

**AGENDA**

Senate of the Urbana-Champaign Campus

April 6, 2015

3:10 pm

**Room 314 A & B – Illini Union**

- I. **Call to Order** – Vice Provost for Faculty Affairs and Academic Policies Abbas Benmamoun
- II. **Approval of Minutes** – March 9, 2015
- III. **Senate Executive Committee Report** – Chair Roy Campbell
- IV. **Chancellor's Remarks** – Vice Provost for Faculty Affairs and Academic Policies Abbas Benmamoun
- V. **Questions/Discussion**
- VI. **Consent Agenda**

*These items will only be distributed via [www.senate.illinois.edu/20150406.asp](http://www.senate.illinois.edu/20150406.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.15.20	Clarification of Policies on Graduate Minors and Concentrations	Educational Policy (G. Miller, Chair)
EP.15.26	Proposal from the School of Social Work and the Graduate College to revise and rename the graduate concentration in Advocacy, Leadership, and Social Change	Educational Policy (G. Miller, Chair)
EP.15.46	Proposal from the College of Agricultural, Consumer, and Environmental Sciences (ACES) to Rename and Revise the Integrated Pest Management Concentration in the BS in Crop Sciences	Educational Policy (G. Miller, Chair)
EP.15.47	Proposal from the College of Agricultural, Consumer, and Environmental Sciences (ACES) to Revise the Concentrations in Agroecology, Biological Sciences, Crops, Crop Agribusiness, and Plant Biotechnology and Molecular Biology and to Add a New Concentration in Horticultural Food Systems to the Bachelor of Science in Crop Sciences	Educational Policy (G. Miller, Chair)
EP.15.48	Proposal from the College of Liberal Arts and Sciences (LAS) to Revise the Bachelor of Science in Psychology by Adding New Concentrations	Educational Policy (G. Miller, Chair)
EP.15.50	Proposal from the College of Applied Health Sciences (AHS) and the Graduate College to Revise the Master of Science Curriculum in the Department of Recreation, Sport, and Tourism (RST)	Educational Policy (G. Miller, Chair)
EP.15.52	Proposal from the College of Agricultural, Consumer, and Environmental Sciences (ACES) to Revise the Bachelor of Science Major in Human Development and Family Studies in the Department of Human and Community Development	Educational Policy (G. Miller, Chair)

EP.15.53	Proposal from the College of Agricultural, Consumer, and Environmental Sciences (ACES) to Revise the Minor in Horticulture in the Department of Crop Sciences	Educational Policy (G. Miller, Chair)
EP.15.57	Proposal from the College of Liberal Arts and Sciences (LAS) to Revise the Undergraduate Minor in Chemistry	Educational Policy (G. Miller, Chair)
EP.15.58	Proposal to Revise the BSLAS in Molecular and Cellular Biology in the School of Molecular and Cellular Biology in the College of Liberal Arts and Sciences	Educational Policy (G. Miller, Chair)
EP.15.59	Proposal to Revise the Undergraduate Curriculum in the Department of Recreation, Sport and Tourism (RST), College of Applied Health Sciences (AHS)	Educational Policy (G. Miller, Chair)
EP.15.67	Proposal to Transfer the PhD in Neuroscience from the School of Molecular and Cellular Biology to the Neuroscience Program	Educational Policy (G. Miller, Chair)

**VII. Proposals (enclosed)**

CC.15.10	Nominations for Membership on Standing Committees of the Senate	Committee on Committees (P. Kalita, Chair)	1
SP.15.15	General Revisions to the <i>Statutes</i> Motions #6, #7, and #8	University Statutes & Senate Procedures (W. Maher)	3
RS.15.09	Resolution Supporting Faculty, Staff and Student Participation in Title IX Conduct Hearings	Hill, Dickey, Hochman	37

**VIII. Reports (enclosed)**

EP.15.56	Administrative Approvals – March 2, 2015	Educational Policy (G. Miller, Chair)	39
EP.15.70	Administrative Approvals – March 30, 2015	Educational Policy (G. Miller, Chair)	41
SC.15.09	BOT Observer Report – March 12, 2015	N. Burbules	43
UC.15.07	USC Report – February 25, 2015	J. Tolliver	45

**IX. Background Checks**

Elyne Cole, Associate Provost for Human Resources

**X. New Business**

*Matters not included in the agenda may not be presented to the Senate without concurrence of a majority of the members present and voting. Items of new business may be discussed, but no action can be taken.*

**XI. Adjournment**

**Minutes**  
**Urbana-Champaign Senate Meeting**  
March 9, 2015

A regular meeting of the University of Illinois at Urbana-Champaign Senate was called to order at 3:13 pm in the Ballroom at the Illini Union with Chancellor Phyllis Wise presiding with Professor Emeritus H. George Friedman, Jr. as Parliamentarian.

**Approval of Minutes**

03/09/15-01 The minutes from February 9, 2015 were approved as amended.

03/09/15-02 The minutes from February 16, 2015 were approved as written.

**Senate Executive Committee Report**

Senate Executive Committee (SEC) Chair and faculty senator Roy Campbell (ENGR) reported that he and the other authors of the response letter to the Senate Committee on Academic Freedom and Tenure (AFT) Report met with representatives from the American Association of University Professors (AAUP) at the request of the AAUP. The subcommittee of the AAUP felt that Salaita should have been considered an employee.

The Vice Chancellor for Research Peter Schiffer, on the advice of the SEC, created an *ad hoc* committee to review the proposed University policy on classified research. The proposed policy statement follows:

*The University of Illinois (Chicago, Springfield, and Urbana-Champaign) can accept a classified contract, after approval of the appropriate campus Vice Chancellor for Research and a review by the Security Management Office of the Vice President for Research, provided that the classified contract can be performed without compromising the University's pursuit of its educational mission.*

Chair Campbell also informed the Senate that the University Senates Conference (USC) endorsed the proposed College of Medicine at their last meeting. The budget cut proposed by the governor is of concern. The Senate Committee on the Budget plans to give expert opinion to the Senate when more information has been dispersed. At the Chicago campus, the State Universities Civil Service System (SUCSS) has reclassified over 500 academic professional employees as civil service employees.

03/09/15-03 Tellers for the meeting were faculty senators Nicholas Burbules (EDUC and Calvin Lear (GRAD).

**Chancellor's Remarks**

Chancellor Wise reported that she traveled to Washington DC to accept the Draper Prize on behalf of Professor Nick Holonyak, Jr. for his work in pioneering LED light technology. Two of Holonyak's former students were also awarded the Prize. The Draper Prize is one of the world's preeminent awards for engineering achievement. Wise noted efforts to work with the other campuses on the proposed budget cuts prior to going before the Illinois Appropriations Board. Wise felt it is critical to demonstrative the value that the University of Illinois produces for the state. The Board of Trustees (BOT) will vote on the proposed College of Medicine this week. President Easter also plans to present a resolution regarding the proposed College of Medicine.

**Questions/Discussion**

When questioned about the SUCSS initiative to reclassify academic professional employees as civil service, Chair Campbell replied that it may just be a trend. Wise added that civil service employees must be Illinois residents and this severely compromises our ability to remain competitive and to attract employees nationally and internationally.

In a response to a question about Wise's decision not to remand the Salaita decision to the College of Liberal Arts and Science (LAS), Chancellor Wise stated that she did take the vote of the Senate under consideration before making her decision.

### Old Business

#### Proposals

- 03/09/15-04 RS.15.07\* Concerns about Shared Governance and Academic Freedom
- 03/09/15-05 McCall (LAS) summarized the reasoning for withdrawing the previous resolution RS.15.04, and the emergence of resolutions RS.15.06 and RS.15.07. McCall moved approval of RS.15.07, the motion was seconded, and a robust discussion followed.
- Several senators supported the proposed resolution and agreed with the authors that Chancellor Wise should clarify or correct her statement on civility. Other senators felt that amends had already been made by Wise and did not support the resolution.
- 03/09/15-06 Chair Campbell made a motion to close debate. The motion was seconded and debate was closed.
- 03/09/15-07 By voice vote, resolution RS.15.07 was approved.

#### Reports

- 03/09/15-08 EP.15.39\* Administrative Approvals – January 26, 2015
- 03/09/15-09 EP.15.40\* Administrative Approvals – February 2, 2015
- 03/09/15-10 HE.15.04\* FAC/IBHE Report – December 12, 2014
- 03/09/15-11 HE.15.05\* FAC/IBHE Report – January 16, 2015
- 03/09/15-12 SC.15.07\* BOT Observer Report – January 15, 2015
- 03/09/15-13 UC.15.05\* USC Report – December 12, 2014
- 03/09/15-14 UC.15.06\* USC Report – January 22, 2015
- 03/09/15-15 SC.15.08\* Hiring Policies and Procedures Review Committee Report

#### Consent Agenda

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

- 03/09/15-16 EP.15.29\* Proposal from the College of Education to establish a concentration in Digital Environments for Learning, Teaching & Agency in the B.S. in Learning & Education Studies
- 03/09/15-17 EP.15.31\* Proposal from the College of Engineering to Establish a Major in Electrical and Computer Engineering in the Department of Electrical and Computer Engineering for the Degree of Masters of Engineering
- 03/09/15-18 EP.15.32\* Proposal from the College of Engineering to Establish a Combined Bachelor of Science - Master of Engineering Degree in the Department of Electrical and Computer Engineering
- 03/09/15-19 EP.15.34\* Proposal from the College of Business to add the Graduate Concentration in Business Data Analytics in the Department of Business Administration
- 03/09/15-20 EP.15.41\* Proposal from the College of Fine and Applied Arts to Rename and Revise the Undergraduate Minor in Urban Planning
- 03/09/15-21 EP.15.43\* Proposal from the College of Engineering and the Graduate College to Terminate Two Options, the Online MS and the Non-Thesis Option, in the Master's in Electrical and Computer Engineering
- 03/09/15-22 EP.15.45\* Proposal from the College of Agricultural, Consumer, and Environmental Sciences (ACES) to Terminate the Bachelor of Science in Horticulture

**Proposals**

03/09/15-23 RS.15.08\* Resolution Endorsing the Final Report of the Hiring Policies and Procedures Review Committee

Steinberg (LAS) acknowledge the great work the Hiring Policies and Procedures Review Committee had done on the report and turn the three recommendations into an action item. Steinberg noted that SEC suggested that the resolution be amended to include the following language to the end of the resolution:

*AND BE IT FURTHER RESOLVED that the Senate Committee on University Statutes and Senate Procedures (USSP) be charged with determining what amendments to the University Statutes would be necessary to implement the recommendations of the Hiring Policies and Procedures Review Committee and that the USSP also be charged with bringing those amendments back to the Senate for its consideration, consistent with the existing Article XIII, Section 8, A process for amending the Statutes.*

03/09/15-24 Steinberg (LAS) moved approval of resolution RS.15.08 with the added text. The motion was seconded, and discussion followed.

03/09/15-25 Tolliver (LAS) made a motion to amend the resolution by adding a second resolve clause as follows:

*Therefore, be it resolved that the Senate encourages the Board to publically affirm their commitment to a policy of active restraint.*

03/09/15-26 The proposed amendment was seconded and discussion continued. Discussion included opinions that approving this resolution would create assurance that future hiring decisions would follow the current and historical hiring practices. Others felt that there might be ambiguity about the BOT's power. A senator pointed out that the BOT delegating authority is different from the BOT abdicating authority, and this resolution uses the term delegate.

03/09/15-27 Roberts-Lieb (AP District 9) moved to close debate. The motion was seconded and approved by voice. Debate was closed.

03/09/15-28 By voice, the motion made by Tolliver (LAS) to amend the resolution failed. Further discussion on the main motion continued.

Some senators supported the view that this resolution would express the opinion of the Senate and the laws that would stand in the way do not matter. Others felt parts of the resolution were not actionable because of current state law.

03/09/15-29 Campbell (ENGR) made a motion to close debate. The motion was seconded and debate was closed.

03/09/15-30 By voice, the motion to approve RS.15.08 passed.

Mallory ask for privilege. At the previous meeting. Several people thought I attacked the parliamentarian and the chancellor and wanted to apologize to the parliamentarian and chancellor. Did not mean to attack. Also to apologize to the library senators. Apologetic and was rude. I did bring up an issue. You should pursue what your privileges are. Find out as much about your senate as possible. Apologize to George for rudeness. Feel that some senators are treated differently on the floor. Thank you for letting me apologize publicly.

03/09/15-31 CC.15.07\* Nominations for Membership on Standing Committees

On behalf of the Senate Committee on Committees, Chair Kalita moved approval of the slate of nominees on proposal CC.15.07. There were no floor nominations and nominations were declared closed.

03/09/15-32 By voice, the motion to approve the slate of nominees on CC.15.07 passed without opposition.

03/09/15-33 CC.15.08\* Nominations to the Athletic Board

On behalf of the Senate Committee on Committees, Chair Kalita moved approval of the candidates on proposal CC.15.08.

03/09/15-34 Faculty senator LeRoy (LER) nominated Michael Raycraft. Raycraft submitted his willingness to serve.\*

03/09/15-35 Nominations were declared closed. Ballots were collected and tellers reported the following vote totals:

Kelly Bost	ACES	69
JJ Pionke	LIBR	46
Michael Raycraft	AHS	72
Jay Rosenstein	MDA	54
F. William Simmons	ACES	46

03/09/15-36 A run-off election was held to break the tie between Pionke and Simmons.

03/09/15-37 By voice, Simmons will be included in the names forwarded to the Chancellor.

03/09/15-38 Faculty nominees Bost, Raycraft, Rosenstein, and Simmons will be forwarded to the Chancellor to fill the two faculty vacancies on the Athletic Board.

03/09/15-39 Student nominees Hochman, Klinge, and Taylor will be forwarded to the Chancellor to fill the two student vacancies on the Athletic Board.

03/09/15-40 CC.15.09\* Nominations for Membership on the University Senates Conference

On behalf of the Senate Committee on Committees, Chair Kalita moved approval of the candidate on proposal CC.15.09. There were no floor nominations and nominations were declared closed.

03/09/15-41 By voice, the motion to approve the candidate on proposal CC.15.09 passed without opposition.

03/09/15-42 SP.15.14\* General Revisions to the *Statutes* - Motion #3

On behalf of the Senate Committee on University Statutes and Senate Procedures, Chair Maher gave a brief summary of the proposal and moved approval of proposal SP.15.14.

Burbules as chair of the University Senates Conference (USC) Statutes and Governance Committee noted that the main thrust of this revision would be to include the non-tenure track faculty if the tenure system faculty grant them rights.

03/09/15-43 By voice, the motion to approve SP.15.14 passed without opposition.

#### **New Business**

None.

#### **Adjournment**

The meeting was adjourned at 4:56 pm.

Jenny Roether, Senate Clerk

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

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

**CC.15.10** Nominations for Membership on Standing Committees of the Senate

**Conference on Conduct Governance**

To fill one student vacancy created by the resignation of Alton Bradley.

Jeffrey Zohn

LAW

Term Expires 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**

Committee on University Statutes and Senate Procedures  
(Final; Action)

SP.15.15 General Revisions to the *Statutes* Motion #6, #7, and #8

**BACKGROUND**

In August 2012, the Governance, Personnel, and Ethics Committee of the Board of Trustees requested an overall review of the *University Statutes*. The Board authorized an ad hoc committee to conduct this review. That committee consisted of faculty from all three campuses, as well as various University administrators. The Statutes and Governance subcommittee of the University Senates Conference (USC) also participated in the review process. The Board's committee on Governance, Personnel, and Ethics reviewed the proposed changes, and this October, asked USC to seek the approval of the changes from the campus senates. At the October 20, 2014 Senate meeting, item UC.15.03 communicated a redline/strikeout version of the *Statutes* for consideration. To correct for a clerical error, the Senate Committee on University Statutes and Senate Procedures (USSP) was later provided with an October 24, 2014 updated version of the proposed revisions. To facilitate consideration of the changes, the USC's UC.15.03 divided the changes into batches to be considered as eight successive motions.

Starting in October, and as mandated by the *Bylaws* of the Urbana-Champaign Senate, USSP has conducted its own review of these recommended revisions to prepare them for the Senate to consider as it votes its advice to the Board, as provided by Article XIII, Section 8 b of the *Statutes*. The suggested changes are extensive, affecting every Article of the *Statutes*. Some of them are simply editorial adjustments, clarifying ambiguous language, for example, but some proposals would make more substantive changes. For the Senate to consider these amendments in an orderly way, USSP offers several resolutions covering different sections of the revisions.

In the course of its review, USSP has found the vast majority of the changes to be appropriate and advisable, but it has had specific concerns about some of the proposed changes. These have been identified in December, February, March and the present motions to the Senate. Thus, at the December 8, 2014 Senate meeting, USSP presented its recommendations on the first two batches (Motions 1 and 2) of proposed revisions, and further submissions were made at the February 9, 2015 (Motions 4 and 5) and March 9, 2015 (Motion 3) Senate meetings.

With the present set of resolutions (covering motions 6, 7, and 8), USSP completes the cycle of the motions outlined by USC's October request. Based on recent communications from USC, we understand that there will be a few further matters to be considered. These include a recommendation to move the intellectual property provisions from the *General Rules* into the *Statutes* and a further set of edits that USC is recommending to reconcile wording variations in how the Chicago, Springfield, and Urbana campuses have dealt with the text of the proposed amendments. USSP hopes to be able to present these further items to the UIUC Senate before the end of the current semester.

Attached is the text of the *Statutes* related to this portion of the review with redline/strikeout markings to illustrate the revisions emerging from the Board of Trustees review and below are USSP's recommendations for action to be taken by the Senate. Those matters on which USSP recommends that the Senate take a different stance are articulated in the Recommendations below.

## RECOMMENDATION ONE:

The Senate Committee on University Statutes and Senate Procedures recommends approval, subject to any later amendments that may be necessary, of the revisions to the *University Statutes* as contained in Motion 6: Lines 939-1352 (Article VII, Section 3 – Article IX, Section 6) with the exceptions identified below. For these exceptions, we note the Board’s proposed change, followed by USSP’s recommendation. Text to be added is underscored and text to be deleted is indicated by ~~strikeout~~ (e.g., ~~sample text for deletion~~).

- 1.1 Lines 1132-1137 propose the insertion of the following text: “All federal and state laws related to employment and selection, as well as, the University Non-Discrimination Statement, must be followed when selecting candidates for employment and when selecting employees for promotional opportunities.” While the reference to the need to comply with laws should be superfluous, USSP’s only recommendation on this insertion is to remove the comma after “as well as.”
- 1.2 Lines 1163-1165 propose revising an existing clause with the addition as marked with underlining: “b. Appointments shall be made solely on the basis of the special fitness of the individual for the work demanded in the position and other university policies and guidelines regarding recruitment, selection and promotion.” USSP suggested revising the wording to read: “b. Appointments shall be made solely on the basis of the special fitness of the individual for the work demanded in the position and shall follow university policies and guidelines regarding recruitment, selection, and promotion.”
- 1.3 Lines 1167-1176: Line 1170 suggests the insertion of the word “specialized” in the existing text as reflected in the following: “Modifying terms such as “research,” “adjunct,” “specialized,” “clinical,” and “visiting” may be used in conjunction with these academic ranks. . . .” USSP recommends replacing the modifier “specialized” with the modifier “teaching.” The term “specialized” is not used for any formal statement of appointment; however, “teaching” is used for appointments. For purposes of clarity and ease of reference, USSP recommends placing the modifying terms in alphabetical order. The resulting lines would then read:

The following ranks, and only these ranks, of the academic staff as defined in Article IX, Section 4a, are subject to the provisions of Article X, Section 1: professor, associate professor, and assistant professor. Modifying terms such as “adjunct,” “clinical,” “research,” “teaching,” and “visiting” may be used in conjunction with these academic ranks (e.g., “adjunct assistant professor,” “clinical associate professor,” “research professor,” “visiting professor”); but no appointment for an indefinite term may be made in which a modifying term is used in the academic rank. Furthermore, an appointment in which a modifier is used in the title will not count toward completion of the probationary period, as provided in Article X, Section 1, unless specially recommended by the executive officer of the unit and approved by the dean and by the chancellor/vice president or an officer authorized to act for the chancellor/vice president.
- 1.4 The current lines 1178-1180 read: “Other academic ranks recognized within the academic staff are: (1) lecturer; (2) instructor; (3) teaching associate, research associate, and clinical associate; (4) teaching assistant, research assistant, and clinical assistant. USSP discussed this wording and recommends that it be deleted and replaced with the following to reflect the current full array of possible titles: “Other academic ranks recognized within the academic staff are: (1) instructor, senior instructor, lecturer, and senior lecturer which may be modified by “adjunct,” “clinical,” or “visiting”; (2) clinical associate, research associate (which may be modified by “post doctoral”), and teaching associate, each of which may be modified by “adjunct” or “visiting”; (3) clinical assistant, research assistant, teaching assistant, and other graduate assistants.”
- 1.5 Lines 1208-1211 propose the insertion of a new paragraph “f. Academic appointments requiring direct approval of the Board of Trustees include the President, University officers, deans, academic staff, the CEO of the University hospital, directors of intercollegiate athletics, head coaches for football and basketball. Board approval prior to the beginning date is required for all new administrative and

faculty appointments.” USSP does not recommend the use of “academic staff” in line 1209 because that would encompass all employees who are not civil service, and USSP does not agree with the use of “all new administrative” in line 1211 which is also too inclusive. Instead, USSP recommends that the new paragraph read as follows: “The Board of Trustees shall from time to time publish a list of appointments that require direct approval by the Board and the operational requirements for submitting appointment recommendations to the Board. Board approval prior to the beginning date is required for all new tenure system appointments.”

- 1.6 Lines 1230-1231 propose to amend the first sentence of Article IX Section 4 Paragraph c as follows: “c. Minimum salaries for the various ranks shall be determined each campus and accepted by the Board of Trustees.” In recognition of the Board of Trustees’ traditional role of reviewing and approving the minimum salaries as listed in the Gray Book, USSP recommends that this sentence be revised instead as follows: “Minimum salaries for the various ranks shall be determined by the chancellor/vice president of each campus and reviewed by the Board of Trustees.”
- 1.7 Lines 1241-44 propose insertion of a new paragraph: “f. For University Administration employees, University Administration may adopt and administer policies and procedures in accordance with federal and state laws and university policies/statutes to apply consistent practices for University Administration employees across the three campuses and satellite offices.” USSP recognizes that this new paragraph provides a clarification for the administrative position of University Administration academic staff members at the separate campuses. However, to eliminate superfluous and unnecessary wording and consistency with terminology elsewhere in the *Statutes*, USSP recommends the following substitute language: “f. For University Administration employees, University Administration may adopt and administer policies and procedures ~~in accordance with federal and state laws and university policies/statutes~~ to apply consistent practices for University Administration academic staff across the ~~three~~ campuses and satellite offices.”
- 1.8 Lines 1254-1255 propose to amend the existing language of Section 5 b “No person employed by the University shall have any interests incompatible with that person’s obligations to the University,” by appending “unless those activities/interests are guided by other applicable University/Campus policies.” USSP finds the phrasing of the “unless” clause to be vague and recommends instead that this paragraph be amended as follows: “No person employed by the University shall have any interests incompatible with that person’s obligations to the University. If an employee’s outside activities pose real or potential conflicts of commitment or interest with the employee’s obligations to the University, those activities must be disclosed, reviewed, and, if appropriate, managed under applicable University and campus policies.”
- 1.9 Lines 1257-62 propose: “c. Full-time employees shall not receive compensation for services with the University in excess of a normal schedule except for a reasonable amount of instruction in continuing education and public service programs, or for the grading of special examinations (outside regular course work) stipulated by the University, or other specialized functions, all to be done at a time that does not conflict with other university duties and that are not within their home unit.”

However, USSP recommends that the words “and that are not within their home unit” be deleted from the proposal because home units sometimes require service in excess of a normal schedule. For the remainder of the paragraph (lines 1262-66) USSP recommends a modified text as reflected by the strikeouts and insertions in the following: “Exceptions may be made to this rule in special cases which are approved by the dean of the college or executive officer of a similar division (or a designee thereof) of which the employee is a member provided that if such additional payments exceed a nominal amount the advance approval of the ~~appropriate administrator or~~ chancellor/vice president shall be secured. These exceptions shall be held to a minimum.” USSP recommends removal of “appropriate administrator” because it is too vague.

## RECOMMENDATION TWO:

The Senate Committee on University Statutes and Senate Procedures recommends approval, subject to any later amendments that may be necessary, of the revisions to the *University Statutes* as contained in Motion 7: Lines 1354-1941 (Article IX, Section 7 – Article X, Section 2) with the exceptions identified below. For these exceptions, we note the Board’s proposed change, followed by USSP’s recommendation. Text to be added is underscored and text to be deleted is indicated by ~~strikeout~~ (e.g., ~~sample text for deletion~~).

- 2.1 Line 1452 proposes: “Section 8. Graduate Work of Academic ~~Staff Members~~ Employees” USSP believes that retaining the words “academic staff members” is more consistent with related sections of the *Statutes*. Thus, USSP recommends restoring the title of Section 8 to: “Section 8. Graduate Work of Academic Staff Members.”
- 2.2 Lines 1509-12 should be deleted since they unnecessarily replicate the addition being made in 1241-44. Further, on line 1516 the rubric/paragraph designation of “b” should be changed to “a.”
- 2.3 Lines 1531-43. The USC proposal adds two unnumbered hanging indent paragraphs. Because the existing provisions in lines 1528-30 presently provide the necessary statutory authorization for the procedural details of the matter being introduced in lines 1531-43 and because the issues suggested by the specificity of the proposed lines 1531-43 raise issues of significant complexity, USSP recommends that the proposed 1531-43 text be removed from the current proposal and that the issues it raises be referred to an appropriate committee and then brought back, if necessary, for a future amendment to the *Statutes*.
- 2.4 Lines 1678-80 propose: “(4) An academic staff appointment with the rank of clinical assistant, research assistant, or teaching assistant shall be for not longer than one year and notice of nonreappointment is not required.” USSP recommends deletion of the proposed words “academic staff” as both unnecessary and inconsistent with the related provisions in paragraphs (3), (5), (6), (7), and (8).
- 2.5 Lines 1686-89 need a few words added to be consistent with the revisions proposed for lines 1178-1180, above (see item 1.4). Thus, USSP recommends the following as substitute text: “(6) An appointment which includes in the title the term “adjunct,” ~~or~~ “clinical,” or “teaching” modifying the term “professor”, “associate professor” or “assistant professor,” as authorized in the first paragraph of Article IX, Section 3c, or an appointment with the rank of ~~lecturer or instructor~~ lecturer or senior lecturer, or instructor, clinical instructor, or senior instructor, shall be for not longer than three years.”
- 2.6 Lines 1696-99 need a clarification added and the use of the standardized title for appointment notices. Thus, USSP recommends the following text: “Written notice of nonreappointment is required in the case of full-time appointments at these ranks other than appointments that are for no more than one year, ~~and are~~ and are nonsalaried, part-time, or conditional upon the receipt of nonappropriated funds (as specified in the ~~notice of appointment~~ Notification of Appointment).”

## RECOMMENDATION THREE:

The Senate Committee on University Statutes and Senate Procedures recommends approval, subject to any later amendments that may be necessary, of the revisions to the *University Statutes* as contained in Motion 8: Lines 1942-2192 (Article XI, Section 1 – Article XIII, Section 8) with the exceptions identified below. For these exceptions, we note the Board’s proposed change, followed by USSP’s recommendation. Text to be added is underscored and text to be deleted is indicated by ~~strikeout~~ (e.g., ~~sample text for deletion~~).

- 3.1 Lines 2018-19, Change proposed language from: “Such encouragement includes the endorsement and support of acceptable proposals for outside contracts or grants by sponsoring external agencies and groups.” to “Such encouragement includes the endorsement and support of acceptable proposals for ~~outside~~ contracts or grants by sponsoring external agencies and groups.”

- 3.2 Lines 2024-25 propose “Funds to meet these indirect costs must be provided either by the sponsors, by special arrangement, or by tax funds.” USSP questions whether “special arrangement” is appropriate for what it imagines is at issue here.
- 3.3 Lines 2052-54 propose adding: “The General Rules Concerning University Organization and Procedure shall contain rules and regulations regarding intellectual property.” USSP understands that there is a forthcoming proposal to move all of the intellectual property provisions of the *General Rules* to the *Statutes*, and we believe that proposal may have merit. However, until such a proposal has been made and approved, the proposed addition in lines 2052-54 noted above should be retained in the proposals for a general revision of the *Statutes*.

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*

921 status upon recommendation of the appropriate chancellor/vice president or chancellors/vice  
922 presidents subject to the *Statutes* and *The General Rules* governing the campus operations.

## 923 **Section 2. University Press**

924

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

927

928 b. The director of the University Press shall be appointed annually by the Board of  
929 Trustees on the recommendation of the president.—The director shall be the principal  
930 administrative officer of the press and shall be responsible to the president.

931

932 c. There shall be a University Press Board composed of the director of the press, the  
933 deans of the Graduate Colleges or their representatives, and six appointed faculty members.  
934 Appointments to the board shall be made by the president after consultation with the director of  
935 the University Press and the vice president for academic affairs.—The University Press Board  
936 shall advise the director of the press regarding policies and administration.—The chair shall be  
937 elected from among the faculty membership.

938

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

940

941 a. At each campus engaged in teacher education, there shall be a Council on Teacher  
942 Education composed of the deans and directors of the respective colleges, schools, and similar  
943 units at that campus which offer curricula in the preparation of teachers for the elementary and  
944 secondary schools.—The chair of the council shall be named by the ~~campus~~-chancellor/vice  
945 president.

946

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

950

951 c. At each campus, the council is authorized to appoint area-of-specialization  
952 committees in each of the major teaching fields, committees on teacher placement, and such  
953 other committees as may be needed.—These committees shall be composed of representatives  
954 from the College of Education or comparable campus program and from major subject-matter  
955 fields represented in any given curriculum.

956

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

961

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

965

966 | e. All curricula in teacher education shall be approved by the area-of-specialization  
967 | committee, by the departments, by the respective colleges offering the curricula, by the  
968 | appropriate Council on Teacher Education, and by the respective senates.  
969 |

#### 970 | **Section 4. Agricultural Experiment Station**

971 |  
972 | The Agricultural Experiment Station shall be administered by a director, who shall be  
973 | appointed annually by the Board of Trustees on the recommendation of the president.  
974 |

975 | The Agricultural Experiment Station of the University of Illinois was established in 1888,  
976 | under the provisions of acts of Congress, “to aid in acquiring and diffusing among the people of  
977 | the United States useful and practical information in subjects connected with agriculture, and to  
978 | promote scientific investigation and experiment respecting the principles and applications of  
979 | agricultural science.”  
980 |

#### 981 | **Section 5. Cooperative Extension Service in Agriculture and Home** 982 | **Economics**

983 |  
984 | a. The Cooperative Extension Service in Agriculture and Home Economics shall be  
985 | administered by a director appointed annually by the Board of Trustees on the recommendation  
986 | of the president, concurred in by the Secretary of Agriculture.  
987 |

988 | b. Under the provisions of the Smith-Lever Act, approved by the President of the  
989 | United States on May 8, 1914, and of subsequent acts of Congress, and under the provisions of a  
990 | concurring joint resolution of the Illinois General Assembly, the University is designated the  
991 | agency in Illinois responsible for cooperative agricultural and home economics extension work.  
992 |

993 | This work shall consist of the giving of instruction and practical demonstrations in  
994 | agriculture and home economics to persons not attending the University and of imparting to such  
995 | persons information on these subjects through field demonstrations, publications, and otherwise.  
996 | This work shall be carried on in such a manner as may be mutually agreed upon by the Secretary  
997 | of Agriculture and the University.  
998 |  
999 |

### 1000 | **ARTICLE VIII. CHANGES IN ACADEMIC** 1001 | **ORGANIZATION**

#### 1002 | **Section 1. Definitions**

1003 |  
1004 | a. *Unit.*—For the purposes of Article VIII, a unit is a division of the University to  
1005 | which academic appointments can be made and to which resources can be allocated, including  
1006 | departments or similar units, centers, institutes, schools, and colleges.  
1007 |

1008 |       **b. *Tenure Home.***—For the purposes of Article VIII, a tenure home is an academic unit  
1009 | (a) whose academic staff includes the group eligible to vote on promotion and tenure decisions  
1010 | within the unit; and (b) that provides the unit-specific standards that, in compliance with higher-  
1011 | level standards, apply for promotion and tenure decisions for a member of the academic staff  
1012 | with the rank or title of professor, associate professor, or assistant professor who is tenured or  
1013 | receiving probationary credit toward tenure.  
1014 |

## 1015 |       **Section 2.           Appointment of Faculty to Units**

1016 |

1017 |       A member of the academic staff with the rank or title of professor, associate professor, or  
1018 | assistant professor who is tenured or receiving probationary credit toward tenure must have a  
1019 | tenure home that has been approved through the procedures in Article VIII, Section 3a through  
1020 | 3c, below.—A faculty member may have a tenure home in more than one academic unit, but must  
1021 | have a tenure home in at least one academic unit.—*If* any member of a proposed or existing unit’s  
1022 | academic staff with the rank or title of professor, associate professor, or assistant professor who  
1023 | is tenured or receiving probationary credit toward tenure does not already have or will not  
1024 | otherwise have an appointment in one of the following types of units:

- 1025 |       i.       another department or similar academic unit that has been approved through  
1026 |               these Article VIII procedures;
- 1027 |       ii.       an intermediate unit that is not divided into departments or similar units and  
1028 |               that has been approved through these Article VIII procedures; or
- 1029 |       iii.       a school or college that is not an intermediate unit, that is not further divided  
1030 |               into academic departments or similar units and that has been approved  
1031 |               through these Article VIII procedures;—*then* formation of the proposed unit  
1032 |               as, or conversion of the existing unit into, a unit that will provide a tenure  
1033 |               home must be approved through the procedures in Article VIII, Section 3a  
1034 |               through 3c, below, as applicable.  
1035 |               as, or conversion of the existing unit into, a unit that will provide a tenure  
1036 |               home must be approved through the procedures in Article VIII, Section 3a  
1037 |               through 3c, below, as applicable.

1038 |       Any change in academic organization such as the termination, separation,  
1039 | transfer, merger, change in status (e.g., department to school), or renaming of  
1040 | an academic unit to which are made appointments of faculty with the rank or  
1041 | title of professor, associate professor, or assistant professor who are tenured  
1042 | or receiving probationary credit toward tenure must be approved through the  
1043 | procedures in Article VIII, Section 4, below.  
1044 |

1045 |       *If* all members of a proposed or existing unit’s academic staff with the rank  
1046 | or title of professor, associate professor, or assistant professor who are  
1047 | tenured or receiving probationary credit toward tenure do have or will have  
1048 | an appointment in another unit that is described within items (i) through (iii),  
1049 | above, *then* formation or change of organization of the proposed or existing  
1050 | unit is not required to be approved through the procedures in Article VIII,  
1051 | Sections 3 and 4, below, but may be approved through the procedure in  
1052 | Section 5, below.  
1053 |  
1054 |



1055 **Section 3. Formation of New Units**

1056  
1057 a. *Departments.*--- The formation of a new department or similar academic unit  
1058 within a school or college may be proposed by the faculty or executive officer of that school or  
1059 college. The president shall submit the proposal for the new unit together with the advice of the  
1060 faculty of the school or college of each higher unit, taken and recorded by a vote of the faculty  
1061 by secret written ballot in accordance with the bylaws of that unit, of the appropriate senate,  
1062 taken and recorded by a vote of the senate, of the appropriate chancellor/vice president, and of  
1063 the University Senates Conference to the Board of Trustees for action.

1064  
1065 b. *Intermediate Units.*--- An academic unit of intermediate character, such as a  
1066 school organized within a college, may be proposed by the faculty or the executive officer of the  
1067 higher unit. The president shall submit the proposal for the intermediate unit together with the  
1068 advice of the higher unit, taken and recorded by a vote of the faculty by secret written ballot in  
1069 accordance with the bylaws of that unit, of the appropriate senate, taken and recorded by a vote  
1070 of the senate, of the appropriate chancellor/vice president, and of the University Senates  
1071 Conference to the Board of Trustees for action.

1072  
1073 c. *Colleges and Independently Organized Campus Units.* A college or other  
1074 independently organized campus unit, such as a school, institute, center, or similar campus unit  
1075 not within a school or college, may be proposed by the appropriate senate or chancellor/vice  
1076 president. The president shall submit the proposal for the unit together with the advice of the  
1077 appropriate senate, taken and recorded by a vote of the senate, of the appropriate chancellor/vice  
1078 president, and of the University Senates Conference to the Board of Trustees for action.

1079  
1080 d. *Units Organized at the University Level.*--- Units organized at the university level,  
1081 such as institutes, councils, and divisions, may be formed for the development and operation of  
1082 teaching, research, extension, and service programs which are statewide or intercampus in their  
1083 scope and which cannot be developed under a campus administration. Such an organization  
1084 may be proposed by a senate, a chancellor/vice president, the University Senates Conference, or  
1085 the president. The president shall submit the proposal for the new organization together with the  
1086 advice of the appropriate senates, taken and recorded by a vote of each such senate, of the  
1087 appropriate chancellors/vice presidents, and of the University Senates Conference to the Board  
1088 of Trustees for action.

1089  
1090 e. *Campuses.*--- The formation of a new campus may be proposed by the president,  
1091 by a senate, or by the University Senates Conference. The president shall submit the proposal  
1092 for the new campus together with the advice of the senates, taken and recorded by a vote of each  
1093 senate, of the chancellors/vice presidents, and of the University Senates Conference to the Board  
1094 of Trustees for action. If the proposal is adopted, the University Senates Conference shall serve  
1095 as an advisory body to the president in developing procedures to implement the action of the  
1096 board.

1097  
1098 **Section 4. Changes in Existing Units**

1099  
1100 From time to time, circumstances will favor changes in academic organization such as the  
1101 termination, separation, transfer, merger, change in status (e.g., department to school), or

1102 | renaming of the academic units specified in Section 1.—The procedures for the various changes  
1103 | shall be the same as those specified for formation of such a unit, except that the proposal may  
1104 | originate in the unit(s) or at any higher administrative level.—The advice of each unit involved  
1105 | shall be taken and recorded by vote of the faculty by secret written ballot in accordance with the  
1106 | bylaws of that unit.—For transfer, merger, separation, and change in status (e.g., department to  
1107 | school), the procedures shall be those applicable to the type of unit which would result.—Units  
1108 | affected may communicate with the Board of Trustees in accordance with Article XIII, Section  
1109 | 4, of these *Statutes*.  
1110 |

## 1111 | **Section 5. Academic Units Not Requiring Board of Trustees Approval**

1112 |  
1113 | Any proposal for creation or change in organization (such as termination, separation,  
1114 | transfer, merger, or change in status) of any unit engaged in academic activities the creation of  
1115 | which does not require Board of Trustees approval shall be referred to the executive committee  
1116 | of the campus senate for its information and advice prior to approval by the appropriate  
1117 | administrator.—If the unit is not organized within one campus of the University, the proposal  
1118 | shall be referred to the University Senates Conference rather than to a senate executive  
1119 | committee.—Academic staff appointments in such units may not be made to ranks subject to the  
1120 | provisions of Article X, Section 1, governing appointments for an indefinite term as defined in  
1121 | Article IX, Section 3c.  
1122 |

## 1123 | **ARTICLE IX. ACADEMIC AND ADMINISTRATIVE**

### 1124 | **STAFFS**

## 1126 | **Section 1. Criteria for Employment and Promotion**

1127 |  
1128 | The basic criteria for employment and promotion of all university staff, whether or not  
1129 | subject to the act creating the University Civil Service System of Illinois, shall be appropriate  
1130 | qualifications for and performance of the specified duties.—The principles of equal employment  
1131 | opportunity are a part of the general policy of the University.—All federal and state laws related  
1132 | to employment and selection, as well as, the University Non-Discrimination Statement, must be  
1133 | followed when selecting candidates for employment and when selecting employees for  
1134 | promotional opportunities.~~Unless otherwise provided by law, employees are to be selected and~~  
1135 | ~~treated during employment without regard to political affiliation, relationship by blood or~~  
1136 | ~~marriage, age, sex, race, creed, national origin, handicap, or status as a disabled veteran or~~  
1137 | ~~veteran of the Vietnam era.~~  
1138 |

## 1139 | **Section 2. Employment of Relatives**

1140 |  
1141 | No individual shall initiate or knowingly participate in institutional decisions involving a  
1142 | direct benefit (initial employment, retention, promotion, salary, leave of absence, etc.) to a  
1143 | member of the individual's immediate family.—“Immediate family” includes an individual's  
1144 | spouse, civil union partner, ancestors and descendants, all descendants of the individual's

1145 | grandparents, and the spouse, or civil union partner, of any of the foregoing. – Each  
1146 | chancellor/vice president shall develop for the approval of the president campus procedures to  
1147 | insure against such conflict of interest.

1148 |  
1149 | Section (f) makes it a general policy for Board pre-approval of all faculty and  
1150 | administrative appointments before they begin service. Other changes to these sections are  
1151 | from HR.  
1152 |

1153 | **Section 3. Appointments, Ranks, and Promotions of the Academic and**  
1154 | **Administrative Staff**

1155 |  
1156 | **a.** All appointments, reappointments, and promotions of the academic staff, as defined  
1157 | in Article IX, Section 4a, shall be made by the Board of Trustees on the recommendation of the  
1158 | chancellor/vice president concerned and the president. – All appointments, reappointments, and  
1159 | promotions of the administrative staff shall be made by the Board of Trustees on the  
1160 | recommendation of the chancellor/vice president concerned if a campus-level officer is involved  
1161 | and the president.

1162 |  
1163 | **b.** Appointments shall be made solely on the basis of the special fitness of the  
1164 | individual for the work demanded in the position and other university policies and guidelines  
1165 | regarding recruitment, selection and promotion.  
1166 |

1167 | **c.** The following ranks, and only these ranks, of the academic staff as defined in  
1168 | Article IX, Section 4a, are subject to the provisions of Article X, Section 1: – professor, associate  
1169 | professor, and assistant professor. – Modifying terms such as “research,” “adjunct,”  
1170 | “specialized,” “clinical,” and “visiting” may be used in conjunction with these academic ranks  
1171 | (e.g., “research professor,” “adjunct assistant professor,” “clinical associate professor,” “visiting  
1172 | professor”); but no appointment for an indefinite term may be made in which a modifying term is  
1173 | used in the academic rank. Furthermore, an appointment in which a modifier is used in the title  
1174 | will not count toward completion of the probationary period, as provided in Article X, Section 1,  
1175 | unless specially recommended by the executive officer of the unit and approved by the dean and  
1176 | by the chancellor/vice president or an officer authorized to act for the chancellor/vice president.

1177 |  
1178 | Other academic ranks recognized within the academic staff are: – (1) lecturer;  
1179 | (2) instructor; (3) teaching associate, research associate, and clinical associate; (4) teaching  
1180 | assistant, research assistant, and clinical assistant.

1181 |  
1182 | Appropriate academic rank, with the rights and privileges pertaining thereto, may be  
1183 | accorded members of the administrative staff. – This means that in addition to being members of  
1184 | the administrative staff selected administrative officers may also hold appointments with  
1185 | academic titles chosen from the ranks listed in the two preceding paragraphs.

1186 |  
1187 | Special classes of positions within the academic staff may be established to meet  
1188 | specialized professional or technical needs, in accordance with Article IX, Section 4a.

1189 |  
1190 | **d.** Recommendation to positions on the academic staff shall ordinarily originate with  
1191 | the department or in groups not organized as departments with the officers in charge of the work

1192 concerned and shall be presented to the dean of the college for transmission with the dean's  
1193 recommendation to the chancellor/vice president. ~~Whenever the appointment or promotion of~~  
1194 members of the academic staff is involved, ~~the dean~~ before making a recommendation the dean  
1195 shall consult the chair or the head of the department after confirming that intra-departmental  
1196 consultation procedures have been satisfied; if the college has no departments, the dean shall  
1197 consult the executive committee of the college. ~~If the appointment involves a person who may~~  
1198 be expected to offer courses carrying graduate credit, the dean of the college shall consult the  
1199 dean of the Graduate College, who shall have the right to make an independent recommendation  
1200 to the chancellor/vice president, and to the president.

1201  
1202 e. In determining appointments to, and salaries and promotion of the academic staff,  
1203 special consideration shall be given to the following: ~~(1) teaching ability and performance;~~  
1204 ~~(2) research ability and achievement; and (3) ability and performance in continuing education,~~  
1205 public service, committee work, and special assignments designed to promote the quality and  
1206 effectiveness of academic programs and services.

1207  
1208 f. Academic appointments requiring direct approval of the Board of Trustees include the  
1209 President, University officers, deans, academic staff, the CEO of the University hospital,  
1210 directors of intercollegiate athletics, head coaches for football and basketball. Board approval  
1211 prior to the beginning date is required for all new administrative and faculty appointments.  
1212

#### 1213 **Section 4. Principles Governing Employment of Academic and** 1214 **Administrative Staffs**

1215  
1216 The following principles shall govern the employment of the academic and  
1217 administrative staffs of the University.

1218  
1219 a. The academic staff which conducts the educational program shall consist of the  
1220 teaching, research, scientific, counseling, and extension staffs; deans and directors of colleges,  
1221 schools, institutes, and similar campus units; editors, librarians, and such other members of the  
1222 staff as are designated by the president and the chancellors/vice presidents.

1223  
1224 b. The members of the academic and administrative staffs shall be employed and  
1225 salaries fixed by the Board of Trustees, except that members of the academic staff below the  
1226 rank of assistant professor may be employed by the campuses. These appointments shall be  
1227 reported to the board by the president. ~~president of the University who shall report such~~  
1228 ~~appointments to the board.~~

1229  
1230 c. Minimum salaries for the various ranks shall be determined each campus and  
1231 accepted by the Board of Trustees. ~~The minimum for eleven months' service shall be~~  
1232 approximately two-ninths greater than the minimum for the academic year.

1233  
1234 d. The terms of employment for all members of the academic and administrative  
1235 staffs shall be stated explicitly in the contract of employment.  
1236

1237 | e. The academic year shall consist of that period of the year so determined by the  
1238 | appropriate senate and approved by the appropriate chancellor/vice president, the president, and  
1239 | the Board of Trustees.

1241 | f. For University Administration employees, University Administration may adopt and  
1242 | administer policies and procedures in accordance with federal and state laws and university  
1243 | policies/statutes to apply consistent practices for University Administration employees across the  
1244 | three campuses and satellite offices.  
1245 |

## 1246 | **Section 5. Services Rendered the University**

1247 |  
1248 | a. No person employed on a full-time basis on the instructional or administrative  
1249 | staffs of the University shall be assigned any other university work which does not naturally  
1250 | come within the scope of that person's duties and for which additional compensation is to be  
1251 | paid without the prior approval of the chancellor/vice president.

1252 |  
1253 | b. No person employed by the University shall have any interests incompatible with  
1254 | that person's obligations to the University, unless those activities/interests are guided by other  
1255 | applicable University/Campus policies.  
1256 |

1257 | c. Full-time employees shall not receive compensation for services with the  
1258 | University in excess of a normal schedule except for a reasonable amount of instruction in  
1259 | continuing education and public service programs, ~~or~~ for the grading of special examinations  
1260 | (outside regular course work) stipulated by the University, or other specialized functions, all to  
1261 | be done at a time that does not conflict with other university duties and that are not within their  
1262 | home unit.— Exceptions may be made to this rule in special cases which are approved by the dean  
1263 | or appropriate administrator of the college of which the employee is a member provided that if  
1264 | such additional payments exceed a nominal amount the advance approval of the appropriate  
1265 | administrator or chancellor/vice president shall be secured.— These exceptions shall be held to a  
1266 | minimum.

1267 |  
1268 | d. The responsibilities to the University of full-time members of the academic staff  
1269 | are fulfilled by the performance appropriate to rank and terms of appointment of teaching,  
1270 | scholarly research, continuing education and public service, and committee work and special  
1271 | assignments.— Such staff members may carry on some outside professional or business activities  
1272 | of an income-producing character so long as such activities are compatible and not in conflict  
1273 | with University interests.— The head of the department of which the employee is a member  
1274 | should know and approve of these activities outside the University.  
1275 |

## 1276 | **Section 6. Severe Sanctions Other Than Dismissal for Cause for** 1277 | **Members of the Faculty**

1278 |  
1279 | a. Severe sanctions other than dismissal for cause may be imposed on a member of  
1280 | the faculty, as defined in Article II, Section 3a(1) of the *Statutes*, provided that procedures on a  
1281 | campus adopted by the ~~campus~~-chancellor/~~campus~~-vice president in consultation with that  
1282 | campus senate are followed.— In all cases, the chancellor/vice president or the chancellor/vice

1283 president's designee shall exercise the duties assigned to the President for academic staff who are  
1284 members of campus units, and in all cases the process to be followed will be that of the campus  
1285 on which the unit resides.  
1286

1287 **b.** Campus procedures shall include, at a minimum,  
1288

1289 **(1)** A determination by the provost or equivalent campus officer, in consultation  
1290 with a committee identified by the senate, that cause exists to initiate proceedings that may result  
1291 in the imposition of serious sanctions,  
1292

1293 **(2)** Notice to the faculty member of the charges and initiation of the sanction  
1294 proceedings,  
1295

1296 **(3)** Opportunity for a hearing before an elected committee specified by the  
1297 senate,  
1298

1299 **(4)** Provision that a recommendation by the elected committee against sanction  
1300 will be final,  
1301

1302 **(5)** The opportunity for the faculty member to file an appeal with the  
1303 chancellor/vice president within 20 days following the provost's or equivalent officer's decision  
1304 to impose sanctions,  
1305

1306 **(6)** An appeal process encompassing both substantive and procedural objections,  
1307 and  
1308

1309 **(7)** A process wherein the chancellor/vice president's decision on the merits of an  
1310 appeal is final.  
1311

1312 These campus procedures are the exclusive process for determining whether severe sanctions  
1313 other than dismissal for cause may be imposed.  
1314

1315 **c.** The campus procedures will be initiated only after discussions are held between the  
1316 faculty member and appropriate administrative officers looking toward a mutual settlement.  
1317 The initiation or pendency of proceedings under this Section 6 shall not be deemed to prevent or  
1318 delay the University or any other person from pursuing any other remedy available to such  
1319 person against the faculty member for conduct allegedly violating Section 6d below.  
1320

1321 **d.** Adequate due cause for severe sanctions other than dismissal shall be restricted to  
1322 actions clearly related to University activities and shall be limited to the following:  
1323

1324 **(1)** Engaging in professional misconduct in the performance of University duties  
1325 or academic activities,  
1326

1327 **(2)** Neglecting or refusing to perform reasonable assigned academic duties,  
1328

1329 (3) Violating senate-approved campus or University regulations or policies  
1330 related to conduct of academic duties,

1331  
1332 (4) Acting outside the appropriate exercise of University responsibilities so as  
1333 willfully to physically harm, threaten physical harm to, harass or intimidate a visitor or a member  
1334 of the University community with the effect of interfering with that person's performance of  
1335 University duties or academic activities,

1336  
1337 (5) Willfully damaging, destroying or misappropriating property owned by the  
1338 University or any property used in connection with a University function or approved activity, or  
1339

1340 (6) Conviction in a court of law for a felony that is clearly related to the  
1341 performance of University duties or academic activities.

1342  
1343 Findings of fact made in prior proceedings under policies established by the president with the  
1344 advice of the senates and University Senates Conference under procedures described in  
1345 Article XIII, Section 8 of the *Statutes* shall be presumed to have been established subject to  
1346 rebuttal on grounds *inter alia* of the thoroughness and fairness of the proceeding giving rise to  
1347 them.

1348  
1349 e. When misconduct is determined to have occurred, a severe sanction other than  
1350 dismissal consists of suspension with or without salary (full or partial) for a period not to exceed  
1351 one-half of the individual's normal appointment period. During the suspension period, health  
1352 and retirement benefits shall be maintained.

1353  
1354 **Section 7. Sabbatical Leaves and Unpaid Leaves of Absence for**  
1355 **Members of the Faculty**

1356  
1357 a. On the recommendation of the head or chair of a department with the concurrence  
1358 of the dean of the college or on recommendation of the dean or director of an independent  
1359 campus unit and subject to approval by the chancellor/vice president, the president, and the  
1360 Board of Trustees a member of the faculty who has the rank of professor, associate professor, or  
1361 assistant professor and who has served the University for the periods indicated below on full-  
1362 time appointment as an assistant professor or in higher rank since the faculty member's original  
1363 appointment or since the termination of that faculty member's last leave on salary is eligible to  
1364 apply for and may be granted a sabbatical leave of absence with pay for the purpose of study,  
1365 research, or other pursuit, the object of which is to increase the faculty member's usefulness to  
1366 the University. The following options are available:

1367  
1368 (1) After completion of eight appointment years of full-time service:

1369  
1370 Two semesters at 2/3 salary

1371 **Or**

1372 One semester at full salary

1373  
1374 (2) After completion of six appointment years of full-time service:  
1375

1376 Two semesters at ½ salary  
1377 **Or**  
1378 One semester at full salary  
1379

1380 **(3)** After completion of three or four appointment years of full-time service, in  
1381 cases where the interest of the department and the University would clearly be served thereby,  
1382 and provided that granting of leave does not involve expense to the University in excess of the  
1383 portion of salary which is released in consequence of taking such leave, the following options are  
1384 available:

1385  
1386 After three years:— One semester at ½ salary  
1387

1388 After four years:— One semester at 2/3 salary  
1389

1390 **(4)** Faculty on “Y” (11 month) appointments may be granted sabbatical leaves,  
1391 subject to the other general conditions of this section as follows:— After completion of nine years  
1392 of full-time service, three-fourths of an appointment year at full pay; after completion of eight  
1393 years of full-time service, one appointment year at two-thirds pay or two-thirds of an  
1394 appointment year at full pay; after completion of six years of full-time service, one appointment  
1395 year at half pay or one-half appointment year at full pay; after completion of four years, one-half  
1396 appointment year at two-thirds pay; after completion of three years, one-half appointment year at  
1397 half pay or one-fourth appointment year at full pay.  
1398

1399 **b.** In recommending a leave with pay according to any of the options provided above,  
1400 it shall be understood by all recommending officers concerned that the department in which the  
1401 applicant is teaching or working undertakes, so far as is practicable, to carry on during the  
1402 applicant’s absence without increase in the departmental budget such part of the applicant’s work  
1403 as the interests of the department and of the University require to be continued without  
1404 interruption during the period of absence.  
1405

1406 **c.** Service credit for leave of absence with pay is not cumulative unless otherwise  
1407 provided for in special cases.— Each person who has been on leave of absence shall on the  
1408 termination of the leave make a report through the usual official channels of communication to  
1409 the chancellor/vice president concerning the nature of the studies, research, or other work  
1410 undertaken during the period of absence.  
1411

1412 **d.** A member of the faculty to whom any such leave of absence has been granted shall  
1413 agree to return to the University on the expiration of the leave and to remain in its service for at  
1414 least one year thereafter; and the University, on its part, shall agree to retain the faculty member  
1415 in its service for the period of one year after the faculty member’s return.  
1416

1417 **e.** Leaves of absence granted in accordance with the foregoing terms and conditions,  
1418 with the privileges pertaining thereto, are given to members of the faculty primarily for the  
1419 purpose of enabling them to acquire additional knowledge and competency in their respective  
1420 fields.— No one to whom a leave of absence with pay has been granted shall be permitted while  
1421 on such leave to accept remunerative employment or engage in professional practice or work for  
1422 which pecuniary compensation is received.— This prohibition, however, shall not be construed to  
1423 forbid a faculty member while on leave from giving a limited number of lectures or doing a  
1424 limited amount of work.— But, in such cases, the approval of the chancellor/vice president to the



1425 | giving of the lectures or the doing of other work shall be required.—Nor shall the prohibition be  
1426 | interpreted to forbid the acceptance by a faculty member, while on leave, of a scholarship or  
1427 | fellowship carrying a stipend for the purpose of study, research, or scientific investigation or the  
1428 | acceptance of a grant of money made for such purposes, provided that the acceptance of the  
1429 | grant does not impose on the recipient duties and obligations the performance of which would be  
1430 | incompatible with the pursuit of the general purpose for which leaves of absence are granted.

1431 |  
1432 |         **f.**     The president shall establish regulations and procedures necessary for the  
1433 | administration of these provisions and is authorized to make appropriate adjustments in the terms  
1434 | of leave with pay to ensure equitable benefits for members of the faculty in exceptional cases  
1435 | where special consideration is warranted.  
1436 |

1437  
1438  
1439  
1440  
1441  
1442  
1443  
1444  
1445  
1446  
1447  
1448  
1449  
1450  
1451

**g.** Leaves of absence without pay.—On the recommendation of the head or chair of a department with the concurrence of the dean of the college or on the recommendation of the dean or director of an independent campus unit, a member of the faculty may be granted a leave of absence without pay by the chancellor/vice president for a period of one year or less.—Such a leave may be renewed in special circumstances ordinarily for not more than one year.—As recommended and agreed upon in advance, time spent on a leave of absence without pay under circumstances which allow for the pursuit of academic activities ordinarily counts toward the probationary period of a faculty member on definite tenure, while time spent on a leave of absence without pay under circumstances which do not allow for the pursuit of academic activities does not ordinarily count toward the probationary period of a faculty member on definite tenure.—As recommended and agreed upon in advance, time spent on a leave of absence without pay under circumstances which do not provide service to this University does not ordinarily count in establishing eligibility for a sabbatical leave with pay.

1452 **Section 8. Graduate Work of Academic ~~Staff Members~~Employees**

1453  
1454  
1455  
1456  
1457  
1458  
1459

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

1460  
1461  
1462  
1463  
1464  
1465  
1466

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

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

1467 **Section 9. Privileges of Retired Members of the Academic Staff**

1468  
1469  
1470  
1471  
1472  
1473  
1474

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

1475  
1476  
1477  
1478  
1479

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

1480  
1481  
1482

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

1483 d. University policies and procedures related to rehiring SURS annuitants must be  
1484 followed.  
1485

1486 **Section 10. Dismissal of Administrative Officers**

1487  
1488 **a.** In the exercise of its authority to dismiss or request the resignation of  
1489 administrative officers (who are not eligible for notice rights) from their administrative positions,  
1490 the Board of Trustees may take such action in respect to such officer prior to the expiration of the  
1491 term for which the individual was appointed only after presentation by the board to the officer  
1492 affected of a statement of the reasons accompanied by the facts in support thereof upon which  
1493 the proposed action is based, together with notice served by registered mail of the time and place  
1494 of the hearing thereon which shall be not less than 30 days after the date of notice.—A copy of  
1495 the statement and notice shall be sent by registered mail to each member of the Board of Trustees  
1496 at least 30 days prior to the hearing.

1497  
1498 **b.** The officer shall have the right to appear at the hearing, with counsel if desired, to  
1499 comment on the reasons and to present evidence.—The board shall not be bound by formal or  
1500 technical rules of evidence and its decision shall be final.

1501  
1502 **c.** In designating the effective date of dismissal or requested resignation, the board  
1503 shall give due consideration to the time reasonably required for the adjustment of the officer’s  
1504 personal affairs.

1505  
1506 Note: the following changes are from HR to update current practice.

1507 **Section 11. Employment of Academic Professional Staff**

1508  
1509 a. For University Administration employees, University Administration may adopt  
1510 and administer policies and procedures in accordance with federal and state laws and  
1511 university policies/statutes to apply consistent practices for University Administration  
1512 employees across the three campuses and satellite office.

1513 a.—Employment policies applicable to an academic professional employee at the  
1514 university level shall be those of the campus at which the employee’s principal office is located.  
1515

1516 a.b. Notice of nonreappointment to the full-time academic professional staff, as defined  
1517 in Article II, Section 5, shall be given as follows:  
1518

1519 1. Except as provided in 2 and 3 below, written notice of nonreappointment  
1520 shall be given by the Board of Trustees to academic professional employees in accordance  
1521 with the following schedule:

1522

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

1523  
1524  
1525

1526

1527

1528

1529

1530

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.

1531

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.

1538

1539

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:

1540

1541

1542

1543

1544

1545

1546

1547

1548

<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

1549

1550

1551

1552

1553

1554

1555

1556

1557

1558

1559

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:

1560

1561

1562

1563

<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

1564  
1565  
1566  
1567  
1568  
1569  
1570  
1571  
1572  
1573  
1574  
1575  
1576  
1577  
1578  
1579  
1580  
1581  
1582  
1583  
1584  
1585  
1586  
1587  
1588  
1589  
1590  
1591  
1592  
1593  
1594  
1595  
1596  
1597  
1598  
1599  
1600  
1601  
1602  
1603  
1604  
1605  
1606

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

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

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

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

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

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

c. Adequate cause for dismissal shall be limited to the following:  
**(1)** Failing to perform contractual duties or related activities in a professional manner, whether from incompetence, neglect or willful refusal;

- 1607                   (2) Failing to follow all applicable campus or University regulations or policies,  
1608 and all applicable laws related to the conduct of contractual duties;  
1609
- 1610                   (3) Acting outside the appropriate exercise of University responsibilities so as to  
1611 willfully cause or threaten to cause physical harm to, harass or intimidate a visitor or a member  
1612 of the University community;  
1613
- 1614                   (4) Willfully or negligently damaging, destroying or misappropriating property  
1615 owned by the University or any property used in connection with a University function or  
1616 approved activity; or  
1617
- 1618                   (5) Being convicted of or pleading guilty to a felony.  
1619

1620 **ARTICLE X.           ACADEMIC FREEDOM AND TENURE**  
1621

1622 **Section 1.           Tenure of Academic Staff**  
1623

1624           a. Except under unusual circumstances evidenced by a special written agreement  
1625 approved by the President of the University and the appointee, the tenure status for the academic  
1626 ranks of professor, associate professor, and assistant professor shall be as provided in this  
1627 section.—The parts of Article X, Sections 1a and 1b, hereof relating to the probationary period or  
1628 indefinite tenure do not apply to academic ranks other than those mentioned in the preceding  
1629 sentence; nor to appointments at any rank which involve no salary or obligation to render  
1630 services; nor to appointments for fifty percent (50%) or less of full-time service at ranks other  
1631 than professor or associate professor; nor to appointments for less than seventy-five percent  
1632 (75%) of full-time service during any period when the appointee is a candidate for a degree at  
1633 this University.  
1634

1635           In the case of academic staff positions authorized in Article IX, Sections 3c and 4a other  
1636 than appointments at the rank of professor, associate professor, assistant professor, dean,  
1637 director, department head, and department chair, appointments shall be for not longer than the  
1638 terms specified in this Section.—Contracts shall be renewable at the discretion of the hiring unit.  
1639 Except as provided in Sections 7 and 8, below, notice of nonreappointment is not required.  
1640 Dismissal prior to the end of the contract term shall be governed by Article IX, Section 12.  
1641

1642           Each chancellor/vice president shall, with the advice and consent of the local campus  
1643 senate, develop implementing procedures for multi-year contract appointments governed by this  
1644 Section.—Such implementing procedures shall include, at a minimum, (i) a binding ceiling, on a  
1645 campus-wide basis, on the proportion of multi-year contract appointments to the sum of multi  
1646 year contract appointments and appointments that are tenured or earning probationary credit  
1647 toward tenure; (ii) assignment of oversight responsibility to an appropriate campus senate  
1648 committee; and (iii) the procedures for dismissal required under Article IX, Section 12(b), above.  
1649

1650           (1) An appointment as professor or associate professor shall be for an indefinite  
1651 term except that first appointments or temporary appointments may be made for shorter periods.  
1652 An appointment at either of these ranks for fifty percent (50%) or less of full-time service shall

1653 be for an indefinite term at the specified percentage except that such first appointments or  
1654 temporary appointments may be for definite terms.

1655  
1656 (2) During the probationary period defined in Article X, Section 1b (1), an  
1657 appointment as assistant professor shall be for not more than two years.

1658  
1659 (3) An appointment for an indefinite term may require full-time service or some  
1660 percentage of full-time service by the appointee. – Completion of a probationary period shall  
1661 entitle the appointee to indefinite tenure status at the lowest percentage (more than 50%) of full-  
1662 time service counted toward completion of the probationary period. – An appointee for an  
1663 indefinite term and the Board of Trustees may at any time agree in writing to increase or to  
1664 decrease the percentage of full-time service to be required of the appointee and the indefinite  
1665 tenure status shall then apply to the new percentage of full-time service. – An agreement that a  
1666 full-time appointee for an indefinite term shall thereafter serve on a part-time basis shall specify  
1667 either (a) that the appointment for an indefinite term will thereafter relate solely to service on the  
1668 agreed part-time basis; or (b) that the appointee will return to full-time service for an indefinite  
1669 term on a specified date.

1670  
1671 These agreements are subject to modification by written consent of the appointee and the  
1672 Board of Trustees. – An appointee who has previously been on indefinite tenure status at this  
1673 University shall not be required to serve a probationary period in order to regain that status.

1674  
1675 This subsection, 1a (3), does not apply to sabbatical leaves of absence or to leaves of  
1676 absence without pay.

1677  
1678 (4) An academic staff appointment with the rank of clinical assistant, research  
1679 assistant, or teaching assistant shall be for not longer than one year and notice of  
1680 nonreappointment is not required. – Appointments at these ranks may be conditional upon the  
1681 availability of funds if so specified in the notice of appointment.

1682  
1683 (5) An appointment which includes in the title the term “visiting,” as authorized  
1684 in the first paragraph of Article IX, Section 3c, shall be for not longer than one year.

1685  
1686 (6) An appointment which includes in the title the term “adjunct,” or “clinical,”  
1687 modifying the term “professor,” “associate professor” or “assistant professor,” as authorized in  
1688 the first paragraph of Article IX, Section 3c, or an appointment with the rank of lecturer or  
1689 instructor shall be for not longer than three years.

1690  
1691 (7) An appointment with the rank of teaching associate, research associate,  
1692 clinical associate, or which includes in the title the term “research” modifying the term  
1693 “professor,” “associate professor” or “assistant professor,” as authorized in the first paragraph of  
1694 Article IX, Section 3c, shall be for not longer than three years. – The duration of the appointment  
1695 shall be specified in the Notification of Appointment. – Where no duration is specified,  
1696 appointment shall be for one year. – Written notice of nonreappointment is required in the case of  
1697 full-time appointments at these ranks other than appointments that are for no more than one year,  
1698 nonsalaried, part-time, or conditional upon the receipt of nonappropriated funds (as specified in  
1699 the notice of appointment). – The notice need not be accompanied by an offer of a terminal  
1700 contract if the notice is given not later than six months before the end of an annual appointment  
1701 or by March 1 in the case of an academic-year appointment. – If notice of nonreappointment in

1702 such cases is given later than six months before the end of an annual appointment or after March  
1703 1 in the case of an academic-year appointment, it shall be accompanied by an offer from the  
1704 Board of Trustees of a terminal contract for one additional year of service. ~~–~~ In the case of multi-  
1705 year contracts, notice, as described above, is required only in the final year of the contract. ~~–~~ If no  
1706 notice is given before the end of an appointment that exceeded one year, the renewal  
1707 appointment shall have a duration of one year.

1708  
1709 **(8)** An appointment at the rank of any of the other special classes of academic  
1710 staff authorized under Article IX, Sections 3c and 4a, shall be for not longer than one year and  
1711 shall be governed by the conditions prescribed in the preceding subparagraph, 1a.

1712  
1713 **b.** Upon the completion of a probationary period as hereafter defined, any  
1714 reappointment shall be for an indefinite term, subject to the following:

1715  
1716 **(1)** An appointee receiving a first contract for more than fifty percent (50%) of  
1717 full-time service at this University as assistant professor enters a probationary period not to  
1718 exceed seven academic years of service except when, by special written agreement between the  
1719 appointee, the unit administrator and the chancellor/vice president, the appointee is granted a  
1720 one-year interruption of the probationary period before the year in which a decision on the  
1721 appointment to indefinite tenure is expected to be made. Ordinarily no more than two such  
1722 interruptions will be granted. ~~–~~ Prior academic service at other academic (or equivalent)  
1723 institutions may be counted up to a maximum of three years toward the fulfillment of the  
1724 probationary period. ~~–~~ The amount of any such service counted may be negotiated as may other  
1725 terms of the appointment and shall be stated in the first appointment contract, as provided for all  
1726 contracts for definite terms in subparagraph 1b(5) below. ~~–~~ An initial appointment that begins  
1727 after the eighth week of the academic year ordinarily does not count toward the probationary  
1728 period of a faculty member on definite tenure nor does it ordinarily count as service in  
1729 establishing eligibility for a sabbatical leave with pay, unless recommended and agreed upon in  
1730 advance.

1731  
1732 **(2)** No appointment at the rank of assistant professor shall be for an  
1733 indefinite term.

1734  
1735 **(3)** An appointee for a definite term shall be given in the sixth year of the  
1736 probationary period either written notice offering appointment for an indefinite term or written  
1737 notice of nonreappointment no later than August 15 at all three campuses.

1738  
1739 **(4)** At any time except during the last year of the probationary period, an  
1740 assistant professor on a definite-term appointment may be given written notice of  
1741 nonreappointment. ~~–~~ Except in the case of an assistant professor who is in the first year of  
1742 academic service at this University, (a) written notice of nonreappointment shall be given not  
1743 less than twelve months before the expiration of the appointment; or (b) if given less than twelve  
1744 months before the expiration of the appointment, written notice of nonreappointment shall be  
1745 accompanied by an offer from the Board of Trustees of a terminal contract for one additional  
1746 year of academic service. ~~–~~ In the case of an assistant professor on a definite-term appointment  
1747 who is in the first year of academic service at this University, written notice of nonreappointment  
1748 shall be given not later than March 1 and need not be accompanied by an offer of a terminal  
1749 contract; if written notice of nonreappointment is given after March 1, it shall be accompanied by  
1750 an offer from the Board of Trustees of a terminal contract for one additional year of service.



1751  
1752           **(5)** The total amount of service counted toward completion of the probationary  
1753 period, including both service at other institutions and prior service at this University, shall be  
1754 stated in every contract for academic service for a definite term.—In the event that an appointee  
1755 for a definite term is not given notice of appointment for an indefinite term or notice of  
1756 nonreappointment as required by subparagraph 1b (3) above, but instead is given notice of  
1757 reappointment for a definite term beginning after or extending beyond the expiration of the  
1758 probationary period, such reappointment shall be for a term extending to the end of the academic  
1759 year following the academic year in which either (a) the Board of Trustees gives the appointee  
1760 written notice of nonreappointment as specified above in subparagraph 1b(4), or (b) the  
1761 appointee gives written notice to the dean or department head that the appointee is about to  
1762 complete or has completed the probationary period and either is or will be entitled to have any  
1763 reappointment be for an indefinite term.

1764  
1765           **(6)** An appointment for a definite term does not carry any guarantee or  
1766 implication that the Board of Trustees will renew the appointment even though the duties of the  
1767 appointee may have been discharged satisfactorily.—An appointment for a definite term, if  
1768 accepted, must be accepted with this stipulation.

1769  
1770           **c.** Tenure may be terminated by (1) honorable retirement; (2) acceptance of  
1771 resignation; (3) dismissal for due cause.

1772  
1773           **d.** Due cause for dismissal shall be deemed to exist only if (1) a faculty member has  
1774 been grossly neglectful of or grossly inefficient in the performance of the faculty member's  
1775 university duties and functions; or (2) with all due regard for the freedoms and protections  
1776 provided for in Article X, Section 2, of these *Statutes*, a faculty member's performance of  
1777 university duties and functions or extramural conduct is found to demonstrate clearly and  
1778 convincingly that the faculty member can no longer be relied upon to perform those university  
1779 duties and functions in a manner consonant with professional standards of competence and  
1780 responsibility; or (3) a faculty member has while employed by the University illegally advocated  
1781 the overthrow of our constitutional form of government by force or violence.

1782  
1783           **e.** Proceedings seeking the dismissal before the expiration of the term of appointment  
1784 of an appointee to the academic staff who is on definite tenure or of an appointee to the academic  
1785 staff who is on indefinite tenure shall comply with the procedures described in the following  
1786 provisions of this section:

1787  
1788           **(1) Charges.—** When it shall appear to the president that cause for the dismissal  
1789 of an appointee may exist, the president shall consult with the Faculty Advisory Committee.  
1790 The president, after such consultation, shall determine whether dismissal proceedings should be  
1791 instituted.—Charges looking to dismissal shall be preferred by statement in writing by the  
1792 president or the president's designee and shall be filed with the clerk or secretary of the senate  
1793 within thirty days after the consultation with the Faculty Advisory Committee.—The statement  
1794 shall be sufficiently specific reasonably to inform the appointee of the nature of the charges and  
1795 enable the appointee to present a defense to them.

1796  
1797           **(2) Service.—** The clerk or secretary of the senate shall cause a copy of the  
1798 statement of the charges and a copy of Article X, Sections 1 and 2, of the *Statutes* to be delivered  
1799 to the appointee personally or mailed to the appointee's last known post office address by

1800 registered mail within five days after they have been filed with the clerk or secretary of the  
1801 senate.

1802  
1803 (3) *Request for Hearing.*— Within fifteen days after such service of a copy of  
1804 the statement of charges, the appointee may file with the clerk or secretary of the senate a request  
1805 for a hearing before the Committee on Academic Freedom and Tenure of the appropriate  
1806 campus; and within ten days after filing such request, the appointee shall file with the clerk or  
1807 secretary of the senate a detailed written answer to the statement of grounds for dismissal.— The  
1808 clerk or secretary of the senate shall promptly transmit the statement of charges, the answer  
1809 thereto, and the request for a hearing to the chair of the Committee on Academic Freedom and  
1810 Tenure and copies of the answer and request for a hearing to the president.

1811  
1812 (4) *Notice of Hearing.*— Notice of the time and place of the hearing before the  
1813 Committee on Academic Freedom and Tenure, which hearing shall be not less than twenty days  
1814 after the filing of the appointee’s request, shall be delivered on the same date to the appointee  
1815 and the president, either personally or by registered mail.— The date of the hearing shall be not  
1816 less than fifteen days from the date of such delivery or of such mailing of the notice of hearing.

1817  
1818 (5) *Hearing.*— At the time and place fixed, the Committee on Academic  
1819 Freedom and Tenure shall hold a closed hearing on the charges.— No member of that committee  
1820 shall sit in a case that involves a colleague of that committee member’s department, school,  
1821 institute, or division, whichever represents the smallest administrative unit, nor shall a member  
1822 sit in a case if the member has previously acted on another committee while it considered the  
1823 pending matter.— A majority of the members of the committee shall constitute a quorum for the  
1824 conduct of the hearing and the chair of the committee may appoint another member of the  
1825 committee to preside over the hearing.— If vacancies occur, as many members as are necessary to  
1826 constitute a quorum shall be appointed in accordance with the bylaws of the appropriate senate.  
1827 Except as hereinbefore or hereinafter provided, the hearing shall be conducted according to such  
1828 rules as the committee may from time to time establish.— The committee shall not be bound by  
1829 technical rules of evidence, but all findings, conclusions, and recommendations of the committee  
1830 shall be supported by and be in accord with substantial evidence.— The appointee shall be entitled  
1831 to be present at all sessions of the committee when evidence is being received and to be  
1832 accompanied by an adviser of the appointee’s choice who may act as counsel.— Likewise, the  
1833 president or the president’s designee, together with counsel if the president desires counsel, shall  
1834 be entitled to be present at all sessions of the committee when evidence is being received.— Each  
1835 party shall have the right within reasonable limits to question witnesses and, when all the  
1836 evidence has been received, to make an argument in support of its position, either in person or by  
1837 counsel.— A full stenographic transcript shall be made of the hearing unless both parties agree to  
1838 the making of a record in a briefer form.

1839  
1840 (6) *Findings, Conclusions, and Recommendations.*— Following the conclusion  
1841 of the hearing, the committee shall promptly make its explicit findings of fact on each charge, its  
1842 conclusions, and its recommendations.— Reasonable opportunity shall be given to each party to  
1843 file a written statement setting forth objections to these findings, conclusions, and  
1844 recommendations and setting forth the grounds for such objections.— A copy of one party’s  
1845 objections shall be given to the other party.— The originals of the findings, conclusions, and  
1846 recommendations, and of the hearing transcript shall be forwarded by the committee to the  
1847 president and copies shall be promptly transmitted by the committee to the appointee.

1848

1849 | If ultimately the appointee requests a hearing before the Board of Trustees, the originals  
1850 | or copies of the statement of charges filed by the president or the president's designee with the  
1851 | clerk or secretary of the senate, the request for a hearing, the answer to the statement of charges,  
1852 | the notice of the time and place of hearing, the transcript or briefer record of the hearing, any  
1853 | exhibits received in evidence, the findings, conclusions, and recommendations of the committee,  
1854 | and any objections to such findings, conclusions, and recommendations shall constitute the  
1855 | record before the Committee on Academic Freedom and Tenure to be submitted to the board.  
1856 | The record shall be available to the Board of Trustees, to counsel for the appointee, and to  
1857 | counsel for the University, but shall not be available to other persons prior to the hearing before  
1858 | the board.— If the committee recommends that charges be dropped and the president concurs, the  
1859 | case shall be considered closed.

1860 |  
1861 | **(7) *Hearing by Board of Trustees.***— Within thirty days after transmittal of the  
1862 | findings, conclusions, and recommendations of the Committee on Academic Freedom and  
1863 | Tenure, or if the appointee filed no request for a hearing before that committee within fifteen  
1864 | days after the expiration of the period specified in subparagraph 1e(3) for the filing of such a  
1865 | request, the president may cause the charges to be filed with the Secretary of the Board of  
1866 | Trustees along with the findings, conclusions, and recommendations, if any, of the Committee on  
1867 | Academic Freedom and Tenure and the record of the hearing before the committee, if one was  
1868 | held.— Notice of such filing of charges shall be delivered to the appointee personally or shall be  
1869 | mailed to the appointee by the Secretary of the Board of Trustees by registered mail within five  
1870 | days after such filing.— Within ten days after such delivery or mailing of notice of the filing of  
1871 | the charges with the Secretary of the Board of Trustees, the appointee may file with the Secretary  
1872 | of the board a written request for a hearing before the Board of Trustees.— Notice of the time and  
1873 | place of the hearing which hearing shall be not less than twenty days after the date of the filing  
1874 | of the appointee's request shall be delivered to the appointee personally or mailed to the  
1875 | appointee by registered mail.— The date of the hearing shall be not less than fifteen days from the  
1876 | date of such delivery or mailing of the notice of hearing to the appointee.— The appointee shall  
1877 | have the right to appear at the hearing, with counsel if desired, to reply to the charges and to  
1878 | present evidence.— Counsel for the University shall represent the university administration at the  
1879 | hearing and shall have the right to present evidence in support of the charges.— The board shall  
1880 | not be bound by technical rules of evidence in hearing and deciding the case.

1881 |  
1882 | The board will give due consideration to the findings, conclusions, and recommendations  
1883 | of the Committee on Academic Freedom and Tenure, and the remainder of the record relevant to  
1884 | the charges before said committee, and in all cases where a report was made by the committee  
1885 | will invite a member of the committee designated by its chair to attend the hearing and make a  
1886 | statement before the board.

1887 |  
1888 | If the board concludes that the appointee should be dismissed or asked to resign, the  
1889 | effective date of such dismissal or resignation shall not be less than one year from the date of the  
1890 | board's decision unless the board, in its discretion, determines that an earlier effective date is  
1891 | justified by the gravity of the appointee's conduct in question.

1892 |  
1893 | **(8) *Reassignment of Duties.***— Under exceptional circumstances and when such  
1894 | action is clearly necessary and justified, the president may direct that a faculty member be  
1895 | relieved of some or all of the faculty member's university duties and functions and reassigned to  
1896 | others without prejudice and without loss of compensation pending the final decision of the case,  
1897 | subject to the following provisions:— (a) the president may reassign duties before the filing of

1898 any charges only after giving notice to the chair or in the absence of the chair from the  
1899 University to some member of the Faculty Advisory Committee that the president believes that  
1900 cause for dismissal may exist; (b) if the president reassigns duties after so giving notice to the  
1901 chair or some member of the Faculty Advisory Committee, such reassignment shall terminate  
1902 within thirty days after that committee has made its recommendations to the president unless the  
1903 president initiates dismissal proceedings by the filing of charges for dismissal within that thirty-  
1904 day period; and (c) if the president initiates dismissal proceedings by filing charges for dismissal,  
1905 the president may reassign duties or extend a previous reassignment of duties until the  
1906 termination of those proceedings or until the effective day of dismissal if the proceedings should  
1907 result in dismissal.

1908  
1909 **(9) Publicity.**— So far as possible public statements about a case under  
1910 consideration should be avoided until completion of the proceedings.  
1911

## 1912 **Section 2. Academic Freedom**

1913  
1914 **a.** It is the policy of the University to maintain and encourage full freedom within the  
1915 law of inquiry, discourse, teaching, research, and publication and to protect any member of the  
1916 academic staff against influences, from within or without the University, which would restrict  
1917 the member's exercise of these freedoms in the member's area of scholarly interest.—The right to  
1918 the protection of the University shall not, however, include any right to the services of the  
1919 university counsel or the counsel's assistants in any governmental or judicial proceedings in  
1920 which the academic freedom of the staff member may be in issue.

1921  
1922 **b.** As a citizen, a faculty member may exercise the same freedoms as other citizens  
1923 without institutional censorship or discipline.—A faculty member should be mindful, however,  
1924 that accuracy, forthrightness, and dignity befit association with the University and a person of  
1925 learning and that the public may judge that person's profession and the University by the  
1926 individual's conduct and utterances.

1927  
1928 **c.** If, in the president's judgment, a faculty member exercises freedom of expression  
1929 as a citizen and fails to heed the admonitions of Article X, Section 2b, the president may publicly  
1930 disassociate the Board of Trustees and the University from and express their disapproval of such  
1931 objectionable expressions.

1932  
1933 **d.** A staff member who believes that he or she does not enjoy the academic freedom  
1934 which it is the policy of the University to maintain and encourage shall be entitled to a hearing  
1935 on written request before the Committee on Academic Freedom and Tenure of the appropriate  
1936 campus senate.—Such hearing shall be conducted in accordance with established rules of  
1937 procedure.—The committee shall make findings of facts and recommendations to the president  
1938 and, at its discretion, may make an appropriate report to the senate.—The several committees  
1939 may from time to time establish their own rules of procedure.  
1940  
1941

## 1942 **ARTICLE XI. STUDENT AFFAIRS AND DISCIPLINE**

1943

1944 **Section 1. Student Affairs**

1945

1946

1947

1948

1949

1950

1951

1952

1953

1954

1955

1956

1957

1958

1959

1960

1961

1962

1963

1964

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

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

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

1965 **Section 2. Student Discipline**

1966

1967

1968

1969

1970

1971

1972

1973

1974

1975

1976

1977

1978

1979

a. Each senate shall establish a committee or other body concerned with student discipline.—This body may appoint one or more subcommittees on which unless the senate determines otherwise there shall be voting student representatives.—These subcommittees shall have original jurisdiction to hear and render decisions in all disciplinary cases unless the body determines to exercise original jurisdiction.—The decision of a subcommittee not appealed to the body shall be final.—The body shall hear and take action for the senate in cases in which it exercises original jurisdiction and in cases appealed to it from its subcommittees.—The body shall formulate and adopt after consultation with the legal counsel disciplinary and hearing procedures which shall be followed in all undergraduate student disciplinary proceedings.—In hearing and deciding any appeal, this body may conduct a hearing *de novo* or may act solely upon the record in the case before the subcommittee as the body, in its discretion, may determine.

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

1984

1985

1986

1987

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

1988  
1989  
1990  
1991  
1992  
1993  
1994  
1995  
1996  
1997  
1998  
1999  
2000  
2001  
2002  
2003  
2004  
2005  
2006  
2007  
2008  
2009  
2010  
2011  
2012  
2013  
2014  
2015  
2016  
2017  
2018  
2019  
2020  
2021  
2022  
2023  
2024  
2025  
2026  
2027  
2028  
2029  
2030

## ARTICLE XII. RESEARCH AND PUBLICATION

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

### Section 1. Campus Research Board

Each campus shall maintain a Campus Research Board, whose functions shall include: (1) making recommendations concerning policies for distribution of research board funds; (2) making assignments of research board funds to individual and group research projects; (3) advising the chancellor/vice president and the vice chancellor responsible for research on any other matters submitted to the board. The members of the Campus Research Board shall be appointed by the chancellor/vice-president after consultation with the vice chancellor responsible for research, the executive committee of that campus's senate, and, on campuses with graduate colleges, the dean of the graduate college.

~~———— a. ——— The Campus Research Board shall consist of eight to twelve members appointed by the chancellor/vice president after consultation with the vice chancellor responsible for research, the dean of the graduate college, and with the leadership of that campus's senate. The vice chancellor responsible for research shall chair the committee. The appointment process to and membership on the Campus Research Board may differ in campuses without a graduate college.~~

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

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

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

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.

### Section 3. Patents on Inventions

2031 | The results of research or development carried on at the University by any of its faculty,  
2032 | employees, students, or other users of its facilities and having the expenses thereof paid from  
2033 | university funds or from funds under the control of the University, belong to the University and  
2034 | are to be used and controlled in ways to produce the greatest benefit to the University and to the  
2035 | public.

2036 |  
2037 | An inventor whose discovery or invention is subject to the conditions of the previous  
2038 | paragraph is required to disclose the discovery or invention to the University and may be  
2039 | required to patent the discovery or invention and to assign the patent to the University, the  
2040 | expenses connected therewith to be borne by the University.

2041 |  
2042 | This section shall not apply to questions of ownership of inventions made by members of  
2043 | the staff outside of their regular duties and without the use of university funds or funds under the  
2044 | control of the University and without the use of university facilities.

2045 |

#### 2046 | **Section 4. Scientific and Scholarly Publications and Creative Work**

2047 |

2048 | It is the policy of the University to foster the publication of scientific and scholarly  
2049 | periodicals which are edited, published, and subsidized by the University.— Authors and artists  
2050 | who are members of the academic ranks recognized in Article IX, Section 3, may copyright their  
2051 | works except works specifically commissioned by the University in writing and works prepared  
2052 | under terms of a university grant or contract which provides otherwise. The General Rules  
2053 | Concerning University Organization and Procedure shall contain rules and regulations regarding  
2054 | intellectual property.

2055 |

2056 |

#### 2057 | **Section 5. Rules about Research, Patents, and Publications**

2058 |

2059 | *The General Rules Concerning University Organization and Procedure* shall contain  
2060 | rules and regulations governing patents, copyrightable works, recordings, sponsored periodicals,  
2061 | and the acceptance of contracts, gifts, and grants for research, and the procedures to be followed.

2062 |

2063 | Proposed changes in *The General Rules* related to patents, copyrightable works, or  
2064 | recordings shall be sent to the University Senates Conference which shall move as expeditiously  
2065 | as practicable and, if necessary, reconcile the views of the senates and advise the president and  
2066 | through the president the Board of Trustees before such a rule change is adopted.

2067 |

2068 |

2069 |

### 2070 | **ARTICLE XIII. GENERAL PROVISIONS**

2071 |

#### 2072 | **Section 1. Exchange Professors**

2073 |

2074 | On the recommendation of the head or the chair of a department and with the approval of  
2075 | the dean, the chancellor/vice president, the president, and the Board of Trustees, a professor,  
2076 | associate professor, or assistant professor may be permitted for a period of not more than one  
2077 | year to exchange positions with a professor of approximately equal rank in another university  
2078 | provided the arrangement does not involve substantial increase in the cost of instruction.—The  
2079 | professor with whom the exchange is made shall during the period of service to this University  
2080 | be subject to the rules governing appointments and conditions of service applicable to regular  
2081 | members of the faculty.  
2082 |

## 2083 | **Section 2. Privileges for Scholars from Other Universities**

2084 |  
2085 | The chancellors/vice presidents of the University may extend the privilege of working  
2086 | without charge in the various laboratories or libraries of the respective campus to members of the  
2087 | faculties of other colleges or universities, provided that they are recognized as authorities in their  
2088 | respective fields and come to the campus with written credentials from the faculties of their  
2089 | institutions or from their governments asking that they be received as guests.  
2090 |

## 2091 | **Section 3. Annual Reports**

2092 |  
2093 | On or before the first day of September in each year, each dean and director and the chief  
2094 | executive officer of each department or equivalent unit on each campus shall make to the  
2095 | chancellor/vice president an annual report, treating fully the work of the college, school,  
2096 | institute, division, or department.—Any of these officers may make reports or advance  
2097 | suggestions at any time and shall report to the chancellor/vice president and to the president  
2098 | whenever requested to do so.—Officers of the university-level administration and  
2099 | chancellors/vice presidents shall make such reports as the president shall require.  
2100 |

## 2101 | **Section 4. Reports and Communications**

2102 |  
2103 | **a.** Members of the academic staff have the obligation to respond to requests for  
2104 | information from the Board of Trustees and from administrators to whom they have  
2105 | responsibilities.—Ordinarily, intermediary administrators should be made aware of these  
2106 | requests.—Unless the requestor has directed otherwise, a written response shall be transmitted  
2107 | through and by the intermediary administrators so that they may be properly informed and may  
2108 | comment.—If the response contains recommendations, the staff member shall be informed of all  
2109 | comments with respect thereto and may append additional comments to the recommendations.  
2110 |

2111 | **b.** Academic staff may initiate direct communication with any member of the  
2112 | administration.—Ordinarily, intermediary administrators shall be kept informed about such  
2113 | communications so that they may be properly informed and may comment.—Whenever  
2114 | appropriate, the academic staff member shall be informed of all comments and may respond to  
2115 | them.  
2116 |

2117 | **c.** Proposals which originate from academic units, as enumerated in Article VIII, shall  
2118 | be promptly considered and transmitted to the final authority through and by appropriate



2119 intermediaries.— Academic units affected by the proposal shall be kept informed of comments,  
2120 revisions, and recommendations by intermediary authorities so that they may respond to them.

2121  
2122 **d.** All communications from members of the staff to be presented as part of the  
2123 agenda at a meeting of the Board of Trustees or transmitted to the Board of Trustees or any  
2124 committee thereof shall first be presented to the chancellor/vice president where appropriate and  
2125 to the president for their examination, comment, and recommendation.— Whenever appropriate,  
2126 the staff member shall be informed of all such reactions and may respond to them.

## 2127 **Section 5. Rules of Procedure**

2128  
2129 Unless otherwise specified by a deliberative body of the University, the latest revision of  
2130 *Robert's Rules of Order* shall govern.  
2131

## 2132 **Section 6. Recommendations of Committees and Councils**

2133  
2134 Whenever these *Statutes* provide for the advice or recommendations of a committee or  
2135 council as a basis for or aid to officer or agency decision, the advice or recommendation shall be  
2136 secured only through a meeting of the committee or council duly convened in group session.  
2137

## 2138 **Section 7. Reservation of Powers**

2139  
2140 The Board of Trustees is charged by law with full responsibility for administering the  
2141 University.— Although the board may properly delegate authority to its duly designated officers  
2142 and agencies, ~~as indeed it has done since the establishment of the University~~ in practical  
2143 recognition of its own limitations to determine and resolve, in the first instance, complex and  
2144 continuing problems of internal organization and educational policy, it cannot divest itself of the  
2145 ultimate responsibility, imposed upon it by law, of governance of the University.— Accordingly,  
2146 the board expressly reserves to itself the power to act on its own initiative in all matters affecting  
2147 the University, notwithstanding that such action may be in conflict or may not be in conformance  
2148 with the provisions of these *Statutes*.— However, the board will not so act upon its own initiative  
2149 in any case in which senate participation and recommendation is provided for by these *Statutes*  
2150 until it has first sought the advice and recommendation of the appropriate senate, or senates, the  
2151 University Senates Conference and the president.  
2152

## 2153 **Section 8. Amendments**

2154  
2155 **a.** *Initiation by a Senate.*— Each of the senates by vote of a majority of all members  
2156 present and voting at a regular or special meeting may propose amendments to these *Statutes*.  
2157 No final senate action shall be taken on a proposed amendment until the next meeting following  
2158 the one at which it was introduced.— The secretary of a senate shall notify the secretary of the  
2159 other senates and the secretary of the University Senates Conference of the text of a proposed  
2160 amendment promptly after the meeting at which it is introduced.— The proposed amendment  
2161 shall be referred to the University Senates Conference for its consideration and transmission to  
2162 the other senates for action; the conference may append its comments and recommendations.

2163 |  
2164 |       The proposed amendment shall be placed promptly on the agenda of the other senates. – If  
2165 | every senate acts affirmatively on the proposed amendment and concurs as to its text, the  
2166 | conference shall send the proposed amendment to the president for transmission to the Board of  
2167 | Trustees and shall simultaneously notify the senates of its action; the conference may append its  
2168 | comments. – If the senates do not agree as to the proposed amendment, the conference shall  
2169 | endeavor to promote agreement of the senates. – Where agreement cannot be effected among all  
2170 | the senates within a reasonable period of time, but the text of a proposed amendment has been  
2171 | agreed upon by all but one of the senates, the conference shall send that proposed amendment,  
2172 | the recommendations of the dissenting senate, and its own recommendations to the president for  
2173 | transmission to the Board of Trustees and shall simultaneously notify the senates of its action.  
2174 | A senate may record and send its further comments to the president for transmission to the Board  
2175 | of Trustees.

2176 |  
2177 |       **b.**   *Initiation by the Board of Trustees.* – – The Board of Trustees may initiate  
2178 | proposals to amend the *Statutes*, but the board shall not finally adopt any such proposal without  
2179 | first seeking the advice of the president, the senates, and the University Senates Conference.  
2180 | Any proposal to amend the *Statutes* which is initiated by the Board of Trustees shall be  
2181 | transmitted through the president to the University Senates Conference and transmitted by the  
2182 | conference, with its recommendations, to the senates for consideration and advice. – The  
2183 | proposed amendment shall be placed promptly on the agenda of each of the senates. – If the  
2184 | senates do not agree in their advice concerning the proposed amendment, the conference shall  
2185 | endeavor to promote agreement; where agreement cannot be achieved within a reasonable period  
2186 | of time, the conference shall send the advice of the senates and its own recommendations to the  
2187 | president for transmission to the Board of Trustees and shall simultaneously notify the senates of  
2188 | its action. A senate may record and send its further comments to the president for transmission to  
2189 | the Board of Trustees.

2190 |  
2191 |       **c.**   An amendment shall become effective when approved by the Board of Trustees or  
2192 | at such later time as the board may specify.

UNIVERSITY OF ILLINOIS  
URBANA-CHAMPAIGN SENATE  
Prefiled Resolution

RS.15.09 Resolution Supporting Faculty, Staff and Student Participation in Title IX Conduct Hearings

**BACKGROUND**

On April 4, 2011, the United States Department of Education Office for Civil Rights (OCR) issued a “significant guidance document” called the “Dear Colleague Letter” (DCL)<sup>1</sup>. The DCL reiterated the importance for colleges and universities to handle sexual violence cases in accordance Title IX sex discrimination laws. The DCL also stated...

In April 2014, the OCR released another “significant guidance document” titled “Questions and Answers on Title IX and Sexual Violence” to further inform colleges how to meet their Title IX obligations<sup>2</sup>. Under the *Investigations and Hearings* section, OCR inserted a footnote (30) that said, “Although Title IX does not dictate membership of a hearing board, OCR discourages schools from allowing students to serve on hearing boards in cases involving allegations of sexual violence.” Although OCR has not directly stated the rationale for this recommendation, there is a consensus their recommendation is based on the belief students do not have sufficient adjudicator training and are not capable of remaining unbiased. After careful analysis of these documents, we propose a resolution:

*WHEREAS*, colleges and university have been following OCR’s recommendation and removing faculty, staff and students from conduct hearing boards that adjudicate cases involving sexual violence and related to Title IX (hereafter, “Title IX conduct hearings”); and

*WHEREAS*, the University of Illinois at Urbana-Champaign currently allows students, faculty and staff to participate in Title IX conduct hearings; and

*WHEREAS*, faculty, staff and students that currently serve on Title IX conduct hearing boards all receive the same mandatory and extensive training in confidentiality, procedures and other processes; and

*WHEREAS*, citizens over the age of 18 that serve as jurors on criminal and civil court cases do not receive the same quality training that faculty, staff and students receive for discipline hearings; and

*WHEREAS*, shared governance between administrators, faculty, staff and students is a core quality and practice at the University of Illinois at Urbana-Champaign; and

*WHEREAS*, students provide critical peer perspective in conduct hearings that administrators, faculty and staff may lack; and

*WHEREAS*, the Illinois Student Senate approved the resolution CA.2015.05 *Support for Student Participation in Title IX Conduct Hearings* on February 18, 2015 to oppose OCR’s recommendation<sup>3</sup>; and

<sup>1</sup> <http://www2.ed.gov/about/offices/list/ocr/letters/colleague-resourcecomp-201410.pdf>

<sup>2</sup> <http://www2.ed.gov/about/offices/list/ocr/docs/ga-201404-title-ix.pdf>

<sup>3</sup> <http://bit.ly/1Aaeufs>

*WHEREAS*, the Association of Big Ten Students (ABTS) unanimously approved provisions in its federal platform that supports the “participation of student adjudicators in internal conduct hearings, including Title IX related conduct hearings,” on January 18, 2015<sup>4</sup>; and

*BE IT RESOLVED*, the University of Illinois at Urbana-Champaign continue working to address the U.S. Department of Education’s concern that students are not properly trained; and

*BE IT RESOLVED*, the Senate of the Urbana Champaign Campus encourage the campus to explore ways to provide more rigorous training for students, faculty and staff; and

*BE IT RESOLVED*, the Senate of the Urbana Champaign Campus oppose the U.S. Department of Education Office of Civil Right’s recommendation to universities that students should not participate in Title IX conduct hearings as adjudicators; and

*BE IT RESOLVED*, the Senate of the Urbana Champaign Campus, in alignment with the Illinois Student Senate, reaffirms its commitment to shared governance at the University of Illinois at Urbana-Champaign in ensuring students, faculty and staff are sufficiently representing in governing facets of the university; and

*BE IT RESOLVED*, that copies of this resolution be transmitted to the U.S. Department of Education Office of Civil Rights.

*Respectfully submitted,*

Matt Hill (Communication)

Mitch Dickey (Political Science)

Sarah Hochman (Agricultural and Consumer Economics)

<sup>4</sup> <http://bit.ly/1Mmorgg>

UNIVERSITY OF ILLINOIS  
URBANA-CHAMPAIGN SENATE

Committee on Educational Policy  
(Final; Information)

EP.15.56 Report of Administrative Approvals at the March 2, 2015 meeting

**Graduate Programs**

**CAS, MA, MS, and EdM degrees in the College of Education** – add EPSY 404, Adjustment in School Settings, to the list of foundation requirements. This will give students a total of 11 courses from which they can choose; the requirement is that students are to take four hours by selecting a course from this list. EPSY 404 was inadvertently left off the original proposals from the College of Education to revise their Graduate Concentrations that were submitted in April, 2014 and approved by the Senate on May 4, 2014 (EP.14.39, EP.14.40, EP.14.41, EP.14.42, and EP.14.43).

**PhD in Theoretical and Applied Mechanics, College of Engineering** – Add MSE 492 (1 credit hour), Lab Safety Fundamentals, to the list of Other Requirements and Conditions. This class is added to ensure all students complete safety training, and because the hour is “taken from” one of the elective hours for the degree, the addition does not change the total hours required to complete this PhD program.

**DMA in Music** –Expand the list of courses from which students can select to fulfill the Advanced Musicology requirement from 3 courses to 10 courses to both reflect current offerings and offer a wider array of choice for students. Requirement of 8 hours of Advanced Musicology remains unchanged.

**Graduate Minor in Global Studies, Graduate College/Center for Global Studies** – GBL 500 currently required to be taken before other courses in the minor; because this course is only offered in the spring, and because the course is not a prerequisite for other courses in the minor, the unit is requesting students in the minor be allowed to take the required courses in any sequence.

**Undergraduate Programs**

**BS in Human Development and Family Studies, College of Agricultural, Consumer and Environmental Sciences** – Remove HIST 471/HDFS 421 from the lists of concentration required courses for the Child and Adolescent Development and the Family Studies concentrations. This cross-listed course has been discontinued by the controlling department (History), and the Department of Human and Community Development has no suitable substitute to put in its place at this time. No impact on concentration-required hours nor on total hours required for the degree.

**BFA in Dance, College of Fine and Applied Arts** – Substitute DANC 363, Advanced Improvisation, for DANC 465, Screendance, in the list of courses from which students can choose to fulfill the Choreographic Process II requirement. DANC 465 is only offered once every four years, so DANC 363 was identified by the unit as an appropriate and more accessible substitute. Minimum of 5 hours for the Choreographic Process II requirement remains unchanged.

**BA in Geography and Geographic Information Science, College of Liberal Arts and Sciences** – update the lists of concentration-required courses in the following concentrations as outlined below:

Human Geography Concentration

*Add:* NRES 287, Environment and Society; GEOG 350, Sustainability and the City; GEOG 356; Geography of South Asia; ESE 482, Challenges of Sustainability; GEOG 493, Democracy and Environment; GEOG 496, Climate & Social Vulnerability

*Remove:* ATMS 421, Earth Systems Modeling; GEOG 476, Applied GIS to Environ Studies; GEOG 478, Techniques of Remote Sensing; GEOG 479, Advanced Topics in GIS

Physical Geography Concentration

*Add:* NRES 287, Environment and Society; IB 439, Biogeography

*Remove:* GEOG 479, Advanced Topics in GIS; GEOG 480, Principles of GIS

Geographic Information Science Concentration

*Add:* ATMS 421, Earth Systems Modeling

*Remove:* INFO 103, Introduction to Programming

None of these edits alter the hours required for any concentration.

**Minor in Integrative Biology, College of Liberal Arts and Sciences** – Addition of IB 202, Anatomy and Physiology, to a list “select from” courses.

**Minor in Ecology and Conservation Biology, College of Liberal Arts and Sciences** – Allow credit towards the minor for either the 3-hour version (lecture only) or the 4-hour version (lecture and lab) of IB 204.

**Minor in Crop and Soil Management, College of Agricultural, Consumer and Environmental Sciences** – Update the courses from which students “select one of the following” to *add* CPSC 412, Principles of Crop Advising, and CPSC 415, Bioenergy Crops and to *remove* NRES 473, Soil Testing Practicum (not offered since Fall, 2004) and NRES 487, Soil Chemistry (not offered since Spring, 2009). No change to the overall number of hours required for the minor.

EDUCATIONAL POLICY  
Gay Miller, Chair

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

EP.15.70 Report of Administrative Approvals at the March 30, 2015 meeting of the EPC.

**Graduate Programs**

**MM and Ph.D. in Musicology, College of Fine and Applied Arts** – Expand course offerings for both the Thesis and Non-Thesis Options of the MM and for the Ph.D. from 1 course to be repeated for 8 credit hours, MUS 523, Seminar in Musicology, to 4 courses (MUS 516, Fieldwork and Ethnography; 519, Analytical Methods: Musicology; 520, Soc Theory in Ethnomusicology; or 523) from which students may select to complete the same 8 hour requirement.

**MM in Musicology, College of Fine and Applied Arts** – Require all students to participate in an ensemble for two semesters. This is still an 8 credit hour requirement; rather than reading “Electives (including ensemble),” the requirement clarifies these electives are to include two semesters of ensemble participation.

**Undergraduate Programs**

**BS in Animal Sciences, College of Agricultural, Consumer and Environmental Sciences** – Move ANSC 409, Meat Science, from the list of choices of “applied” courses to the list of choices of “basic science” courses. This change is due to the course being taught by a new instructor and some revision of course content.

Senate Committee on Educational Policy  
Gay Miller, Chair





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

**SC.15.09** Report on the March 12, 2015 meeting of the Board of Trustees of the University of Illinois at the Urbana Campus

After an Executive Session, the meeting formally began at 9:40 with the ceremonial singing of the Illinois state song, performed by Nathan Gunn.

Professor Gunn added some personal comments to the Board and to incoming President Timothy Killeen. He thanked the university leadership for their long support of the arts.

Chairman Ed McMillan, noted that this is the 148<sup>th</sup> anniversary of the first meeting of the Board of what was then called the Illinois Industrial University.

New Trustee Ramon Cepeda was officially installed as a member of the Board. Jill Smart, the other new Trustee, was not present and will officially join the Board at the May meeting.

Chairman McMillan announced that President Robert Easter will officially retire on May 17, 2015, and President Killeen will officially begin on May 18, 2015. Incoming President Killeen offered some comments about the changing world and the decisions we need to make to address opportunities and challenges facing us in the future. He and the Board will be kicking off a “visioning” process in July to help define this shared future, including opportunities for collaboration among the campuses.

Chairman McMillan announced the newly reconstituted memberships of the four Board committees, as well as Board representatives as members of other Boards (Alumni Association, UI Foundation, etc.)

President Easter offered opening comments and welcomes to the guests and observers at the meeting.

Chancellor Phyllis Wise offered welcoming comments from the Urbana campus, addressing some of the consequences of a decrease in state support for the campus. Campus Advancement has been robust the last two years. Chancellor Wise announced her intentions to double that. She also announced top ranked campus programs in the latest US News rankings. In closing, she thanked the Board for their support of the College of Medicine proposal.

Vice President/CFO Walter Knorr offered a financial report on the University. He addressed the impact of new Executive Orders 08 and 09; reductions on the MAP program; the State Supreme Court’s review of the pension law; an upcoming Illinois Senate hearing on executive compensation in the University; and the impact of the Governor’s budget proposals – a 31.5% reduction to GRF, but a stable appropriation to the UIC hospital (\$45 million) and to the Prairie Research Institute (\$16.5 million).

This would result in a reduction to the state funding level (in constant dollars) of 1956, when there were 26,000 students at the University. Today there are over 78,000 students. There is also an expectation that the state will require employers to pick up a bigger share of health care costs, as well as retirement costs. Currently the University is owed \$325 million in receivables, about the same as last year at this point.

The University's total endowment puts it at about the middle of the Big Ten, but its growth rate is #3. Total research dollar expenditures are #5 in the Big Ten. Administrative costs as a percentage of total expenditures are very low compared to the rest of the Big Ten (a little over 5%).

The four Board committee chairs gave reports. The most important of these items was the Academic and Student Affairs Committee's preliminary approval of the College of Medicine proposal from Urbana, which the full Board will vote on later today.

Professor Roy Campbell presented the Faculty Report on "Shared Governance, Faculty, and the Budget." He invited the University leadership to join with the faculty in an ongoing cross-campus conversation on budget issues. He provided an overview of the University Senates Conference and its subcommittee on the budget, as well as other university and campus budget committees. He expressed faculty interests in enhancing transparency and consultation in budget matters, especially in a time of reductions and reallocation of priorities.

The Public Comments session featured one presentation, by Professor Jay Rosenstein from the UIUC College of Media. He spoke to the problem of rising tuition and student debt. He called for "fresh, new innovative" ideas. He offered the solution of drawing from the rapidly increasing Big Ten revenue (a solution that admittedly would only help the Urbana campus). Currently that increased revenue is held by the Athletic Department. We can lower tuition, avoid cuts, with no additional state money, he said.

The Board voted to approve the following items affecting this campus:

- Resolutions for outgoing Board members Christopher Kennedy and Pamela Strobel.

- Appointments to the staff, and sabbaticals.

- Establishment of a College of Medicine at Urbana.

- Approving student Health Insurance rates.

- Remodeling costs of the Armory, Urbana campus.

- Leasing of space in the Illini Center in Chicago, by Urbana.

The meeting adjourned at 11:08 a.m.

**Reported by Nicholas C. Burbules**

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

**UC.15.07** Report on the February 25, 2015 Meeting of the University Senates Conference at the Chicago Campus

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 Trustee Ricardo Estrada and UIC Interim Provost and Chancellor Rick Gislason.

**MEETING WITH TRUSTEE ESTRADA**

Trustee Estrada shared his views on the transition period the Board and the University are undergoing currently. He expressed his satisfaction at the appointments of new trustees Ramón Cepeda, a UIC alumnus, and

Jill Smart, who holds a degree from the Urbana campus and who served on the presidential search committee. Both new trustees have served on the Alumni Board.

The trustee spoke at length with Conference members about the anticipated budgetary restrictions, and emphasized that the University leadership is in almost daily dialogue with the Governor's office and members of the General Assembly

In response to the Conference's question about plans for a university-wide strategic plan, Trustee Estrada supported President-Designate Killeen's expressed inclination to first listen closely before "charging ahead" with planning.

Trustee Estrada expressed his willingness to hold more direct conversations between faculty and Board members. He expressed his sense that the Board does not have the capacity to make every important decision regarding the University, and for that reason he would like to see the Board committees expanded to include other professionals in relevant fields.

One issue the Board may be dealing with relates to financial support for undocumented students, an initiative that Trustee Estrada would support. He expressed his concern about the dearth of administrative faculty leaders who are Latino/a or African American on the three campuses, supporting the view that "you have to see it to be it." He would also like to see better four-year graduation rates on all the campuses. The Conference also discussed with him at length possible reasons why the campuses have not done a better job in recruiting students of color and from disadvantaged economic groups.

## **MEETING WITH INTERIM PROVOST-CHANCELLOR RICK GISLASON**

Dr. Gislason spoke with the Conference about UIC's recent successes in six-year graduation rates, which is now around 60%. He stated that UIC is known for its diversity in student body and in faculty. Graduation rates in all ethnic groups are increasing, but Dr. Gislason believes the campus must work harder to bring the graduation rate of Latino/a students and African-American students closer to that of Asian and Caucasian students.

Dr. Gislason responded to a question about challenges facing his campus by stating that the foremost challenge facing all the campuses is the impending budget, given the Governor's proposal cut our appropriation by 31%. Dr. Gislason believes that as cuts are made, it will be most important to protect the academic core, and pledged that administrative units and functions would be examined very carefully. He noted his belief that the primary way to increase revenue will be to increase enrollments. The University owns its own hospital, which would be affected very negatively if the Governor's proposal to decrease Medicaid were to go forward.

Dr. Gislason is also concerned about SUCSS's conversions of academic professional programs to civil service positions, which he characterized as "very painful." One of the new provisos is that if an academic professional's position title is the same as that of a civil service employee, the AP is automatically classified as a civil service employee. Trustee Montgomery has been working, as a member of the Merit Board, on behalf of the University to protect AP positions.

Deferred maintenance is another challenge for the campuses. UIC is spending about \$40 million/year on maintenance; deferred maintenance has been estimated at about \$800-900 million.

Regarding upcoming changes, Dr. Gislason reminded the Conference that, over the coming year, UIC will be recruiting a new provost and a new Vice Chancellor of Health Affairs. The VCHA will have expanded duties: the seven health affairs deans will report to the VCHA, who will have more budgetary authority, even though the primary budget officer will remain the provost. The VCHA will oversee the Hospital and all health sciences. Currently the University system has a Vice President of Health Affairs (Jerry Bauman), who reports to the president.

## **BUSINESS MEETING**

.Chair Don Chambers (UIC) began the meeting by requesting a moment of silence in memory of our Urbana colleague Mark Leff, whose partner Carol has served on the Conference for the past few years.

The bulk of the business meeting was devoted to the USC response to President Easter's request for the Conference's advice on the Urbana proposal to establish an independently accredited College of Medicine at the Urbana campus. After extensive discussion, the Conference approved the statement attached as an Appendix to this report.

One of the Conference's functions is to classify the various actions of the campus senates, indicating whether further review is necessary. The Conference agreed that the Urbana proposal to establish a new College of Medicine should be classified as Category I, (the item can be transmitted directly to the Board for its approval), in accordance with Statutes Article II, Section 1 (b).

University Senates Conference  
Advice on the Establishment of an Independently Accredited  
College of Medicine at the University of Illinois at Urbana

The President has requested the advice of the Conference on the proposal to establish an independently accredited College of Medicine on the Urbana campus. The Urbana Senate approved a detailed proposal on Feb. 9, 2015, following a careful review and analysis by the campus Senate's Educational Policy Committee, Budget Committee, and University Statutes and Senate Procedures Committee. As is USC's custom, we have classified this Senate action according to statutory guidelines, and have determined that it falls under Classification I. On September 18, 2014, the Chicago Senate endorsed a motion to support a single and unified College of Medicine at the University of Illinois.<sup>1</sup>

The University Senates Conference is committed to "assist the senates to communicate with one another, with University and campus administrative officials, and with the Board of Trustees (through the president)," and to "develop and implement procedures to enhance such communication" (*University Statutes*, II.2.b).<sup>2</sup>

A fundamental principle underlying our attempts to enhance communication and cooperation among the three campus senates is that it is not "within the jurisdiction of the faculty or administration of any one campus to curtail the academic planning of any other campus"; and that, "when one proposed campus initiative is thought to present potential impediments to the pursuit of excellence on the part of any of the other campuses," it is up to "administrative and faculty leaders across the campuses to pursue constructive, collaborative solutions."<sup>3</sup>

The Conference thus recognizes the right of the faculty of the Urbana campus to initiate academic programs it deems in the best interests of its institutional mission, in accordance with campus, University, state, and national approval processes. At the same time, we recognize that in this instance the Chicago campus Senate and members of the UIC administration have raised concerns about the impact of such a program on their own campus, and we therefore urge the administrative and faculty leaders of the Urbana and Chicago campuses to engage in direct dialogue to find ways to mitigate any detriments the proposed College of Medicine might present to the academic mission of the University of Illinois-Chicago.

---

<sup>1</sup> Received as an information item on the USC agenda, October 8, 2014 .

<sup>2</sup> University Senates Conference Statement on Excellence at the University of Illinois [http://www.usc.uillinois.edu/sites/usc.uillinois.edu/files/documents/OT-311USC\_Stmt\_Excellence052214.pdf]

<sup>3</sup> University Senates Conference Resolution on Avoiding Cross-Campus Conflicts [http://www.usc.uillinois.edu/sites/usc.uillinois.edu/files/documents/OT-315ResCrossCampusConflicts0825.14\_1.pdf]