executive Committee recommends the Senate of the Urbana-Champaign Campus endorse the Chancellor’s statement on the Israeli Universities Boycott.

Senate Executive Committee

Roy Campbell, Chair
Kim Graber, Vice-Chair
Abbas Aminmansour
Michel Bellini
Damani Bolden
Pat Gill
Shao Guo
John Hart
Harry Hilton
Prasanta Kalita
Calvin Lear
Melissa Madsen
William Maher
Gay Miller
Joyce Tolliver
Matthew Wheeler

DRAFT DOCUMENT FOR DISCUSSION PURPOSES ONLY
01/07/14

Provost's Communication XX

**EMPLOYMENT GUIDELINES FOR SPECIALIZED FACULTY
HOLDING NON-TENURE SYSTEM POSITIONS**

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DRAFT DOCUMENT FOR DISCUSSION PURPOSES ONLY
10/31/13

Provost's Communication XX

EMPLOYMENT GUIDELINES FOR SPECIALIZED FACULTY
HOLDING NON-TENURE SYSTEM POSITIONS

I. Overview

The University Statutes recognize a category of employees called “other academics.” University *Statutes*, Art. IX, Section 3c. In contrast to faculty, defined by the Statutes as being the tenure system faculty,¹ “other academic” positions are often singularly focused on either the teaching or the research mission of the University. These individuals perform specialized functions and their scope of work is more specific than their tenure-system peers. In recognition of the specialized nature of these positions and the contributions made by this group of employees, we will refer to this group of employees as “specialized faculty.”²

Specialized faculty members serve an integral part of the university function, through teaching and through research. These individuals may work for a single semester or may dedicate years of service to the University. Whatever the configuration, specialized faculty members make substantial contributions to the mission of the University of Illinois. Specialized faculty members often teach core courses in departments and as a result are highly influential to the student experience on campus. They often are responsible for curricular innovation as well. Specialized faculty members who focus on research are contributing to innovation and break-through knowledge in scholarship. The University is committed to the academic citizenship and well being of specialized faculty on campus, and to their overall professional growth. We prefer the term “specialized” rather than “contingent” or non-tenure system, which are phrases used at other institutions. Specialized faculty members are integral to the excellence of our campus and our terminology reflects that important status.

This Communication serves to recognize the crucial contributions of this employee group on the campus and to provide best practices regarding a number of important employment matters. This Communication is intended to provide guidance to departments, schools and colleges regarding the wide variety of employment matters affecting specialized faculty. Issues addressed in this communication include titles, promotional tracks, hiring procedures, performance evaluations, grievances, unit involvement and professional development.²

II. Guiding Principles

This section provides guiding principles for campus units regarding the hiring and employment of specialized faculty. Information regarding specific required policies and practices are

¹ University *Statutes*, Art. II, Section 3a(1) (defining faculty as being those who are tenured or who are receiving probationary credit towards tenure).

² This Communication does not create rights beyond those conferred by the University *Statutes* or established in specific employment contract with individuals.

identified in later sections of this Communication. Every department and college should examine its employment practices to ensure that policies and procedures are in place that reflect the following guiding principles:

- Specialized faculty members are important members of our campus community who make significant contributions to the teaching, research, and service missions of their individual units and to the campus.
- The academic community flourishes when the best specialized faculty members are recruited, evaluated, and retained using fair employment practices and procedures.
- Departments should identify the responsibilities and privileges that are appropriate to extend to specialized faculty within their units, given that specialized faculty do not receive the full panoply of statutory rights and privileges afforded to tenure system faculty.
- Departments and specialized faculty benefit from having bylaws that clearly identify the roles, responsibilities, and privileges of specialized faculty.
- To optimize performance and to meet objectives, hiring units must inform specialized faculty what the job duties and performance expectations are for their positions.
- Specialized faculty should have access to department, school, college and campus grievance procedures.
- Identifying promotional paths creates opportunities for specialized faculty to invest in long-term careers at Illinois, thereby providing needed stability for these employees and ensuring the high level of excellence required in these positions.

III. Summary of Specialized Faculty Titles and Attributes

Specialized faculty are represented in the following four main categories: those focused primarily on teaching; those focused primarily on research; those focused primarily on providing specialized instruction borne out of practical experience; and those who function in all academic components of teaching, research, and service but with a time-limited contract. These categories point to the primary focus of those hired in these positions, which is not to say that there is no overlap with other types of contributions. Those who mostly teach may do some service, and those who mostly conduct research may do some teaching. This section is intended to guide departments in the use of the Specialized Faculty titles, relying on both established practices regarding the use of the respective titles as well as best practices for promotional tracks.

A. Specialized Faculty: Teaching Focused

Currently, specialized faculty who are primarily involved in the teaching mission of the University can have the following titles: instructor, senior instructor, lecturer, senior lecturer, and teaching associate. In recognition of the significant contributions to the teaching mission made by the most accomplished of our specialized faculty, an additional track of teaching professor titles (assistant, associate and full) will be created. The campus criteria for teaching professor and each of the specialized faculty teaching-focused appointments are outlined below. Additionally, this section outlines fundamental principles for promotional processes.

i. Instructors and Lecturers

Instructors and lecturers are members of the specialized faculty that are engaged primarily in providing classroom instruction, although employees in these positions may have ancillary service or administrative duties. The distinction between the instructor and lecturer title is whether the employee holds the terminal degree in the relevant discipline or profession. The instructor title should be used when an appointee does not hold the terminal degree. When an appointee holds the relevant terminal degree, the lecturer title should be used.

ii. Senior Instructors & Senior Lecturers

When lecturers and instructors have made significant contributions to the department's teaching mission, including contributions to the curriculum, appointment or promotion to a senior title is appropriate. Each department must define the specific substantive criteria for the "senior" level but its fundamental characteristic is that it denotes a higher level of contribution to the unit. The senior modifier should NOT be used simply because a person has been in a title for a certain amount of time, although length of service and contribution to the department should be a factor that is evaluated. Departments should have clear promotion policies that identify the criteria governing the advancement of individuals to senior instructor and senior lecturer titles. Appointment to a senior instructor or senior lecturer title must be supported by a candidate-prepared dossier that demonstrates that the individual's experience and qualifications meet the departmental criteria. Final approval for promotion or appointment to senior instructor or senior lecturer shall reside with the college. Promotion to a senior-level appointment should ordinarily be accompanied by a uniform promotional increase in base salary, as set and funded by the department. Similarly, as a general matter, departments should consider offering a multi-year contract with senior-level appointments. Provost's Communication No. 17 sets forth the policy and procedures regarding multi-year contracts.

iii. Teaching Professorial Appointments

Appointment or promotion to a teaching professor title (assistant, associate and full) will require demonstration that the individual is making an instructional and curricular impact both within the department and beyond, either through scholarly publications, invited talks, or other related activities involving their discipline, pedagogy and student interactions. Appointment to a teaching professor title must be supported by an extraordinary record of accomplishment and should only occur when such a record exists, regardless of the length of service of the candidate. Because of the differing requirements for the teaching professor ranks, there is no presumption

that a senior lecturer position will automatically advance to the teaching professor track. The expectation is that teaching professorial titles will be reserved for appointment of individuals with an ongoing relationship with the University, as opposed to episodic appointments.

Departments should refer to Provost Communication No. ~~XX~~ when evaluating what level of teaching professorship (assistant, associate and full) is appropriate for an appointee, based on the impact and maturity of the individual's record of teaching, classroom innovation, student interactions, and scholarly accomplishments. At a minimum, a candidate for a teaching assistant professor position should be able to demonstrate instructional contributions to the college, campus, and broader discipline, or, if this is to be the person's first appointment on campus, the ability to make such a contribution. Because this position carries with it the title of professor, the review of the candidate's credentials and experience must be rigorous. Letters of support from inside and outside the unit should accompany the candidate's dossier. The process for review of promotion to associate or full teaching professor should follow that set forth in Provost's Communication No. XX, including a review of the candidate's dossier **that is external to the department (which may be outside the University or not, depending upon the departmental policy)**. A candidate does not need to have established a national reputation; rather, external reviewers will be asked to review the dossier in light of the campus and departmental expectations for the respective titles of teaching associate professor or teaching professor. Departments must submit the candidate dossier to the Office of the Provost and Vice Chancellor for Academic Affairs for an administrative review. Promotion to teaching associate professor or teaching professor should ordinarily be accompanied by a uniform promotional increase in base salary, as set and funded by the department. Consistent with the stature of the title and level of contribution expected from a teaching professor, a multi-year contract should, as a general matter, be issued with teaching associate professor and teaching professor appointments. Provost's Communication No. 17 sets forth the policy and procedures regarding multi-year contracts.

Comment [kcg1]: A new Provost Communication is being created that will address the promotion process for specialized faculty members being promoted to the rank of associate or full in a modified professorial titles (e.g., teaching, research or clinical professorial tracks).

iv. Teaching Associates

With the creation of the various titles and tracks outlined above, it is expected that the use of the teaching associate title should be used only for very unique situations. Although there may be isolated instances in which the teaching associate title is appropriate, as a normal course the Lecturer/Instructor track or teaching professor track should be used to appoint individuals whose duties and responsibilities are specialized in providing instruction. Please note that teaching associates who are employed full-time, paid on hard funds, have notice rights.

Key Characteristics of Appointment	Available Titles & Promotional Path
Does not hold terminal degree for the discipline	Instructor → Senior Instructor
Holds terminal degree for the discipline	Lecturer → Senior Lecturer
Terminal degree for the discipline; making an instructional impact both within the department and beyond, either through scholarly publications, invited talks, or other related activities involving pedagogy	Teaching Asst Professor → Teaching Assoc Professor → Teaching Professor

v. Visiting and Adjunct modifiers

Instructors, lecturers, and teaching professors (assistant, associate and full) who are less than .50FTE (cumulative of all of their university appointments) should have the “adjunct” modifier added to the title. Because of the typical appointment schedule for these titles (appointed for a period of one year or less), the “visiting” modifier should not be used with these teaching focused titles. The “visiting” modifier should be reserved for visiting professor (assistant, associate and full) appointments, see Section III(D). Under limited appropriate circumstances, the “visiting” modifier may be used with teaching associate positions. Departments must contact Academic Human Resources to obtain approval to use the visiting modifier with a teaching associate appointment.

B. *Specialized Faculty: Research Focused*

i. Research Professorial Appointments

Professorial titles with a “research” modifier may be used to create specialized faculty appointments for individuals who are focused more exclusively on the research mission of the University. Research professors (assistant, associate, and full) are required to hold a Ph.D. or equivalent highest degree and expertise in the relevant discipline. Research professors may involve students in research, including supervision of graduate students and post-doctoral research associates. Research professors (assistant, associate and full) must have part or all of their appointments in academic units. Where appropriate, a research unit may provide an affiliation appointment to a research professor. The expectation is that research professorial titles will be reserved for appointment of individuals with an ongoing relationship with the University, as opposed to episodic appointments.

Research is defined as: “not only research and scholarship as narrowly understood, but encompass[es] creative artistry and research that is inter-disciplinary and/or translational.” Provost Communication No. XX. Departments should refer to Communication No. XX when evaluating what level of research professorship (assistant, associate and full) is appropriate for an appointee, based on the impact and maturity of the individual’s scholarship. At a minimum, appointment to a research assistant professor title requires demonstration that the individual has the ability to make a substantial impact in a research area, as demonstrated by external funding, publications, invited talks, and other related activities. Research assistant or associate professor appointments initially may be funded either entirely or partially from existing grants for which principal investigators need assistance in conducting and/or managing the research. Over time, these individuals are expected to develop independent research agendas and external funding.

Provost’s Communication No. XX governs the promotional process for individuals in research professorial appointments. Pursuant to Communication No. XX, for promotion or appointment to research associate and full professor, departments must submit the candidate dossier for a rigorous review of credentials and experience, including letters of support from inside and outside the unit. At a minimum, appointment or promotion to the level of research full professor requires that the individual has a high-quality and externally funded research program. An extraordinary record of research and publication must exist for appointment to research professor and should only occur when such a record exists, regardless of the length of service of the candidate. A candidate does not need to have established a national reputation; rather, reviewers external to the department (who may be from outside the University or not, depending upon the departmental policy) will be asked to review the dossier in light of the campus and departmental expectations for the titles of research associate or full professor. Department must submit the candidate dossier to the Office of the Provost and Vice Chancellor for an administrative review. Promotion to research associate and full professor titles should ordinarily be accompanied by a uniform promotional increase in base salary, as set and funded by the department (including soft-funds if appropriate). Consistent with the stature of the title and level of contribution expected from a research professor, a multi-year contract should, as a general matter, be issued with Research Associate Professor and Research Professor appointments. Provost’s Communication No. 17 sets forth the policy and procedures regarding multi-year contracts.

ii. Research Associates

In addition to research professorial appointments, there are the following research-focused titles: research associate, post-doctoral research associate, and post-doctoral research fellow. Use of the research associate title is infrequent and units should contact Academic Human Resources before making research associate appointments. Post-doctoral research associates and post-doctoral research associate appointments are overseen by the Graduate College and more information about these appointments can be found at: <http://www.grad.illinois.edu/postdocs>

iii. Visiting and Adjunct modifiers

Specialized faculty in this research-focused category who are less than .50FTE (cumulative of all of their university appointments) should have the “adjunct” modifier added to the title. Because

of the typical appointment schedule for these titles (appointed for a period of one year or less), the “visiting” modifier should not be used with these research professorial titles (assistant, associate and full). The “visiting” modifier should be reserved for visiting professor (assistant, associate, and full) appointments, see Section III(D). Under limited appropriate circumstances, the “visiting” title may be used with research associate titles. Units must contact Academic Human Resources to obtain approval to use the visiting modifier with a research associate appointment.

iv. Appointment Term

Research professors may be offered either the academic year or twelve-month appointments. As set forth more fully in Section IV.C below, under certain circumstances, research professors may be entitled to formal notice of non-reappointment six-months prior to the end of a current appointment term.

C. *Specialized Faculty: Clinical Focused*

i. Clinical Professorial Appointments

Professorial titles with a “clinical” modifier may be used to create specialized faculty appointments for individuals who provide instruction that draws on and provides specialized knowledge gained from practical experiences in a discipline or profession. Clinical faculty are most often found in medical areas, such as the College of Medicine and College of Veterinary Medicine as well as the College of Applied Health Sciences and the College of Social Work. In some cases, the College of Education and the College of Fine Arts have used these categories to indicate faculty that are closely aligned with providing practical skills rather than theoretical knowledge. Clinical faculty are primarily focused on teaching both in and out of the classroom, but they may also contribute to the University’s public engagement mission and conduct research. The following titles are available for such appointments: clinical assistant professor, clinical associate professor, and clinical professor.

Departments should evaluate and determine minimum criteria that are appropriate to warrant a clinical professorial appointment. Factors to consider include requirements regarding level of education and degree obtained, years of experience in the relevant field, areas of expertise, and specialized knowledge necessary to fill curricular needs. The expectation is that clinical professorial titles will be reserved for appointment of individuals with an ongoing relationship with the University, as opposed to episodic appointments.

Departments should refer to Communication No. XX when evaluating what level of clinical professorship (assistant, associate or full) is appropriate for an appointee, based on the impact and maturity of the individual’s clinical and scholarly contributions. Similarly, Provost’s Communication No. XX governs the promotional process for individuals in these clinical appointments. Pursuant to Communication No. XX, for promotion or appointment to clinical associate or full professor, departments must submit the candidate dossier to the Office of the Provost and Vice Chancellor for Academic Affairs for an administrative review. Promotion to Clinical Associate and Clinical Full Professor should ordinarily be accompanied by a uniform promotional increase in base salary, as set and funded by the department. Consistent with the

stature of the title and level of contribution expected from a clinical professor, a multi-year contract should, as a general matter, be issued with Clinical Associate Professor and Clinical Professor appointments. Provost's Communication No. 17 sets forth the policy and procedures regarding multi-year contracts.

ii. Clinical Associates

The University *Statutes* authorize a clinical associate title but this is not a title in use on the Urbana campus. Units should not make appointments using the clinical associate title without first consulting and getting approval from Academic Human Resources

iii. Visiting and Adjunct modifiers

Specialized faculty in this category who are less than .50FTE (cumulative of all of their university appointments) should have the "adjunct" modifier added to the title. Because of the typical appointment schedule for these titles (appointed for a period of one year or less), the "visiting" modifier should not be used with these clinically-focused titles. The "visiting" modifier should be reserved for visiting professor (assistant, associate, and full) appointments, see Section III(D).

iv. Appointment Term

Clinical professors (assistant, associate and full) may be offered either for the academic year or twelve-month appointments.

D. Specialized Faculty: Visiting Professors

Specialized faculty who are more broadly involved in all three of the University's missions of teaching, research and service but who are here for a limited time period should be designated as "visiting" professor (i.e., visiting assistant professor, visiting associate professor, and visiting professor). In some cases, visiting faculty members have regular appointments at another institution. Communication No. 9 should be used as a guide for departments as they determine the appropriate level of appointment for this group of specialized faculty.

Faculty in this category who are less than .50FTE should use the "adjunct" title rather than the "visiting" modifier.

Key Characteristics of Appointment	Available Titles & Promotional Path
Primarily engaged in the research mission, housed in academic unit, and capable of independently developing and securing funding for a research program	Research Assistant Professor → Research Associate Professor → Research Professor
Primarily providing instruction based on practical expertise, often with some scholarly activities as well	Clinical Asst. Prof → Clinical Assoc. Prof. → Clinical Professor
More broadly involved in teaching, research and service missions, on a limited time appointment	Visiting Assistant Professor → Visiting Associate Professor → Visiting Professor

IV. Hiring Specialized Faculty

Just as careful attention is paid to the recruitment and hiring of tenure-system faculty, it is critical that departments hire specialized faculty based on established standards and pursuant to regularized hiring procedures. Every department must evaluate the roles played by these faculty members and identify the appropriate departmental criteria and standards.

Departments should strive to engage in strategic and long term planning regarding the hiring of specialized faculty. This planning requires a careful assessment of departmental needs and the role that specialized faculty will play in meeting immediate and long-term departmental goals. Although it is inevitable that last minute unanticipated hiring needs will occur, it is imperative the department work to anticipate and regularize its hiring of specialized faculty.

A critical aspect of strategic planning is having established criteria and hiring standards for specialized faculty positions, including identifying minimum job qualifications, educational and degree requirements, and substantive knowledge and experience required for each specialized faculty position. Such standards are necessary to ensure that specialized faculty will meet the performance expectations, curricular needs, and research objectives of the unit.

A. Hiring Procedures

Guidance regarding the campus procedures governing academic searches and hiring can be found in the following:

- The Office of Diversity, Equity and Access website: <http://www.diversity.illinois.edu/academicsearch.html>, in particular Guidelines and Procedures for Academic Appointments, http://www.diversity.illinois.edu/NewSearchManual/search_guidelines_and_procedures.pdf
- Provost's Communication No. 2, Offering Academic Positions, http://www.provost.illinois.edu/communication/02/Comm02_policy.pdf,
- Provost's Communication No. 3, Appointments of Faculty and Academic Professionals, <http://www.provost.illinois.edu/communication/03/Comm03.pdf>,

Positions should generally be filled through an open and competitive process, especially with those positions that include the professorial title. However, when urgent and unforeseen circumstances arise requiring the immediate filling of a specialized faculty to further the campus' mission and objectives, a waiver may be requested. The waiver should generally be for a limited time (i.e., one semester) to address the immediate need. When possible, it is suggested that an open and continuous search process is used to assist with positions that are continuously needing to be filled and re-filled (i.e., lecturers for a multi-section course). This process allows the search to be open for up to a year with applicants ready for review at any point during the year. For more information regarding this process, please contact the Office of Diversity, Equity, and Access.

B. Offer Letters

Each specialized faculty appointment shall be accompanied by a written offer letter that clearly states the title, unit of appointment, service period, percentage of appointment, salary and a statement of the duties for the position.

Job descriptions can provide greater details about duties and performance expectations, but offer letters must provide at least a general statement of the duties associated with the position. Additional issues that should be addressed either in the offer letter or by separate communication include:

- Service expectations, if any
- Expectations regarding attendance at departmental meetings
- If applicable, expectations regarding office hours and course preparatory time
- Policies governing required attendance at departmental meetings, preparatory time, and cancelled courses
- Access to office space, staff or other institutional resources

Typically, the duration of a specialized faculty appointment is for a period of time that is one year or less.³ Specialized faculty may, however, be re-appointed on an on-going basis, either for

³ Multiple year appointments are available under certain circumstances, discussed in more detail in the following section and Provost Communication No. 17.

consecutive appointments or as otherwise dictated by the department's needs. Each reappointment requires an offer letter and a written acceptance from the candidate for the appointment to be processed.

Providing as much advance notice as possible of an appointment offer is in the mutual best interests of our departments and our specialized faculty. Departments should attempt to extend employment offers as soon as is reasonably practicable, but particular circumstances will dictate how much advance notice of an appointment is feasible. Strategic and long-term planning should enable greater predictability of appointments and thus, stability for departments and for specialized faculty members.

C. Formal Written Notice of Non-Reappointment is Required for Certain Appointments

In general, formal written notice of non-reappointment is **not** required for most specialized faculty appointments. However, the University *Statutes*, Article X, Section 1(a)(7), does require written notice of non-reappointment for individuals who have full-time appointment (100% FTE), are paid solely from hard funds and who are appointed in the following titles: teaching associate, research associate, clinical associate or research professor (assistant, associate, and full). When all three of these conditions exist (i.e., 100% FTE, solely supported by hard funds and in one of the qualifying titles), specialized faculty are entitled to receive formal notice of non-reappointment **at least six months** prior to the end of a current contract. Provost Communication No. 11 provides greater guidance on when formal written notice of non-reappointment is required for members of the academic staff that are not in the tenure system. Unit administrators should be familiar with the statutory requirements and the procedures laid out in Provost's Communication No. 11.

D. Multi-Year Contracts

Pursuant to the University of Illinois *Statutes*, academic units may develop policies for offering longer employment contracts to certain categories of employees.⁴ Specifically, departments may offer contracts for appointment periods of up to three years. Provost's Communication No. 17 outlines the policy and the procedures that units must follow in offering multiple-year contracts. The purpose of the Multiple-Year Contract policy is to help departments recruit and retain the best available personnel. Therefore, as a general matter, an offer of a multi-year contract should accompany appointment to "Senior" level titles and to teaching, research and clinical associate professor and full professor titles. In addition to these appointments, departments are encouraged to evaluate whether and under what circumstances multiple-year contracts are appropriate and how these appointments meet the mission of teaching, research and service.

⁴ Per University of Illinois *Statutes*, Article X, Section 1.a. (6-7), certain academic staff eligible for multi-year contracts are defined as Adjunct Faculty (Adjunct Assistant Professor, Adjunct Associate Professor, or Adjunct Professor), Associate (Clinical Associate, Research Associate, including Postdoctoral Research Associate, or Teaching Associate), Clinical Faculty (Clinical Assistant Professor, Clinical Associate Professor, or Clinical Professor), Research Faculty (Research Assistant Professor, Research Associate Professor, Research Professor), Instructor and Lecturer.

V. Evaluations of Specialized Faculty

In accordance with campus expectations, all academic staff should receive appropriate feedback and guidance regarding job performance (see Provost's Communications No. 21, Annual Faculty Review, and No. 22, Annual Review of Academic Professional Employees). Thus, every department shall have a policy and procedures governing how specialized faculty will be evaluated. Provost's Communications No. 21 and No. 22 provide guidelines on how to structure review procedures and other guidance on the requirements, objectives and importance of annual performance evaluations. Consistent with departmental bylaws and circumstances, departments may incorporate policy and procedures for performance evaluations of specialized faculty into existing practices or may design separate processes for such evaluations.

VI. Grievances

Departments, schools and colleges should have grievance policies and procedures available to specialized faculty. Academic units may explicitly state that specialized faculty have access to existing grievance policies or provide a separate grievance process for specialized faculty. Specialized faculty members may have access to campus grievance policies and committees if the complaint or issue falls within the jurisdiction of the committee. Consistent with the governing policies and bylaws, departments should notify specialized faculty about applicable appeal rights or access to campus-level grievance policies and committees.

VII. Unit Orientation, Involvement and Governance

Across campus, specialized faculty are heavily engaged in carrying out our teaching, research and service missions. Departments should consider how the following practices can be adopted and for which positions they are appropriate.

A. Orientation

Taking into consideration the nature and scope of the position, departments should ensure that new faculty members receive an appropriate orientation to departmental and campus policies and procedures, curricular objectives and standards, and other relevant practices and terms and conditions of employment. How such orientation is delivered may vary depending upon the job duties and full-time equivalency status of the position. Formal orientation sessions may not be feasible or appropriate, depending upon the type and duration of appointment.

B. Unit Involvement and Governance

To the extent appropriate, departments should seek to incorporate specialized faculty into the academic life of the unit. Decisions about what level of participation within a given department is appropriate will vary across campus and will be impacted by the types of job duties, years of experience, and other unique factors of the specialized faculty positions within a department and by the departmental structure, accreditation requirements, and other factors. The University *Statutes* state that tenure system faculty have inherent rights in academic policy and governance, including enacting bylaws that govern the internal administration of their academic units. Tenure system faculty can adopt bylaws that extend certain faculty privileges to non-tenure

system academic staff members (e.g, non-tenure system professorial titles, instructors and lecturers) within their units. University *Statutes*, Art II, Section 3(a)(2). After careful consideration and pursuant to a vote of the tenure system faculty, departments should develop consistent practices and policies related to specialized faculty appointments, including but not limited to, (a) attendance and participation in departmental meetings, (b) eligibility and expectations for service, and (c) participation in curricular discussions and decisions. Departments using the promotional tracks outlined in this document should consider involving specialized faculty in the review process for promotions of specialized faculty members. It is important, however, to ensure that significant tenure system faculty involvement occurs in promotion reviews of specialized faculty and any decisions impacting the academic mission of the unit.

VIII. Professional Development Opportunities

To best serve students, departments must pay attention to the ongoing professional development of the faculty and staff providing instruction to students inside and outside the classroom. Accordingly, departments should consider to what degree they are able and/or should pursue the following activities:

- Mentoring of specialized faculty, either by other specialized faculty members or by those in the tenure system, possibly including peer-review of teaching
- Providing departmental funds for professional development activities to specialized faculty and allowing them to participate in departmental teaching academies and workshops

Departments should work to ensure that specialized faculty members are aware of campus resources, such as the services of the Center for Innovation in Teaching and Learning, <http://cte.illinois.edu/>, and the eligibility requirements for campus funds. For example, specialized faculty may be eligible to apply for funds from the Teaching Advancement Board, <http://provost.illinois.edu/committees/tab/guidelines.html> (e.g., full time faculty members or lecturers with significant instructional involvement are eligible to apply for travel awards), and Campus Research Board's Scholars' Travel Fund, <http://research.illinois.edu/stf/> (full-time lecturers eligible to apply for conference support).

IX. Assistance

- Academic HR
- Provost's Office

UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN
FACULTY ADVISORY COMMITTEE
Annual Report to the Faculty
2012-2013

The Faculty Advisory Committee (FAC) is established by the *University Statutes*, Article II, Section 4. At the Urbana-Champaign campus, the FAC is comprised of nine tenured faculty; each year three members are elected directly by the faculty and serve three-year terms. The FAC offers added recourse for the consideration of grievances, and furnishes a channel for direct and concerted communication between the faculty and the administrative officers of the University. Any faculty member, current or retired, may voice a suggestion for the good of the University or request a consultation with the FAC through any of its members. The FAC prefers to investigate a suggestion or grievance only after other University avenues of appeal (typically at the unit and college level) have been exhausted. All interactions with the FAC are kept confidential.

The FAC meets twice each month, year-round, to consider issues brought to its attention by faculty and administrators. Committee meetings follow the requirements of the Illinois Open Meetings Act, with all personnel matters discussed confidentially in closed session. The FAC also meets periodically with the Provost to discuss specific cases and broader faculty issues. The Committee reports annually to the Chancellor, the President, the Senate, and the faculty.

The members of the FAC are charged first and foremost with the best interests of the University. The Committee advocates for fairness and equity in the application of campus policy and procedures as they apply to faculty. The FAC is ably supported by Christine Pierson from the Office of Academic Human Resources, Suite 420, Illini Union Bookstore Building, MC-310.

We encourage faculty to considering nominating themselves or a colleague to serve on the FAC: any tenured member of the faculty is eligible to serve on the Committee, except those who hold an administrative appointment. Elections are held in April; details are on the FAC site at www.fac.illinois.edu. The annual election to the FAC is administered by the Clerk of the Campus Senate.

* * *

The 2012-2013 academic year began with newly-elected member Sally Jackson (LAS) joining returning / reelected members Andreas Polycarpou (Engineering), Mary Arends-Kuenning (ACES), Sandra Kopels (Social Work), Craig Koslofsky (LAS), Mary Laskowski (University

Library), Gabriel Solis (Fine and Applied Arts), and Billie Theide (Fine and Applied Arts). Professor Polycarpou resigned from the FAC in November 2012 to accept a position at another university.

In August 2012 Craig Koslofsky was elected chair of the FAC for 2012-13. Over the academic year the FAC met with ten faculty members; in most cases we met with individual faculty members more than once to discuss their concerns and grievances, and help them find the appropriate channels for their issues. In October 2012 the committee issued a report to the Provost concerning a grievance in the College of Fine and Applied Arts. We met with the Chancellor to provide advice on a proceeding under Article X, section 1(e) of the University Statutes concerning the dismissal of a tenured professor. Again, in all our work with faculty we maintain strict confidentiality.

The Committee works for faculty across campus. We also continue to advise Executive Vice Provost for Faculty and Academic Affairs Barbara Wilson concerning adjunct faculty and their access to grievance committees. Billie Theide, current member and former chair of the FAC, spoke at the annual campus workshop on promotion and tenure sponsored by the AAUP in November 2012. In July 2013 FAC members Craig Koslofsky and Sally Jackson met with the Promotion and Tenure subcommittee of the Senate Executive Committee's ad hoc Task Force on Faculty Issues and Concerns. We assessed promotion and tenure procedures and practices, and the handling of requests for reconsideration in promotion and tenure process.

In April 2013 two new members were elected: Peter Kuchinke (Education) and Amy Wagoner Johnson (Engineering). Gabriel Solis (Fine and Applied Arts) was re-elected to the FAC. Their terms began on August 15, 2013 and run through August 14, 2016.

Further information on the Faculty Advisory Committee, including our Articles of Procedure and contact information, can be found at www.fac.illinois.edu.

Respectfully submitted,

A handwritten signature in black ink that reads "Craig Koslofsky". The signature is written in a cursive, flowing style.

Craig Koslofsky
Professor of History and Germanic Languages and Literatures
Chair, Faculty Advisory Committee

February 10, 2014

**UNIVERSITY OF ILLINOIS
URBANA-CHAMPAIGN SENATE**
(Final; Information)

HE.14.04 Report on the December 12, 2013 meeting of the FAC to the IBHE.

The [Faculty Advisory Council \(FAC\)](#) of the [Illinois Board of Higher Education \(IBHE\)](#) held a regularly scheduled meeting at the [Illinois Association of School Boards](#) office in Springfield on Friday December 12, 2013 with 30 member institutions present. Traditionally, the December meeting is hosted by the IBHE staff.

IBHE staff present at the meeting included the following: Harry Berman, Karen Helland, Jonathan Lackland, Dan Cullen, Candace Mueller, Michael Afolayan, Ocheng Jany, Tracy Goodall, Malinda Aiello, Matt Berry and Amanda Winters.

Chair Aminmansour called the meeting to order at 9:00 AM. After introduction of members present and announcements, John Bennett reported on his participation on behalf of FAC in the interview with the four finalist candidates for the position of IBHE Executive Director.

Dr. Karen Hunter-Anderson, Executive Director of the Illinois Community College Board (ICCB), and Roger Eddy, Executive Director of the IASB join the Council for a conversation about education as a continuum (P-20). Eddy is a former school principal, superintendent, and legislator. A question/comment session followed.

Given that this was the FAC's 50th anniversary meeting, a panel discussion was organized by IBHE Executive Director Harry Berman with the following former individuals from IBHE in the past: Kathleen Kelly, John Hunter, Ed Hines (FAC member from 1989 to 1997 and served one year as chair), Tom Layzell, and Bill Feurer. The panelists gave their perspectives on higher education then and now. A questions/comment session followed.

After lunch, Dr. Dan Cullen IBHE Deputy Director for Academic Affairs updated the Council on the activities of his department and noted that staffing in his department is close to full now. Also, Matt Berry of IBHE staff went over his previously distributed PowerPoint presentation on the FY14 higher education budget review and the outlook for FY15.

In other business, the Council approved minutes of the November 15, 2013 meeting and elected John D'Anca as the At-Large Community College FAC Member.

Given the impending winter storm, the Council decided to not hold caucus meetings. The meeting was adjourned at 1:45 PM.

The next FAC meeting is scheduled for January 13, 2014 at John Logan College.

Respectfully submitted

Abbas Aminmansour

**UNIVERSITY OF ILLINOIS
URBANA-CHAMPAIGN SENATE
(Final; Information)**

HE.14.05 Report on the January 13, 2014 meeting of the FAC to the IBHE.

The [Faculty Advisory Council \(FAC\)](#) of the [Illinois Board of Higher Education \(IBHE\)](#) held a regularly scheduled meeting at the [John A. Logan College](#) (JALC) in Carterville, Illinois on Friday January 13, 2014 with 22 member institutions present.

Special guest at this meeting included Illinois Lieutenant Governor Sheila Simon; JALC President Dr. Mike Dreith, Dr. Deb Payne, JALC VP for Instruction, Dr. Valerie Barko, Dean of Academic Affairs at JALC and JALC's Board of Trustees Jake Rendelman, who was past president of the Illinois Community College Board (ICCB) Trustees Association.

Chair Aminmansour called the meeting to order at 9:05 AM. After introduction of members present, President Dreith addressed the Council. He noted the decreasing trend in enrollment of about 5% in college enrollment and attributed this decline to the fact that college education may have become out of financial reach for some students and/or their families.

Aminmansour announced that Dr. Harry Berman's last day as IBHE Executive Director will be February 14th. Dr. James Applegate's appointment as the new Executive Director begins February 17.

The portion of the program set aside for Anthony Fiorentino (UIUC student) from the IBHE Student Advisory Committee to discuss student debt will be rescheduled for the March FAC because the speaker was unable to attend the meeting.

FAC Secretary Steve Rock announced dates and host institutions of our 2014-15 FAC meetings. The three caucuses of the Council (four year public universities; community colleges and private/independent institutions) met separately and reported back to the Council later in the day.

Dr. Valerie Barko, Dean of Academic Affairs at JALC, gave a PowerPoint presentation titled, "Goal 2025: Perspectives from a Rural Community College." She noted that more jobs in the future will require post-secondary education. She stated that benefits of higher education include higher income, lower unemployment rates, reduced crime, and increased political participation. She spoke about the educational attainment rate in the JALC district and pointed out some barriers to meeting the 60% of adults having post-secondary educational credentials by the year 2025 goal. She added that the federally funded TRIO program at JALC has been successful. Dr. Barko also spoke about remediation along with the use of Dual Credit. She stated that the Higher Learning Commission has just issued a report on this topic and its barriers.

Lieutenant Governor Sheila Simon joined the Council for a lunch meeting. During the Q/A session that followed her introductory remarks, she was asked about what needs to be done to fix the Illinois political system. She responded that term limits for political leaders (not individual legislators) might be a solution.

Lt. Governor was asked about the role and responsibility of state government in providing financially viable post-secondary education for its citizens. Simon agreed that this is an important issue and recognized that accomplishing this goal has become difficult due to the state's financial problems. She noted MAP funding as an

issue that needs to be increased to allow students with financial needs to attain post-secondary education. Lt. Governor was also asked about her views on a pending bill that would require public higher education institutions to accept AP courses based on an assessment score and whether it is appropriate for the legislators to dictate academic policy. She agreed that that should not be the case and that institutions should be able to establish their own criteria for accepting AP credits.

In response to a question, Lt. Governor Simon noted that we need to look at the big picture and emphasized that our educational system was set up to give people upward mobility. She added that we need sound bites to connect with the public and emphasize the opportunities that a higher education creates for students.

In other business, the Council approved minutes of the December 12, 2013 meeting. The Community College Caucus nominate Donna McCauley to be an at-large alternate. She was elected by a vote of the Council. Marie Donovan reported for the Private Caucus and expressed concern about legislation such as AP mandates creeping into the classroom, the role of advising, the 60% by 2025 goal, and CCS and their impact and differences with PARCC. The Public Caucus discussed financial issues, declining enrollments, university mission statements, and duplication among institutions versus specialization.

The meeting adjourned at 1:45 PM. The next FAC meeting is scheduled for February 21, 2014 at the College of DuPage.

Respectfully submitted

Abbas Aminmansour

**UNIVERSITY OF ILLINOIS
URBANA-CHAMPAIGN SENATE**
Urbana Senate Observer
(Final; Information)

SC.14.06 Report on the September 12, 2013 meeting of the Board of Trustees held at the University of Illinois Urbana-Champaign campus

MORNING SESSION

SUMMARY: The beginning of the morning session was delayed while the BOT was in executive session and started at 9:55 am. The meeting began with introductions and with presentations by the three Chancellors, Board of Trustees committee reports, presentation of the budget by Vice President of Academic Affairs Christophe Pierre, and the Hospital dashboard during.

BUDGET REPORT: Vice President for Academic Affairs Christophe Pierre presented the budget. He pointed to the steady decline in state revenues since FY 1990, which today fall below the 1966 level in absolute terms when adjusted for inflation. The proposed budget shows an increase of 1.2% from the prior fiscal year. Tuition is the principal contributor to any unrestricted revenue growth (increased by \$52M). Sponsored research funds are decreasing. As major concerns for the future of the financial strength of the University, he pointed to the urgent need to rebuild and maintain faculty strength, the ongoing decline of general revenue funds (GRF), capital requirements for deferred maintenance and the need to implement a comprehensive funding plan for economic development.

State appropriations to UI are flat. Per student state tax appropriations declining from \$14,000 in 1990 to present \$8,000.

SOME STASTICAL DATA: The following is an abbreviated report.

Freshman class had 33,000 applications and the number of Illinois applicants increased although number of high school grads decreased.

Number 1 students do not come because of high tuition

7330 freshman class increase takes in international 11% out of state, 100 countries 16% out of country.

1000 transfer students from Illinois, 1600 of them first time family to college.

ACT scores up 28.6 (max 35).

Diversity higher in Latino and Afro-american students.

119 faculty members increase, these faculty add to excellence and diversity.

500 new faculty in next 7 years, some to replace lost faculty. Strategic hiring will be used as well as cluster hiring. Humanities social sciences to be emphasized.

Construction on campus - State Farm center. \$500 million deferred maintenance and \$ 370 million for capital projects.

BOT COMMITTEE REPORTS: The Health Care Committee Chair Trustee Koritz reported on the current funding availability from the \$75 million bond issue. He was optimistic that needed improvement would be made in terms of hospital safety and other metrics. Trustee Hasara of the Academic Affairs committee worked on faculty and staff appointments and received a UIUC diversity presentation at their most recent meeting.

APPROVED RESOLUTIONS: Next the Board approved by unanimous voice and/or roll call votes, several items including incentive-based compensation for President Easter, appointments of the Dean of the Veterinary College UIUC and the acting dean of Education at UIC, as well as a number of faculty and staff appointments, security clearance exclusions for University officers and trustees for access to information for research purposes relating to the Illinois Research Park, the FY2014 University budget and several appropriation requests.

All approved resolutions are listed on the agenda website in [1].

DASHBOARD REPORTS: Next the three Chancellors went into detailed cross-campus dashboard reports on faculty hiring, size, representativeness, class size, and salary, measured against standard peer group institutions for each campus. A retention report on faculty receiving firm outside offers was also presented for each campus.

The Faculty to student ratios are slightly under the peer median for UIC, lower at UIS and higher at UIUC. The number of tenure system faculty is larger at UIC than the peer median, about on par for UIS and UIUC. The percentage of faculty from underrepresented groups is higher than the peer median at all three campuses. The average faculty salary at UIC is higher than the peer median and lower at UIS and UIUC (Lower than aspirational peer median at UIC). Percentage of classes with less than 20 students lower than peer median at UIC and UIUC, are on par for UIS. Percentage of classes with more than 50 students is higher than peer median at UIC, less for UIS, and about average at UIUC. UIUC has fewer National Academy members than its peers (59 as compared to a peer average in the 70s). The recent UIC upward movement if continued would put it on or above average.

UIUC Chancellor Wise indicated that the strategic plan for the Urbana campus had been submitted to President Easter and was now available at: <http://strategicplan.illinois.edu/theplan.html>. She also commented on the five year 500 faculty hiring and salary enhancement plans. The 500 represent replacements as well new hires. Entire presentations of UIUC, UIC and UIS dashboards may be seen at [1].

The last dashboard presentation was the UI Hospital. The FY 2013 preliminary expense report comes in about .7% below budget and the financial outcomes for the year were better than expected. Dashboard figures showed improvements in hospital safety and other metrics, although the low rankings relative to other facilities seemed relatively unchanged.

AFTERNOON SESSION

Dean Tanya Gallagher of the UIUC Applied Health Sciences College presented an overview of the mission and status of the Health Science programs consisting of three departments and 18 degree programs. All are top ten programs and the Disability Resources and Educational Services is nationally ranked as number one. Dean Gallagher indicated that disabled students at UIUC graduate and obtain jobs at the same rate as the population at large—something that is not generally true at other universities nation-wide. She also pointed to innovations such as the Center for Wounded Veterans and the Beckwith Support services to permit residential living on campus for 70 disabled students.

Vice President Larry Schook reported on the development of UI LABS. He called special attention to the bid to receive major funding from the Department of Defense. UI LABS is the lead partner in a consortium that includes other universities and businesses. The grant proposal placed in the funding competition finals. The winning award will be announced by DoD in December 2013.

REVENUE AND EXPENSES REPORTS: 1. In the matter of Quarterly Update of the State Economic Report, Dr. David Merriman offered a somber report on the state of the Illinois economy. He noted in particular the worst unemployment figures in the Midwest (9.2%) and the phase out after 2015 of the tax increase that has bolstered state revenues. The state position improved somewhat this year, but base revenues are down and federal revenues are dropping off with the end of the stimulus programs. He also added that pension reform will not resolve Illinois budgetary woes.

2. Vice President/Chief Financial Officer and Comptroller Walter Knorr reported that (the overall figures are on-line)

-- The problem of delayed state payments persists

-- Moody rating of University finances are the lowest grade among those evaluated in the Big Ten (although the agency notes the relation of state revenue declines to this rating)

-- The endowment met its investment benchmarks

-- Of particular interest might be slide #10 in the presentation on-line consisting of pie charts which show the distribution of student financial aid (percentages of those pay full tuition, less than full tuition, and nothing)

Tom Farrell of the University of Illinois Foundation reported some major gifts (from the Robert Woods Johnson Foundation and the Granger Foundation) and briefly discussed the Foundation's goal setting strategies. The fundraising statistics are on-line.

Loren Taylor of the University of Illinois Alumni Association presented a Score Card (on-line presentation slide 3) designed to reflect the number of alumni and access to them; he reported a high level of capability to locate alumni and high level of contact with them—with the biggest on-line community in the Big Ten. The alumni association is planning a large survey of alumni attitudes, and working to design a History and Traditions program both in the Alumni Center on the Urbana Campus and on a web portal with links to multiple university sites, including historical materials like yearbooks and memoirs—"Our Stories".

FACULTY REPORT: Professor Jorge Villegas introduced himself as this year's chair of the USC, and stressed the need for coherent strategic and tactical interaction between the Trustees, University

Administration and USC. He described the USC committee structure and its design to parallel the activities of the board and develop expertise and partnership on the issues considered by each committee.

PUBLIC COMMENT SESSION: Student Anthony Fiorentino argued that bankruptcy protection is afforded to all federal loans except for student loans and spoke in favor of bankruptcy protection for student loans as well.

Stu Umholtz, a local citizen and prosecutor, expressed continuing concern about what he termed unresolved issues from 2010 about the use of public money for other than public purposes. He was not specific about what those issues were, but rather emphasized the general principle that university resources should not be used for profit-making activity.

Peter Whitney represented a student environmental group concerned about university involvement with the coal industry. He said that the Board had not responded to their earlier initiatives on disinvestment in coal and reinvestment in renewable energy, and that the group therefore planned to buttonhole individual trustees after the meeting. Chair Kennedy said that would not be a good idea.

Tara McCauley spoke on behalf of the 1800-person UIUC ACFsME unions about the growing salary inequalities between higher administration and the lower level work force, offering statistics on the differentials.

Harriet Murav, professor in Russian language and Comparative Literature echoed these concerns, and expressed support and asked respect and greater financial recognition for the lesser paid staff of the university.

In the announcement of future meetings, it was noted that the next BOT retreat will occur in January 2014.

This report is with thanks based on the report by Professor Carol Skalnik Leff, the USC Observer.

REFERENCES

[1] <http://www.trustees.uillinois.edu/trustees/agenda/September-12-2013-BOT/>

Respectfully Submitted by,

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(Final; Information)

SUR.14.02 Report on SURSMAC* Meeting January 13, 2014

SURSMAC met at the SURS headquarters in Champaign from 10:30 a.m. to 2:00 p.m. for a special meeting on the implications of the Pensions Law Changes resulting from Public Act 98-599. We attended the meeting representing the Senate along with Laura Czys from University Office for Human Resources.

SURSMAC chair John Shuler (UIC) chaired the meeting and welcomed the participants who introduced themselves. He also noted that this special meeting is part of the efforts of SURSMAC to help the SURS staff communicate more effectively with the members.

This was followed by a presentation on “Public Act 98-599: Pensions Reform in a Nutshell” by General Counsel Michael B. Weinstein, Associate Counsel Albert J. Lee and Legislative Liaison Jeff Houch. (This PowerPoint presentation is available at the “Pension Reform” link on the SURS web site home page: www.surs.com). They noted that it will be unclear as to how the provisions of this Act will be implemented until later this spring. SURS staff will be working with the legislature on possible trailer legislation a part of this process. These efforts will help clarify certain aspects of the legislation such as the fact that the effective dates are different for various provisions of the act. For example, the effective date of the new earnings cap is June 1, 2014; the provisions regarding the change in the Effective Rate of Interest start on July 1, 2014; and the new rules for calculating the Automatic Annual Increase (AAI) start January 1, 2015. The new defined contribution plan for at most five percent of the Tier 1 members is scheduled to go into effect July 1, 2015. The presenters noted that it may not be possible to meet that deadline given the need to obtain IRS approval.

The presenters noted that there are three legal challenges already in the courts and others are likely to follow. With regard to these challenges, they pointed out that a number of items will be treated as an inseverable block including the new AAI rules and the AAI skipping (younger Tier 1 members will not get an AAI for one or more alternating years after they retire). This means that if any one of these inseverable items is struck down in a suit, they are all struck down.

The effect of changing the Effective Rate of Interest (ERI) was also discussed. The new rule starting July 1, 2014 will be that the ERI will be the U.S. Treasury Bond rate plus 0.75% rather than a rate determined by the SURS Board of Trustees. Currently, this would mean the ERI would be lower. As an example, they noted that as of January 8, 2014, the ERI under the new rule would have been 4.65% (the bond rate was 3.90%) in contrast to the ERI currently in effect of 7.00%. One result of this change is that for those eligible to use the Money Purchase Formula to estimate their retirement annuity, a lower ERI means smaller annuity payments over the same lifespan.

It seems clear that the SURS staff will have a number of major tasks facing them this spring with regard to such issues as counseling annuitants about the effect of this law on their retirement plans and working with the campuses on the implementation of the decrease in Tier 1 employee contributions from 8.0% to 7.0%.

The meeting concluded with a discussion led by Chair Shuler and SURS Executive Director William Mabe about the future role of SURSMAC. This will include reviewing the way in which SURSMAC was established, the Bylaws that guide its actions, procedures for improving attendance, and methods for improving communication from SURSMAC (and SURS) to the groups the organization represents. These will be the important agenda items for the next regular SURSMAC meeting in April.

H.F. (Bill) Williamson
John Kindt
UIUC Senate Representatives

*SURSMAC is the State University Retirement System Members Advisory Committee to the SURS Board of Trustees. Members are faculty and staff representing the various institutions and agencies affected by SURS: public universities, community colleges, state surveys, and retiree organizations. It normally meets twice a year in October and April at SURS headquarters at 1901 Fox Drive in Champaign.