

**AGENDA**Senate of the Urbana-Champaign Campus  
October 20, 2014; 3:10 pm**Illini Union Ballroom**

- I. **Call to Order** – Chancellor Phyllis Wise
- II. **Approval of Minutes** –September 22, 2014
- III. **Senate Executive Committee Report** – Chair Roy Campbell
- IV. **Chancellor’s Remarks** – Chancellor Phyllis Wise
- V. **Questions/Discussion**
- VI. **Old Business**

**a. Proposals (enclosed)**

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**b. Reports (enclosed)**

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**VII. Consent Agenda**

*These items will only be distributed via [www.senate.illinois.edu/20141020.asp](http://www.senate.illinois.edu/20141020.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.15.17	Proposal to Remove the Masters of Science in Human Factors Degree Program	Educational Policy (G. Miller, Chair)
EP.15.19	Proposal to Revise Requirements for the Graduate Concentration in Writing Studies offered through the Center for Writing Studies	Educational Policy (G. Miller, Chair)

**VIII. Proposals (enclosed)**

CC.15.05	Nominations for Membership on Standing Committees of the Senate and the Military Education Council	Committee on Committees (P. Kalita)	21
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**IX. Reports (enclosed)**

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**X. New Business****XI. Adjournment**

**Minutes**  
**Urbana-Champaign Senate Meeting**  
September 22, 2014

A regular meeting of the University of Illinois at Urbana-Champaign Senate was called to order at 3:12 pm in the Illini Union Ballroom with Chancellor Phyllis Wise presiding and Professor Emeritus H. George Friedman, Jr. as Parliamentarian.

**Approval of Minutes**

09/22/14-01 The minutes from April 21, 2014 and May 5, 2014 were approved as written.

**Senate Executive Committee Report**

Roy Campbell (ENGR), faculty senator and Chair of the Senate Executive Committee (SEC) welcomed all present. Chair Campbell requested those who wish to speak do so directly into the microphone stating name and college/department.

09/22/14-02 Chair Campbell made a motion to extend floor privileges to the following individuals:

Students Tal Charnes and Stephanie Skora to speak during "Questions/Discussion".

Stephanie Beever, Carle Foundation Administrative Team; Dr. Joseph Barkmeier, Carle; James Leonard, MD, CEO, Carle to speak to EP.15.02, Proposal to Create of a College of Medicine at the University of Illinois at Urbana-Champaign in Partnership with Carle Health System – Preliminary Endorsement.

Melissa McKillip, IGB Director of Development and Outreach to speak to EP.15.06, Rename the Institute for Genomic Biology as the Carl R. Woese Institute for Genomic Biology.

Student Ryan Brown to speak to RS.15.03 Senate Resolution on the SEC Resolution on Ad Hoc Committee Formation.

Students Ahmad Hamdan, Christine Peralta, Efadul Huq, Raha Behnam, Estibalitz Ezkerra, Eman Ghanayem, and Professor Ted Underwood to speak to SC.15.03 BOT Observer Report – September 11, 2014.

09/22/14-03 Floor privileges were approved without objection.

Tellers for the meeting were faculty senators Harry Hilton (ENGR), John Prussing (ENGR), and student senator Sarah Hochman (ACES).

Chair Campbell read the following remarks.

*I could have hoped for a more collegial and welcoming start to this year. The debate over the Professor Salaita issue has divided the campus and led to severe and un-collegial behavior. I call for faculty reconciliation in this difficult discussion. There must be respect on all sides for differing opinions and for the difficult tasks we ask our administrators to do. We must recognize that our statutes say that within the limits fixed by the Illinois constitution and laws, the Board of Trustees exercises final authority over the University. We must also recognize the power of the courts of law to resolve complex problems.*

*We must respect that, across our campus, there is a wide range of strongly held views about the Salaita case. Rather than letting our differences divide us and damage the Illinois community, we must build on our differences, and seek ways to bring the community back together to continue the business of the University and its pursuit of excellence with renewed purpose and spirit of collegiality.*

*I am dismayed at the current level of divisiveness that can arise in our community. Aggressive verbal attacks on either side are deplorable. Threats against individuals and their families are not to be tolerated. We need to stand up against categorical statements that try to silence debate, rule out intelligent discussion of issues, or force individuals into positions they do not wish to hold.*

*Speaking of statements that tend to rule out discussion...*

*In US higher education circles, a vote of no confidence is a specific action that affirms, because of corruption, incompetence, or mismanagement an administrator is deemed no longer to be able to serve in their post effectively. It is a call for them to resign or be fired.*

*While this may be the intention of some faculty voting for these motions, the wording of many of departmental resolutions suggests that the intended message is something else: a vehement disagreement with the Chancellor over her decision on the Professor Steven Salaita hiring. That is a legitimate protest, but it is not a vote of no-confidence. I believe that many faculty who are voting are expressing their strong disagreement and are wishing to convince the administrations to change course. It is not clear to me that their intention is to force the resignation of the chancellor.*

*There needs to be a clear distinction made between a resolution protesting a specific decision and a vote of no confidence which is quite a different thing and understood as such everywhere in the country where people see the action reported in the news media.*

*When a vote of no confidence is taken, OMA (Open Meetings Act) regulations need to be considered. The inconsistent wording, lack of public debate, and the refusal to release vote totals make this a highly irregular and misleading way to address such a crucial campus issue.*

*The Senate has established procedures and channels for looking at problems involving academic freedom and CAFT, our Committee on Academic Freedom and Tenure, is one such body that is looking at the issue of academic freedom and tenure and Professor Stephen Salaita. The Senate Executive committee found that there is a need to examine the procedures and mechanisms surrounding a faculty hire that might involve a late affirmation or revision of the hiring decision. No one is prejudging what that Task Force might conclude; one possible, legitimate outcome is that existing procedures are adequate and just need to be followed more consistently. I am concerned that people seem to have the misimpression that the Task Force is looking for ways to enable and encourage such decisions in the future, when exactly the opposite is the case. I think it is safe to say that on all sides of this dispute no one wants to find our campus in this situation ever again. Please let these committees perform the tasks the Senate has required of them.*

*Now I would like to proceed with our meeting because we have many important items to discuss.*

09/22/14-04 Chair Campbell continued by making a motion to carry over any unfinished business at 5:15 pm to the next regular meeting of the Senate on October 20, 2014. The motion was seconded and discussion followed.

- 09/22/14-05 Faculty senator Diaz (LAS) made a motion to amend that any unfinished business at 5:15 pm carry forward to the following Monday at 3:10 pm in accordance with *Standing Rule 1*. The motion to amend was seconded and defeated by voice.
- 09/22/14-06 By voice, the original motion to carry any unfinished business at 5:15 pm forward to the October 20, 2014 agenda was approved.

#### **Chancellor's Remarks**

Chancellor Phyllis Wise feels honored to be the Chancellor at Illinois. This is a truly amazing place. Great scholarship and teaching excellence is clear in every corner. The mission of being the preeminent public research university with a land grant mission and global impact has a real possibility of being fulfilled.

Wise addressed the hiring recommendation of Stephen Salaita that did not go forward to the Board of Trustees (BOT) for approval. Over the course of the summer, Professor Salaita made a great number of comments on social media. Many people found these statements hateful and inconsistent with the kind of learning environment that fosters open discussion. The vitriolic nature of some of the comments gave Wise and President Easter misgivings about whether the hiring of Dr. Salaita would be in the best interest of this institution. Wise and Easter felt they needed to share this information and their misgivings to the BOT. Wise conveyed to the BOT that she could not recommend the BOT approve Salaita's appointment to the faculty. Wise and Easter felt it was very unlikely that the BOT would approve the appointment of Salaita.

Because of the timing involved, Wise felt she was responsible to contact Salaita as soon as possible to inform him that he was no longer being recommend for a position on the faculty at Illinois. In hindsight, I would have taken more time to consult with the Provost, who would have consulted with the dean and director of the program involved.

Wise has met with many faculty and students over the past couple of weeks, and plans to continue meeting with groups. There seems to be a broad spectrum of views on this decision and the topics of academic freedom and freedom of speech. This has become a national topic of conversation.

The hiring processes needs to be improved and strengthened so that approval from the BOT happens much more quickly and as soon as possible after the candidate has responded to an offer. And also well before the candidate decides to move here.

Academic freedom is the bedrock to this institution and to all of higher education. Academic freedom is neither simple nor universally understood. We do not believe in censoring and never will. We believe in fostering different backgrounds and will not tolerate discrimination.

#### **Questions/Discussion**

- 09/22/14-07 Chair Campbell made a motion to move into a committee of the whole until 4:20 pm to discuss a broad range of topics in the Chancellor's remarks. Chair Campbell will preside over the committee of the whole, comments will be limited to two minutes per person, and the privilege of the floor will be extended to all attendees. The motion was seconded and approved by voice.

The Senate of the Urbana-Champaign Campus moved into a committee of the whole at 3:40 pm. Campbell noted that individuals may not yield their speaking time to another individual. Many faculty and students expressed their opinions in support of the Chancellor, their votes of no confidence in the Chancellor, and others that supported the Chancellor yet disagreed with her decision not to forward the recommendation to hire Salaita to the BOT.

- 09/22/14-08 A student senator made a motion to extend the committee of the whole. A faculty senator amended the motion to ensure those standing at the microphones were allowed to speak.
- 09/22/14-09 The motion to amend and include those standing at the microphones was seconded and approved by voice.
- 09/22/14-10 The motion to extend the committee of the whole was seconded and approved as amended by voice.
- The remaining faculty and students standing at the microphone voiced their opinions regarding the hiring decision related to Dr. Salaita.
- 09/22/14-11 Faculty senator Graber (AHS) moved that the committee of the whole rise and report. The motion was seconded.
- 09/22/14-12 Hearing no objections, the committee of the whole completed its consideration of the matter. Wise thanked everyone who made comments.

### **Consent Agenda**

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

- 09/22/14-13 EP.15.01\* Proposal from the Senate Committee on Educational Policy to revise the 2014-2015 Academic Calendar
- 09/22/14-14 EP.15.03\* Proposal from the College of Engineering and the Graduate College to establish an MENG in Mechanical Engineering
- 09/22/14-15 EP.15.04\* Proposal from the Graduate College and the College of Liberal Arts and Sciences to establish a Professional Science Master's concentration in the MS in Geography
- 09/22/14-16 EP.15.05\* Proposal from the College of Engineering to establish an undergraduate minor in Computational Science and Engineering
- 09/22/14-17 EP.15.07\* Academic Calendar 2019-2020
- 09/22/14-18 EP.15.08\* Academic Calendar 2020-2021
- 09/22/14-19 EP.15.09\* Academic Calendar 2021-2022
- 09/22/14-20 EP.15.10\* Academic Calendar 2022-2023
- 09/22/14-21 EP.15.11\* Academic Calendar 2023-2024
- 09/22/14-22 EP.15.13\* Establish a Formal Winter Session in the 2014- 2015 Academic Calendar

### **Proposals (enclosed)**

- 09/22/14-23 EP.15.02\* Proposal to Create of a College of Medicine at the University of Illinois at Urbana-Champaign in Partnership with Carle Health System – Preliminary Endorsement
- 09/22/14-24 On behalf of the Senate Committee on Educational Policy (EPC), Chair Miller made a motion to approve EP.15.02. Discussion followed.

Provost Adesida came forward to give his support for the proposed College of Medicine. Adesida added that the BOT supports continuing the proposal process including the development of a business plan. Adesida responded to a question regarding funding that he was confident that the pledge that no new state funds would be requested and no reallocation of funds will occur. Several more comments were made in support of the proposal being developed further and in support of future discussions on those developments.

- 09/22/14-25 Faculty senator Graber (AHS) moved to close debate. The motion was seconded and approved by voice.
- 09/22/14-26 By voice vote, the motion to approve proposal EP.15.02 passed.
- 09/22/14-27 EP.15.06\*Rename the Institute for Genomic Biology as the Carl R. Woese Institute for Genomic Biology
- 09/22/14-28 On behalf of EPC, Chair Miller moved approval proposal EP.15.06.  
Miller then invited the Director of the Institute for Genomic Biology (IGB), Gene Robinson, to speak about proposal EP.15.05. Robinson noted that IGB has made transformative discoveries and has very large research initiatives. IGB wants to celebrate the past by renaming IGB as the Carl R. Woese Institute for Genomic Biology. Carl R. Woese made the discovery that there is a third domain in life. This discovery took place at Illinois. Woese's work set the stage for meta-genomics. Proposal EP.15.06 has support from all key stakeholders.
- 09/22/14-29 By voice vote, the motion to approve EP.15.06 passed.
- 09/22/14-30 A motion was made to suspend the rule of 5:15 pm adjournment. The motion was seconded, and failed by voice.
- 09/22/14-31 CC.15.03\* Nominations for Membership on Standing Committees of the Senate
- 09/22/14-32 On behalf of the Senate Committee on Committees, Chair Kalita moved approval of the slate of nominees on proposal CC.15.03.  
Robert Warrior (LAS) was nominated from the floor to fill the faculty vacancy on the Senate Committee on Equal Opportunity and Inclusion. Warrior's signed statement of willingness to serve\* if elected was submitted.

**Adjournment**

In accordance with *Standing Rule 1*, the meeting adjourned at 5:15 pm.

All unfinished business will carry forward to the next regularly scheduled Senate meeting on October 20, 2014.

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.15.03** Nominations for Membership on Standing Committees of the Senate

**Conference on Conduct Governance**

To fill one faculty vacancy unfilled during the spring 2014 elections.

H.F. (Bill) Williamson	LAS	Term Expires 2016
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**Equal Opportunity and Inclusion**

To fill one faculty vacancy created by the resignation of Joseph Rosenblatt (LAS)

Eurydice Bauer	EDUC	Term Expires 2016
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**University Student Life**

To fill the chair vacancy unfilled during the spring 2014 elections.

Damarys Canache	LAS
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**COMMITTEE ON COMMITTEES**

Prasanta Kalita, Chair

Lisa Monda-Amaya

Sara Benson

Mitch Dickey

William Gropp

Sarah Hochman

Calvin Lear

Randy McCarthy

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.15.04 Nomination to the State Universities Retirement System Members Advisory Committee (SURSMAC)

**Background**

The University of Illinois at Urbana-Champaign campus has two faculty representatives on the State Universities Retirement System Members Advisory Committee (SURSMAC), elected by the Senate for three-year terms. These representatives also serve as *ex officio* members of the Senate Committee on Faculty and Academic Staff Benefits. The term of one of the representatives, John W. Kindt (BUS), will expire on December 31, 2015. The term of our other representative, H. F. (Bill) Williamson (LAS), expired on December 31, 2013.

**Nomination**

The Committee on Committees nominates to serve H. F. (Bill) Williamson as a SURSMAC campus faculty representative for a three-year term ending on December 31, 2016.

**COMMITTEE ON COMMITTEES**

Prasanta Kalita, Chair

Lisa Monda-Amaya

Sara Benson

Mitch Dickey

William Gropp

Sarah Hochman

Calvin Lear

Randy McCarthy

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**  
University Statutes and Senate Procedures  
(Final; Action)

SP.15.05 Proposed Revision to *Standing Rule 11.B* – Election of a Senate Executive Committee Member from the Committee on the University Senates Conference

**BACKGROUND**

The revision proposed below is intended to allow electronic or paper ballots for the election of a Senate Executive Committee Member from the Committee on the University Senates Conference.

**RECOMMENDATION**

The Senate Committee on University Statutes and Senate Procedures recommends approval of the following revision to *Standing Rule 11.B*. Text to be added is underscored and text to be deleted is indicated by ~~strikeout~~ (e.g., ~~sample text for deletion~~).

**PROPOSED REVISION TO *STANDING RULE 11.B***

**Election of a Senate Executive Committee Member from the Committee on the University Senates Conference**

- 1 At its organizational meeting, each new Senate shall elect one member of the Committee on the  
2 University Senates Conference to serve on the Senate Executive Committee, as provided in  
3 *Bylaws* D 1 (b) and D 20 (a). In the event of a vacancy in this office, the Senate shall elect a  
4 replacement. Unless the Senate on a particular occasion shall determine otherwise, the following  
5 procedure shall be used:
- 6 • A. The nominees shall be those members of the Committee who consent to serve if  
7 elected.
  - 8 • B. The election shall be conducted by ~~paper~~ ballot.
  - 9 • C. A majority of the votes cast shall be required to elect on the first ballot.
  - 10 • D. If no one is elected on the first ballot, a run-off election shall be held between the two  
11 candidates who received the highest numbers of votes on the first ballot. In the event of a

- 12 tie for the highest or second highest number of votes, the run-off ballot shall include all  
13 of those who are tied.
- 14 • E. A plurality of the votes cast shall be required to elect on the second ballot.

UNIVERSITY STATUTES AND SENATE PROCEDURES

William Maher, Chair  
H. George Friedman  
Wendy Harris  
Scott Jacobs  
Calvin Lear  
Anna-Maria Marshall  
Mark Roszkowski  
Cheyenne Wu  
Sandy Jones, *ex officio* (designee)  
Jenny Roether, *ex officio*  
Dedra Williams, Observer

**UNIVERSITY OF ILLINOIS**  
**URBANA-CHAMPAIGN SENATE**  
Prefiled Resolution

RS.15.01      Resolution on Uniform Pay for Specialized Faculty

WHEREAS UIUC already has a promotion system in place (Provost Communication #25) which was debated and approved in the senate (Resolution SC.14.08), and,

WHEREAS pay raises to those promoted were promised by Barbara Wilson, in her capacity as Executive Vice Provost for Faculty and Academic Affairs, in the Senate, and

WHEREAS a new pay floor for all full time faculty was announced to specialized faculty by Provost Adesida (massmail, dated April 28<sup>th</sup> 2014), and

WHEREAS such pay raises have not been uniformly enacted, and

WHEREAS collective bargaining with the Non-Tenure Track faculty union (CFA, Local 6546) in no way precludes the fulfillment of those promises,

THEREFORE be it resolved that the Senate call upon the campus administration to honor those promises made in the Senate debate last Spring, regarding raises associated with promotions uniformly.

Kristina Riedel (Linguistics)  
Sara Benson (Law)  
Ashley Emmert (English)  
Shawn Gilmore (English)  
Cassandra Rosado (Linguistics)  
Rolando Romero (Latina/Latino Studies)  
Dede Fairchild Ruggles (Landscape Architecture)  
Mark Steinberg (History)





**UNIVERSITY OF ILLINOIS**  
**URBANA-CHAMPAIGN SENATE**  
Prefiled Resolution

RS.15.03      Senate Resolution on the SEC Resolution on Ad Hoc Committee Formation

WHEREAS University of Illinois *Statutes* (Article IX, Section 3b) state that faculty “Appointments shall be made solely on the basis of the special fitness of the individual for the work demanded in the position,” and

WHEREAS such fitness is best judged by scholars in the disciplinary field of the proposed appointee, the academic field being embodied in the university department, and

WHEREAS Provost Communication No. 9 states that “The Provost makes the final decision, with advice from the Campus Committee on Promotion and Tenure and the Dean of the Graduate College” (Overview), and

WHEREAS proposing to alter the process by which P&T is currently reviewed and awarded would replace the decision-making authority currently vested in department and college faculty committees (according to Communication 26) and undermine the scholarly mission of the university and the academic autonomy of its academic units,

THEREFORE be it resolved that it would contradict the University’s own guidelines for the Chair of the Senate Executive Committee to charge a task force to propose a process to be followed in cases where the provost or the chancellor finds potential reasons not to proceed with a tenure-track hire that has already been approved by department and college committees, and we call for Provost Communication No. 9 to be respected and that any changes to it be debated by the full body of elected senators.

D. Fairchild Ruggles  
Jennifer Monson  
Terri Weissman  
Kay Emmert  
Kristina Riedel

SEC RESOLUTION ON AD HOC COMMITTEE FORMATION

Approved by the SEC on August 25, 2014

WHEREAS decisions about faculty hiring, tenure, and promotion “are primarily a faculty responsibility” (AAUP Statement on Government of Colleges and Universities <http://www.aaup.org/file/statement-on-government.pdf>); and

WHEREAS “All appointments, reappointments, and promotions of the academic staff . . . shall be made by the Board of Trustees on the recommendation of the chancellor/vice president concerned and the president” (*University of Illinois Statutes*, IX. 3.a); and

WHEREAS there is currently no process stipulated in the governing documents of the University of Illinois to deal with cases in which a unit’s recommendation for appointment of a tenure-track faculty member is considered by campus administrators to be potentially unacceptable,

THEREFORE, BE IT RESOLVED that the Chair of the Senate Executive Committee, in consultation with the Office of the Provost, charge a task force composed of tenured faculty members and appropriate administrative officers to propose a process for impartial and expeditious consultation to be followed in cases where the provost or the chancellor find potential reasons not to proceed with a tenure-track hire that has already been approved by department and college committees; and

BE IT ALSO RESOLVED THAT the task force’s report shall be reviewed by the Senate, which will forward its comments to the Office of the Provost.

September 22, 2014

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

HE.14.09 Report on the May 16, 2014 meeting of the Faculty Advisory Council to the IBHE.

The [Faculty Advisory Council \(FAC\)](#) of the [Illinois Board of Higher Education \(IBHE\)](#) held a regularly scheduled meeting at the DeVry University-Addison with 32 members present. Special guest of the meeting included Donna Loraine (Provost and Academic Vice President of DeVry), Donna Rekau (Assistant Provost), and Jennifer Groh (National Dean for Accreditation and Outreach).

Chair Aminmansour called the meeting to order at 9:00 AM. After introduction of members present, Provost Loraine provided an overview of DeVry University. She said that DeVry was founded in 1931 with the mission to focus on career oriented education. DeVry has campuses in 26 states with 90 onsite locations in addition to online programs. DeVry enrollment is about 60,000-70,000 students, about half of which is at onsite locations. There are five colleges within the university and about 50% of the faculty are full time; many have doctorates. There are 21 undergraduate degrees. DeVry enrollment includes a substantial number of adult learners, first generation students, and an underserved population. The faculty drive the curriculum at DeVry.

Scott Stratton (Military Liaison and Senior Executive Advisor) and Linda Hjorth (Senior Professor) of DeVry gave a PowerPoint presentation on "Rucksacks to Backpacks." The program offers returning veterans certain types of assistance to become college students.

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. The Community Colleges Caucus discussed graduation attendance requirements, SURS, union contracts, and professor emeritus status. The Publics Caucus reported on the pension situation, the income tax extension, the impact of uncertainty in higher education, plans for the June meeting, reporting sexual abuse on campus, the impact of lack of financial support of higher education, and preparing a press release. The Privates Caucus discussed faith based institutions offering degrees and going around IBHE approval and teacher certification changes.

In other business, the Council approved minutes of the April 1, 2014 meeting. The Council held election of the 2014-15 officers. This portion of the meeting was conducted by Professor Steve DePascale, Chair of the Nominations and Elections Committee. Elected officers are as follows: Abbas Aminmansour as FAC Chair, Marie Donovan as Vice Chair and Steve Rock as Secretary. In addition, the Council elected the following as Caucus chairs. Devi Prasad V. Potluri as Chair of Publics; John D'Anca as Chair of the Community College Caucus and Shawn Schumacher as Chair of Private Institutions.

The meeting adjourned at 2:45 PM. The next FAC meeting is scheduled for June 20, 2014 at the Northern Illinois University.

Respectfully submitted  
Abbas Aminmansour



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

HE.14.10 Report on the June 20, 2014 meeting of the Faculty Advisory Council to the IBHE.

The [Faculty Advisory Council \(FAC\)](#) of the [Illinois Board of Higher Education \(IBHE\)](#) held a regularly scheduled meeting at the Northern Illinois University with 28 members present. Special guest of the meeting included Dr. Doug Baker, NIU President and Dr. Lisa Freeman, NIU Provost.

Chair Aminmansour called the meeting to order at 9:00 AM. After introduction of members present, President Baker advocated improvements in vertical and horizontal collaboration among our institutions. He also discussed Common Core and [Partnership in Assessment of Readiness for College and Career](#) (PARCC) as important issues in Illinois higher education. He added that if higher education leaders came together, there may be an opportunity to reverse the impact of state budget cuts.

Chair Aminmansour reported on his participation in the Lumina Foundation's convening of about 30 people in Indianapolis, mostly administrators and some faculty to discuss "Engaging Faculty." He also reported that he had participated in the IBHE meeting and that four subcommittees of the Board have been formed on the following topics: Increasing Influence; Improving Affordability; Reducing Gaps and Increasing Adult Completions Aligned with Economic Needs.

Vice Chair Donovan reported that the Student Advisory Committee (SAC) had recently elected new officers both of whom will be students at UIUC. She hoped that there would be increased collaboration between FAC and SAC.

Faculty Board member Allen Karnes discussed the state's higher education budget and noted that things could have been worse. He added that mid-year budget cuts are possible.

The Council held a discussion on the IBHE Faculty Fellows Program and the next round of soliciting applications. It was noted that timing of the application period should be established to allow potential candidates to use their sabbatical for this purpose.

Professor Julie Peters of UIC, one of this year's IBHE Faculty Fellows gave a presentation on her work titled, "How teacher education programs prepare candidates to enter the workforce." She discussed her research method and received suggestions/input from FAC members.

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. Community Colleges discussed affordability and the role of retired faculty including the fact that some want them back after retirement, some don't.

The independent institutions' caucus argued that we need to make sure that faculty understand and sympathize with the students in their debt problems. Among their aspirations for next year are the production of some white papers, possibly including one on MAP funding cuts and possible changes in how MAP operates. They also would like some discussions of the pervasiveness of academic dishonesty in universities.

Four year public universities' caucus emphasized how we could communicate more effectively with the public, perhaps through newspapers or other mass media. They discussed the possibility to send out a quarterly newsletter earmarked for legislators. They discussed communicating the results of reduced funding and how we can disseminate our views about that.

In other business, the Council approved minutes of the May 16, 2014 meeting at DeVry.

Under Old Business, the Council agreed on the following statement: "The IBHE Faculty Advisory Council urges the Congress to restore full bankruptcy protection to all student loans, both private and federally guaranteed, as well as other standard consumer protections." This statement will be forwarded to UIUC Law student Tony Fiorentino who is working with Senator Durbin's office on the subject.

The Council also agreed on issuing the following statement to be sent to the Council for Adult and Experiential Learning (CAEL): "The IBHE Faculty Advisory Council identifies the need for research into current practices in recognizing military learning for college credit through prior learning assessment." Some members argued against this statement. However, the motion to issue this statement was passed by a majority vote.

In addition, the Council voted unanimously on issuing the following statement on the [edTPA](#): "The Faculty Advisory Council asks the IBHE to urge the Illinois State Board of Education to delay implementation of the edTPA as a high-stakes teacher licensure requirement for two years, to September 2017, thereby enabling all P-20 institutions and their students to be properly prepared for this new assessment." Also, the Council voted unanimously to adopt the following statement: "The Faculty Advisory Council asks the IBHE to work with the Executive Director to designate staff analysts to develop review criteria for alternative/nonconventional teacher preparation programs that match the rigor and expectations applied when reviewing conventional teacher preparation programs proposed by colleges and universities in Illinois."

The meeting adjourned at 2:55 PM. The next FAC meeting is scheduled for September 19, 2014 at the Illinois State University.

Respectfully submitted  
Abbas Aminmansour

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

EP.15.12 Report of Administrative Approvals through August 25, 2014

**Graduate Programs**

**PhD in History** – HIST 592 – Quant Tech for Historians has been discontinued. The department would like to change the requirement to “another methods course in consultation with the Director of Graduate Studies.”

**PhD in Biochemistry** – The department seeks to change the TA requirement from two semesters at 50% to one semester at 50% or 2 semesters at 25%.

**Master of Social Work** – Revision to the Health Care concentration. Currently SOCW 553 is categorized as a Human Behavior in Social Environment course (HSBE) and students are required to take both SOCW 552 & 553 to complete the category requirement. The content of SOCW 553 was recently reviewed by the faculty and it was determined to be better suited for designation as Methods (direct practice) course rather than an HSBE course. Students will now complete a single HBSE course and SOCW 553 will count as a Methods courses.

**Undergraduate Programs**

**ACES - BS in Animal Sciences** - The department would like to add ANSC 526 - Advanced Companion Animal Nutrition and remove ANSC 232 - Stem Cell Basics & Applications from the 'basic science' choose from list for all three concentrations. Depending on the concentration, students take 2 to 4 courses from this list of 36 courses. ANSC 232 has not been taught since 2011.

In addition, the department would also like to remove ANSC 213 - Beef & Swine Management from the 'applied science' list. Depending on the concentration, students take 1 to 4 courses from this list of 28 courses. ANSC 213 has not been taught since 2011.

**ACES - Minor in Food and Environmental Systems** - The College would like to make several changes to the 'choose from' lists for the minor.

In the 'Four Hours Selected from' category:

Add: ANSC 101 - Contemporary Animal Issues  
HORT 105 - Vegetable Gardening  
HORT 106 - Home Horticulture

Remove: ANSC 103 - Working with Farm Animals  
CPSC 111 - Farming Systems  
NRES 104 - Intro to Environmental Social Science  
NRES 161 - Global Environmental Change

In the 'Six Hours Selected from' category:

Add: ANSC 223 - Animal Nutrition  
ANSC 224 - Animal Reproduction and Growth  
ANSC 322 - Livestock Feeds and Feeding  
ANSC 407 - Animal Shelter Management  
ANSC 409 - Meat Science

ANSC 438 - Lactation Biology  
ANSC 444 - Applied Animal Genetics  
ANSC 446 - Population Genetics  
ANSC 450 - Comparative Immunobiology  
ANSC 451 - Microbes and the Animal Industry

ANSC 452 - Animal Growth and Development  
ANSC 467 - Applied Animal Ecology  
HORT 464 - International Horticulture Products

Remove:

ACE 332 - Farm Management  
ANSC 321 - Animal Nutrition  
ANSC 325 - Principles of Animal Nutrition ANSC 331 - Biology of Reproduction

Most of the courses being removed have been discontinued or have not been offered for some time.

### **AHS – BS in Interdisciplinary Health Sciences**

The 'choose from' list for each of these concentrations is to be updated.

#### **Health and Aging Concentration**

Required courses:

Replace KIN 262 - Motor Development, Growth and Form with KIN 259 - Motor Development and Control.  
KIN 262 is no longer offered and the content has been added to KIN 259.

Replace CHLH 314 - Introduction to Gerontology with KIN 404 - Introduction to Aging.

Again CHLH 314 is no longer offered and content has been added to KIN 404.

Choose 3 courses from the following list (9 courses total):

Add: SHS 375 - Communication Partners in Health  
IHLT 498 - Interdisciplinary Health Study Abroad

Remove:

FSHN 220 - Principles of Nutrition  
RST 199 - Leisure, Health and Wellness Across the Lifespan

#### **Health Behavior Change Concentration**

Choose 3 courses from the following list (16 courses total):

Add: CMN 463 - Organizational Health Communication  
EPSY 407 - Adult Learning and Development  
SHS 375 - Communication Partners in Health  
PSYC 322 - Intro to Intellectual Disability  
CHLH 469 - Environmental Health  
IHLT 498 - Interdisciplinary Health Study Abroad

#### **Health Diversity Concentration**

Choose 3 courses from the following list (15 courses total):

Add: LLS 387 - Race, Gender, and the Body  
LLS 479 - Race, Medicine, and Society  
MACS 356 - Sex and Gender in Popular Media  
AFRO 421 - Racial and Ethnic Families  
IHLT 498 - Interdisciplinary Health Study Abroad

Letters of support from all of the outside units have been provided.

**SENATE COMMITTEE ON EDUCATIONAL POLICY**

Gay Miller, Chair



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

**SC.15.03** Report on the September 11, 2014 meeting of the Board of Trustees held at the University of Illinois Urbana-Champaign campus

The meeting was called to order at 8:05 am after a short board meeting of Wolcott, Wood and Taylor, which is the organization used to oversee billing for the hospital, and immediately went into executive session at 8:06 to consider:

- University employment and appointment related matters
- Pending, probable or imminent litigation against, affecting, or on behalf of the university
- Collective negotiating matters

Executive session adjourned at 10:33 am and the open session resumed with a beautiful rendition of the state song by Professor Sarah Wigley-Johnson.

The board asked for a moment of silence to honor and remember the 9/11 victims. President Easter introduced the observers and Tom Hardy introduced members of the media.

Chancellor Wise welcomed the board to the campus, and reported on recent Urbana campus admissions data. She reported that over 150 new tenure-system faculty were hired, with a record number of new female faculty hired in Engineering (about half of their new hires). She also reported that the entering freshman class set records in attendance and GPA, but fell short of diversity targets. She then showed a short video used to welcome students to campus.

Committee reports followed on:

- Audit, Budget, Finance and Facilities Committee (Sep. 3, 2014) reported by Trustee McMillan
- Governance, Personnel and Ethics Committee (Aug. 28, 2014) reported by Trustee Strobel
- University Healthcare Systems Committee (Sep. 3, 2014) reported by Trustee Koritz

See <http://www.bot.uillinois.edu/committees> for further details on any of these three committees.

Of particular interest to the Urbana campus, the University Healthcare Systems Committee report mentioned a discussion of the Urbana campus's proposed College of Medicine, as well as the UIC counterproposal. The report explicitly stated that the committee neither endorsed nor discouraged the proposed College of Medicine. The report also included a \$40M budget shortfall of the UIC Hospital due to a decline in Medicaid, and this was being addressed by reducing expenses and increasing patients.

The board then opened the floor for public comment but asked speakers to limit themselves to five minutes each. The following comments were received.

- Prof. Anna Westerstahl Stenport of Scandinavian Studies, indicated she was unwilling to continue to help with fundraising for the university due to what she perceived as interference by the Board of Trustees regarding the Salaita issue.
- Ahmad Hamden, a senior in Chemical Engineering, spoke for students in favor of the University of Illinois hiring Prof. Salaita, and considered the decision not to approve his position a violation of the principles of Inclusive Illinois.
- David Beck, a staff representative of the American Federation of State, County and Municipal Employees (AFSCME), spoke in support of UI staff, reported that they felt largely unrespected and afraid to "speak up." He also reported that of all university employees ranked by salary, the top 1%

were paid in sum more than the bottom 10%, and the top 50 received an average raise of 16% whereas the bottom wage earners received raises averaging 3%.

- Prof. Robert Warrior, Director of American Indian Studies, spoke in support of Prof. Salaita, and indicated much of the controversy was due to mis-interpretations of Prof. Salaita's tweets.
- Josh Cooper, a senior in LAS, spoke for 1,300 students in support of Chancellor Wise and her decision that the University of Illinois not hire Prof. Salaita.
- David Downey (BS '63, JD '66), is a member of the UIF Board and the UIUC College of Business Overseers Board, spoke in support of President Easter, Chancellor Wise and in support of their decision that the University of Illinois not hire Prof. Salaita.

The board then approved the following resolutions by voice vote.

A1. Minutes of the July 24, 2014 Board of Trustees meeting

1. Appoint Interim Vice Chancellor for Academic Affairs and Provost
2. Reappoint Member to the Advisory Board, Division of Specialized Care for Children (DSCC) in Springfield
3. Amend the Undergraduate Financial Aid Policy and Guidelines
4. Amend Energy Cost Management Policy

See <http://www.trustees.uillinois.edu/trustees/agenda/September-11-2014/> for further details on any of the resolutions (1-4) as well as the following resolutions (5-14).

The board then considered the following resolutions for approval by roll call.

5. Approve Operating Budget for Fiscal Year 2015
6. Approve Academic and Administrative Appointments for Contract Year 2014-15
7. Approve Requests for New Operating and Capital Appropriations Fiscal Year 2016
8. Authorize Banking Resolution for Deutsche Bank AG, India
9. Award Contracts for Building Renovation, Natural History Building, Urbana
10. Award Contract for Exterior Renovations, Krannert Center for Performing Arts, Urbana
11. Approve Project for Clinical Performance Center, College of Medicine, Chicago
12. Purchase Recommendations (Urbana: \$9M for coal and its byproduct disposal)
13. Approve Settlement of McReynolds v. Demidovich, M.D. for \$675,000.
14. Appointments to the Faculty, Administrative/Professional Staff and Intercollegiate Athletic Staff.

Prof. Salaita's appointment appears in Resolution #14, page 23, line 43.

Chairman Kennedy then asked Chancellor Wise if she would like to make a statement. Chancellor Wise reasserted her support to the board of "our decision" that the University of Illinois not hire Prof. Salaita. President Easter then concurred, citing concerns of "polarization" and "bigotry" that could have resulted. Trustee Montgomery indicated that he supported Chancellor Wise but not this decision, that he had changed his previous position due to further consideration, and questioned specifically the relevance of Prof. Salaita's tweets and the process by which his appointment was declined. Trustee Fitzgerald indicated his support of the decision to decline the Salaita appointment, citing the board's duty to their constituents.

The roll call vote commenced. Resolutions 5-14 passed with the exception of the line item appointing Prof. Salaita explicitly called out by each Trustee, except Trustee Montgomery who approved all of the resolutions including #14 complete with the Salaita appointment. The student trustees, by statute, are not permitted to vote on some faculty appointments including the Salaita appointment and so no vote was recorded for them specifically on the Salaita appointment.

Further details on the meeting are available through video and audio recordings available online at <http://www.bot.uillinois.edu/multimedia>.

Respectfully Submitted,  
John C. Hart

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

**UC.15.01** Report on the August 25, 2014 meeting of the University Senates Conference via Videoconference

The Conference membership list for 2014-15 can be found here:

<http://www.usc.uillinois.edu/membership.cfm>

The agenda for this meeting can be found here:

<http://www.usc.uillinois.edu/documents>

The Conference was joined by President Robert Easter, Vice-President of Academic Affairs Christophe Pierre, and Associate Chancellor Reginald Alston.

Conference members present: Don Chambers (chair), Shar Fadavi, Danilo Erricolo, Sandra DeGroote, Benet Deberry-Spence, Kouros Mohammadian, Jorge Villegas, Xiaoqing Li, Karl McDermott, William Maher, George Francis, Kim Graber, Nicholas Burbules, Gay Miller, Prasanta Kalita, Roy Campbell, Joyce Tolliver, Catherine Vincent (ex officio as chair of UIC senate)

**MEETING WITH THE PRESIDENT AND VP PIERRE**

The Conference discussed the role of the president of the University with President Easter and Vice-President Pierre. President Easter sees the role of president as largely external: the president is ultimately accountable for all things that go on within the university, but largely delegates internal matters to the vice-presidents and chancellors. On the other hand, the president is responsible to the Board and must also translate the views and needs of the university to legislators.

President Easter expressed the notion that ideally, the role of the president is to be the leader of the discussions on higher education in the state, and added that critical decisions must be made on higher education in the next few years. He said that the president of the University of Illinois must be at the center of those conversations.

In relationship to these conversations, the President mentioned that there was some interest in forming another AAU university in Illinois, and that we should encourage UIC to fulfill this role. The new president must also be engaged with the question of the impact of the state-wide trend of two-year institutions to serve more and more students. Regarding the relationship between the Board and faculty, the President mentioned that the Board plans to discuss its role at its January retreat.

The President and Vice-President Pierre discussed budgetary questions with the Conference, and stated that the projections for next year are similar to those made last year. We are expecting a 1.6% increase, split almost evenly between restricted and non-restricted funds. Funding for sponsored research is expected to decrease by about \$20 million, even without considering the end of funding for Blue Waters. The President hopes for a salary program this year, although his desire is that we not increase tuition.

The Vice-President reported on the profile of the incoming freshman class, noting that student quality is higher than ever but that we seem to be a little below target enrollments. The University aims to increase financial aid next year by about \$7 million next year, but if tuition is not raised, it will be a challenge to find these funds.

**BUSINESS MEETING**

Chair remarks: In his first meeting as Conference Chair during this academic year, Chair Donald Chambers (UIC) thanked the Conference for their confidence in him, and thanked immediate past Chair Jorge Villegas (UIS) for his leadership.

He noted that, during the 2012-13 academic year, the Conference asserted that it exists for general good of the University, adding that this upcoming year will likely also be contentious, and it will be necessary to remind ourselves of this principle. The Conference, he added, is the statutorily-constituted faculty advisory group to the president and to the Board. Chair Chambers then requested that suggestions for USC retreat topics be emailed to Secretary Sailor and to him.

Statutes revision process: Chair of the USC Statutes and Governance Committee Nicholas C. Burbules presented three proposed revisions to the Statutes originating in that committee. All proposals were approved by the full Conference, with one addition to the Statutes section on FAC to specify that members of any “academic or administrative” unit may approach the FAC. The Statutes Committee will continue its work on preparing all the proposed revisions for eventual consideration by the Senates later this semester and early in the spring 2015 semester.

A report was also given by Conference members serving on the Presidential search committee, which is reviewing candidate files now. The committee has set a target date of November 1 for the identification of the final candidate, and at this point cannot predict whether that target date will be met.

The Conference briefly discussed the situation with pension reform, noting that the attention of the courts is focused on changes to Tier One plans. Members unanimously passed a motion to go on record with a continuing statement of concern about the status of University pensions.

Future conference guests: Chair Chambers announced that Chris Kennedy, Chairman of the Board of Trustees, had agreed to attend the September meeting by phone. He added that he would like us to meet with the Chairman of the Board every other month, although we may meet also with other members of the Board. The Conference also decided to invite each of the chairs of the Board committees to USC meetings. We discussed meeting as well with University lobbyists in Washington.

BOT Observer report: Prof. De Groote (UIC) reported that the July Board meeting was short, with just a few informational presentations, including a campus update from Chancellor Allen-Meares (UIC), the annual USC report given by Prof. Villegas (UIS), and a report on the financial status of the hospital.

Campus updates: UIC: Prof. Vincent reported that faculty leaders have been in regular conversation with their chancellor regarding recent changes in two administrative positions, and that the UIC Senate is making sure the faculty voice is being heard. UIC now has a new interim provost designate, pending BOT approval.

UIS: The new chair of the UIS Senate is Jorge Villegas. Prof. Villegas reported that a Sept. 10 meeting had been scheduled by a group of faculty members who are attempting to organize a UIS faculty union.

UIUC: Prof. Campbell reported on discussion of the proposal for a new college of medicine and on the vigorous discussion regarding the non-appointment of a faculty member. He added that questions had been raised by this case about gaps in our governing documents regarding hiring processes.

Chair Chambers added that at the September 3 meeting of the BOT Health Affairs and Hospital committee, there would be a presentation by Chancellor Wise and also one by Dean Azar (dean of the UIC College of Medicine), both on UIUC’s proposal to establish a new college of medicine. He announced that UIC had hired a consulting firm to provide a response to the Tripp-Umbach report, which reports on the feasibility of establishing a new college of medicine in Urbana.

Committee updates: Prof. Campbell reported that the USC Budget Committee would be concerned this fall with the ramifications of the potential sun-setting of the state income tax increase.

Respectfully submitted,

Joyce Tolliver, USC Liaison to the Senate

**UNIVERSITY OF ILLINOIS  
URBANA-CHAMPAIGN SENATE**  
Committee on Committees  
(Final; Action)

**CC.15.05** Nominations for Membership on Standing Committees of the Senate and the Military  
Education Council

**Educational Policy**

To fill one student vacancy created by the resignation of Juan Bernal (GRAD)

James Tandaric	LAS	Term Expires 2015
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**Faculty and Academic Staff Benefits**

To fill one faculty vacancy unfilled during the spring 2014 elections.

Michael Sandretto	BUS	Term Expires 2016
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**General University Policy**

To fill one faculty vacancy created by the resignation of Joseph Rosenblatt (LAS)

Gabriel Solis	FAA	Term Expires 2016
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**Library**

To fill two faculty vacancy created by the resignation of Safia Noble (MDA) and Amita Sinha (FAA)

Rabin Bhattarai	ACES	Term Expires 2017
Ann Burkus-Chasson	FAA	Term Expires 2016

**Military Education Council**

To fill one faculty vacancy unfilled during the spring 2014 elections.

Timothy Stelzer	ENGR	Term Expires 2016
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**COMMITTEE ON COMMITTEES**

Prasanta Kalita, Chair

Lisa Monda-Amaya

Sara Benson

Mitch Dickey

William Gropp

Sarah Hochman

Calvin Lear

Randy McCarthy

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**  
Senate Executive Committee  
(Final; Action)

**SC.15.04** Resolution in Support of the Council of Illinois University Senates  
“Statement of Concern”

*WHEREAS* the Senate Executive Committee (SEC) and the Urbana-Champaign Senate in 2011 and 2012 have affirmed and reaffirmed support for the main concerns of the Council of Academic Professionals (CAP), most recently in SC 13.06, which cited (1) the imminent risk of losing the exemption authority of the campus and (2) the trend toward classifying AP (academic professional) positions as civil service, and

*WHEREAS* the Merit Board of the State Universities Civil Service System (SUCSS), which is composed of trustees from the state’s public universities, voted overwhelmingly on January 30, 2013 to preserve the exemption authority, and

*WHEREAS* the SUCSS Executive Director and staff have continued to engage in a pattern of adversarial audit activities and changes in methodology designed to achieve by audit findings what they could not obtain in an open and transparent vote of its Merit Board, and

*WHEREAS* the 2013 SUCSS audit of the Urbana campus alleged that more than 90% of the AP positions audited were improperly exempted and should have been civil service, a finding that is not credible, and

*WHEREAS* SUCSS officials have penalized the Urbana campus by imposing two nearly simultaneous audits, the 2015 biennial audit and a second special audit of every single academic professional hire made from July 1, 2014 through December 31, 2014, a burdensome and punitive action, and

*WHEREAS* the SUCSS Executive Director has engaged in a pattern of contending that quietly adopted changes to its procedures manual override its own governing policies, as well as its 1998 agreement with the state’s universities that granted campuses the exemption authority, and

*WHEREAS* it is reasonably foreseeable that adversarial audit findings and such procedural changes will be used to sanction the Urbana campus with the removal of its exemption authority, with implications for other state universities, and

*WHEREAS* SUCSS officials have engaged in a pattern of lack of transparency and apparent violations of the Open Meetings Act, including requiring those who attend meetings to disclose their names and employers, and seating restrictions impeding public observation of its meetings;

*WHEREAS* the three CAP officers who spoke in public hearings all had positions targeted by the audit, and that the odds of this occurring randomly are a fraction of a percent, and

*WHEREAS* the Council of Illinois University Senates (CIUS), a body composed of representatives of the state’s public universities, met on September 15, 2014, and subsequently adopted a “Statement of Concern” about these issues, and

*WHEREAS* the CIUS agreed that member schools would take the “Statement of Concern” back to their own Senate Executive Committees and/or Senates for consideration and endorsement, and

*WHEREAS*, the Senate Executive Committee unanimously endorsed the CIUS Statement of Concern on October 6, 2014, and

*THEREFORE* be it resolved that the Senate affirm its support of the CIUS Statement of Concern, which follows:

**STATEMENT OF CONCERN**

The Council of Illinois University Senates is gravely concerned about the actions of the Executive Director and staff of the State Universities Civil Service System (SUCSS) toward reclassifying principal administrative/academic professional positions within universities, as well as their adversarial audit activities and the threat thereof, without adequate and widespread consultation, including with the Presidents, Chancellors, Faculty leadership, and Human Resource Directors of the respective campuses. These actions strike us as both arbitrary and capricious, and lacking in the transparency we expect from our public bodies.

*THEREFORE BE IT FURTHER RESOLVED* that this resolution, along with the CIUS Statement of Concern, be distributed to the University of Illinois Board of Trustees, the SUCSS Merit Board, the authorized representatives of the CIUS, the University Senates Conference, President Robert Easter, the chancellors of all three campuses, the Council of Academic Deans, the University Professional Personnel Advisory Committee, and the Council of Academic Professionals.

**SENATE EXECUTIVE COMMITTEE**

Roy Campbell, Chair	Melissa Madsen
Kim Graber, Vice-Chair	William Maher
Abbas Aminmansour	Mary Mallory
Nicholas Burbules	Gay Miller
John Hart	David O’Brien
Matthew Hill	Michael Sandretto
Prasanta Kalita	Kevin Seymour
Calvin Lear	Joyce Tolliver



**UNIVERSITY OF ILLINOIS**  
**URBANA-CHAMPAIGN SENATE**  
University Statutes and Senate Procedures  
(Final; Action)

SP.14.03      Amendments to Nicknames in the *Senate Election Rules for the Student Electorate*

**BACKGROUND**

Many people often use a nickname instead of their full given or legal name. For example, someone named “Matthew” may often identify with the nickname “Matt.” There are also some people who use facetious nicknames, so someone named “Matthew” may identify with the nickname “Mattypoo.” The current *Senate Election Rules for the Student Electorate* state that students may use a nickname they are commonly referred to as on the ballot, but it states nothing about the intent or legitimacy of nicknames.

The Campus Student Elections Commission’s (CSEC) only attempt in preventing the misuse of nicknames is currently reserving the right to refuse the use of a nickname if it believes a candidate is using it to gain an unfair advantage. However, this policy is not in the *Senate Election Rules for the Student Electorate*.

One example of nicknames influencing an election was in 2002. The student body elected its President and Vice President, and both candidates used facetious nicknames on the ballot. One student ran for Student Body President using the nickname “Gordon T. Gnome Meron,” and another student ran for Student Body Vice President using the nickname “Hale T. Snail DePriest.” These nicknames referenced comic strip characters from *The Daily Illini*. Both candidates received the most amount of votes, but the CSEC disqualified the candidates.

Additionally, in recent year’s student elections, there were multiple candidates who used facetious nicknames. In almost every case, a candidate that used a facetious nickname won his or her race. Some candidates even used a facetious nickname in a competitive race while using no nickname in another non-competitive race. All of these instances prompted Student Senators and committee members to propose IA.2013.47 *Amendments to Nicknames in Senate Election Rules* for the Student Electorate, which was adopted by the Illinois Student Senate on April 10, 2013.

**RECOMMENDATION**

The Senate Committee on University Statutes and Senate Procedures recommends approval of the following revisions to the *Senate Election Rules for the Student Electorate*. Text to be added is underscored and text to be deleted is indicated by ~~strikeout~~ (e.g., ~~sample text for deletion~~).

**PROPOSED REVISIONS TO THE SENATE ELECTION RULES FOR THE STUDENT ELECTORATE**

9. Ballots

• 9.3 *Contents*. The ballot shall contain the following:

- (a.) name of the college;
- (b.) designation of the election unit and number of senators to be elected;
- (c.) the names of the nominees by unit; and
- (d.) directions on proper voting procedures.

In the designation of a candidate's name on the ballot, the candidate's surname shall be used. In addition, any combination of the following designations may be used at the discretion of the candidate as space dictates: the candidate's full or shortened given name, and/or the candidate's initial(s), ~~and/or a nickname by which the candidate is commonly known~~. Nicknames may be used if the candidate can demonstrate prior common usage upon request.

No designation may be used in addition to the candidate's surname which suggests or implies possession of a degree or title, nor may a candidate's nickname be designed to intentionally mislead voters.

UNIVERSITY STATUTES AND SENATE PROCEDURES

William Maher, Chair

H. George Friedman

Wendy Harris

Scott Jacobs

Calvin Lear

Anna-Maria Marshall

Mark Roszkowski

Cheyenne Wu

Sandy Jones, *Ex officio (designee)*

Jenny Roether, *Ex officio*

Dedra Williams, *Observer*

UNIVERSITY OF ILLINOIS  
URBANA-CHAMPAIGN SENATE  
University Statutes and Senate Procedures  
(Final; Action)

SP.14.12      Revision to *Standing Rule 13*

**BACKGROUND**

According to the *Senate Bylaws*, the Committee on Educational Policy is responsible for “educational policy matters over which the Senate has legislative jurisdiction, including . . . initiation, changes or discontinuance of curricula” (Part D (8)(2)). In meeting the obligations described in the *Bylaws*, Senate Committee on Educational Policy (EPC) relies on *Standing Rule 13* which describes a process for review of proposed changes to academic units, including formation, termination, separation, transfer and other changes in status. This proposal would amend *Standing Rule 13* to clarify that process in situations where changes in the scope or size of a program might have a significant impact on an academic unit.

In recent years, EPC has identified several situations where departments, colleges and the administration make changes to academic units that are outside the scope of *Standing Rule 13* but that nevertheless have a lasting impact on both students and faculty. For example, the EPC reviews the opening and closing of programs and degrees, but does not review their size or their scope. Thus, a unit may unilaterally make a dramatic increase in the number of students it chooses to admit to a program, which may have the effect of undercutting other programs. In addition, a department, college, or the Office of Admissions can effectively close a program by not admitting students. Thus, changes to program size and scope can be used to circumvent faculty governance over programs and curriculum.

The proposed revisions would also address other situations that might affect campus organization, such as administration decisions about the way that disciplines are arranged in campus structures.

The nature of the EPC review in this proposed revision would also provide greater transparency and accountability in the review processes. The EPC would be able to collect and retain memoranda of understandings among departments, colleges and administrators.

**RECOMMENDATION**

The Senate Committee on University Statutes and Senate Procedures recommends approval of the following revisions to *Standing Rule 13*. Text to be added is underscoring and text to be deleted is indicated by ~~strikeout~~ (e.g., ~~sample text for deletion~~).

## PROPOSED REVISION TO *STANDING RULE 13*

### 1 **Formation, Termination, Separation, Transfer, Merger, Change in Status, or Renaming of** 2 **Units**

- 3 • A. If a unit of academic governance or administration intends to make a significant  
4 change to the enrollment or faculty in a current degree, major, minor, concentration, or  
5 other educational program, it must first file with the Senate Committee on Educational  
6 Policy a statement detailing its intent. Any student, staff or faculty member or  
7 administrator who believes such a change is being contemplated may also ask the  
8 committee to determine whether the change would be of sufficient magnitude to require  
9 submission.

10 After receiving the statement, the committee may require verification that the proposing  
11 unit has informed all affected units, faculty and enrolled students. The committee may  
12 solicit comments from these and additional parties. Upon review of these materials, the  
13 committee shall determine what further action is required, including a public hearing,  
14 periodic re-evaluation of the proposal's progress, or further Senate action.

15 For the purposes of this Standing Rule, "significant" changes shall be those that are  
16 intended to last two years or more and that lead to modification of faculty size by at least  
17 25 percent or student enrollment by at least 25 percent (for programs with 100 or more  
18 students) or at least 50 percent (for programs with fewer than 100 students).

19 Plans that seek eventual termination of a program require approval by the committee and  
20 the Senate before any action is taken to terminate admissions, transfer faculty or remove  
21 the program from a unit website or the campus Programs of Study.

- 22 • AB. In order to provide for active discussion of a proposal for termination, separation,  
23 transfer, merger, or change in status of any academic unit, the originator of the proposal  
24 (e.g., Dean of College, Vice-Chancellor for Academic Affairs) and the Chair of the  
25 Senate Committee on Educational Policy shall, well in advance of the proposal being  
26 forwarded to the Senate, determine an appropriate forum for a public hearing and appoint  
27 a person to chair the hearing. The originator of the proposal and Chair of the Senate

28 Committee on Educational Policy (or their designees) shall attend the meeting.  
29 Responsibility for providing a meeting place, publicizing the hearing, and preparing  
30 minutes shall rest with the originator of the proposal. The Senate Committee on  
31 Educational Policy shall be responsible for collecting written comments and assuring that  
32 all of the necessary tasks are completed in an acceptable manner. Minutes shall be taken  
33 and forwarded to the Senate; a full transcription of the hearing is not necessary. The chair  
34 of the hearing shall encourage presenters to provide written comments that shall be  
35 forwarded to the Senate.

- 36 • B.C. In any proposal for the formation or change in academic organization (such as,  
37 termination, separation, transfer, merger, change in status, or renaming) of an academic  
38 unit, as provided in the *University Statutes*, Article VIII, the advice of the faculty at each  
39 level (e.g., department, school, college, as applicable) shall be taken and recorded by vote  
40 of the faculty. Voting shall be as provided in the bylaws of each unit. The vote shall be  
41 reported to the Senate by the Committee on Educational Policy when the proposed  
42 change is considered by the Senate.

UNIVERSITY STATUTES AND SENATE PROCEDURES

William Maher, Chair  
H. George Friedman  
Wendy Harris  
Scott Jacobs  
Calvin Lear  
Anna-Maria Marshall  
Mark Roszkowski  
Cheyenne Wu  
Sandy Jones, *Ex officio* (designee)  
Jenny Roether, *ex officio*  
Dedra Williams, Observer



UNIVERSITY OF ILLINOIS  
URBANA-CHAMPAIGN SENATE

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

SP.15.07 Revisions to the *Statutes*, Article X, Section 2 – Academic Freedom

**BACKGROUND**

On December 6, 2010, the Urbana-Champaign Senate voted to approve SP.10.11 authorizing changes to the *University Statutes*, Article X, Section 2 governing Academic Freedom. Specifically, SP.10.11 included in its definition of academic freedom activities addressing “any matter of institutional policy or action whether or not as a member of an agency of institutional governance.” In addition, SP.10.11 extended the provisions governing academic freedom to all academic staff members. Appendix A contains the text of SP.10.11.

After the Senates for the Chicago and Springfield campuses adopted these changes to the *University Statutes*, the University Senates Conference (USC) forwarded SP.10.11 to the President. After considering these amendments, the President and his staff raised concerns about the language. A small working group including members of USC and the President’s staff met to make revisions to address those concerns. USC approved those revisions, designated ST-72 and presented in this proposal, on March 18, 2014. In forwarding ST-72 to the three campuses, the Chair of USC stated that ST-72 offered “stronger language that better defines who is covered in Article X, Section 2 and removes ambiguity between references to academic freedom and to First Amendment rights.” Appendix A also contains the text of ST-72.

The Senate Committee on Academic Freedom and Tenure (AFT) reviewed ST-72 and concluded that the proposed language clarified the objectives of the original amendments to Article X – extending academic freedom to participation in shared governance. AFT did not address the proposed changes to the coverage for academic staff.

In its review of ST-72, the Senate Committee on University Statutes and Senate Procedures (USSP) regrets that ST-72 restricts coverage to academic staff members “directly engaged in teaching and research,” a limitation that did not appear in SP.10.11 as previously adopted. In addition, USSP members found the phrasing of the paragraph 2.a of SP.10.11 preferable because it was clearer and more straightforward. Yet most members thought that the changes did not affect the meaning of academic freedom in a significant way. USSP also notes that the last sentence of paragraph 2.a of SP.10.11 has been moved to paragraph 2.c, and the last sentence of paragraph 2.c has been incorporated into paragraph 2.d; these rearrangements may somewhat clarify the text, and do not seem to change its meaning.

**RECOMMENDATION**

The Senate Committee on University Statutes and Senate Procedures and the Senate Committee on Academic Freedom and Tenure recommend approval of the following revisions to the *Statutes*. Text to be added is underscored and text to be deleted is indicated by ~~strikeout~~ (e.g., ~~sample text for deletion~~).

**PROPOSED REVISIONS TO THE *STATUTES*, ARTICLE X, SECTION 2**

- 1  
2 Section 2. Academic Freedom  
3  
4 a. Academic freedom includes the freedom to teach, both in and outside the classroom, to conduct  
5 research and to publish the results of those investigations. The practice of shared governance that  
6 structures institutional decision-making depends on the right of a member of the faculty, or an  
7 academic staff member directly engaged in teaching or research, to address any matter of  
8 institutional policy or action, whether or not as a member of an agency or institutional  
9 governance, without fear of retaliation. This right is a core aspect of academic freedom.

- 10 [a.] b. It is the policy of the University to maintain and encourage full freedom within the law of inquiry,  
 11 discourse, teaching, research, and publication and to protect any member of the academic staff  
 12 against influences, from within or without the University, which would restrict the member's  
 13 exercise of these freedoms in the member's area of scholarly interest, as well as to maintain full  
 14 freedom of discourse regarding University policies and actions whether or not uttered as a  
 15 member of an agency of institutional governance. The right to the protection of the University  
 16 shall not, however, include any right to the services of the university counsel or the counsel's  
 17 assistants in any governmental or judicial proceedings in which the academic freedom of the staff  
 18 member may be in issue.
- 19 [b.] c. ~~As a citizen, a faculty member may exercise the same freedoms as other citizens without~~  
 20 ~~institutional censorship or discipline.~~ Members of the faculty, and academic staff members who  
 21 are directly engaged in teaching or research, have the freedoms identified in Article X, Section  
 22 2.a above and have the freedom to speak to any matter of social, political, economic, or other  
 23 interest to the larger community. International members of the faculty, and academic staff shall  
 24 enjoy these same freedoms. ~~A faculty member should be mindful, however, that accuracy,~~  
 25 ~~forthrightness, and dignity befit association with the University and a person of learning and that~~  
 26 ~~the public may judge that person's profession and the University by the individual's conduct and~~  
 27 ~~utterances.~~
- 28 [c.] d. All the rights enumerated in sections X.2. a, b and c above are subject to the applicable standards  
 29 of academic conduct. Further, a member of the faculty, and any academic staff member, should  
 30 be mindful that accuracy, forthrightness, and dignity befit association with the University and a  
 31 person of learning and that the public may judge that person's profession and the University by  
 32 the individual's conduct and utterances. If, in the president's judgment, a ~~faculty member of the~~  
 33 ~~faculty or academic staff who is directly engaged in teaching or research ; exercises freedom of~~  
 34 ~~expression as a citizen and fails to heed the these admonitions of Article X, Section 2[b],~~ the  
 35 president may publicly disassociate the Board of Trustees and the University from and express  
 36 their disapproval of such objectionable expressions.
- 37 [d.] e. A staff member of the faculty, or an academic staff member directly engaged in teaching or  
 38 research, who believes that he or she does not enjoy the academic freedom which it is the policy  
 39 of the University to maintain and encourage shall be entitled to a hearing on written request  
 40 before the Committee on Academic Freedom and Tenure of the appropriate campus senate. Such  
 41 hearing shall be conducted in accordance with established rules of procedure. The committee  
 42 shall make findings of facts and recommendations to the president and, at its discretion, may  
 43 make an appropriate report to the senate. The several committees may from time to time  
 44 establish their own rules of procedure.

UNIVERSITY STATUTES AND SENATE PROCEDURES

William Maher, Chair

H. George Friedman

Scott Jacobs

Calvin Lear

Anna-Maria Marshall

Mark Roszkowski

Cheyenne Wu

Sandy Jones, *Ex officio (designee)*

Jenny Roether, *Ex officio*

Dedra Williams, *Observer*



**SP.15.07, Revisions to the *Statutes*, Article X, Section 2 – Academic Freedom  
Appendix A**

**STATUTES – CURRENT**

**SP.10.11 – Approved by the Senate 12/6/2010**

**USC ST-72 – Approved by USC 3/18/14**

**ARTICLE X, SECTION 2**

**PROPOSED REVISIONS TO THE *STATUTES*, ARTICLE X, SECTION 2**

**PROPOSED REVISIONS TO THE *STATUTES*, ARTICLE X,  
SECTION 2**

Section 2. Academic Freedom

Section 2. Academic Freedom

Section 2. Academic Freedom

a. Academic freedom is the freedom to teach, both in and outside the classroom, to conduct research and to publish the results of those investigations, and to address any matter of institutional policy or action whether or not as a member of an agency of institutional governance. Academic staff members have the freedom to speak to any matter of social, political, economic, or other interest to the larger community, subject to the applicable academic standards of conduct.

a. Academic freedom includes the freedom to teach, both in and outside the classroom, to conduct research and to publish the results of those investigations. The practice of shared governance that structures institutional decision-making depends on the right of a member of the faculty, or an academic staff member directly engaged in teaching or research, to address any matter of institutional policy or action, whether or not as a member of an agency of institutional governance, without fear of retaliation. This right is a core aspect of academic freedom.

a. It is the policy of the University to maintain and encourage full freedom within the law of inquiry, discourse, teaching, research, and publication and to protect any member of the academic staff against influences, from within or without the University, which would restrict the member's exercise of these freedoms in the member's area of scholarly interest. The right to the protection of the University shall not, however, include any right to the services of the university counsel or the counsel's assistants in any governmental or

[a.] b. It is the policy of the University to maintain and encourage full freedom within the law of inquiry, discourse, teaching, research, and publication and to protect any member of the academic staff against influences, from within or without the University, which would restrict the member's exercise of these freedoms in the member's area of scholarly interest, as well as to maintain full freedom of discourse regarding University policies and actions whether or not uttered as a member of an agency of institutional governance. The right to the protection of the University shall not, however, include any right to the services of

[a.] b. It is the policy of the University to maintain and encourage full freedom within the law of inquiry, discourse, teaching, research, and publication and to protect any member of the academic staff against influences, from within or without the University, which would restrict the member's exercise of these freedoms in the member's area of scholarly interest, as well as to maintain full freedom of discourse regarding University policies and actions whether or not uttered as a member of an agency of institutional governance. The right to the protection of the University shall not, however, include

judicial proceedings in which the academic freedom of the staff member may be in issue.

the university counsel or the counsel's assistants in any governmental or judicial proceedings in which the academic freedom of the staff member may be in issue.

any right to the services of the university counsel or the counsel's assistants in any governmental or judicial proceedings in which the academic freedom of the staff member may be an issue.

b. As a citizen, a faculty member may exercise the same freedoms as other citizens without institutional censorship or discipline. A faculty member should be mindful, however, that accuracy, forthrightness, and dignity befit association with the University and a person of learning and that the public may judge that person's profession and the University by the individual's conduct and utterances.

[b.] c. As a citizen, an [faculty] academic staff member may exercise the same freedoms as other citizens without institutional censorship or discipline. International members of the academic staff shall enjoy these same freedoms. An [faculty] academic staff member should be mindful, however, that accuracy, forthrightness, and dignity befit association with the University and a person of learning and that the public may judge that person's profession and the University by the individual's conduct and utterances.

[b.] c. [As a citizen, a faculty member may exercise the same freedoms as other citizens without institutional censorship or discipline.]Members of the faculty, and academic staff members who are directly engaged in teaching or research, have the freedoms identified in Article X, Section 2.a above and have the freedom to speak to any matter of social, political, economic, or other interest to the larger community. International members of the faculty, and academic staff shall enjoy these same freedoms. [A faculty member should be mindful, however, that accuracy, forthrightness, and dignity befit association with the University and a person of learning and that the public may judge that person's profession and the University by the individual's conduct and utterances.]

c. If, in the president's judgment, a faculty member exercises freedom of expression as a citizen and fails to heed the admonitions of Article X, Section 2b, the president may publicly disassociate the Board of Trustees and the University from and express their disapproval of such objectionable expressions.

[c.] d. If, in the president's judgment, an [faculty] academic staff member exercises freedom of expression as a citizen and fails to heed the admonitions of Article X, Section 2[b]c, the president may publicly disassociate the Board of Trustees and the University from and express their disapproval of such objectionable expressions.

[c.] d. All the rights enumerated in sections X.2. a, b and c above are subject to the applicable standards of academic conduct. Further, a member of the faculty, and any academic staff member, should be mindful that accuracy, forthrightness, and dignity befit association with the University and a person of learning and that the public may judge that person's profession and the University by the individual's conduct and utterances.

If, in the president's judgment, a [faculty] member of the faculty, or academic staff who is directly engaged in teaching or research [, exercises freedom of expression as a citizen and] fails to heed these admonitions of ~~Article X, Section 2[b]~~, the president may publicly disassociate the Board of Trustees and the University from and express their disapproval of such objectionable expressions.

d. A staff member who believes that he or she does not enjoy the academic freedom which it is the policy of the University to maintain and encourage shall be entitled to a hearing on written request before the Committee on Academic Freedom and Tenure of the appropriate campus senate. Such hearing shall be conducted in accordance with established rules of procedure. The committee shall make findings of facts and recommendations to the president and, at its discretion, may make an appropriate report to the senate. The several committees may from time to time establish their own rules of procedure.

[d.] e. An academic staff member who believes that he or she does not enjoy the academic freedom which it is the policy of the University to maintain and encourage shall be entitled to a hearing on written request before the Committee on Academic Freedom and Tenure of the appropriate campus senate. Such hearing shall be conducted in accordance with established rules of procedure. The committee shall make findings of facts and recommendations to the president and, at its discretion, may make an appropriate report to the senate. The several committees may from time to time establish their own rules of procedure.

[d.] e. A [staff] member of the faculty, or an academic staff member directly engaged in teaching or research, who believes that he or she does not enjoy the academic freedom which it is the policy of the University to maintain and encourage shall be entitled to a hearing on written request before the Committee on Academic Freedom and Tenure of the appropriate campus senate. Such hearing shall be conducted in accordance with established rules of procedure. The committee shall make findings of facts and recommendations to the president and, at its discretion, may make an appropriate report to the senate. The several committees may from time to time establish their own rules of procedure.



UNIVERSITY OF ILLINOIS  
URBANA-CHAMPAIGN SENATE  
Prefiled Resolution

RS.15.02 Resolution on Academic Freedom and Civility

**BACKGROUND**

Chancellor Wise suggested a set of new policies regarding civility and its relationship to expression in a massmail on Friday August 22, 2014 ("The Principles on which we Stand"). The guidelines suggest restrictions on free expression which are reiterated in a massmail (also sent on Friday August 22, 2014) sent by the Board of Trustees, President, Chancellors of the Chicago and Springfield campuses, the Chairman of the University Senates Conference and other administrative officials ("An Atmosphere For Learning"). Although unspecified, the guidelines suggested in the massmails contradict the University of Illinois *Statutes*.

WHEREAS the University of Illinois *Statutes* (Article X Section 2a) state that "It is the policy of the University to maintain and encourage full freedom within the law of inquiry, discourse, teaching, research, and publication...", and

WHEREAS the University of Illinois *Statutes* (Article X Section 2b) guarantee that "As a citizen, a faculty member may exercise the same freedoms as other citizens without institutional censorship or discipline", and

WHEREAS the University of Illinois Student Code (Section 1-103 Campus Expression) promises that "Discussion and expression of all views is permitted within the University subject only to requirements for the maintenance of order", and

WHEREAS the Chancellor's massmail "The Principles on which we Stand" of August 22, 2014, makes clear that restrictions will be placed upon the above guaranteed rights of free expression ("What we cannot and will not tolerate at the University of Illinois are personal and disrespectful words or actions that demean and abuse either viewpoints themselves or those who express them"), and

WHEREAS the massmail "An Atmosphere For Learning" of August 22, 2014, signed by the Board of Trustees, President, Chancellors of the Chicago and Springfield campuses, the Chairman of the University Senates Conference, and various high-level administrative officials of the University, asserts that the University administration "must constantly reinforce our expectation of a university community that values civility as much as scholarship",

WHEREAS the AAUP (American Association of University Professors) statement “On Freedom of Expression and Campus Speech Codes” explicitly argues against any restrictions on speech and concludes that free speech “is the very precondition of the academic enterprise itself,”

THEREFORE be it resolved by the Senate of the Urbana-Champaign Campus, that these massmails from the University Chancellors, President, Board of Trustees, Chairman of the University Senates Conference et al. shall have no force with respect to the development, interpretation, or application of university policies and practices.

Respectfully submitted and co-sponsored by:

Dana Rabin, History

Bruce Berndt, Mathematics

Bruce Levine, History

Isabel Molina, Media and Cinema Studies, Latina/Latino Studies, Gender and Women’s Studies

Kristina Riedel, Linguistics

Rolando Romero, Latina/Latino Studies

Gabriel Solis, Music, African American Studies, and Anthropology

Terri Weissman, Art History

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

HE.15.01 Report on the September 19, 2014 meeting of the Faculty Advisory Council to the IBHE

The [Faculty Advisory Council \(FAC\)](#) of the [Illinois Board of Higher Education \(IBHE\)](#) held a regularly scheduled meeting at Illinois State University (ISU) with 32 members present.

Vice Chair Marie Donovan called the meeting to order at 9:00 AM. After introduction of members present, Provost Krecji welcomed the group to ISU. Provost Krecji noted that ISU has four interim vice-presidents at the moment. She added that the School has moved up in ranks among public universities. ISU has the largest freshman class in 28 years. ISU's graduation rate is 72%. Provost Krecji indicated that ISU is very selective in offering online programs and accepting students - - quality is very important, she said.

A panel discussion took place on shared governance with professors Lane Crothers of ISU; Steve Rock of Western Illinois University (WIU); Dan Holland, former WIU Academic Senate chair; and Al Bowman, former President of ISU. Professor Crothers outlined constituencies of academic senates. Professor Rock noted that the faculty at WIU are unionized and added that their senate consists of faculty only. WIU senate takes action on issues such as curriculum, university policies, and review of President and Provost. Other issues including salary, working conditions, faculty evaluation, program reorganizations, and faculty responsibilities are handled through the union contract.

Professor Bowman who was a faculty member for 17 years before transitioning to administration commented on financial aspects of universities and opined that most universities are poorly managed and offered related statistics. Bowman stated that ISU is doing well because it has capable administrators and added that holding senior administrators accountable is critical. He emphasized the significance of strategic planning and communication between faculty and administrators. Bowman was asked why at times administrators are not let go if they do not perform well as is done in the industry. Bowman stated that we do a poor job of identifying managerial talent and suggested that search committees need to pay more attention to appropriate criteria for the position in question.

Dr. Bob Bradley, Professor Emeritus from ISU discussed "Academic Freedom after the Salaita Case." He pointed out discussed the situation as well as the contextual considerations and described the differences between first amendment rights and academic freedom> Professor Bradley pointed out that courts have become more willing to get involved in internal higher education issues than before. Issues of the social media as well as the role of donors' interests and their potential influence on public institutions were also discussed.

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. Subject discussed by the caucuses included academic dishonesty, MAP funding, pension reform, Public Agenda vs. State's continuing decline in support for higher education, role of faculty in shared governance, dual credit, and the significance of the upcoming gubernatorial election on higher education.

The meeting adjourned at 2:00 PM. The next FAC meeting is scheduled for October 17, 2014 at the Governors State University.

This report is prepared based on the draft minutes of the FAC meeting minutes prepared by the FAC Secretary, Professor Steve Rock of WIU. Credit is owed to him.

Respectfully submitted  
Abbas Aminmansour



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

EP.15.21 Report of Administrative Approvals at the October 13, 2014 meeting of the EPC.

**Graduate Programs**

**Undergraduate Programs**

**ENGR - Revise the BS in Mechanical Engineering** - The department has recently created a new course ME 270 - Design for Manufacturability, to replace the existing course ME 350 - Design for Manufacturability, which is currently required in the Mechanical Engineering Technical Core. ME 270 is designed to cover the majority of the material in ME 350 and it will be taken by students in the sophomore or junior year of the curriculum. The existing ME 350 course will be renamed and renumbered as ME 351 - Analysis of Manufacturing Processes and it will become an elective.

Both the new course and the revisions to ME 350 have been approved and sent to the Registrar's Office for processing.



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

**UC.15.02** Report on the September 9-10, 2014 Meeting and Retreat of the University Senates Conference at the President's House (Urbana) and Allerton Retreat Center (Monticello)

The Conference membership list for 2014-15 can be found here:  
<http://www.usc.uillinois.edu/membership.cfm>

The agenda for this meeting can be found here:  
<http://www.usc.uillinois.edu/sites/usc.uillinois.edu/files/documents/AGN-0909.14.pdf>

The Conference was joined on Sept. 9 by President Robert Easter, Vice-President of Academic Affairs Christophe Pierre, and Chairman of the Board of Trustees Christopher G. Kennedy.

**SEPTEMBER 9, 2014 BUSINESS MEETING**  
**President's House, Urbana**

**MEETING WITH CHRISTOPHER KENNEDY, CHAIRMAN OF THE BOARD OF TRUSTEES**

Mr. Kennedy joined the Conference by phone. In response to questions from the Conference, Mr. Kennedy expressed his desire that representatives of the Board Conference continue having regular conversations with the Conference. The need for greater participation in shared governance was discussed, and Mr. Kennedy expressed his belief that robust representation of the faculty through active participation in the Senates was essential. He thanked the Conference for the opportunity to join the conversation by phone, and reiterated his interest in meeting with the Conference again in person when his schedule permitted. The Conference also held an executive session with Mr. Kennedy.

**MEETING WITH THE PRESIDENT AND VICE PRESIDENT PIERRE**

The Conference discussed the University's performance in undergraduate admissions, focusing on ways to increase the number of accepted students who enroll. There was particular concern about increasing the number of students from underrepresented groups who accept our admissions offers. Vice President Pierre clarified that students who are accepted but choose not to enroll at the University of Illinois are asked to indicate their reasons for not accepting our offer, and that in these surveys, the top three reasons are related to financial concerns. The President and Conference members also discussed the need to support students academically once they are admitted, and it was suggested that awareness of the issue should be expanded, with a particular emphasis on increasing the engagement of college deans in better recruitment, support, and retention of students from underrepresented groups.

Like Chairman Kennedy, the President also expressed his view that conversations between the Conference and members of the Board should be continued once the new UI president is appointed, and suggested that a joint retreat could be very productive.

## **BUSINESS MEETING**

Prof. Benet Deberry-Spence (UIC) and Jorge Villegas (UIS) reported on their experiences as participants in the Leadership Development Program. The group has met with community leaders and held discussions on administrative leadership in Chicago, Springfield, and Washington, D. C. Both colleagues commented on the knowledge they had acquired about how administrative leaders must engage not only with students and faculty, but also with members of the community and the legislature.

Prof. Nicholas Burbules gave an update on the review of the Statutes and the General Rules. The Conference voted to request that the Board forward the final versions of the proposed revisions to the governing documents early in October, so that the senates may begin their discussions of the proposed revisions during the fall semester.

Two revisions to the Statutes that were proposed earlier, one to the section on academic freedom (ST-72) and one that would permit the University Senates Conference to initiate proposals for revisions (ST-79), will be handled separately from the proposed revisions that result from the major review of the Statutes.

It was also noted that an informal suggestion had been made that the Statutes and the General Rules be merged. There is no formal proposal for such a change at this point, however.

### **UNIVERSITY SENATES CONFERENCE RETREAT, SEPT. 10, 2014 Allerton Retreat Center, Monticello**

The Retreat discussion began on the evening of Sept. 9 and continued the next morning. After a break for meetings of the Conference subcommittees, the Conference reconvened for committee reports and further discussion. Discussion at the Retreat focused on the balancing of relationships involved in a public university (the faculty, students, staff, and administrative leadership at each campus; the president, the Board, the legislature, and the citizens of the state); the future of these relationships at the University of Illinois; and goals of each of the committees and of the Conference for the upcoming year. The Retreat ended in the early afternoon on Sept. 10.

Respectfully submitted by Joyce Tolliver, USC Liaison to the Senate

October 10, 2014

Professor Roy Campbell, Chair  
UIUC Senate Executive Committee  
Dept. of Computer Science  
3122 Siebel Center MC 258

Professor Catherine Vincent, Chair  
UIC Senate Executive Committee  
Dept. of Women, Child, and Family Health  
Science  
854 NURS MC 802

Professor Jorge Villegas, Chair  
UIS Campus Senate  
Dept. of Business Administration  
MS UHB 4054

Dear Colleagues

The University Senates Conference is hereby transmitting to you a set of revisions to the University of Illinois *Statutes*. This revision process began in August 2012 when the Governance, Personnel, and Ethics Committee of the Board of Trustees noted the need for an overall review of the *Statutes* and *General Rules*, which had not been done in several decades. The Board's aim was to resolve ambiguities and to bring the governing documents up to date with current practice.

An ad hoc committee was formed to carry out the review and to propose revisions. In the course of this process, changes were proposed and/or reviewed by UIUC faculty members Nicholas Burbules (who started on the committee but then left on sabbatical), Joyce Tolliver, and Prasanta Kalita; UIS faculty member Lynn Fisher; and UIC faculty members Jerry Bauman and Steve Brantley (Bauman was Dean of Pharmacy, then later appointed VP for Health Affairs). Several representatives of the University Administration also participated: Randy Kangas, Associate Vice President; Maureen Parks (with notes from Jami Painter and Katie Ross), Director of University Human Resources; and Tom Bearrows and Mike Melendez, University Counsel. Finally, the Statutes and Governance subcommittee of the University Senates Conference helped to coordinate the process and gave its recommendations to the ad hoc committee on some early proposed revisions.

Although the proposed revisions came from different sources, the vast majority initially resulted from faculty input. The Conference has compiled all of these revisions into one set of changes in a single document, attached here, and marked with Track Changes.

The Board Committee on Governance, Personnel, and Ethics has reviewed these changes and, with a few minor revisions, submitted them to the University Senates Conference to begin the formal process of review.

The Board, in order to complete their work in a timely fashion, has requested that the USC forward the Senate and USC input to the Governance, Personnel, and Ethics Committee by February 26, 2015. In order to meet this deadline, we need your reviews by February 20, 2015 (see attachment 2).

These changes are of three sorts: clarifications of language that recent experience has shown is subject to conflicting interpretations; updating sections where the information is out of date; and revising sections where (for example, in HR), our actual practices have evolved differently because of legal or other requirements. We have also added rationales and explanations where we think they provide helpful context for the changes.

Finally, we have grouped these changes into eight clusters that we think usefully break up the revisions into manageable pieces. We mark them by page number and line number within the text (see attachment 3). Some clusters are short, containing several changes; others are long, where the changes are relatively sparse.

This grouping is only advisory to the Senates, but we recommend that the Senates consider the proposed revisions as eight separate motions to be dealt with sequentially. Of course, as part of its advice to the President, each Senate has the right to approve, not approve, or propose amendments to any changes within any of these sections.

Sincerely,



Donald A. Chambers, Chair  
University Senates Conference



Nicholas C. Burbules, Chair  
USC Statutes and Governance Committee

Enclosures

cc: Susan Kies  
Elizabeth Dooley  
Brian Moore  
Jenny Roether  
Members, University Senates Conference

October 6, 2014

To: Dr. Donald Chambers, Chair University Senates  
Conference

Dr. Nicholas Burbules, Chair Subcommittee on Statutes  
and Governance

Attached to this email please find the University of Illinois Statutes with suggested changes for consideration by the campus Senates and University Senates Conference. I ask that you complete your review of this document and forward recommendations **and input in time for the February 26<sup>th</sup> meeting of the Governance, Personnel and Ethics Committee.** Please send this information to the Board Secretary, Susan Kies.

Thank you for your work regarding this important matter.

Sincerely,

Pamela B. Strobel  
Board of Trustees  
Chair, Governance, Personnel and Ethics Committee  
University of Illinois





DATE: October 8, 2014

TO: Roy Campbell, Chair UIUC Senate  
Jorge Villegas, Chair UIS Senate  
Catherine Vincent, Chair UIC Senate

Dear colleagues,

We have grouped these changes into eight clusters that we think usefully break up the revisions into manageable pieces. We mark them by page number and line number within the text. Some clusters are short, containing several changes, others are long, where the changes are relatively sparse.

This grouping is only advisory to the Senates, but we recommend that the Senates consider the proposed revisions as eight separate motions to be dealt with sequentially. Of course, as part of its advice to the President, each Senate has the right to approve, not approve, or propose amendments to any changes within any of these sections.

Motion 1: page i, page ii, and lines 41-124 (Art. I, Sect. 1-5)

Motion 2: Lines 141-254 (Art. II, Sect. 1-2)

Motion 3: Lines 257-331 (Art. II, Sect. 3)

Motion 4: Lines 333-418 (Art. II, Sect. 4)

Motion 5: Lines 420-824 (Art. II, Sect. 5 – Art. IV, Sect. 4)

Motion 6: Lines 1124-1302 (Art. VIII, Sect. 4 – Art. IX, Sect. 5)

Motion 7: Lines 1383-1969 (Art. IX, Sect. 7 – Art. X, Sect. 2)

Motion 8: Lines 1972-2209 (Art. XI, Sect. 1 – Art. XIII, Sect. 8)



# UNIVERSITY OF ILLINOIS

## *Statutes*



AS AMENDED:  
~~JANUARY 20, 2011~~ OCTOBER 8, 2014

<http://www.uillinois.edu/trustees/statutes.cfm>

**Reviewers:**

- ✓ **Nicholas Burbules -- changes compiled by me are marked with my name, but come from various sources:**
- ✓ **Ad hoc committee, created by Board of Trustees (including faculty and UA representation) Nicholas Burbules, UIUC; Joyce Tolliver, UIUC; Prasanta Kalita, UIUC; Jerry Bauman, UIC; Steve Brantley, UIC; Lynn Fisher, UIS.**
- ✓ **Randy Kangas (10/9/12), Associate Vice President**
- ✓ **Maureen Parks (with notes from Jami Painter and Katie Ross) (1/27/13), University Human Resources**  
**Tom Bearrows and Mike Melendez, University Counsel**

**Includes “chancellor/vice president” change from January 2013.**

**Where appropriate, changes are annotated with Rationales to highlight reasons for changes in the sections that follow. Proposed revisions lacking explicit Rationales should be construed as corrections to reflect existing practice or as stylistic changes for clarification only.**

DRAFT

## University of Illinois

### **NONDISCRIMINATION STATEMENT**

The commitment of the University of Illinois to the most fundamental principles of academic freedom, equality of opportunity, and human dignity requires that decisions involving students and employees be based on merit and be free from invidious discrimination in all its forms.

The University of Illinois will not engage in discrimination or harassment against any person because of race, color, religion, sex, national origin, ancestry, age, marital status, genetic information, disability, sexual orientation including gender identity, unfavorable discharge from the military or status as a protected veteran and will comply with all federal and state nondiscrimination, equal opportunity and affirmative action laws, orders and regulations. This nondiscrimination policy applies to admissions, employment, access to and treatment in University programs and activities. University complaint and grievance procedures provide employees and students with the means for the resolution of complaints that allege a violation of this Statement. Members of the public should direct their inquiries or complaints to the appropriate equal opportunity office.

*REVISED BY UNIVERSITY POLICY COUNCIL: ~~May 31, 2005~~ OCTOBER 8, 2014*

<http://www.fs.uiuc.edu/cam/cam/ix/ix-b/ix-b-1.html>

# UNIVERSITY OF ILLINOIS STATUTES

The regulations of the Board of Trustees for the guidance of the staff of the University were called Bylaws until 1901, when the term *Statutes* was applied. In 1908, the board adopted a revision of the *Statutes* which was much more comprehensive than anything that preceded it; from 1908 to 1931, separate articles were amended and new articles were added, but no general consideration was given to the regulations as a whole. During the period of 1931 to 1934, the board adopted certain statutes relating particularly to the educational and administrative organization of the University. In 1935, the Board of Trustees appointed a committee of its members to consider the *Statutes*, including various administrative regulations, which had been adopted from time to time, as a whole, and to present a revised code. This compilation was approved by the Board of Trustees on March 10, 1936, as the *University of Illinois Statutes*, and all previous editions were declared to be superseded.

On January 16, 1957, the Board of Trustees adopted a revised version of the *Statutes*, upon recommendation of the University Senate and the President of the University. Preliminary to this formal action, a special committee of the Board of Trustees worked with a committee of the University Senate in preparing the final draft.

Preliminary drafts of the present *Statutes* were prepared cooperatively by committees of the three senates and administrative officers. The final draft, adopted on May 17, 1972, by the Board of Trustees upon recommendation of the senates, the University Senates Conference, and the President of the University superseded all previous versions and editions of all corresponding *Statutes*. This edition contains all amendments approved since May 17, 1972.

In 2014, a thorough review of the Statutes was undertaken to revise and clarify provisions that were out of date or out of consistency with changed university practice.

*Statutes* on the Web: <http://www.uillinois.edu/trustees/statutes.cfm>

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## PREAMBLE

1  
2  
3  
4 The University of Illinois, as a state university, is subject to the control of the Illinois  
5 General Assembly. The General Assembly, subject to the limitations of the state constitution and  
6 to such self-imposed restraints as are essential to the maintenance of a free and distinguished  
7 University, exercises control by virtue of its authority to change the laws pertaining to the  
8 University and its power to appropriate funds for the maintenance and improvement of the  
9 University. Under existing state law the University of Illinois is a public corporation, the formal  
10 corporate name of which is “The Board of Trustees of the University of Illinois.”  
11

12 Within the limits fixed by the Illinois constitution and laws, the Board of Trustees  
13 exercises final authority over the University. For the proper use of funds appropriated by the  
14 General Assembly and for the proper administration and government of the University, the board  
15 is responsible to the people of Illinois, on whose behalf its members are appointed. The board is  
16 the governing body of the University and exercises jurisdiction in all matters except those for  
17 which it has delegated authority to the president, other officers, or bodies of the University.  
18

19 The educational policy, organization, and governance of the University as delegated by  
20 the Board of Trustees are promulgated in these *Statutes*. When acting on such matters, the board  
21 relies upon the advice of the university senates transmitted to it by the President of the  
22 University. In these matters each senate has a legitimate concern which justifies its participation  
23 in the enactment and amendment of the *Statutes*. The Board of Trustees reserves the power to  
24 initiate and make changes in the *Statutes*, but before making any change it will seek the advice of  
25 the senates.  
26

27 *The General Rules Concerning University Organization and Procedure* document  
28 supplements the *Statutes*. *The General Rules* are subordinate to the *Statutes* and deal with  
29 administrative organization, with the powers, duties, and responsibilities of officers of the  
30 University, and with various administrative matters.  
31

32 The Board of Trustees delegates to the President of the University the authority to  
33 promulgate regulations and rules implementing *The General Rules Concerning University  
34 Organization and Procedure*. These are printed in the *Business and Financial Policies and  
35 Procedures* manual and other documents subordinate to the *Statutes* and *The General Rules*  
36 setting forth established policies and procedures.  
37  
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40

41 **ARTICLE I. UNIVERSITY ADMINISTRATION**

42  
43 **Section 1. Functions of the Board of Trustees**

44  
45 **Note: This change comes from the Board of Trustees.**

46  
47 The Board of Trustees is appointed by the governor of Illinois and bears the ultimate  
48 responsibility to the people of the State. It approves ~~formulates~~ university policies but leaves the  
49 execution of those policies to its administrative agents, acting under its general supervision. It is  
50 the responsibility of the board to secure the needed revenues for the University and to determine  
51 the ways in which university funds shall be applied.  
52

53 **Section 2. The President of the University**

54  
55 **Rationale: The symbolic provision that makes the President a member of every**  
56 **department, etc, is an anachronism. The current view of the Presidency is that he/she is**  
57 **more an external representative and leader of the overall institution than a micro-manager**  
58 **of campus affairs. We specified the importance of a search committee process in hiring the**  
59 **President. We put the campus Chancellor in the loop in the process of granting degrees.**  
60

61 The president is the chief executive officer of the University ~~and a member of the faculty~~  
62 ~~of each college, school, institute, division, and academic unit therein.~~ The president shall be  
63 appointed ~~elected~~ by the Board of Trustees, after consultation with a committee appointed for the  
64 purpose of recommending appropriate candidates. The ~~and the~~ president's term of office shall be  
65 at the pleasure of the board. The president shall attend the meetings of the board and participate  
66 in its deliberations; may act with freedom within the lines of general policy approved by the  
67 board; shall prepare the annual budgets for presentation to the board; and shall recommend to the  
68 board suitable persons for positions in the University, including appointments to appropriate  
69 administrative positions, other than academic, which are not provided for in the **Statutes**. In case  
70 of exigencies, it is within the proper jurisdiction of the president to make appointments so that  
71 the work of the University shall not be interrupted, but such appointments shall be subject to  
72 confirmation by the board. The president is responsible for the enforcement of the rules and  
73 regulations of the University; shall make such recommendations to the board and to the senates  
74 as the president may deem desirable for the proper conduct and development of the University;  
75 and shall issue diplomas conferring degrees, but only on the recommendation of the appropriate  
76 senate ~~and campus chancellor/vice president,~~ and by authority of the Board of Trustees. The  
77 president may designate the administrative officer(s) who shall exercise the functions of the  
78 president during the absence of the president from duty, which designation(s) shall be subject to  
79 change by the Board of Trustees.  
80

81 **Rationale: The *Statutes* establish the principle that the advice of the senate may be sought**  
82 **upon reappointment of the campus chancellor, and that the University Senates Conference**  
83 **may also give its advice upon the reappointment of the University officers. As the**

84 University Senates Conference is the advisory committee for the president, it is appropriate  
85 that the advice of this body also be sought upon the president's reappointment.  
86

87 **Section 3. The University Officers**

88

89 The university officers are identified in *The General Rules Concerning University*  
90 *Organization and Procedure*. Prior to recommending to the Board of Trustees the initial  
91 appointment or reappointment of any university officer except the president and the  
92 chancellors/vice presidents~~vice presidents/chancellors~~ the president shall seek the advice of the  
93 University Senates Conference. Prior to the reappointment of the president, the Board of  
94 Trustees shall seek the advice of the University Senates Conference.~~On the occasion of the~~  
95 ~~reappointment of any university officer, the University Senates Conference may submit its advice~~  
96 ~~if it so elects.~~  
97

98 **Section 4. Other University Administrative Officers**

99

100 There may be additional administrative officers with university-wide responsibilities and  
101 duties as delegated by the President of the University. The president may make changes in titles  
102 and assignment of responsibilities of these officers and may recommend to the Board of Trustees  
103 additional administrative positions as provided for in Section 2 of this Article.

104

105 **Rationale: the added final sentence is intended to clarify what the “vice president” part of**  
106 **the chancellor’s title means.**

107

108 **Section 5. Chancellors/ Vice Presidents**

109

110 There shall be a vice president, University of Illinois and chancellor at each campus of the  
111 University (chancellor/vice president~~vice president/chancellor~~). The chancellor/vice  
112 president~~vice president/chancellor~~, under the direction of the president, shall serve as the chief  
113 executive officer for the campus. The chancellor/vice president~~vice president/chancellor~~ shall  
114 also perform such duties as may be delegated and assigned by the president and as may be  
115 consistent with the *Statutes* of the University, *The General Rules*, and actions of the Board of  
116 Trustees. As university officers, the chancellors/vice presidents have responsibility for advising  
117 the president and working with each other to advance the well-being of the entire university as  
118 well as their own individual campuses.

119

120 The chancellor/vice president ~~vice president/chancellor~~ shall be appointed annually by the  
121 Board of Trustees on the recommendation of the president. On the occasion of the appointment  
122 or reappointment of a ~~new~~ chancellor/vice president~~vice president/chancellor~~, the president shall  
123 have the advice of a committee selected by the senate of the campus concerned.~~On the occasion~~  
124 ~~of a reappointment, the senate may submit its advice if it so elects.~~

125

126 **Section 6.           *The General Rules Concerning University Organization and***  
127 ***Procedure***

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*The General Rules* supplement the *Statutes*. *The General Rules* are subordinate to the *Statutes* and deal with administrative organization, with the powers, duties, and responsibilities of officers of the University, and with university employment policies, property, and other matters. *The General Rules* are adopted by the Board of Trustees acting on the advice of the President of the University. The board reserves the right to make changes in *The General Rules* after consultation with the president. Before providing such advice or consultation, the president shall consult with the University Senates Conference, with due regard for the provisions of Article XII, Section 5. However, consultation with the conference is not required when because of exceptional circumstances a proposed action of the Board of Trustees would authorize a deviation from *The General Rules* for a specific transaction.

141 **ARTICLE II.           LEGISLATIVE ORGANIZATION**

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**Rationale: this revision provides more information about the mission and role of the senates. Section (e) is revised to reflect the actual practices of educational policy review. The procedure for honorary degrees is being revised under a separate process, and will be considered separately.**

147 **Section 1.           Campus Senates**

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a. A senate shall be constituted at each campus of the University. The senate is the elected representative of the faculty in shared governance discussions across the full range of university concerns. It is the authorized partner to engage administration in planning, in policy, in implementation, and in collaborative problem solving on matters pertinent to the well-being of the campus and its members. The basic structure of a senate, including its composition, shall be provided for in its constitution. The constitution and any amendments thereto shall take effect upon adoption by the senate concerned and approval thereof by the Board of Trustees.

b. Each senate ~~may~~ exercises legislative functions in matters of educational policy affecting ~~the University as a whole or its own campus only~~. No such senate action shall take effect until it has been submitted to the University Senates Conference as provided in Article II, Section 2, and either approved by the Board of Trustees itself or approved in a manner agreed to by the board.

c. Except as otherwise provided in these *Statutes*, each senate shall determine for its campus matters of educational policy including but not limited to: requirements for admission to the several colleges, schools and other teaching divisions; general requirements for degrees and certificates; relations among colleges, schools and other teaching divisions; the academic calendar; and educational policy on student affairs. Neither the powers conferred on the senates by this paragraph (c) nor the powers conferred by Article II, Section 1b shall extend to matters over which the college is given jurisdiction by Article III, Section 2c.

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d. Each senate shall recommend candidates for honorary degrees and shall determine for its campus the manner in which the faculty shall recommend to the chancellor/vice president candidates for earned degrees, diplomas, and certificates to be conferred by the president under the authority of the Board of Trustees.

e. ~~No new line of work involving questions of changes to~~ general educational policy shall be established on any campus except upon approval of the senate concerned and except as elsewhere provided in these *Statutes*.

f. Each senate may propose amendments to these *Statutes* through the University Senates Conference to the president and the Board of Trustees as provided in Article XIII, Section 8.

g. Each senate shall adopt bylaws which, ~~shall govern~~ except as otherwise provided in these *Statutes*, shall govern its procedures and practices, including such matters as committee structure and duties, calling of meetings and establishment of agenda, and selection of officers. The bylaws of each senate shall provide for committees or other bodies to exercise those statutory duties specified in other sections of these *Statutes*, e.g., academic freedom and tenure, student discipline, and student affairs. The bylaws and any changes thereto shall be reported to the Board of Trustees through the chancellor/vice president ~~vice president/chancellor~~ and the president.

193 **Section 2. University Senates Conference**

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196

a. *Organization*

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202

(1) The University Senates Conference shall be made up of twenty members. The basic representation shall be two members from each senate. Additional members shall be apportioned to each senate, at least one from each senate, in numbers proportional to the number of faculty members on each campus. The apportionment shall be recalculated every five years. Each senate shall elect its own representatives from its membership.

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204  
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206

**Rationale: The provision about limiting terms was removed in 2007, but the change was never made to the text. Other changes to this section concern material more appropriate to the USC Bylaws than to the Statutes, and so were removed from this document.**

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(2) Senators whose senatorial terms expire before their conference terms expire shall complete their conference terms. -Any faculty senator or faculty senator-elect shall be eligible for election to the conference ~~except that no member shall serve more than two full terms consecutively.~~ -The term of office shall be three years beginning on the first day of the next academic year following the election. ~~Approximately one-third of the conference members from each senate shall be elected annually.~~

213  
214  
215

~~(3) A quorum for conference meetings shall consist of a simple majority of the total membership of the conference. If a quorum cannot be obtained otherwise, the conference~~

216 members from a senate may designate as many as two alternates from the faculty members of  
217 their own senate to serve at a specific meeting.

218

219 (34) The conference officers shall be a chair and a vice chair, who shall not be  
220 from the same senate and who shall be elected for one-year terms by and from the conference ~~and~~  
221 ~~shall not be from the same senate~~. The chair shall not be from the same senate in two  
222 consecutive years.

223

224 (45) The executive committee of the conference shall consist of two members  
225 from each senate: the conference chair, the conference vice chair, and four additional members  
226 elected annually by and from the conference. The conference may authorize the executive  
227 committee to act on behalf of the conference between scheduled meetings.

228

229 **b. Functions.**

230

231 The University Senates Conference shall review all matters acted upon by each  
232 senate. The conference shall determine whether senate actions requiring implementation or  
233 further consideration by officials or other groups within the University have been referred to the  
234 appropriate officials or groups. The conference itself may make any original or additional  
235 referral it deems advisable, and may append its comments and recommendations. Should the  
236 conference find a matter acted upon by one of the senates to be of concern to another senate, it  
237 shall refer the matter and the action to that senate. If two or more senates have acted differently  
238 on a subject, the conference shall attempt to promote agreement or consistency. Where  
239 agreement or consistency cannot be effected within a reasonable period of time, the conference  
240 shall transmit the related actions of the senates together with its own recommendations to the  
241 appropriate officials or groups within the University and shall simultaneously notify the clerk or  
242 secretary of each senate of its action. Any senate may record and transmit its further comments  
243 to the same addressees and to the conference.

244

245 The University Senates Conference shall assist the senates to communicate with  
246 one another, with University and campus administrative officials, and with the Board of Trustees  
247 ~~(through the president)~~, and may develop and implement procedures to enhance such  
248 communication.

249

250 **c.** The conference ~~may act and may authorize its executive committee to act as an~~  
251 ~~advisory group to the Board of Trustees (through the president), the president, other~~  
252 ~~administrative officials, and the several senates on matters of university-wide concern. It shall be~~  
253 ~~a special concern of the conference executive committee to aid in maintaining harmonious~~  
254 ~~relations among such officers and the units of the University.~~

255

256

257 **Rationale: The current definition of “faculty” includes only tenure-track faculty members,**  
258 **which excludes non-tenure-track faculty members from those who are “the responsible**  
259 **body in the teaching, research, and scholarly activities of the University” and thus those**  
260 **who have “inherent interests and rights in academic policy and governance.” The Statutes**  
261 **specify that the bylaws of a unit may extend specified privileges to unit colleagues who are**  
262 **not on the tenure track, implying but not specifying that the exercise of such privileges is**

263 limited to the academic unit.

264

265 This revision explicitly includes non-tenure-track faculty members in the body of  
266 employees who enjoy rights related to academic policy and governance, while maintaining  
267 the distinction between the rights and privileges of tenure-track faculty and of non-tenure-  
268 track faculty. It specifies that the privileges that units may grant to non-tenure-track  
269 faculty members may be exercised only within the unit. It also revises the term “rank or  
270 title” to refer only to rank, given that there is no University-wide standard or control for  
271 the use of courtesy titles.

272

273



### Section 3. Faculty Roles in Governance

a. (1) The tenure-track faculty is, in academic matters, the primary governing body of the University, and it has a fundamental interest in all issues of university policy. The tenure-track faculty consists of those members of the academic staff in any academic unit, except for the Graduate College, with the rank of professor, associate professor, or assistant professor who are tenured or receiving probationary credit toward tenure.~~The faculty of the University and any of its units except for the Graduate College consists of those members of the academic staff with the rank or title in that unit of professor, associate professor, or assistant professor who are tenured or receiving probationary credit toward tenure, and those administrators in the direct line of responsibility for academic affairs (persons who hold the title director or dean in of an academic unit, provost or equivalent officer, chancellor/vice president vice president/chancellor and president). Administrative staff members not in the direct line of responsibility for academic affairs are members of the faculty included only if they also hold tenure-track faculty appointments. The bylaws of any academic unit may further mandate a minimum percent faculty appointment in that unit for specified faculty privileges, such as voting privileges.~~

2) Non-tenure-track faculty provide specialized contributions to the teaching and research of the University They include members of the academic staff of the unit or of other units who have the rank of professor, associate professor, or assistant professor modified by the terms “research,” “teaching,” “adjunct,” “clinical,” “visiting” and/or “emeritus” (e.g., “research professor,” “adjunct assistant professor,” “clinical associate professor,” “visiting professor”), or the titles “instructor” or “lecturer.”

(3) The bylaws of any academic unit may grant specified unit governance privileges to selected faculty of other units, and may mandate a minimum percent faculty appointment in that unit for specified governance privileges, such as voting privileges. The bylaws of any academic unit may also grant specified unit governance privileges to non-tenure-track faculty (as defined by Section 3a (2) above). Voting on these provisions of the bylaws is limited to those tenure-track faculty named in subsection (1) above. At the campus level, the Senate constitution and bylaws may grant specified governance privileges to non-tenure-track faculty (as defined by Section 3a (2) above), subject to the approval of the Senate.~~(2)The bylaws of a unit may grant specified faculty privileges to selected faculty of other units. The bylaws may also grant specified faculty privileges to members of the academic staff of the unit or of other units who are not included in subsection 1 above (i.e., neither tenured nor receiving probationary credit toward tenure), and who have the rank or title of professor, associate professor, assistant professor, instructor, or lecturer. The bylaws may also grant specified faculty privileges to members of the academic staff of the unit or of other units who have the rank or title of professor, associate professor, assistant professor, instructor, or lecturer modified by the terms “research,” “adjunct,” “clinical,” “visiting” and/or “emeritus” (e.g., “research professor,” “adjunct assistant professor,” “clinical associate professor,” “visiting professor”). Only academic staff with titles listed above may be extended faculty privileges. Voting on these provisions of the bylaws is limited to those named in subsection (1) above.~~

b. As the responsible body in the teaching, research, and scholarly activities of the University, the faculty, both tenure-track and non-tenure-track, have has inherent interests and rights in academic policy and governance; however, these interests and rights are not identical,

321 and the status of tenure-track faculty grants them a distinct governance role. Each college or  
322 other academic unit shall be governed in its internal administration by its tenure-track faculty, as  
323 defined in Section 3a (1) above, with additional unit governance privileges for non-tenure-track  
324 faculty as may be explicitly provided under Section 3a (3) above. Governance of each academic  
325 unit shall be based on unit bylaws established and amended by the tenure-track faculty of that  
326 unit, which may include specific unit governance privileges designated in the bylaws for non-  
327 tenure-track faculty. The bylaws shall provide for the administrative organization and procedure  
328 of the unit, including the composition and tenure of executive or advisory committees, ~~e.~~ Except  
329 that they may not conflict with these *Statutes*, or other specific actions of the Board of Trustees,  
330 or with the bylaws of a unit which encompasses it, ~~the details of the bylaws are left to the faculty~~  
331 ~~of the unit.~~

332  
333 **Rationale: This section was revised to reflect the current functions of the Faculty Advisory**  
334 **Committees (FACs) on the campuses where they are active. It was also reorganized in**  
335 **order to explain all aspects of the FAC's function first, and then to describe its operation.**  
336 **Finally, details about the precise composition of the committee on each campus were**  
337 **deleted, to allow the campuses to set their own policies, except for two general provisions:**  
338 **that the FAC not include those holding administrative posts (the definition of such having**  
339 **been refined to specify those who are likely to be in a supervisory position over potential**  
340 **grievants); and that no more than two members of the FAC may belong to the same college.**

#### 341 **Section 4. Faculty Advisory Committee**

342  
343 At each campus the faculty shall elect a Faculty Advisory Committee, which shall  
344 provide a means for the orderly voicing of grievances or related concerns about the governance  
345 and procedures of academic or administrative campus units. A member of the academic staff or  
346 a retired member shall be entitled to a conference with the committee or with any member of it  
347 on any matter properly within the purview of the committee. Academic employees who are  
348 members of the Professional Advisory Committee electorate shall use the procedures outlined in  
349 Section 5 of Article II. In addition, the committee may make confidential reports on personnel  
350 matters at the request of the provost, the chancellor/vice-president, or the president. In  
351 performing these functions, the committee shall make such investigations and hold such  
352 consultations as it may deem to be in the best interest of the campus.

353  
354 The committee may also make recommendations for changes to campus policies based on  
355 these investigations and deliberations.~~Faculty advice and recommendations on University~~  
356 ~~governance are traditionally provided to the administration through standing and ad hoc~~  
357 ~~committees and representation in the senate. In addition, at each campus the faculty shall elect a~~  
358 ~~Faculty Advisory Committee. The committee shall consist of nine faculty members on the~~  
359 ~~Chicago and Urbana-Champaign campuses, three of whom shall be elected each year. The~~  
360 ~~committee shall consist of seven faculty members on the Springfield campus, two of whom shall~~  
361 ~~be elected each year and the seventh every third year. The three year terms will commence on~~  
362 ~~the first day of the academic year following the election.~~

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365

366 Each campus senate shall determine eligibility for membership on the Faculty Advisory  
367 Committee for its campus from among the members of the Faculty Advisory Committee  
368 electorate, except that those who hold administrative appointments at the level of department  
369 chair/head or above shall not be eligible for membership. ~~excluding those who hold~~  
370 ~~administrative appointments. Any eligible person may be nominated as a committee member by~~  
371 ~~a petition signed by three members of the electorate and filed with the clerk or secretary of the~~  
372 ~~senate. The deadline for filing shall be set by each campus senate. The clerk or secretary of the~~  
373 ~~senate shall conduct the election as soon as possible thereafter. The eligible nominees for the~~  
374 ~~number of seats to be filled receiving the highest number of votes shall be declared elected. If~~  
375 ~~vacancies arise between regular elections, the eligible nominee with the next highest number of~~  
376 ~~votes at the most recent election shall be declared a member of the committee. In the absence of~~  
377 ~~any such nominee willing and able to serve, the vacancy shall be filled at the next regular~~  
378 ~~election.~~

379  
380 ———No more than two members of the committee may hold paid appointments in the same  
381 college or in the same unit organized independently of a college.

382  
383 Any eligible person may be nominated as a committee member by a petition signed by  
384 three members of the electorate and filed with the clerk or secretary of the senate. The deadline  
385 for filing shall be set by each campus senate. The clerk or secretary of the senate shall conduct  
386 the election as soon as possible thereafter. The eligible nominees for the number of seats to be  
387 filled receiving the highest number of votes shall be declared elected. If vacancies arise between  
388 regular elections, the eligible nominee with the next highest number of votes at the most recent  
389 election shall be declared a member of the committee. In the absence of any such nominee  
390 willing and able to serve, the vacancy shall be filled at the next regular election.

391  
392 The committee shall elect its own chair at its first meeting of each academic year. The  
393 committee shall adopt its rules of procedure, copies whereof shall be sent to all members of the  
394 academic staff (as defined in Article IX, Sections 4a and 3c) and to the chancellor/vice president  
395 and the president. ~~The committee shall make such reports to the vice president/chancellor, the~~  
396 ~~president, the senate, and the faculty as it deems appropriate at least once a year.~~

397  
398  
399  
400 The committee shall report on its activities and recommendations to the senate and the  
401 faculty as it deems appropriate, but at least once a year. These reports shall maintain the  
402 confidentiality of individual personnel cases, but may describe the broad nature of cases  
403 presented to it——~~The committees shall provide for the orderly voicing of suggestions for the~~  
404 ~~good of the University, afford added recourse for the consideration of grievances, and furnish a~~  
405 ~~channel for direct and concerted communication between the academic staff (as defined in~~  
406 ~~Article IX, Sections 4a and 3c) and the administrative officers of the University, its colleges,~~  
407 ~~schools, institutes, divisions, and other administrative units on matters of interest or concern to~~  
408 ~~the academic staff (as defined in Article IX, Sections 4a and 3c) or any member of it. Academic~~  
409 ~~staff members who are members of the Professional Advisory Committee electorate shall use the~~  
410 ~~procedures outlined in Section 5 of Article II.~~

411

412 ~~—In performing its functions, the committee upon the request of the vice~~  
413 ~~president/chancellor, the president, or any member of the academic staff (as defined in Article~~  
414 ~~IX, Sections 4a and 3e), or upon its own initiative shall make such investigations and hold such~~  
415 ~~consultations as it may deem to be in the best interest of the University. A member of the~~  
416 ~~academic staff (as defined in Article IX, Sections 4a and 3e) or a retired member shall be entitled~~  
417 ~~to a conference with the committee or with any member of it on any matter properly within the~~  
418 ~~purview of the committee.~~  
419

## 420 **Section 5. Professional Advisory Committee**

421  
422 At each campus, the academic professional staff whose appointments as academic  
423 professionals require at least 50 percent (50%) of full-time service shall elect a professional  
424 advisory committee. The academic professional staff consists of those staff members on  
425 academic appointment whose positions have been designated by the president and the  
426 chancellor/vice president~~vice president/chancellor~~ as meeting specialized administrative,  
427 professional, or technical needs in accordance with Article IX, Sections 3a, 3c, and 4a.  
428

429 Any member of the professional advisory committee electorate shall be eligible for  
430 membership. University-level administration staff shall be members of the electorate of the  
431 campus at which their principal office is located. Each chancellor/vice president ~~vice~~  
432 ~~president/chancellor~~ (or the president in the case of university-level administration staff  
433 members) after consultation with the body may identify senior administrative officers to be  
434 excluded from the electorate.  
435

436 Bylaws and articles of procedure covering such matters as name of the body, nomination  
437 and election of members and officers, size of the body, and terms of office shall be developed at  
438 each campus and after approval by the chancellor/vice president ~~vice president/chancellor~~ made  
439 available to the members of the electorate.  
440

441 The body shall provide for the orderly voicing of suggestions for the good of the  
442 ~~University~~campus, afford added recourse for the consideration of grievances, and furnish a  
443 channel for direct and concerted communication between the academic professional staff and the  
444 administrative officers of the campusUniversity, its colleges, schools, institutes, divisions, and  
445 other administrative units on matters of interest or concern to the academic professional staff or  
446 any member of it. The body shall report to the chancellor/vice president~~vice~~  
447 ~~president/chancellor~~, the president, and the academic professional staff at least once a year.  
448

449 In performing its functions, the body upon the request of the chancellor/vice president~~vice~~  
450 ~~president/chancellor~~, the president, or any member of the academic professional staff, or upon its  
451 own initiative shall make such investigations and hold such consultations as it may deem to be in  
452 the best interest of the campusUniversity. Any member or retired member of the academic  
453 professional staff shall be entitled to a conference with the body or with any member of it on any  
454 matter properly within the purview of the body.  
455  
456

457 **ARTICLE III. CAMPUSES, COLLEGES, AND SIMILAR**  
458 **CAMPUS UNITS**  
459

460 **Section 1. The Campus**

461 **a.** The campus is the largest educational and administrative group. It is composed of  
462 colleges, schools, institutes, and other educational units in conjunction with administrative and  
463 service organizations.  
464

465 **b.** The legislative body for the campus shall be the campus senate, as provided in  
466 Article II, Section 1.  
467

468 **c.** The transfer of any line of work or any part thereof from one campus to another  
469 shall be made on the recommendation of the senates and chancellors/vice presidents ~~vice~~  
470 ~~presidents/chancellors~~ of the campuses involved, the University Senates Conference, and the  
471 president upon approval by the Board of Trustees.  
472

473 **d.** The chancellor/vice president ~~vice president/chancellor~~, under the direction of the  
474 president, shall be the chief executive officer of the campus, as provided in Article I, Section 5.  
475

476 **e.** At each campus, there ~~There~~ shall be a provost and vice chancellor for academic  
477 affairs or equivalent officer ~~at each campus who shall be~~ will serve as the chief academic officer  
478 under the ~~vice president/chancellor/vice president for the campus and~~ who will serve as chief  
479 executive officer in the absence of the ~~vice president/chancellor/vice president~~.  
480

481 **f.** There may be additional vice chancellors with campus-wide responsibilities and  
482 other administrative officers with responsibilities and duties as delegated by the chancellor/vice  
483 president ~~vice president/chancellor~~.  
484

485 **g.** Vice chancellors shall be appointed annually by the Board of Trustees on the  
486 recommendation of the chancellor/vice president ~~vice president/chancellor~~ and with the  
487 concurrence of the president. The chancellor/vice president ~~vice president/chancellor~~ shall on the  
488 occasion of each appointment seek the advice of the executive committee of the campus senate.  
489 The executive committee may seek the counsel of other campus bodies in preparing its advice.  
490

491  
492 **Section 2. The College**

493 **a.** The college is an educational and administrative group comprised of departments  
494 and other units with common educational interests.  
495

496 **b.** The faculty of a college shall be constituted as specified in Article II, Section 3a (1).  
497 The college shall be governed in its internal administration by its faculty under bylaws  
498 established by the faculty, as specified in Article II, Section 3b.  
499

500

501 c. Subject to the jurisdiction of the senates as provided in Article II, Section 1, the  
502 college shall have jurisdiction in all educational matters falling within the scope of its programs,  
503 including the determination of its curricula, except that proposals which involve budgetary  
504 changes are subject to approval by ~~shall become effective only when the~~ chancellor/vice  
505 president/~~vice president/chancellor has approved them~~. The college has the fullest measure of  
506 autonomy consistent with the maintenance of general university educational policy and correct  
507 academic and administrative relations with other divisions of the University. In questions of  
508 doubt concerning the proper limits of this autonomy between the college and the senate, the  
509 college shall be entitled to appeal to the chancellor/vice president ~~vice president/chancellor~~ for a  
510 ruling.

511  
512 d. The transfer of any line of work or any part thereof to or from a college or to or  
513 from some other educational or administrative group within a campus shall be made on the  
514 recommendation of the appropriate senate and chancellor/vice president ~~vice president/chancellor~~  
515 and on approval of the president.

516  
517 e. The faculty of a college shall elect its secretary and committees.

518  
519 f. An executive committee of two or more members elected annually by and from the  
520 faculty of the college by secret written ballot shall be the primary advisory committee to the dean  
521 of the college. Unless otherwise provided by the faculty of the college, it shall ~~it shall~~ advise the  
522 dean on the formulation and execution of college policies and unless otherwise provided by the  
523 faculty of the college on appointments, reappointments, nonreappointments, and promotions, ~~and~~  
524 It shall also transact such business as may be delegated to it by the faculty. The faculty may  
525 determine the size of its executive committee and may choose to elect its members for two- or  
526 three-year staggered terms. Not more than one-half of the membership of the executive  
527 committee shall be from one department or comparable teaching unit of the college. The dean is  
528 *ex officio* a member and chair of the committee. While the executive committee is in session to  
529 prepare its advice on appointment of the dean or to review the dean's performance, the dean shall  
530 not be a member and the committee shall be chaired by a committee member elected by the  
531 committee for that purpose.

532

### 533 Section 3. The Dean

534

535 a. The dean is the chief executive officer of the college, responsible to the  
536 chancellor/vice president/~~vice president/chancellor~~ for its administration, and is the agent of the  
537 college faculty for the execution of college educational policy.

538

539 b. The dean shall be appointed annually by the Board of Trustees on recommendation  
540 by the chancellor/vice president ~~vice president/chancellor~~ with the concurrence of ~~and~~ the  
541 president. On the occasion of each recommendation, the chancellor/vice president ~~vice~~  
542 ~~president/chancellor~~ shall seek the prior advice of the executive committee of the college  
543 concerned. The performance of the dean shall be evaluated at least once every five years in a  
544 manner to be determined by the college faculty.

545

546 c. On recommendation of the dean and the chancellor/vice president/~~vice~~  
547 ~~president/chancellor~~, the president may appoint annually associate or assistant deans as required.  
548

549 d. The dean shall (1) call and ordinarily preside at meetings of the college faculty to  
550 consider questions of college and departmental governance and educational policy at such times  
551 as the dean or the executive committee may deem necessary but not less frequently than once in  
552 each academic year; (2) formulate and present policies to the faculty for its consideration, but this  
553 shall not be interpreted to abridge the right of any member of the faculty to present any matter to  
554 the faculty; (3) make reports on the work of the college; (4) oversee the registration and progress  
555 of the students in the college; (5) be responsible for the educational use of the buildings and  
556 rooms assigned to the college and for the general equipment of the college as distinct from that of  
557 the separate departments; (6) serve as the medium of communication for all official business of  
558 the college with other campus authorities, the students, and the public; (7) represent the college  
559 in conferences, except that additional representatives may be designated by the dean for specific  
560 conferences; (8) prepare the budget of the college in consultation with the executive committee  
561 of the college; and (9) recommend the appointment, reappointment, nonreappointment, and  
562 promotion of members of the academic staff. Regarding appointments, reappointments,  
563 nonreappointments, and promotions, the dean shall consult with the appropriate departmental  
564 chair(s) and executive committee(s), or department head(s) who shall provide the dean with the  
565 advice of the advisory committee or other appropriate committee as specified in the department  
566 bylaws. Recommendations to positions on the academic staff shall ordinarily originate with the  
567 department, or in the case of a group not organized as a department with the person(s) in charge  
568 of the work concerned and shall be presented to the dean for transmission with the dean's  
569 recommendation to the chancellor/vice president/~~vice president/chancellor~~. In case a  
570 recommendation from a college is not approved by the chancellor/vice president/~~vice~~  
571 ~~president/chancellor~~, the dean may present the recommendation to the president, and, if not  
572 approved by the president, the dean with the consent of the Board of Trustees may present the  
573 recommendation in person before the Board of Trustees in session.  
574

#### 575 **Section 4. The School and Similar Campus Units**

576  
577 a. In addition to colleges and departments, there may be other units of a campus, such  
578 as a school, institute, center, hospital, and laboratory, of an intermediate character designed to  
579 meet particular needs.

580  
581 b. Such a unit organized independently of a college shall be governed in the same  
582 manner as a college.

583  
584 c. The school organized within a college is an educational and administrative unit  
585 composed primarily of academic subunits. The subunits are related and have common interests  
586 and objectives but emphasize academically distinct disciplines or functions. The faculty of each  
587 subunit shall have the power to determine such matters as do not so affect relations with other  
588 subunits of the school or with units outside the school that those relations properly come under  
589 the supervision of larger administrative units.

590  
591 d. Governance of schools and similar campus units within a college:

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(1) The internal structure, administration, and governance of a school within a college shall be determined by its faculty under bylaws established by the faculty. Bylaws of the school shall be consistent with those of the college.

(2) The school has the fullest measure of autonomy consistent with the maintenance of general college and university educational policy and with appropriate academic and administrative relations with other divisions of the University. In questions of doubt concerning the proper limits of this autonomy, the school may appeal directly to the dean and the executive committee of the college and shall be entitled to appeal subsequently to the chancellor/vice president~~vice president/chancellor~~.

(3) An executive committee selected according to the bylaws of the school shall be the primary advisory body to the director of the school. The director is *ex officio* a member and chair of the committee. The executive committee shall advise the director on the formulation and execution of school policies and unless otherwise provided by the faculty of the school on appointments, reappointments, nonreappointments, and promotions. It shall advise the director on the preparation of the budget. The committee shall provide for the orderly voicing of suggestions for the good of the school, recommend procedures and committees that will encourage faculty participation in formulating policy, and perform such other tasks as may be assigned to it by the faculty of the school. Any faculty member shall be entitled to a conference with the executive committee or with any member of it on any matter properly within the purview of the committee. If the committee is in session to prepare its advice on appointment of the director or to review the director's performance, the director shall not be a member, and the committee shall be chaired by a committee member elected by the committee for that purpose.

(4) Departments within a school shall be governed as specified in Article IV except that communications and recommendations to the college, campus or the University shall be transmitted through the school for approval, comment, or information as appropriate. Other subunits shall be governed by regulations set forth in the school bylaws.

(5) Executive officers of departments or subunits of a school shall be evaluated at least once every five years in a manner to be determined by the faculty of the school and college.

(6) An intermediate unit within a college, such as an institute, center, hospital, or laboratory in which academic staff appointments are made in accordance with Article X, Section 1, shall be governed as a department as specified in Article IV. Other intermediate units within a college shall be governed as stated in the bylaws of the college.

## 631 **Section 5. The Dean or Director of a School or Similar Campus Unit**

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a. In a school or similar campus unit independent of a college, the ~~chief~~ executive officer shall be a dean or director appointed annually by the Board of Trustees on the recommendation of the chancellor/vice president ~~vice president/chancellor~~ with the concurrence of and the president. On the occasion of each recommendation, the chancellor/vice president ~~vice president/chancellor~~ shall seek the prior advice of the executive committee of the faculty



638 concerned. Within the school or similar campus unit, the duties of a director or a dean shall be  
639 the same as those of the dean of a college. The performance of the dean or director shall be  
640 evaluated at least once every five years in a manner to be determined by the faculty of the unit.

641

642 **b.** In a school or similar campus unit included within a college, the ~~chief~~-executive  
643 officer shall be a director appointed annually by the Board of Trustees on the recommendation of  
644 the dean of the college, the chancellor/vice president~~vice president/chancellor~~, and with the  
645 concurrence of the president. On the occasion of each recommendation, the dean shall seek the  
646 prior advice of the executive committee of the unit. The director shall (1) call and ordinarily  
647 preside at meetings of the school faculty to consider questions of school and subunit governance  
648 and educational policy at such times as the director or the executive committee may deem  
649 necessary but not less frequently than once in each academic year; (2) formulate and present  
650 policies to the faculty for its consideration, but this shall not be interpreted to abridge the right of  
651 any member of the faculty to present any matter to the faculty; (3) make reports on the work of  
652 the school; (4) have general supervision of the work of students in the school; (5) be responsible  
653 for the educational use of the buildings and rooms assigned to the school and for the general  
654 equipment of the school as distinct from that of the separate subunits; (6) serve as the medium of  
655 communication for all official business of the school with the college, the students, and the  
656 public; (7) represent the school in conferences except that additional representatives may be  
657 designated by the director for specific conferences; (8) prepare the budget of the school in  
658 consultation with the executive committee of the school; and (9) recommend the appointment,  
659 reappointment, nonreappointment, and promotion of members of the academic staff. Regarding  
660 recommendations of appointments, reappointments,

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664 nonreappointments, and promotions of the members of the faculty, the director shall consult with  
665 the department's or subunit's executive officer who shall provide the director with the advice of  
666 the appropriate committee(s). Such recommendations shall ordinarily originate with the subunit  
667 or in the case of a group not organized as a subunit with the person(s) in charge of the work  
668 concerned and shall be presented to the director for transmission with the director's  
669 recommendation to the dean of the college. The performance of the director shall be evaluated at  
670 least once every five years in a manner to be determined by the faculty of the school and college.

671

672

## 673 **ARTICLE IV. DEPARTMENTS**

674

### 675 **Section 1. The Department**

676

677 **a.** The department is the primary unit of education and administration within the  
678 University. It is established for the purpose of carrying on programs of instruction, research, and  
679 public service in a particular field of knowledge. The staff of a department includes persons of  
680 all ranks who upon the recommendation of its head or chair are appointed or assigned to it. The  
681 faculty of a department shall be as specified in Article II, Section 3a of these *Statutes*. All

682 appointments which carry academic rank, title, or tenure indicative in any way of departmental  
683 association shall be made only ~~after~~with the concurrence of the department(s) concerned.

684

685         **b.** The department has the fullest measure of autonomy consistent with the  
686 maintenance of general college and university educational policy and correct academic and  
687 administrative relations with other divisions of the University. Should a dispute arise between  
688 the department and another unit of the campus concerning the proper limits of this autonomy, the  
689 department may appeal for a ruling directly to the dean and the executive committee of the  
690 college and when the chancellor/vice president ~~vice president/chancellor~~ considers it proper to  
691 the chancellor/vice president~~vice president/chancellor~~, who shall make a decision after  
692 appropriate consultation.

693

694         **c.** A department may be organized either with a chair or with a head.

695

696 **Rationale: Here and in other similar sections to follow the language has been modified to**  
697 **highlight the chancellor/vice president's responsibility for campus affairs, subject to the**  
698 **authority of the president. Here, and in Article IV Section 3a, issues of the confidentiality**  
699 **of the process are protected.**

## 700 **Section 2. Department Organized with a Chair**

701

702         **a.** The chair shall be appointed annually by the Board of Trustees on recommendation  
703 of the chancellor/vice president ~~and~~with the concurrence of the president after consultation with  
704 the dean of the college and with the executive committee of the department concerned. The  
705 performance of the chair shall be evaluated at least once every five years. As one component of  
706 this evaluation, views shall be solicited from the entire department faculty in such a way as to  
707 preserve confidentiality.

708

709         **b.** In each department organized with a chair, the executive committee shall  
710 recommend individuals for academic appointment in the department. With the consent of the  
711 executive committee or as specified in the department bylaws, persons who are not members of  
712 the department faculty may be invited by the chair to attend meetings of the department faculty  
713 but such persons shall have no vote.

714

715         **c.** The faculty of the department shall have power to determine such matters as do not  
716 so affect relations with other departments or colleges that they properly come under the  
717 supervision of larger administrative units.

718

719         **d.** In each department organized with a chair, there shall be an executive committee  
720 elected annually by and from the faculty of the department by secret written ballot. At least one-  
721 half of the members of the departmental executive committee shall be elected from those faculty  
722 members who have at least a 50-percent salaried appointment in the University. The faculty may  
723 choose to elect members of the executive committee for staggered two- or three-year terms. The  
724 chair of the department is *ex officio* a member and chair of the executive committee. The chair  
725 and the executive committee are responsible for the preparation of the budget and for such  
726 matters as may be delegated to them by the faculty of the department. In a department which has  
727 a faculty of not more than five members, the executive committee shall consist of the entire

728 faculty. In all other cases, the size of the executive committee shall be determined by the faculty  
729 of the department. If the executive committee is in session to evaluate the chair's performance,  
730 the chair shall not be a member and the committee shall be chaired by a committee member  
731 elected by the committee for that purpose.

732

733 **e.** In each department organized with a chair, that officer shall be responsible for the  
734 formulation and execution of departmental policies and the execution of University and college  
735 policies insofar as they affect the department. The chair shall have power to act independently in  
736 such matters as are delegated to the chair by the executive committee. The chair shall (1) report  
737 on the teaching and research of the department; (2) have general oversight of the work of  
738 students in the department; (3) collaborate with the executive committee in the preparation of the  
739 budget and be responsible for the expenditure of departmental funds for the purposes approved  
740 by the executive committee; and (4) call and preside at meetings of the executive committee and  
741 at meetings of the department faculty of which there shall be not fewer than one in each academic  
742 year for consideration of questions of departmental governance and educational policy. The chair  
743 together with the executive committee is responsible for the organization of the work of the  
744 department and for the quality and efficient progress of that work. Any faculty member shall be  
745 entitled to a conference with the executive committee or with any member of it on any matter  
746 properly within the purview of the committee.

747

748 **f.** In the administration of the office, the chair shall recognize the individual  
749 responsibility of other members of the department for the discharge of the duties committed to  
750 them by their appointments and shall allow proper scope to the ability and initiative of all  
751 members of the department.

752

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754

755

756 **Section 3. Department Organized with a Head**

757  
758 a. The head of a department shall be appointed without specified term by the Board of  
759 Trustees on recommendation by the chancellor/vice president ~~and with the concurrence of the~~  
760 president after confidential consultation with the dean of the college and ~~all~~ each members of the  
761 department faculty. The head may be relieved of title and duties as head of the department by the  
762 chancellor/vice president ~~vice president/chancellor~~ on the recommendation of the dean of the  
763 college. The performance of the head shall be evaluated at least once every five years. As one  
764 component of this evaluation, views shall be solicited from the entire department faculty in such  
765 a way as to preserve confidentiality.

766  
767 b. In each department organized with a head, the head in consultation with the  
768 advisory committee shall recommend individuals for academic appointment in the department.  
769 In consultation with the advisory committee or as specified in the department bylaws, the head  
770 may invite other persons who are not members of the department faculty to attend meetings of  
771 the department faculty, but such persons shall have no vote.

772  
773 c. The head of the department shall have the power to determine such matters as do  
774 not affect other departments or properly come under the supervision of larger administrative  
775 units.

776  
777 d. In each department organized with a head, the head shall have general direction of  
778 the work of the department. The head shall (1) consult with the departmental advisory committee  
779 in regard to departmental policy; (2) consult with each member of the department regarding the  
780 nature and scope of the work in the charge of that member; (3) call and preside at meetings of the  
781 departmental faculty for explanation and discussion of departmental policies, educational  
782 procedure, and research, of which there shall be at least one in each academic year for  
783 consideration of departmental governance and educational policy; (4) be responsible for the  
784 organization of the work of the department, for the quality and efficient progress of that work, for  
785 the formulation and execution of departmental policies, and for the execution of University and  
786 college policies insofar as they affect the department; (5) report on the teaching and research of  
787 the department; (6) have general supervision of the work of students in the department;  
788 (7) prepare the departmental budget in consultation with the departmental advisory committee;  
789 and (8) be responsible for the distribution and expenditure of departmental funds and for the care  
790 of departmental property.

791  
792 e. In the administration of the office, the head shall recognize the individual  
793 responsibility of other members of the department for the discharge of the duties committed to  
794 them by their appointments and shall allow proper scope to the ability and initiative of all  
795 members of the department.

796  
797 f. In each department organized with a head, there shall be an advisory committee  
798 elected annually by and from the faculty of the department by secret written ballot. The  
799 department faculty may choose to elect members of the advisory committee for staggered two- or  
800 three-year terms. In a department which has a faculty of not more than five members, the  
801 advisory committee shall consist of the entire faculty. In all other cases, the size of the advisory  
802 committee shall be determined by the faculty of the department. The functions of the committee

803 shall be to provide for the orderly voicing of suggestions for the good of the department, to  
804 recommend procedures and committees that will encourage faculty participation in formulating  
805 policy, and to perform such other tasks as may be assigned to it. Any faculty member shall be  
806 entitled to a conference with the committee or with any member of it on any matter properly  
807 within the purview of the committee. If the advisory committee is in session to evaluate the  
808 head's performance, the head shall not be a member and the committee shall be chaired by a  
809 committee member elected by the committee for that purpose.

810  
811 **Rationale: Section 4 was deleted because it conflicts with Article VIII, Section 4.**  
812

#### 813 **~~Section 4. Change of Departmental Organization~~**

814  
815 ~~On the written request of at least one-fourth of the faculty of the department, as defined in~~  
816 ~~Article II, Section 3a(1), and in no case fewer than two faculty members that the form of the~~  
817 ~~organization of the department be changed, the dean shall call a meeting to poll the departmental~~  
818 ~~faculty by secret written ballot. The names of those making the request shall be kept confidential~~  
819 ~~by the dean. The dean shall transmit the results of the vote to the departmental faculty and to the~~  
820 ~~vice president/chancellor together with the dean's recommendation. If a change of organization~~  
821 ~~is voted, the vice president/chancellor shall thereupon transmit this recommendation to the~~  
822 ~~president for recommendation to the Board of Trustees. Faculty of the department may~~  
823 ~~communicate with the Board of Trustees in accordance with Article XIII, Section 4 of these~~  
824 ~~Statutes.~~

### 827 **ARTICLE V. GRADUATE COLLEGES**

828

#### 829 **Section 1. The Campus Graduate College**

830

831 **a.** On a campus with a Graduate College, the Graduate College shall have jurisdiction  
832 over all programs leading to graduate degrees as determined by senate action and approved by the  
833 Board of Trustees. It is the responsibility of the Graduate College to develop and safeguard  
834 standards of graduate work and to promote and assist in the advancement of research in all fields.

835

836 **b.** Except as otherwise provided in this section, the Graduate College shall be  
837 governed by the same regulations as govern other colleges.

838

839 **c.** The faculty of the Graduate College consists of the president, the chancellor/vice  
840 president/vice president/chancellor, the provost or equivalent officer, the dean, and all those who  
841 on the recommendation of the departments or of other teaching or research divisions have been  
842 approved by the executive committee and the dean of the Graduate College to assume  
843 appropriate academic responsibilities in programs leading to graduate degrees. Other  
844 administrative staff members are members of the faculty of the Graduate College only if they  
845 also hold faculty appointments and have been recommended and approved as provided above.

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**d.** An executive committee shall be the primary advisory committee to the dean of the Graduate College. It shall advise the dean on the formulation and execution of policies and on other activities of the Graduate College. The executive committee consists of fourteen members holding office for staggered two-year terms: eight elected members, four elected annually for two-year terms by the faculty of the Graduate College and six members, three appointed each year for two-year terms by the chancellor/~~vice president/chancellor~~ on the recommendation of the dean of the Graduate College in consultation with the members elected that year. The dean of the Graduate College is *ex officio* a member and chairs the committee. When meeting to give advice on the appointment of the dean, the senior faculty member (in terms of service at the University) on the executive committee shall be chair and the dean shall not be a member of the committee.

**e.** The principal administrative head of the Graduate College is the dean, who shall be appointed in the same manner as are the deans of other colleges.

**f.** On the recommendation of the dean of the Graduate College and the chancellor/~~vice president/chancellor~~, the president may appoint annually associate or assistant deans of the Graduate College as required.

**g.** On a campus with a Graduate College, the recommendation of its dean shall be secured for the appointment to or promotion on the staff of any campus unit of a person who may be expected to assume or who has academic responsibilities in programs leading to graduate degrees.

**h.** On a campus without a Graduate College, the provost or equivalent officer shall be responsible for the functions of the graduate dean.

## **Section 2. Special Units of the Graduate College**

**a.** On the recommendation of the Campus Research Board, the executive committee and the dean of the Graduate College with approval by the president and the chancellor/~~vice president/chancellor~~, the Board of Trustees may create special units of the Graduate College for the purpose of carrying on or promoting research in areas which are broader than the responsibility of any one department. Any such unit may be abolished by similar action.

**b.** Persons shall be appointed to the staff of such special units by the Board of Trustees on the recommendation of the unit concerned, the dean of the Graduate College, the chancellor/~~vice president/chancellor~~, and the president. Appointments of persons who already have academic rank and title indicative of departmental association shall be made only after consultation with the department concerned. Appointments which carry academic rank and title indicative of departmental association of persons who do not already have departmental association shall be made only after concurrence of the department concerned.

891 **ARTICLE VI. THE CAMPUS LIBRARY**

892

893 a. The campus library is an academic unit serving the entire campus. Its collection  
894 includes all books, pamphlets, serials, maps, music scores, photographs, prints, manuscripts,  
895 micro-reproductions, and other materials purchased or acquired in any manner and preserved and  
896 used by it to support instruction and research. Such materials may include sound, electronic and  
897 magnetic recordings, motion picture films, slides, filmstrips, other appropriate audiovisual aids,  
898 and computer files.

899

900 b. The campus library shall be in the charge of the campus librarian who, as the chief  
901 executive officer of the library, is responsible to the chancellor/vice president ~~vice~~  
902 ~~president/chancellor~~ for its administration and service.

903

904 c. As specified in Article II, Section 3, the library shall be governed internally under  
905 bylaws established by its faculty. Except as otherwise stated in this Article, the library shall be  
906 governed by the same provisions as govern a college.

907

908 d. With the approval of the chancellor/vice president ~~vice president/chancellor~~, the  
909 campus librarian may establish branches on the campus when efficiency in reference work,  
910 circulation, cataloging, ordering, and other matters of library service and administration, and the  
911 general welfare of the campus, college, school, department, or other unit will thereby be  
912 promoted. Appointments to the academic staff of branch libraries established under this  
913 subsection and the advancement of such staff will be recommended to the chancellor/vice  
914 president ~~vice president/chancellor~~ with the advice of the executive officer(s) of the unit(s)  
915 served by such libraries.

916

917 e. The campus librarian shall be appointed annually by the Board of Trustees on the  
918 recommendation of the chancellor/vice president ~~vice president/chancellor~~ with the concurrence  
919 of the President of the University. On the occasion of each such appointment, the chancellor/vice  
920 president ~~vice president/chancellor~~ shall seek the advice of the library committee of the campus  
921 senate and of the library executive committee. The performance of the campus librarian shall be  
922 evaluated at least once every five years in a manner to be determined by the faculty of the campus  
923 library and the library committee of the campus senate. As part of the evaluation, views shall be  
924 solicited from the library committee of the campus senate, from other concerned faculty, and  
925 from the entire faculty of the campus library.

926

927 f. The library committee of the campus senate shall advise the campus librarian  
928 regarding the allocation of book funds and other policies of the campus library.

929

930

931 **ARTICLE VII. SPECIALIZED UNITS**

932

933 **Section 1. General Considerations**

934

935 In addition to the campus units described in the previous Articles, there are special  
936 purpose educational and administrative units whose responsibilities and roles extend  
937 substantially beyond one campus. The organization and mission of such units, including clearly  
938 defined lines of responsibility to University or campus officers, shall be specified in these  
939 *Statutes*, in *The General Rules Concerning University Organization and Procedure*, or in such  
940 other documents as shall be deemed appropriate by the president. These specialized units may  
941 include but need not be limited to organizations designated as bureaus, councils, departments,  
942 divisions, institutes, and services. The staffs of these units shall have campus membership and  
943 status upon recommendation of the appropriate chancellor/vice president ~~vice~~  
944 ~~president/chancellor~~ or chancellors/vice presidents ~~vice presidents/chancellors~~ subject to the  
945 *Statutes* and *The General Rules* governing the campus operations.

## 946 **Section 2. University Press**

947  
948 a. The University Press is responsible for developing and conducting the University's  
949 program of publishing books, monographs, and journals.

950  
951 b. The director of the University Press shall be appointed annually by the Board of  
952 Trustees on the recommendation of the president. The director shall be the principal  
953 administrative officer of the press and shall be responsible to the president.

954  
955 c. There shall be a University Press Board composed of the director of the press, the  
956 deans of the Graduate Colleges or their representatives, and six appointed faculty members.  
957 Appointments to the board shall be made by the president after consultation with the director of  
958 the University Press and the vice president for academic affairs. The University Press Board  
959 shall advise the director of the press regarding policies and administration. The chair shall be  
960 elected from among the faculty membership.

961

## 962 **Section 3. Councils on Teacher Education**

963  
964 a. At each campus engaged in teacher education, there shall be a Council on Teacher  
965 Education composed of the deans and directors of the respective colleges, schools, and similar  
966 units at that campus which offer curricula in the preparation of teachers for the elementary and  
967 secondary schools. The chair of the council shall be named by the chancellor/vice  
968 ~~president/campus vice president/campus chancellor~~.

969  
970 b. The duties of the council are to formulate policies and programs of student  
971 selection, retention, guidance and preparation, and placement in elementary and secondary  
972 schools in conformity with educational policies established by the campus senate.

973  
974 c. At each campus, the council is authorized to appoint area-of-specialization  
975 committees in each of the major teaching fields, committees on teacher placement, and such  
976 other committees as may be needed. These committees shall be composed of representatives  
977 from the College of Education or comparable campus program and from major subject-matter  
978 fields represented in any given curriculum.

979



980 The area-of-specialization committees shall be responsible for the improvement of their  
981 respective teacher-education curricula, counseling procedures in their areas, and other activities  
982 related thereto. Each committee shall recommend action to the Council on Teacher Education on  
983 its campus.

984

985 **d.** Students shall not be eligible for university approval of their status as prospective  
986 teachers unless they have elected a curriculum approved by the campus Council on Teacher  
987 Education.

988

989 **e.** All curricula in teacher education shall be approved by the area-of-specialization  
990 committee, by the departments, by the respective colleges offering the curricula, by the  
991 appropriate Council on Teacher Education, and by the respective senates.

992

#### 993 **Section 4. Agricultural Experiment Station**

994

995 The Agricultural Experiment Station shall be administered by a director, who shall be  
996 appointed annually by the Board of Trustees on the recommendation of the president.

997

998 The Agricultural Experiment Station of the University of Illinois was established in 1888,  
999 under the provisions of acts of Congress, "to aid in acquiring and diffusing among the people of  
1000 the United States useful and practical information in subjects connected with agriculture, and to  
1001 promote scientific investigation and experiment respecting the principles and applications of  
1002 agricultural science."

1003

#### 1004 **Section 5. Cooperative Extension Service in Agriculture and Home** 1005 **Economics**

1006

1007 **a.** The Cooperative Extension Service in Agriculture and Home Economics shall be  
1008 administered by a director appointed annually by the Board of Trustees on the recommendation  
1009 of the president, concurred in by the Secretary of Agriculture.

1010

1011 **b.** Under the provisions of the Smith-Lever Act, approved by the President of the  
1012 United States on May 8, 1914, and of subsequent acts of Congress, and under the provisions of a  
1013 concurring joint resolution of the Illinois General Assembly, the University is designated the  
1014 agency in Illinois responsible for cooperative agricultural and home economics extension work.

1015

1016 This work shall consist of the giving of instruction and practical demonstrations in  
1017 agriculture and home economics to persons not attending the University and of imparting to such  
1018 persons information on these subjects through field demonstrations, publications, and otherwise.  
1019 This work shall be carried on in such a manner as may be mutually agreed upon by the Secretary  
1020 of Agriculture and the University.

1021

1022

1023

1024 **ARTICLE VIII. CHANGES IN ACADEMIC**  
1025 **ORGANIZATION**

1026 **Section 1. Definitions**

1027

1028 **a. Unit.** For the purposes of Article VIII, a unit is a division of the University to  
1029 which academic appointments can be made and to which resources can be allocated, including  
1030 departments or similar units, centers, institutes, schools, and colleges.

1031

1032 **b. Tenure Home.** For the purposes of Article VIII, a tenure home is an academic unit  
1033 (a) whose academic staff includes the group eligible to vote on promotion and tenure decisions  
1034 within the unit; and (b) that provides the unit-specific standards that, in compliance with higher-  
1035 level standards, apply for promotion and tenure decisions for a member of the academic staff  
1036 with the rank or title of professor, associate professor, or assistant professor who is tenured or  
1037 receiving probationary credit toward tenure.

1038

1039 **Section 2. Appointment of Faculty to Units**

1040

1041 A member of the academic staff with the rank or title of professor, associate professor, or  
1042 assistant professor who is tenured or receiving probationary credit toward tenure must have a  
1043 tenure home that has been approved through the procedures in Article VIII, Section 3a through  
1044 3c, below. A faculty member may have a tenure home in more than one academic unit, but must  
1045 have a tenure home in at least one academic unit. *If* any member of a proposed or existing unit's  
1046 academic staff with the rank or title of professor, associate professor, or assistant professor who  
1047 is tenured or receiving probationary credit toward tenure does not already have or will not  
1048 otherwise have an appointment in one of the following types of units:

1049

1050 i. another department or similar academic unit that has been approved through  
1051 these Article VIII procedures;

1052

1053 ii. an intermediate unit that is not divided into departments or similar units and  
1054 that has been approved through these Article VIII procedures; or

1055

1056 iii. a school or college that is not an intermediate unit, that is not further divided  
1057 into academic departments or similar units and that has been approved  
1058 through these Article VIII procedures; *then* formation of the proposed unit  
1059 as, or conversion of the existing unit into, a unit that will provide a tenure  
1060 home must be approved through the procedures in Article VIII, Section 3a  
1061 through 3c, below, as applicable.

1062

1063 Any change in academic organization such as the termination, separation,  
1064 transfer, merger, change in status (e.g., department to school), or renaming of  
1065 an academic unit to which are made appointments of faculty with the rank or

1066 title of professor, associate professor, or assistant professor who are tenured  
1067 or receiving probationary credit toward tenure must be approved through the  
1068 procedures in Article VIII, Section 4, below.

1069  
1070 *If all members of a proposed or existing unit's academic staff with the rank or*  
1071 *title of professor, associate professor, or assistant professor who are tenured*  
1072 *or receiving probationary credit toward tenure do have or will have an*  
1073 *appointment in another unit that is described within items (i) through (iii),*  
1074 *above, then formation or change of organization of the proposed or existing*  
1075 *unit is not required to be approved through the procedures in Article VIII,*  
1076 *Sections 3 and 4, below, but may be approved through the procedure in*  
1077 *Section 5, below.*  
1078

1079 **Section 3. Formation of New Units**

1080  
1081 **a. Departments.** The formation of a new department or similar academic unit within  
1082 a school or college may be proposed by the faculty or executive officer of that school or college.  
1083 The president shall submit the proposal for the new unit together with the advice of the faculty of  
1084 the school or college of each higher unit, taken and recorded by a vote of the faculty by secret  
1085 written ballot in accordance with the bylaws of that unit, of the appropriate senate, taken and  
1086 recorded by a vote of the senate, of the appropriate chancellor/vice president~~vice~~  
1087 ~~president/chancellor~~, and of the University Senates Conference to the Board of Trustees for  
1088 action.  
1089

1090 **b. Intermediate Units.** An academic unit of intermediate character, such as a school  
1091 organized within a college, may be proposed by the faculty or the executive officer of the higher  
1092 unit. The president shall submit the proposal for the intermediate unit together with the advice of  
1093 the higher unit, taken and recorded by a vote of the faculty by secret written ballot in accordance  
1094 with the bylaws of that unit, of the appropriate senate, taken and recorded by a vote of the senate,  
1095 of the appropriate chancellor/vice president~~vice president/chancellor~~, and of the University  
1096 Senates Conference to the Board of Trustees for action.  
1097

1098 **c. Colleges and Independently Organized Campus Units.** A college or other  
1099 independently organized campus unit, such as a school, institute, center, or similar campus unit  
1100 not within a school or college, may be proposed by the appropriate senate or chancellor/vice  
1101 president~~vice president/chancellor~~. The president shall submit the proposal for the unit together  
1102 with the advice of the appropriate senate, taken and recorded by a vote of the senate, of the  
1103 appropriate chancellor/vice president~~vice president/chancellor~~, and of the University Senates  
1104 Conference to the Board of Trustees for action.  
1105

1106 **d. Units Organized at the University Level.** Units organized at the university level,  
1107 such as institutes, councils, and divisions, may be formed for the development and operation of  
1108 teaching, research, extension, and service programs which are statewide or intercampus in their  
1109 scope and which cannot be developed under a campus administration. Such an organization may  
1110 be proposed by a senate, a chancellor/vice president~~vice president/chancellor~~, the University  
1111 Senates Conference, or the president. The president shall submit the proposal for the new

1112 organization together with the advice of the appropriate senates, taken and recorded by a vote of  
1113 each such senate, of the appropriate ~~chancellors/vice presidents/vice-presidents/chancellors~~, and  
1114 of the University Senates Conference to the Board of Trustees for action.

1115

1116 e. *Campuses.* The formation of a new campus may be proposed by the president, by  
1117 a senate, or by the University Senates Conference. The president shall submit the proposal for  
1118 the new campus together with the advice of the senates, taken and recorded by a vote of each  
1119 senate, of the ~~chancellors/vice presidents/vice-presidents/chancellors~~, and of the University  
1120 Senates Conference to the Board of Trustees for action. If the proposal is adopted, the University  
1121 Senates Conference shall serve as an advisory body to the president in developing procedures to  
1122 implement the action of the board.

1123

#### 1124 **Section 4. Changes in Existing Units**

1125

1126 From time to time, circumstances will favor changes in academic organization such as the  
1127 termination, separation, transfer, merger, change in status (e.g., department to school), or  
1128 renaming of the academic units specified in Section 1. The procedures for the various changes  
1129 shall be the same as those specified for formation of such a unit, except that the proposal may  
1130 originate in the unit(s) or at any higher administrative level. The advice of each unit involved  
1131 shall be taken and recorded by vote of the faculty by secret written ballot in accordance with the  
1132 bylaws of that unit. For transfer, merger, separation, and change in status (e.g., department to  
1133 school), the procedures shall be those applicable to the type of unit which would result. Units  
1134 affected may communicate with the Board of Trustees in accordance with Article XIII, Section 4,  
1135 of these *Statutes*.

1136

#### 1137 **Section 5. Academic Units Not Requiring Board of Trustees Approval**

1138

1139 Any proposal for creation or change in organization (such as termination, separation,  
1140 transfer, merger, or change in status) of any unit engaged in academic activities the creation of  
1141 which does not require Board of Trustees approval shall be referred to the executive committee  
1142 of the campus senate for its information and advice prior to approval by the appropriate  
1143 administrator. If the unit is not organized within one campus of the University, the proposal shall  
1144 be referred to the University Senates Conference rather than to a senate executive committee.  
1145 Academic staff appointments in such units may not be made to ranks subject to the provisions of  
1146 Article X, Section 1, governing appointments for an indefinite term as defined in Article IX,  
1147 Section 3c.

1148

### 1149 **ARTICLE IX. ACADEMIC AND ADMINISTRATIVE** 1150 **STAFFS**

1151

#### 1152 **Section 1. Criteria for Employment and Promotion**

1153

1154 The basic criteria for employment and promotion of all university staff, whether or not  
1155 subject to the act creating the University Civil Service System of Illinois, shall be appropriate  
1156 qualifications for and performance of the specified duties. The principles of equal employment  
1157 opportunity are a part of the general policy of the University. All federal and state laws related to  
1158 employment and selection, as well as, the University Non-Discrimination Statement, must be  
1159 followed when selecting candidates for employment and when selecting employees for  
1160 promotional opportunities.~~Unless otherwise provided by law, employees are to be selected and~~  
1161 ~~treated during employment without regard to political affiliation, relationship by blood or~~  
1162 ~~marriage, age, sex, race, creed, national origin, handicap, or status as a disabled veteran or~~  
1163 ~~veteran of the Vietnam era.~~  
1164

## 1165 **Section 2. Employment of Relatives**

1166  
1167 No individual shall initiate or knowingly participate in institutional decisions involving a  
1168 direct benefit (initial employment, retention, promotion, salary, leave of absence, etc.) to a  
1169 member of the individual's immediate family. "Immediate family" includes an individual's  
1170 spouse, civil union partner, ancestors and descendants, all descendants of the individual's  
1171 grandparents, and the spouse, or civil union partner, of any of the foregoing. Each  
1172 chancellor/vice president ~~vice president/chancellor~~ shall develop for the approval of the president  
1173 campus procedures to insure against such conflict of interest.  
1174

1175 **Section (f) makes it a general policy for Board pre-approval of all faculty and**  
1176 **administrative appointments before they begin service. Other changes**  
1177 **to these sections are from HR.**

## 1178 **Section 3. Appointments, Ranks, and Promotions of the Academic and**

### 1179 **Administrative Staff**

1180  
1181 **a.** All appointments, reappointments, and promotions of the academic staff, as defined  
1182 in Article IX, Section 4a, shall be made by the Board of Trustees on the recommendation of the  
1183 chancellor/vice president ~~vice president/chancellor~~ concerned and the president. All  
1184 appointments, reappointments, and promotions of the administrative staff shall be made by the  
1185 Board of Trustees on the recommendation of the chancellor/vice president ~~vice~~  
1186 ~~president/chancellor~~ concerned if a campus-level officer is involved and the president.  
1187

1188 **b.** Appointments shall be made solely on the basis of the special fitness ~~of the~~  
1189 individual for the work demanded in the position and other university policies and guidelines  
1190 regarding recruitment, selection and promotion.  
1191

1192 **c.** The following ranks, and only these ranks, of the academic staff as defined in  
1193 Article IX, Section 4a, are subject to the provisions of Article X, Section 1: professor, associate  
1194 professor, and assistant professor. Modifying terms such as "research," "adjunct," "specialized"  
1195 "clinical," and "visiting" may be used in conjunction with these academic ranks (e.g., "research  
1196 professor," "adjunct assistant professor," "clinical associate professor," "visiting professor"); but  
1197 no appointment for an indefinite term may be made in which a modifying term is used in the

1198 academic rank. Furthermore, an appointment in which a modifier is used in the title will not  
1199 count toward completion of the probationary period, as provided in Article X, Section 1, unless  
1200 specially recommended by the executive officer of the unit and approved by the dean and by the  
1201 chancellor/vice president ~~vice president/chancellor~~ or an officer authorized to act for the  
1202 chancellor/vice president ~~vice president/chancellor~~.

1203  
1204 Other academic ranks recognized within the academic staff are: (1) lecturer;  
1205 (2) instructor; (3) teaching associate, research associate, and clinical associate; (4) teaching  
1206 assistant, research assistant, and clinical assistant.

1207  
1208 Appropriate academic rank, with the rights and privileges pertaining thereto, may be  
1209 accorded members of the administrative staff. This means that in addition to being members of  
1210 the administrative staff selected administrative officers may also hold appointments with  
1211 academic titles chosen from the ranks listed in the two preceding paragraphs.

1212  
1213 Special classes of positions within the academic staff may be established to meet  
1214 specialized professional or technical needs, in accordance with Article IX, Section 4a.

1215  
1216 **d.** Recommendation to positions on the academic staff shall ordinarily originate with  
1217 the department or in groups not organized as departments with the officers in charge of the work  
1218 concerned and shall be presented to the dean of the college for transmission with the dean's  
1219 recommendation to the chancellor/vice president ~~vice president/chancellor~~. Whenever the  
1220 appointment or promotion of members of the academic staff is involved, ~~the dean~~ before making  
1221 a recommendation the dean shall consult the chair or the head of the department after confirming  
1222 that intra-departmental consultation procedures have been satisfied; if the college has no  
1223 departments, the dean shall consult the executive committee of the college. If the appointment  
1224 involves a person who may be expected to offer courses carrying graduate credit, the dean of the  
1225 college shall consult the dean of the Graduate College, who shall have the right to make an  
1226 independent recommendation to the chancellor/vice president ~~vice president/chancellor~~, and to  
1227 the president.

1228  
1229 **e.** In determining appointments to, and salaries and promotion of the academic staff,  
1230 special consideration shall be given to the following: (1) teaching ability and performance;  
1231 (2) research ability and achievement; and (3) ability and performance in continuing education,  
1232 public service, committee work, and special assignments designed to promote the quality and  
1233 effectiveness of academic programs and services.

1234  
1235  
1236 **f.** Academic appointments requiring direct approval of the Board of Trustees include  
1237 the President, University officers, deans, academic staff, the CEO of the University hospital,  
1238 directors of intercollegiate athletics, head coaches for football and basketball. Board approval  
1239 prior to the beginning date is required for all new administrative and faculty appointments.

1240

1241 **Section 4. Principles Governing Employment of Academic and**  
1242 **Administrative Staffs**

1243

1244 The following principles shall govern the employment of the academic and administrative  
1245 staffs of the University.

1246  
1247 **a.** The academic staff which conducts the educational program shall consist of the  
1248 teaching, research, scientific, counseling, and extension staffs; deans and directors of colleges,  
1249 schools, institutes, and similar campus units; editors, librarians, and such other members of the  
1250 staff as are designated by the president and the chancellors/vice presidents~~vice~~  
1251 ~~presidents/chancellors~~.

1252  
1253 **b.** The members of the academic and administrative staffs shall be employed and  
1254 salaries fixed by the Board of Trustees, except that members of the academic staff below the rank  
1255 of assistant professor may be employed by the campuses. These appointments shall be reported to  
1256 the board by the president. ~~president of the University who shall report such appointments to the~~  
1257 ~~board.~~

1258  
1259 **c.** Minimum salaries for the various ranks shall be determined by each campus and  
1260 accepted by the Board of Trustees. The minimum for eleven months' service shall be  
1261 approximately two-ninths greater than the minimum for the academic year.

1262  
1263 **d.** The terms of employment for all members of the academic and administrative staffs  
1264 shall be stated explicitly in the contract of employment.

1265  
1266 **e.** The academic year shall consist of that period of the year so determined by the  
1267 appropriate senate and approved by the appropriate chancellors/vice presidents~~vice~~  
1268 ~~president/chancellor~~, the president, and the Board of Trustees.

1269  
1270 **f.** For University Administration employees, University Administration may adopt and  
1271 administer policies and procedures in accordance with federal and state laws and university  
1272 policies/statutes to apply consistent practices for University Administration employees across the  
1273 three campuses and satellite offices.

## 1274 **Section 5. Services Rendered the University**

1275  
1276 **a.** No person employed on a full-time basis on the instructional or administrative  
1277 staffs of the University shall be assigned any other university work which does not naturally  
1278 come within the scope of that person's duties and for which additional compensation is to be  
1279 paid without the prior approval of the chancellor/vice president~~vice president/chancellor~~.

1280  
1281 **b.** No person employed by the University shall have any interests incompatible with  
1282 that person's obligations to the University, unless those activities/interests are guided by other  
1283 applicable University/Campus policies.

1284  
1285 **c.** Full-time employees shall not receive compensation for services with the  
1286 University in excess of a normal schedule except for a reasonable amount of instruction in  
1287 continuing education and public service programs, ~~or~~ for the grading of special examinations  
1288 (outside regular course work) stipulated by the University, or other specialized functions, all to  
1289 be done at a time that does not conflict with other university duties and that are not within their

1290 home unit. Exceptions may be made to this rule in special cases which are approved by the dean  
1291 or appropriate administrator of the college of which the employee is a member provided that if  
1292 such additional payments exceed a nominal amount the advance approval of the appropriate  
1293 administrator or chancellor/vice president shall be secured. These exceptions shall be held to a  
1294 minimum.

1295

1296 **d.** The responsibilities to the University of full-time members of the academic staff are  
1297 fulfilled by the performance appropriate to rank and terms of appointment of teaching, scholarly  
1298 research, continuing education and public service, and committee work and special assignments.  
1299 Such staff members may carry on some outside professional or business activities of an income-  
1300 producing character so long as such activities are compatible and not in conflict with University  
1301 interests. The head of the department of which the employee is a member should know and  
1302 approve of these activities outside the University.

1303

1304 **Section 6. Severe Sanctions Other Than Dismissal for Cause for**  
1305 **Members of the Faculty**

1306

1307 **a.** Severe sanctions other than dismissal for cause may be imposed on a member of the  
1308 faculty, as defined in Article II, Section 3a(1) of the *Statutes*, provided that procedures on a  
1309 campus adopted by the chancellor/vice president ~~campus vice president/campus chancellor~~ in  
1310 consultation with that campus senate are followed. In all cases, the chancellor/vice president  
1311 ~~vice president/chancellor~~ or the chancellor/vice president ~~vice president/chancellor~~'s designee  
1312 shall exercise the duties assigned to the President for academic staff who are members of campus  
1313 units, and in all cases the process to be followed will be that of the campus on which the unit  
1314 resides.

1315

1316 **b.** Campus procedures shall include, at a minimum,

1317

1318 (1) A determination by the provost or equivalent campus officer, in consultation  
1319 with a committee identified by the senate, that cause exists to initiate proceedings that may result  
1320 in the imposition of serious sanctions,

1321

1322 (2) Notice to the faculty member of the charges and initiation of the sanction  
1323 proceedings,

1324

1325 (3) Opportunity for a hearing before an elected committee specified by the  
1326 senate,

1327

1328 (4) Provision that a recommendation by the elected committee against sanction  
1329 will be final,

1330

1331 (5) The opportunity for the faculty member to file an appeal with the  
1332 chancellor/vice president ~~vice president/chancellor~~ within 20 days following the provost's or  
1333 equivalent officer's decision to impose sanctions,

1334



1335                   (6) An appeal process encompassing both substantive and procedural objections,  
1336 and

1337  
1338                   (7) A process wherein the chancellor/vice president/vice-president/chancellor's  
1339 decision on the merits of an appeal is final.

1340  
1341 These campus procedures are the exclusive process for determining whether severe sanctions  
1342 other than dismissal for cause may be imposed.

1343

1344                   c. The campus procedures will be initiated only after discussions are held between the  
1345 faculty member and appropriate administrative officers looking toward a mutual settlement. The  
1346 initiation or pendency of proceedings under this Section 6 shall not be deemed to prevent or  
1347 delay the University or any other person from pursuing any other remedy available to such person  
1348 against the faculty member for conduct allegedly violating Section 6d below.

1349

1350                   d. Adequate due cause for severe sanctions other than dismissal shall be restricted to  
1351 actions clearly related to University activities and shall be limited to the following:

1352

1353                   (1) Engaging in professional misconduct in the performance of University duties  
1354 or academic activities,

1355

1356                   (2) Neglecting or refusing to perform reasonable assigned academic duties,

1357

1358                   (3) Violating senate-approved campus or University regulations or policies  
1359 related to conduct of academic duties,

1360

1361                   (4) Acting outside the appropriate exercise of University responsibilities so as  
1362 willfully to physically harm, threaten physical harm to, harass or intimidate a visitor or a member  
1363 of the University community with the effect of interfering with that person's performance of  
1364 University duties or academic activities,

1365

1366                   (5) Willfully damaging, destroying or misappropriating property owned by the  
1367 University or any property used in connection with a University function or approved activity, or

1368

1369                   (6) Conviction in a court of law for a felony that is clearly related to the  
1370 performance of University duties or academic activities.

1371

1372 Findings of fact made in prior proceedings under policies established by the president with the  
1373 advice of the senates and University Senates Conference under procedures described in  
1374 Article XIII, Section 8 of the *Statutes* shall be presumed to have been established subject to  
1375 rebuttal on grounds *inter alia* of the thoroughness and fairness of the proceeding giving rise to  
1376 them.

1377

1378                   e. When misconduct is determined to have occurred, a severe sanction other than  
1379 dismissal consists of suspension with or without salary (full or partial) for a period not to exceed

1380 one-half of the individual's normal appointment period. During the suspension period, health  
1381 and retirement benefits shall be maintained.  
1382

1383 **Section 7. Sabbatical Leaves and Unpaid Leaves of Absence for**  
1384 **Members of the Faculty**

1385  
1386 **a.** On the recommendation of the head or chair of a department with the concurrence  
1387 of the dean of the college or on recommendation of the dean or director of an independent  
1388 campus unit and subject to approval by the chancellor/~~vice president/chancellor~~,  
1389 the president, and the Board of Trustees a member of the faculty who has the rank of professor,  
1390 associate professor, or assistant professor and who has served the University for the periods  
1391 indicated below on full-time appointment as an assistant professor or in higher rank since the  
1392 faculty member's original appointment or since the termination of that faculty member's last  
1393 leave on salary is eligible to apply for and may be granted a sabbatical leave of absence with pay  
1394 for the purpose of study, research, or other pursuit, the object of which is to increase the faculty  
1395 member's usefulness to the University. The following options are available:

1396  
1397 (1) After completion of eight appointment years of full-time service:

1398  
1399 Two semesters at 2/3 salary  
1400 **Or**  
1401 One semester at full salary  
1402

1403 (2) After completion of six appointment years of full-time service:

1404  
1405 Two semesters at 1/2 salary  
1406 **Or**  
1407 One semester at full salary  
1408

1409 (3) After completion of three or four appointment years of full-time service, in  
1410 cases where the interest of the department and the University would clearly be served thereby,  
1411 and provided that granting of leave does not involve expense to the University in excess of the  
1412 portion of salary which is released in consequence of taking such leave, the following options are  
1413 available:

1414  
1415 After three years: One semester at 1/2 salary

1416  
1417 After four years: One semester at 2/3 salary  
1418

1419 (4) Faculty on "Y" (11 month) appointments may be granted sabbatical leaves,  
1420 subject to the other general conditions of this section as follows: After completion of nine years  
1421 of full-time service, three-fourths of an appointment year at full pay; after completion of eight  
1422 years of full-time service, one appointment year at two-thirds pay or two-thirds of an  
1423 appointment year at full pay; after completion of six years of full-time service, one appointment  
1424 year at half pay or one-half appointment year at full pay; after completion of four years, one-half

1425 appointment year at two-thirds pay; after completion of three years, one-half appointment year at  
1426 half pay or one-fourth appointment year at full pay.

1427

1428 **b.** In recommending a leave with pay according to any of the options provided above,  
1429 it shall be understood by all recommending officers concerned that the department in which the  
1430 applicant is teaching or working undertakes, so far as is practicable, to carry on during the  
1431 applicant's absence without increase in the departmental budget such part of the applicant's work  
1432 as the interests of the department and of the University require to be continued without  
1433 interruption during the period of absence.

1434

1435 **c.** Service credit for leave of absence with pay is not cumulative unless otherwise  
1436 provided for in special cases. Each person who has been on leave of absence shall on the  
1437 termination of the leave make a report through the usual official channels of communication to  
1438 the chancellor/vice president ~~vice president/chancellor~~ concerning the nature of the studies,  
1439 research, or other work undertaken during the period of absence.

1440

1441 **d.** A member of the faculty to whom any such leave of absence has been granted shall  
1442 agree to return to the University on the expiration of the leave and to remain in its service for at  
1443 least one year thereafter; and the University, on its part, shall agree to retain the faculty member  
1444 in its service for the period of one year after the faculty member's return.

1445

1446 **e.** Leaves of absence granted in accordance with the foregoing terms and conditions,  
1447 with the privileges pertaining thereto, are given to members of the faculty primarily for the  
1448 purpose of enabling them to acquire additional knowledge and competency in their respective  
1449 fields. No one to whom a leave of absence with pay has been granted shall be permitted while on  
1450 such leave to accept remunerative employment or engage in professional practice or work for  
1451 which pecuniary compensation is received. This prohibition, however, shall not be construed to  
1452 forbid a faculty member while on leave from giving a limited number of lectures or doing a  
1453 limited amount of work. But, in such cases, the approval of the chancellor/vice president ~~vice~~  
1454 ~~president/chancellor~~ to the giving of the lectures or the doing of other work shall be required.  
1455 Nor shall the prohibition be interpreted to forbid the acceptance by a faculty member, while on  
1456 leave, of a scholarship or fellowship carrying a stipend for the purpose of study, research, or  
1457 scientific investigation or the acceptance of a grant of money made for such purposes, provided  
1458 that the acceptance of the grant does not impose on the recipient duties and obligations the  
1459 performance of which would be incompatible with the pursuit of the general purpose for which  
1460 leaves of absence are granted.

1461

1462 **f.** The president shall establish regulations and procedures necessary for the  
1463 administration of these provisions and is authorized to make appropriate adjustments in the terms  
1464 of leave with pay to ensure equitable benefits for members of the faculty in exceptional cases  
1465 where special consideration is warranted.

1466

1467 **g.** Leaves of absence without pay. On the recommendation of the head or chair of a  
1468 department with the concurrence of the dean of the college or on the recommendation of the dean  
1469 or director of an independent campus unit, a member of the faculty may be granted a leave of  
1470 absence without pay by the chancellor/vice president ~~vice president/chancellor~~ for a period of one  
1471 year or less. Such a leave may be renewed in special circumstances ordinarily for not more than

1472 one year. As recommended and agreed upon in advance, time spent on a leave of absence  
1473 without pay under circumstances which allow for the pursuit of academic activities ordinarily  
1474 counts toward the probationary period of a faculty member on definite tenure, while time spent  
1475 on a leave of absence without pay under circumstances which do not allow for the pursuit of  
1476 academic activities does not ordinarily count toward the probationary period of a faculty member  
1477 on definite tenure. As recommended and agreed upon in advance, time spent on a leave of  
1478 absence without pay under circumstances which do not provide service to this University does  
1479 not ordinarily count in establishing eligibility for a sabbatical leave with pay.  
1480

1481 **Section 8. Graduate Work of Academic Staff ~~Members~~Employees**

1482  
1483 No person shall be admitted to candidacy for an advanced degree in a department or  
1484 division of the University who holds an appointment as professor, associate professor, or  
1485 assistant professor in that department or division. Likewise, no person while engaged in graduate  
1486 study shall be appointed to the rank of assistant professor or higher in the department or division  
1487 of that graduate study.  
1488

1489 A person in or accepting the rank of assistant professor or higher on a campus of the  
1490 University may continue in or be admitted to advanced degree candidacy in a department or unit  
1491 other than the person's appointing department or unit upon the special approval of the executive  
1492 officer of each department or unit involved and the executive committee of the Graduate College  
1493 if one exists on the campus.  
1494

1495 **Rationale: Section (c) is modified to make it consistent with Article II, Section 3(a)..**

1496 **Section 9. Privileges of Retired Members of the Academic Staff**

1497  
1498 **a.** A retired staff member who is provided with research assistance shall at the end of  
1499 each academic year report to the chancellor/vice president~~vice president/chancellor~~, in at least  
1500 general terms, on the work accomplished during the year. In no case may a research assistant be  
1501 provided to a retired staff member for a longer period than one year at a time and such assistant  
1502 may be continued only if the annual report of work shows progress or promise.  
1503

1504 **b.** With the approval of the department head or chair and of the dean of the Graduate  
1505 College and of the chancellor/vice president~~vice president/chancellor~~, a retired faculty member  
1506 may offer conferences with graduate students if such retiree had offered similarly related  
1507 graduate courses before retirement.  
1508

1509 **c.** Retired faculty members may participate in meetings of their college or school  
1510 faculties, if provided for in the bylaws of the unit, but shall have no vote.  
1511

1512 **d.** University policies and procedures related to rehiring SURS annuitants must be  
1513 followed.  
1514

1515 **Section 10. Dismissal of Administrative Officers**

1516

1517 a. In the exercise of its authority to dismiss or request the resignation of  
1518 administrative officers (who are not eligible for notice rights) from their administrative positions,  
1519 the Board of Trustees may take such action in respect to such officer prior to the expiration of the  
1520 term for which the individual was appointed only after presentation by the board to the officer  
1521 affected of a statement of the reasons accompanied by the facts in support thereof upon which the  
1522 proposed action is based, together with notice served by registered mail of the time and place of  
1523 the hearing thereon which shall be not less than 30 days after the date of notice. A copy of the  
1524 statement and notice shall be sent by registered mail to each member of the Board of Trustees at  
1525 least 30 days prior to the hearing.

1526

1527 b. The officer shall have the right to appear at the hearing, with counsel if desired, to  
1528 comment on the reasons and to present evidence. The board shall not be bound by formal or  
1529 technical rules of evidence and its decision shall be final.

1530

1531 c. In designating the effective date of dismissal or requested resignation, the board  
1532 shall give due consideration to the time reasonably required for the adjustment of the officer's  
1533 personal affairs.

1534

1535 **Note: the following changes are from HR to update current practice**

1536 **Section 11. Employment of Academic Professional Staff**

1537

1538 ~~a. — Employment~~ For University Administration employees, University Administration may  
1539 adopt and administer policies and procedures in accordance with federal and state laws  
1540 and university policies/statutes to apply consistent practices for University Administration  
1541 employees across the three campuses and satellite offices ~~ent policies applicable to an~~  
1542 ~~academic professional employee at the~~

1543 ~~b.a. university level shall be those of the campus at which the employee's principal~~  
1544 ~~office is located.~~

1545

1546 ~~e.b.~~ Notice of nonreappointment to the full-time academic professional staff, as defined  
1547 in Article II, Section 5, shall be given as follows:

1548

1549 1. Except as provided in 2 and 3 below, written notice of nonreappointment  
1550 shall be given by the Board of Trustees to academic professional employees in accordance  
1551 with the following schedule:

1552

Length of Full-Time Service to the University (in full appointment years completed)	Minimum Notice of Nonreappointment
Less than 4 years	6 Months
4 years or over	12 Months

1556

1557  
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1594

2. Written notice of nonreappointment shall be given by the Board of Trustees to an academic professional employee on an appointment which notes that it is subject to receipt of funds in accordance with the following schedule.

For appointments made “subject to receipt of funds” (such as those from grants or contracts), the University reserves the right to terminate the appointment prior to the Period of Payment End Date if the grant(s) or other sources of funding for the position has ended For such appointments, the University reserves the right to terminate the appointment prior to the Period of Payment End date if the grant or source of funds for the position becomes unavailable, and will provide prior notice, if applicable, in accordance with the notice periods set forth in Article IX of the University of Illinois Statutes.

For an academic professional employee who is entitled to notice of non-reappointment and whose position is supported by multiple sources of funds, calculation of minimum length of notice of non-reappointment will be based on the relevant funds for the portion of the appointment for which a notice of non-reappointment is issued, or on the predominant source of funds in the case of elimination of the position.:

<b>Length of Full-Time Service to the University (in full appointment years completed)</b>	Minimum Notice of Nonreappointment
Less than 4 years	2 Months
4 years or over	6 Months
Plus 1 additional month for each additional full appointment years of service to a maximum of 12 months’ notice	
10 years	12 Months

3. Written notice of nonreappointment shall be given by the Board of Trustees to an academic professional employee who is the director of intercollegiate athletics or a coach of an intercollegiate athletic team in accordance with the following schedule:

<b>Length of Full-Time Service to the University (in full appointment years completed)</b>	Minimum Notice of Nonreappointment
Less than 4 years	3 Months
4 years or over	6 Months

1595 4. In cases where the time remaining in the appointment year is less than the  
1596 required minimum notice period, the notice of nonreappointment shall be accompanied by  
1597 an offer from the Board of Trustees of a terminal contract for an additional appointment  
1598 which will extend the current appointment through the period of minimum notice, *viz.*, 2  
1599 months, 6 months or 7-12 months.

1600  
1601 5. Computation of length of service will be on the basis of continuous  
1602 employment in campus academic administrative and professional positions (or similar  
1603 service at the University level for employees of the university administration). On a case-  
1604 by-case basis, credit may be given for all or part of their relevant experience in other  
1605 University of Illinois position.

1606  
1607 6. Excepted from the above provisions are the following administrative  
1608 officers: the President of the University; ~~chancellors/vice presidents~~  
1609 ~~presidents/chancellors~~, other vice presidents, provosts or equivalent officers, and vice  
1610 chancellors; the officers of the Board of Trustees who are University employees; other  
1611 university officers; and the deans, directors, heads, and chairs of academic units. Academic  
1612 professional staff whose title includes “visiting,” “acting,” “interim,” or “adjunct” are also  
1613 excepted from the above provisions.

1614  
1615 **Section 12. Dismissal of Academic Staff with Multi-Year Appointments**  
1616 **Under Article X, Section 1(a), Paragraphs (6) and (7)**

1617  
1618 **a.** Members of the academic staff with multi-year appointments, as defined under  
1619 Article X, Section 1(a), Paragraphs (6) and (7), of the *Statutes*, may be dismissed for cause prior  
1620 to the conclusion of the multi-year appointment in accordance with campus procedures, which  
1621 shall be adopted by each chancellor/vice president ~~vice president/chancellor~~ in consultation with  
1622 the applicable campus senate. In all cases, the chancellor/vice president ~~vice president/chancellor~~  
1623 or the chancellor/vice president ~~vice president/chancellor~~'s designee shall exercise the duties  
1624 assigned to the president for academic staff who are members of campus units, and in all cases  
1625 the process to be followed will be that of the campus on which the unit resides.

1626  
1627 **b.** Campus procedures shall include, at a minimum, notice and opportunity for a  
1628 hearing before the campus provost or equivalent officers or the provost's or equivalent officer's  
1629 designee.

1630  
1631 **c.** Adequate cause for dismissal shall be limited to the following:

1632  
1633 **(1)** Failing to perform contractual duties or related activities in a professional  
1634 manner, whether from incompetence, neglect or willful refusal;

1635  
1636 **(2)** Failing to follow all applicable campus or University regulations or policies,  
1637 and all applicable laws related to the conduct of contractual duties;

1639 (3) Acting outside the appropriate exercise of University responsibilities so as to  
1640 willfully cause or threaten to cause physical harm to, harass or intimidate a visitor or a member  
1641 of the University community;

1642  
1643 (4) Willfully or negligently damaging, destroying or misappropriating property  
1644 owned by the University or any property used in connection with a University function or  
1645 approved activity; or

1646  
1647 (5) Being convicted of or pleading guilty to a felony.

1648

## 1649 **ARTICLE X. ACADEMIC FREEDOM AND TENURE**

1650

### 1651 **Section 1. Tenure of Academic Staff**

1652

1653 a. Except under unusual circumstances evidenced by a special written agreement  
1654 approved by the President of the University and the appointee, the tenure status for the academic  
1655 ranks of professor, associate professor, and assistant professor shall be as provided in this  
1656 section. The parts of Article X, Sections 1a and 1b, hereof relating to the probationary period or  
1657 indefinite tenure do not apply to academic ranks other than those mentioned in the preceding  
1658 sentence; nor to appointments at any rank which involve no salary or obligation to render  
1659 services; nor to appointments for fifty percent (50%) or less of full-time service at ranks other  
1660 than professor or associate professor; nor to appointments for less than seventy-five percent  
1661 (75%) of full-time service during any period when the appointee is a candidate for a degree at  
1662 this University.

1663

1664 In the case of academic staff positions authorized in Article IX, Sections 3c and 4a other  
1665 than appointments at the rank of professor, associate professor, assistant professor, dean, director,  
1666 department head, and department chair, appointments shall be for not longer than the terms  
1667 specified in this Section. Contracts shall be renewable at the discretion of the hiring unit. Except  
1668 as provided in Sections 7 and 8, below, notice of nonreappointment is not required. Dismissal  
1669 prior to the end of the contract term shall be governed by Article IX, Section 12.

1670

1671 Each chancellor/vice president ~~vice president/campus chancellor~~ shall, with the advice  
1672 and consent of the local campus senate, develop implementing procedures for multi-year contract  
1673 appointments governed by this Section. Such implementing procedures shall include, at a  
1674 minimum, (i) a binding ceiling, on a campus-wide basis, on the proportion of multi-year contract  
1675 appointments to the sum of multi year contract appointments and appointments that are tenured  
1676 or earning probationary credit toward tenure; (ii) assignment of oversight responsibility to an  
1677 appropriate campus senate committee; and (iii) the procedures for dismissal required under  
1678 Article IX, Section 12(b), above.

1679

1680 (1) An appointment as professor or associate professor shall be for an indefinite  
1681 term except that first appointments or temporary appointments may be made for shorter periods.  
1682 An appointment at either of these ranks for fifty percent (50%) or less of full-time service shall



1683 be for an indefinite term at the specified percentage except that such first appointments or  
1684 temporary appointments may be for definite terms.

1685  
1686 (2) During the probationary period defined in Article X, Section 1b (1), an  
1687 appointment as assistant professor shall be for not more than two years.

1688  
1689 (3) An appointment for an indefinite term may require full-time service or some  
1690 percentage of full-time service by the appointee. Completion of a probationary period shall  
1691 entitle the appointee to indefinite tenure status at the lowest percentage (more than 50%) of full-  
1692 time service counted toward completion of the probationary period. An appointee for an  
1693 indefinite term and the Board of Trustees may at any time agree in writing to increase or to  
1694 decrease the percentage of full-time service to be required of the appointee and the indefinite  
1695 tenure status shall then apply to the new percentage of full-time service. An agreement that a  
1696 full-time appointee for an indefinite term shall thereafter serve on a part-time basis shall specify  
1697 either (a) that the appointment for an indefinite term will thereafter relate solely to service on the  
1698 agreed part-time basis; or (b) that the appointee will return to full-time service for an indefinite  
1699 term on a specified date.

1700  
1701 These agreements are subject to modification by written consent of the appointee and the  
1702 Board of Trustees. An appointee who has previously been on indefinite tenure status at this  
1703 University shall not be required to serve a probationary period in order to regain that status.

1704  
1705 This subsection, 1a (3), does not apply to sabbatical leaves of absence or to leaves of  
1706 absence without pay.

1707  
1708 (4) An academic staff appointment with the rank of clinical assistant, research  
1709 assistant, or teaching assistant shall be for not longer than one year and notice of  
1710 nonreappointment is not required. Appointments at these ranks may be conditional upon the  
1711 availability of funds if so specified in the notice of appointment.

1712  
1713 (5) An appointment which includes in the title the term “visiting,” as authorized  
1714 in the first paragraph of Article IX, Section 3c, shall be for not longer than one year.

1715  
1716 (6) An appointment which includes in the title the term “adjunct,” or “clinical,”  
1717 modifying the term “professor,” “associate professor” or “assistant professor,” as authorized in  
1718 the first paragraph of Article IX, Section 3c, or an appointment with the rank of lecturer or  
1719 instructor shall be for not longer than three years.

1720  
1721 (7) An appointment with the rank of teaching associate, research associate,  
1722 clinical associate, or which includes in the title the term “research” modifying the term  
1723 “professor,” “associate professor” or “assistant professor,” as authorized in the first paragraph of  
1724 Article IX, Section 3c, shall be for not longer than three years. The duration of the appointment  
1725 shall be specified in the Notification of Appointment. Where no duration is specified,  
1726 appointment shall be for one year. Written notice of nonreappointment is required in the case of  
1727 full-time appointments at these ranks other than appointments that are for no more than one year,  
1728 nonsalaried, part-time, or conditional upon the receipt of nonappropriated funds (as specified in  
1729 the notice of appointment). The notice need not be accompanied by an offer of a terminal

1730 contract if the notice is given not later than six months before the end of an annual appointment  
1731 or by March 1 in the case of an academic-year appointment. If notice of nonreappointment in  
1732 such cases is given later than six months before the end of an annual appointment or after March  
1733 1 in the case of an academic-year appointment, it shall be accompanied by an offer from the  
1734 Board of Trustees of a terminal contract for one additional year of service. In the case of multi-  
1735 year contracts, notice, as described above, is required only in the final year of the contract. If no  
1736 notice is given before the end of an appointment that exceeded one year, the renewal appointment  
1737 shall have a duration of one year.

1738

1739 **(8)** An appointment at the rank of any of the other special classes of academic  
1740 staff authorized under Article IX, Sections 3c and 4a, shall be for not longer than one year and  
1741 shall be governed by the conditions prescribed in the preceding subparagraph, 1a.

1742

1743 **b.** Upon the completion of a probationary period as hereafter defined, any  
1744 reappointment shall be for an indefinite term, subject to the following:

1745

1746 **(1)** An appointee receiving a first contract for more than fifty percent (50%) of  
1747 full-time service at this University as assistant professor enters a probationary period not to  
1748 exceed seven academic years of service except when, by special written agreement between the  
1749 appointee, the unit administrator and the chancellor/vice president/vice president/campus  
1750 chancellor, the appointee is granted a one-year interruption of the probationary period before the  
1751 year in which a decision on the appointment to indefinite tenure is expected to be made.  
1752 Ordinarily no more than two such interruptions will be granted. Prior academic service at other  
1753 academic (or equivalent) institutions may be counted up to a maximum of three years toward the  
1754 fulfillment of the probationary period. The amount of any such service counted may be  
1755 negotiated as may other terms of the appointment and shall be stated in the first appointment  
1756 contract, as provided for all contracts for definite terms in subparagraph 1b(5) below. An initial  
1757 appointment that begins after the eighth week of the academic year ordinarily does not count  
1758 toward the probationary period of a faculty member on definite tenure nor does it ordinarily  
1759 count as service in establishing eligibility for a sabbatical leave with pay, unless recommended  
1760 and agreed upon in advance.

1761

1762 **(2)** No appointment at the rank of assistant professor shall be for an  
1763 indefinite term.

1764

1765 **(3)** An appointee for a definite term shall be given in the sixth year of the  
1766 probationary period either written notice offering appointment for an indefinite term or written  
1767 notice of nonreappointment no later than August 15 at all three campuses.

1768

1769 **(4)** At any time except during the last year of the probationary period, an assistant  
1770 professor on a definite-term appointment may be given written notice of nonreappointment.  
1771 Except in the case of an assistant professor who is in the first year of academic service at this  
1772 University, (a) written notice of nonreappointment shall be given not less than twelve months  
1773 before the expiration of the appointment; or (b) if given less than twelve months before the  
1774 expiration of the appointment, written notice of nonreappointment shall be accompanied by an  
1775 offer from the Board of Trustees of a terminal contract for one additional year of academic  
1776 service. In the case of an assistant professor on a definite-term appointment who is in the first

1777 year of academic service at this University, written notice of nonreappointment shall be given not  
1778 later than March 1 and need not be accompanied by an offer of a terminal contract; if written  
1779 notice of nonreappointment is given after March 1, it shall be accompanied by an offer from the  
1780 Board of Trustees of a terminal contract for one additional year of service.

1781

1782 (5) The total amount of service counted toward completion of the probationary  
1783 period, including both service at other institutions and prior service at this University, shall be  
1784 stated in every contract for academic service for a definite term. In the event that an appointee  
1785 for a definite term is not given notice of appointment for an indefinite term or notice of  
1786 nonreappointment as required by subparagraph 1b (3) above, but instead is given notice of  
1787 reappointment for a definite term beginning after or extending beyond the expiration of the  
1788 probationary period, such reappointment shall be for a term extending to the end of the academic  
1789 year following the academic year in which either (a) the Board of Trustees gives the appointee  
1790 written notice of nonreappointment as specified above in subparagraph 1b(4), or (b) the  
1791 appointee gives written notice to the dean or department head that the appointee is about to  
1792 complete or has completed the probationary period and either is or will be entitled to have any  
1793 reappointment be for an indefinite term.

1794

1795 (6) An appointment for a definite term does not carry any guarantee or  
1796 implication that the Board of Trustees will renew the appointment even though the duties of the  
1797 appointee may have been discharged satisfactorily. An appointment for a definite term, if  
1798 accepted, must be accepted with this stipulation.

1799

1800 c. Tenure may be terminated by (1) honorable retirement; (2) acceptance of  
1801 resignation; (3) dismissal for due cause.

1802

1803 d. Due cause for dismissal shall be deemed to exist only if (1) a faculty member has  
1804 been grossly neglectful of or grossly inefficient in the performance of the faculty member's  
1805 university duties and functions; or (2) with all due regard for the freedoms and protections  
1806 provided for in Article X, Section 2, of these *Statutes*, a faculty member's performance of  
1807 university duties and functions or extramural conduct is found to demonstrate clearly and  
1808 convincingly that the faculty member can no longer be relied upon to perform those university  
1809 duties and functions in a manner consonant with professional standards of competence and  
1810 responsibility; or (3) a faculty member has while employed by the University illegally advocated  
1811 the overthrow of our constitutional form of government by force or violence.

1812

1813 e. Proceedings seeking the dismissal before the expiration of the term of appointment  
1814 of an appointee to the academic staff who is on definite tenure or of an appointee to the academic  
1815 staff who is on indefinite tenure shall comply with the procedures described in the following  
1816 provisions of this section:

1817

1818 (1) *Charges.* When it shall appear to the president that cause for the dismissal  
1819 of an appointee may exist, the president shall consult with the Faculty Advisory Committee. The  
1820 president, after such consultation, shall determine whether dismissal proceedings should be  
1821 instituted. Charges looking to dismissal shall be preferred by statement in writing by the  
1822 president or the president's designee and shall be filed with the clerk or secretary of the senate  
1823 within thirty days after the consultation with the Faculty Advisory Committee. The statement

1824 shall be sufficiently specific reasonably to inform the appointee of the nature of the charges and  
1825 enable the appointee to present a defense to them.

1826

1827           (2) *Service.* The clerk or secretary of the senate shall cause a copy of the  
1828 statement of the charges and a copy of Article X, Sections 1 and 2, of the *Statutes* to be delivered  
1829 to the appointee personally or mailed to the appointee's last known post office address by  
1830 registered mail within five days after they have been filed with the clerk or secretary of the  
1831 senate.

1832

1833           (3) *Request for Hearing.* Within fifteen days after such service of a copy of the  
1834 statement of charges, the appointee may file with the clerk or secretary of the senate a request for  
1835 a hearing before the Committee on Academic Freedom and Tenure of the appropriate campus;  
1836 and within ten days after filing such request, the appointee shall file with the clerk or secretary of  
1837 the senate a detailed written answer to the statement of grounds for dismissal. The clerk or  
1838 secretary of the senate shall promptly transmit the statement of charges, the answer thereto, and  
1839 the request for a hearing to the chair of the Committee on Academic Freedom and Tenure and  
1840 copies of the answer and request for a hearing to the president.

1841

1842           (4) *Notice of Hearing.* Notice of the time and place of the hearing before the  
1843 Committee on Academic Freedom and Tenure, which hearing shall be not less than twenty days  
1844 after the filing of the appointee's request, shall be delivered on the same date to the appointee  
1845 and the president, either personally or by registered mail. The date of the hearing shall be not  
1846 less than fifteen days from the date of such delivery or of such mailing of the notice of hearing.

1847

1848           (5) *Hearing.* At the time and place fixed, the Committee on Academic  
1849 Freedom and Tenure shall hold a closed hearing on the charges. No member of that committee  
1850 shall sit in a case that involves a colleague of that committee member's department, school,  
1851 institute, or division, whichever represents the smallest administrative unit, nor shall a member  
1852 sit in a case if the member has previously acted on another committee while it considered the  
1853 pending matter. A majority of the members of the committee shall constitute a quorum for the  
1854 conduct of the hearing and the chair of the committee may appoint another member of the  
1855 committee to preside over the hearing. If vacancies occur, as many members as are necessary to  
1856 constitute a quorum shall be appointed in accordance with the bylaws of the appropriate senate.  
1857 Except as hereinbefore or hereinafter provided, the hearing shall be conducted according to such  
1858 rules as the committee may from time to time establish. The committee shall not be bound by  
1859 technical rules of evidence, but all findings, conclusions, and recommendations of the committee  
1860 shall be supported by and be in accord with substantial evidence. The appointee shall be entitled  
1861 to be present at all sessions of the committee when evidence is being received and to be  
1862 accompanied by an adviser of the appointee's choice who may act as counsel. Likewise, the  
1863 president or the president's designee, together with counsel if the president desires counsel, shall  
1864 be entitled to be present at all sessions of the committee when evidence is being received. Each  
1865 party shall have the right within reasonable limits to question witnesses and, when all the  
1866 evidence has been received, to make an argument in support of its position, either in person or by  
1867 counsel. A full stenographic transcript shall be made of the hearing unless both parties agree to  
1868 the making of a record in a briefer form.

1869

1870           (6) *Findings, Conclusions, and Recommendations.* Following the conclusion  
1871 of the hearing, the committee shall promptly make its explicit findings of fact on each charge, its  
1872 conclusions, and its recommendations. Reasonable opportunity shall be given to each party to  
1873 file a written statement setting forth objections to these findings, conclusions, and  
1874 recommendations and setting forth the grounds for such objections. A copy of one party's  
1875 objections shall be given to the other party. The originals of the findings, conclusions, and  
1876 recommendations, and of the hearing transcript shall be forwarded by the committee to the  
1877 president and copies shall be promptly transmitted by the committee to the appointee.  
1878

1879           If ultimately the appointee requests a hearing before the Board of Trustees, the originals  
1880 or copies of the statement of charges filed by the president or the president's designee with the  
1881 clerk or secretary of the senate, the request for a hearing, the answer to the statement of charges,  
1882 the notice of the time and place of hearing, the transcript or briefer record of the hearing, any  
1883 exhibits received in evidence, the findings, conclusions, and recommendations of the committee,  
1884 and any objections to such findings, conclusions, and recommendations shall constitute the  
1885 record before the Committee on Academic Freedom and Tenure to be submitted to the board.  
1886 The record shall be available to the Board of Trustees, to counsel for the appointee, and to  
1887 counsel for the University, but shall not be available to other persons prior to the hearing before  
1888 the board. If the committee recommends that charges be dropped and the president concurs, the  
1889 case shall be considered closed.  
1890

1891           (7) *Hearing by Board of Trustees.* Within thirty days after transmittal of the  
1892 findings, conclusions, and recommendations of the Committee on Academic Freedom and  
1893 Tenure, or if the appointee filed no request for a hearing before that committee within fifteen  
1894 days after the expiration of the period specified in subparagraph 1e(3) for the filing of such a  
1895 request, the president may cause the charges to be filed with the Secretary of the Board of  
1896 Trustees along with the findings, conclusions, and recommendations, if any, of the Committee on  
1897 Academic Freedom and Tenure and the record of the hearing before the committee, if one was  
1898 held. Notice of such filing of charges shall be delivered to the appointee personally or shall be  
1899 mailed to the appointee by the Secretary of the Board of Trustees by registered mail within five  
1900 days after such filing. Within ten days after such delivery or mailing of notice of the filing of the  
1901 charges with the Secretary of the Board of Trustees, the appointee may file with the Secretary of  
1902 the board a written request for a hearing before the Board of Trustees. Notice of the time and  
1903 place of the hearing which hearing shall be not less than twenty days after the date of the filing of  
1904 the appointee's request shall be delivered to the appointee personally or mailed to the appointee  
1905 by registered mail. The date of the hearing shall be not less than fifteen days from the date of  
1906 such delivery or mailing of the notice of hearing to the appointee. The appointee shall have the  
1907 right to appear at the hearing, with counsel if desired, to reply to the charges and to present  
1908 evidence. Counsel for the University shall represent the university administration at the hearing  
1909 and shall have the right to present evidence in support of the charges. The board shall not be  
1910 bound by technical rules of evidence in hearing and deciding the case.  
1911

1912           The board will give due consideration to the findings, conclusions, and recommendations  
1913 of the Committee on Academic Freedom and Tenure, and the remainder of the record relevant to  
1914 the charges before said committee, and in all cases where a report was made by the committee  
1915 will invite a member of the committee designated by its chair to attend the hearing and make a  
1916 statement before the board.

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If the board concludes that the appointee should be dismissed or asked to resign, the effective date of such dismissal or resignation shall not be less than one year from the date of the board's decision unless the board, in its discretion, determines that an earlier effective date is justified by the gravity of the appointee's conduct in question.

**(8) Reassignment of Duties.** Under exceptional circumstances and when such action is clearly necessary and justified, the president may direct that a faculty member be relieved of some or all of the faculty member's university duties and functions and reassigned to others without prejudice and without loss of compensation pending the final decision of the case, subject to the following provisions: (a) the president may reassign duties before the filing of any charges only after giving notice to the chair or in the absence of the chair from the University to some member of the Faculty Advisory Committee that the president believes that cause for dismissal may exist; (b) if the president reassigns duties after so giving notice to the chair or some member of the Faculty Advisory Committee, such reassignment shall terminate within thirty days after that committee has made its recommendations to the president unless the president initiates dismissal proceedings by the filing of charges for dismissal within that thirty-day period; and (c) if the president initiates dismissal proceedings by filing charges for dismissal, the president may reassign duties or extend a previous reassignment of duties until the termination of those proceedings or until the effective day of dismissal if the proceedings should result in dismissal.

**(9) Publicity.** So far as possible public statements about a case under consideration should be avoided until completion of the proceedings.

**Section 2. Academic Freedom**

**a.** It is the policy of the University to maintain and encourage full freedom within the law of inquiry, discourse, teaching, research, and publication and to protect any member of the academic staff against influences, from within or without the University, which would restrict the member's exercise of these freedoms in the member's area of scholarly interest. The right to the protection of the University shall not, however, include any right to the services of the university counsel or the counsel's assistants in any governmental or judicial proceedings in which the academic freedom of the staff member may be in issue.

**b.** As a citizen, a faculty member may exercise the same freedoms as other citizens without institutional censorship or discipline. A faculty member should be mindful, however, that accuracy, forthrightness, and dignity befit association with the University and a person of learning and that the public may judge that person's profession and the University by the individual's conduct and utterances.

**c.** If, in the president's judgment, a faculty member exercises freedom of expression as a citizen and fails to heed the admonitions of Article X, Section 2b, the president may publicly disassociate the Board of Trustees and the University from and express their disapproval of such objectionable expressions.

1963           d.     A staff member who believes that he or she does not enjoy the academic freedom  
1964 which it is the policy of the University to maintain and encourage shall be entitled to a hearing on  
1965 written request before the Committee on Academic Freedom and Tenure of the appropriate  
1966 campus senate. Such hearing shall be conducted in accordance with established rules of  
1967 procedure. The committee shall make findings of facts and recommendations to the president  
1968 and, at its discretion, may make an appropriate report to the senate. The several committees may  
1969 from time to time establish their own rules of procedure.  
1970  
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1972     **ARTICLE XI.                   STUDENT AFFAIRS AND DISCIPLINE**  
1973

1974     **Section 1.                   Student Affairs**

1975  
1976           a.     The senates shall be responsible for the development of appropriate  
1977 recommendations regarding policies on student affairs at their respective campuses. Each senate  
1978 shall ensure the opportunity for substantial student involvement in the development of these  
1979 recommendations.  
1980

1981           b.     Upon recommendation of the chancellor/vice president ~~and with the concurrence of~~  
1982 the president, the Board of Trustees may appoint annually a vice chancellor or other officer who  
1983 shall have general supervision over those services provided on that campus to assist students in  
1984 their personal and social development. The responsibility and authority of this officer shall be  
1985 determined by the chancellor/vice president ~~vice president/campus chancellor~~. On the occasion of  
1986 each appointment of any such officer, the chancellor/vice president shall seek the advice of the  
1987 executive committee of the campus senate. The executive committee shall ensure the  
1988 opportunity for substantial student involvement in the development of its advice.  
1989

1990           c.     Under the general supervision of the officer provided for in Section 1b above, the  
1991 ~~Graduate College, the College of Law, the College of Veterinary Medicine, the College of~~  
1992 ~~Medicine, and other colleges comprising~~ ing of post-baccalaureate students shall be responsible  
1993 respectively for the supervision of student affairs excluding discipline in those colleges.  
1994

1995     **Section 2.                   Student Discipline**

1996  
1997           a.     Each senate shall establish a committee or other body concerned with student  
1998 discipline. This body may appoint one or more subcommittees on which unless the senate  
1999 determines otherwise there shall be voting student representatives. These subcommittees shall  
2000 have original jurisdiction to hear and render decisions in all disciplinary cases unless the body  
2001 determines to exercise original jurisdiction. The decision of a subcommittee not appealed to the  
2002 body shall be final. The body shall hear and take action for the senate in cases in which it  
2003 exercises original jurisdiction and in cases appealed to it from its subcommittees. The body shall  
2004 formulate and adopt after consultation with the legal counsel disciplinary and hearing procedures  
2005 which shall be followed in all undergraduate student disciplinary proceedings. In hearing and

2006 deciding any appeal, this body may conduct a hearing *de novo* or may act solely upon the record  
2007 in the case before the subcommittee as the body, in its discretion, may determine.

2008  
2009 **b.** Discipline for students enrolled in graduate and graduate-professional colleges shall  
2010 be administered by this body which, after consulting the dean of the college concerned, shall  
2011 appoint a subcommittee on discipline for the students enrolled in that college. These  
2012 subcommittees are to act in accordance with the provisions of Article XI, Section 2a.

2013  
2014 **c.** In disciplinary proceedings stemming from group infractions involving more than  
2015 one category of student (undergraduate, graduate, professional), the hearing and review bodies as  
2016 well as the procedures employed shall be common to all categories of students involved.

2017

## 2018 **ARTICLE XII. RESEARCH AND PUBLICATION**

2019

2020 **Rationale: This revision maintains the provision for ample consultation, but leaves the**  
2021 **number of members to the campus.**

### 2022 **Section 1. Campus Research Board**

2023

2024 Each campus shall maintain a Campus Research Board, whose functions shall include:  
2025 (1) making recommendations concerning policies for distribution of research board funds; (2)  
2026 making assignments of research board funds to individual and group research projects; (3)  
2027 advising the chancellor/vice president and the vice chancellor responsible for research on any  
2028 other matters submitted to the board. The members of the Campus Research Board shall be  
2029 appointed by the chancellor/vice-president after consultation with the vice chancellor  
2030 responsible for research, the executive committee of that campus's senate, and, on campuses with  
2031 graduate colleges, the dean of the graduate college.~~a. The Campus Research Board shall consist~~  
2032 ~~of eight to twelve members appointed by the vice president/chancellor after consultation with the~~  
2033 ~~vice chancellor responsible for research, the dean of the graduate college, and with the leadership~~  
2034 ~~of that campus's senate. The vice chancellor responsible for research shall chair the committee.~~  
2035 ~~The appointment process to and membership on the Campus Research Board may differ in~~  
2036 ~~campuses without a graduate college.~~

2037

2038 ~~\_\_\_\_\_ b. The functions of the board include: (1) making recommendations concerning~~  
2039 ~~policies for distribution of research board funds; (2) making assignments of research board funds~~  
2040 ~~to individual and group research projects; (3) advising the vice president/chancellor and the vice~~  
2041 ~~chancellor responsible for research on any other matters submitted to the board.~~

2042

### 2043 **Section 2. Sponsored Research, Gifts, and Grants**

2044

2045 **a.** It is the policy of the University to encourage research on the part of all persons and  
2046 groups within the several faculties. Such encouragement includes the endorsement and support  
2047 of acceptable proposals for outside contracts or grants by sponsoring external agencies and  
2048 groups.



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b. Such outside support must be integrated with the regular educational and research functions of the University. The acceptance of contracts or grants involves substantial indirect costs, physical plant operating costs, and the use of departmental, college, and general university facilities. Funds to meet these indirect costs must be provided either by the sponsors, special arrangement, or by tax funds. In the latter case, because such activities come into direct competition for funds with other interests within the University, careful consideration shall be given the acceptance of such contracts.

2058 **Section 3. Patents on Inventions**

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The results of research or development carried on at the University by any of its faculty, employees, students, or other users of its facilities and having the expenses thereof paid from university funds or from funds under the control of the University, belong to the University and are to be used and controlled in ways to produce the greatest benefit to the University and to the public.

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An inventor whose discovery or invention is subject to the conditions of the previous paragraph is required to disclose the discovery or invention to the University and may be required to patent the discovery or invention and to assign the patent to the University, the expenses connected therewith to be borne by the University.

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This section shall not apply to questions of ownership of inventions made by members of the staff outside of their regular duties and without the use of university funds or funds under the control of the University and without the use of university facilities.

2075 **Section 4. Scientific and Scholarly Publications and Creative Work**

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It is the policy of the University to foster the publication of scientific and scholarly periodicals which are edited, published, and subsidized by the University. Authors and artists who are members of the academic ranks recognized in Article IX, Section 3, may copyright their works except works specifically commissioned by the University in writing and works prepared under terms of a university grant or contract which provides otherwise. The General Rules Concerning University Organization and Procedure shall contain rules and regulations regarding intellectual property.

2085 **Section 5. Rules about Research, Patents, and Publications**

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*The General Rules Concerning University Organization and Procedure* shall contain rules and regulations governing patents, copyrightable works, recordings, sponsored periodicals, and the acceptance of contracts, gifts, and grants for research, and the procedures to be followed.

2091  
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Proposed changes in *The General Rules* related to patents, copyrightable works, or recordings shall be sent to the University Senates Conference which shall move as expeditiously

2093 as practicable and, if necessary, reconcile the views of the senates and advise the president and  
2094 through the president the Board of Trustees before such a rule change is adopted.  
2095

## 2096 **ARTICLE XIII. GENERAL PROVISIONS**

2097

### 2098 **Section 1. Exchange Professors**

2099

2100 On the recommendation of the head or the chair of a department and with the approval of  
2101 the dean, the chancellor/~~vice president/chancellor~~, the president, and the Board of  
2102 Trustees, a professor, associate professor, or assistant professor may be permitted for a period of  
2103 not more than one year to exchange positions with a professor of approximately equal rank in  
2104 another university provided the arrangement does not involve substantial increase in the cost of  
2105 instruction. The professor with whom the exchange is made shall during the period of service to  
2106 this University be subject to the rules governing appointments and conditions of service  
2107 applicable to regular members of the faculty.  
2108

### 2109 **Section 2. Privileges for Scholars from Other Universities**

2110

2111 The chancellors/~~vice presidents/chancellors~~ of the University may extend  
2112 the privilege of working without charge in the various laboratories or libraries of the respective  
2113 campus to members of the faculties of other colleges or universities, provided that they are  
2114 recognized as authorities in their respective fields and come to the campus with written  
2115 credentials from the faculties of their institutions or from their governments asking that they be  
2116 received as guests.  
2117

### 2118 **Section 3. Annual Reports**

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2120 On or before the first day of September in each year, each dean and director and the ~~chief~~  
2121 executive officer of each department or equivalent unit on each campus shall make to the  
2122 chancellor/~~vice president/chancellor~~ an annual report, treating fully the work of the  
2123 college, school, institute, division, or department. Any of these officers may make reports or  
2124 advance suggestions at any time and shall report to the chancellor/~~vice president~~  
2125 ~~president/chancellor~~ and to the president whenever requested to do so. Officers of the university-  
2126 level administration and chancellors/~~vice presidents/chancellors~~ shall make such  
2127 reports as the president shall require.  
2128

### 2129 **Section 4. Reports and Communications**

2130

2131 **a.** Members of the academic staff have the obligation to respond to requests for  
2132 information from the Board of Trustees and from administrators to whom they have  
2133 responsibilities. Ordinarily, intermediary administrators should be made aware of these requests.

2134 Unless the requestor has directed otherwise, a written response shall be transmitted through and  
2135 by the intermediary administrators so that they may be properly informed and may comment. If  
2136 the response contains recommendations, the staff member shall be informed of all comments  
2137 with respect thereto and may append additional comments to the recommendations.  
2138

2139 **b.** Academic staff may initiate direct communication with any member of the  
2140 administration. Ordinarily, intermediary administrators shall be kept informed about such  
2141 communications so that they may be properly informed and may comment. Whenever  
2142 appropriate, the academic staff member shall be informed of all comments and may respond to  
2143 them.  
2144

2145 **c.** Proposals which originate from academic units, as enumerated in Article VIII, shall  
2146 be promptly considered and transmitted to the final authority through and by appropriate  
2147 intermediaries. Academic units affected by the proposal shall be kept informed of comments,  
2148 revisions, and recommendations by intermediary authorities so that they may respond to them.  
2149

2150 **d.** All communications from members of the staff to be presented as part of the agenda  
2151 at a meeting of the Board of Trustees or transmitted to the Board of Trustees or any committee  
2152 thereof shall first be presented to the chancellor/vice president/~~vice president/chancellor~~ where  
2153 appropriate and to the president for their examination, comment, and recommendation.  
2154 Whenever appropriate, the staff member shall be informed of all such reactions and may respond  
2155 to them.

## 2156 **Section 5. Rules of Procedure**

2157  
2158 Unless otherwise specified by a deliberative body of the University, the latest revision of  
2159 *Robert's Rules of Order* shall govern.  
2160

## 2161 **Section 6. Recommendations of Committees and Councils**

2162  
2163 Whenever these *Statutes* provide for the advice or recommendations of a committee or  
2164 council as a basis for or aid to officer or agency decision, the advice or recommendation shall be  
2165 secured only through a meeting of the committee or council duly convened in group session.  
2166

## 2167 **Section 7. Reservation of Powers**

2168  
2169 The Board of Trustees is charged by law with full responsibility for administering the  
2170 University. Although the board may properly delegate authority to its duly designated officers  
2171 and agencies, ~~as indeed it has done since the establishment of the University~~ in practical  
2172 recognition of its own limitations to determine and resolve, in the first instance, complex and  
2173 continuing problems of internal organization and educational policy, it cannot divest itself of the  
2174 ultimate responsibility, imposed upon it by law, of governance of the University. Accordingly,  
2175 the board expressly reserves to itself the power to act on its own initiative in all matters affecting  
2176 the University, notwithstanding that such action may be in conflict or may not be in conformance  
2177 with the provisions of these *Statutes*. However, the board will not so act upon its own initiative

2178 in any case in which senate participation and recommendation is provided for by these *Statutes*  
2179 until it has first sought the advice and recommendation of the appropriate senate, or senates, the  
2180 University Senates Conference and the president.  
2181

## 2182 **Section 8. Amendments**

2183

2184 **a.** *Initiation by a Senate.* Each of the senates by vote of a majority of all members  
2185 present and voting at a regular or special meeting may propose amendments to these *Statutes*.  
2186 No final senate action shall be taken on a proposed amendment until the next meeting following  
2187 the one at which it was introduced. The secretary of a senate shall notify the secretary of the  
2188 other senates and the secretary of the University Senates Conference of the text of a proposed  
2189 amendment promptly after the meeting at which it is introduced. The proposed amendment shall  
2190 be referred to the University Senates Conference for its consideration and transmission to the  
2191 other senates for action; the conference may append its comments and recommendations.  
2192

The proposed amendment shall be placed promptly on the agenda of the other senates. If every senate acts affirmatively on the proposed amendment and concurs as to its text, the conference shall send the proposed amendment to the president for transmission to the Board of Trustees and shall simultaneously notify the senates of its action; the conference may append its comments. If the senates do not agree as to the proposed amendment, the conference shall endeavor to promote agreement of the senates. Where agreement cannot be effected among all the senates within a reasonable period of time, but the text of a proposed amendment has been agreed upon by all but one of the senates, the conference shall send that proposed amendment, the recommendations of the dissenting senate, and its own recommendations to the president for transmission to the Board of Trustees and shall simultaneously notify the senates of its action. A senate may record and send its further comments to the president for transmission to the Board of Trustees.

2193

2194 **b.** *Initiation by the Board of Trustees.* The Board of Trustees may initiate proposals  
2195 to amend the *Statutes*, but the board shall not finally adopt any such proposal without first  
2196 seeking the advice of the president, the senates, and the University Senates Conference. Any  
2197 proposal to amend the *Statutes* which is initiated by the Board of Trustees shall be transmitted  
2198 through the president to the University Senates Conference and transmitted by the conference,  
2199 with its recommendations, to the senates for consideration and advice. The proposed amendment  
2200 shall be placed promptly on the agenda of each of the senates. If the senates do not agree in their  
2201 advice concerning the proposed amendment, the conference shall endeavor to promote  
2202 agreement; where agreement cannot be achieved within a reasonable period of time, the  
2203 conference shall send the advice of the senates and its own recommendations to the president for  
2204 transmission to the Board of Trustees and shall simultaneously notify the senates of its action. A  
2205 senate may record and send its further comments to the president for transmission to the Board of  
2206 Trustees.  
2207

2208

2209 **c.** An amendment shall become effective when approved by the Board of Trustees or at such later time as the board may specify.