

**AGENDA**

Senate of the Urbana-Champaign Campus  
December 7, 2015  
3:10 – 5:15 pm

**Illini Union – Illini Room A**

- I. **Call to Order** – Interim Chancellor Barbara Wilson
- II. **Approval of Minutes** – November 16, 2015
- III. **Senate Executive Committee Report** – Chair Gay Miller
- IV. **Chancellor’s Remarks** – Interim Chancellor Barbara Wilson
- V. **Questions/Discussion**
- VI. **Consent Agenda**

*Consent Agenda items are only distributed via <http://www.senate.illinois.edu/20151207a.asp>. If any 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.*

EP.16.25	Proposal to Revise the Curriculum for Bachelor of Fine Arts in Graphic Design (BFA in GD), School of Art and Design, College of Fine and Applied Arts	Educational Policy (B. Francis, Chair)
EP.16.28	Proposal to Revise the Program of Study for the Bachelor of Music Education	Educational Policy (B. Francis, Chair)
EP.16.32	Proposal to Change Course Requirements in the Undergraduate Engineering Mechanics Curriculum in the Department of Mechanical Science and Engineering	Educational Policy (B. Francis, Chair)
EP.16.33	Proposal to Revise the Non-thesis Master of Science in Chemistry	Educational Policy (B. Francis, Chair)
EP.16.34	Proposal to Change two Course Requirements for Master of Science in the Teaching Mathematics in the Department of Mathematics, College of LAS	Educational Policy (B. Francis, Chair)
EP.16.36	Proposal to Revise LAS Specialized Curriculum in Physics, College of Liberal Arts and Sciences	Educational Policy (B. Francis, Chair)

**VII. Proposals (enclosed)**

CC.16.07	Nominations to the Research Policy Committee	Committee on Committees (P. Kalita)	1
CC.16.08	Nominations for Membership on Standing Committees of the Senate, and Governing and Advisory Bodies	Committee on Committees (P. Kalita)	3
SP.16.06	Transmission of Further Comments on the General Revisions to the Statutes	University Statutes & Senate Procedures (W. Maher, Chair)	5
HD.16.01	Nominations for Honorary Degrees	Honorary Degrees (S. Cartwright)	9

**VIII. Background Check Policy Implementation (10 min. + Q&A)**

Edward Feser, Interim Vice Chancellor for Academic Affairs and Provost

**IX. Proposal (enclosed)**

RS.16.04	Resolution on the Discriminatory Nature of the New University of Illinois Criminal Background Check Policy	K. Emmert, et. al.	19
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**X. Illinois Climate Action Plan (10 min. + Q&A)**

Benjamin McCall, Associate Director for Campus Sustainability

**XI. Reports for Information (enclosed)**

EP.16.39	EPC Administrative Approvals through November 30, 2015	Educational Policy	21
SC.16.26	BOT Observer Report – November 12, 2015	G. Miller	23
SUR.16.01	SURSMAC Meeting Report – October 13, 2015	J. Kindt H.F. Williamson	25
GP.16.01	Advice of the Committee on General University Policy on Resolution 16.04	General University Policy	27
GP.16.02	Comments on the Background Check Policy	General University Policy	29
EQ.16.01	Background Check Policy Comments from EQ	Equal Opportunity and Inclusion	33

**XII. 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.*

**XIII. Adjournment**

**Senate of the Urbana-Champaign Campus**  
November 16, 2015  
Minutes

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

**Approval of Minutes**

11/16/15-01 The minutes from October 19, 2015 were approved as distributed.

**Senate Executive Committee Report**

Gay Miller (VMED), faculty senator and Chair of the Senate Executive Committee (SEC) reported that President Killeen plans to announce the chair of the search committee to advise the President on the selection of a chancellor soon. The search process is moving at a slow, steady, and careful pace.

The ad hoc committee related to the University Background Check Policy and charged by Vice President for Academic Affairs Christophe Pierre has been meeting weekly since the last Senate meeting. The ad hoc committee has also met with the Senate Committee on General University Policy (GUP) and the Senate Committee on Equal Opportunity and Inclusion to share proposed revisions that the committee drafted to the Background Check Policy. VP Pierre's Committee plans to submit the proposed revisions to the Board of Trustees (BOT) at the January 21 BOT meeting.

Chair Miller served as the BOT Observer for the Urbana Senate at the November 12, 2015 meeting of the BOT. Miller gave a summary of the meeting. A report by Vice President and CFO Walter Knorr noted that the state budget impasse continues. The governor proposed a budget cut of \$209 million or 31.5% reduction in GRF (general revenue funds), and the Legislative proposal was a cut of \$57 million or 8.5% reduction in GRF. The state has paid the fiscal year 2015 outstanding payments. The OIG (Office of Inspector General) finished the NSF (National Science Foundation) audit of \$435 million and only disallowed \$102,000. The MAP (Monetary Assistance Program) provides grants to more than 7,000 University of Illinois students. A large percentage of the student recipients are African American and Hispanic. The BOT signed a resolution urging an end to the state budget impasse.

On behalf of John Kindt, Chair of the Senate Committee on Faculty and Academic Staff Benefits, Chair Miller announced that the CMS (Central Management System) dependent verification deadline has been extended to November 19. Please check your email and your US mail for information if you have not verified your dependents. If dependents are not verified by November 19, they will lose coverage.

11/16/15-02 Floor Privileges were granted to the following individuals requesting to speak to RS.16.05: Harry Liebersohn, History; Bill Kinderman, Music; Bruce Rosenstock, Religion; Susan Davis, Communication

11/16/15-03 Tellers for the meeting were faculty senators H.F. (Bill) Williamson (LAS) and Joyce Tolliver (LAS), and student senator Mitchell Dickey (LAS).

**Chancellor's Remarks**

Interim Chancellor Barbara Wilson asked for a moment of silence for the victims of the terrorist attacks that occurred in Paris, France on Friday, November 13, 2015.

Wilson expounded on Chair Miller's comments regarding the budget by adding that President Killeen continues to engage with Illinois legislators and hopes for a budget in January 2016. Funding cuts continue at the department and administrative levels.

Dismissing the Athletic Director without cause was a very difficult decision. The funding for the buyout came out of the Division of Intercollegiate Athletics (DIA) budget. Specifically the media rights and ticket sales, not from the academic budget. A search for a new Athletic Director will begin as soon as possible.

A settlement has been agreed upon between the University and Dr. Steven Salaita. The process of arriving at the settlement has been long and very involved. Both parties have signed the agreement. The settlement is a big step forward to removal of the AAUP (American Association of University Professors) censure. Discussions with the local and national AAUP chapters are ongoing to determine what actions need to be taken to lift the censure.

A student organized vigil was held on the Quad largely by our African American students. Work will continue with students on these critical issues of diversity. Another vigil is scheduled this week and Wilson encouraged attendance at the vigil.

President Killeen is holding a Town Hall Meeting on Wednesday, November 18, 2015 at 3:00 pm in the Beckman Auditorium. The topics of where higher education is going and the university-wide strategic planning process will be discussed. Strategic plans for all three campuses will flow into the larger university-wide strategic plan.

#### **Questions/Discussion**

Faculty senator Levine (LAS) expressed his dismay of the outcome of the Salaita case.

Faculty senator Rosenstein (MDA) noted that the DIA budget partially consists of three separate mandatory fees to DIA. Chancellor Wilson added that the student fees are voted on by the students. Wilson also mentioned that the search process for the hiring of an Athletic Director would begin as soon as possible.

A couple of students spoke in support of the diversity vigil that was held and the upcoming vigil to support France on Wednesday at 6:00 pm on the Quad. The vigil has shed some light on the racial micro-aggressions on campus. Faculty senator McDuffie (LAS) expressed his concern for the well-being of African American faculty and students on this campus.

#### **Consent Agenda**

- 11/16/15-04 EP.16.26\* Proposal to Revise the 2015-2016 Academic Calendar
- 11/16/15-05 EP.16.27\* Proposal to Establish an Undergraduate Major in Asian American Studies in the Department of Asian American Studies, College of Liberal Arts and Sciences
- 11/16/15-06 EP.16.29\* Proposal to Revise the Major in Agricultural Leadership and Sciences Education in the College of Agricultural, Consumer and Environmental Sciences
- 11/16/15-07 EP.16.30\* Proposal to Rename the Graduate School of Library and Information Science to the School of Information Sciences  
  
Faculty senator Ordal (MED) requested EP.16.30 be removed from the consent agenda and requested a discussion. A short discussion followed including Dean Renear reiterating the reasoning outlined in the proposal, consistency with changes in the field.
- 11/16/15-08 The motion to adopt proposal EP.16.30 was approved by a show of hands. There were 71 affirmative votes and 46 negative votes.

#### **Proposed Revisions to the *University Statutes***

- 11/16/15-09 SP.15.21\* Revisions to the *Statutes* to Implement the Recommendation of the Hiring Policies and Procedures Review Committee (First Reading; Information)

On behalf of the Senate Committee on University Statutes and Senate Procedures (USSP), Chair William Maher introduced proposal SP.15.21 and noted that proposed changes to the *Statutes* requires two readings. This is the first reading of proposal SP.15.21. Proposal SP.15.21 was drafted in response to a resolution that came before the Senate in March 2015 endorsing the final report from the Hiring Policies and Procedures Review Committee. Additional discussion followed.

Chancellor Wilson was asked to give her opinion on the proposal. Wilson replied that there are several different paths going forward and welcomed further discussion. Several senators expressed concern that if the proposal was approved that the BOT could reverse any delegated authority. Maher added that the proposed revisions conforms to past practice. The proposed language seemed to be the option most palatable to the BOT. USSP Committee member Friedman added that there is no way to prevent the BOT from taking action or not taking action. The BOT is empowered by the law.

USSP Committee member Sandy Jones responded to questions concerning specialized faculty. Jones stated that specialized faculty do not go before the BOT for approval. Specialized faculty are already approved by delegated authority.

Other comments included a request to add “directors” as one of the university officers, and for more precise and direct language. Maher noted that the USSP Committee will review the language again in light of all the questions and comments made today.

#### **Center for Advanced Study Update**

Peter Schiffer, Vice Chancellor for Research presented information on the proposed changes for the Center for Advanced Study (CAS). Several faculty members expressed concern that the proposed changes would result in a degradation in the quality of the CAS programs. The MillerComm lectures are partially supported by an endowment, but the endowment only provides \$110,000 per year. The endowment funds only cover a fraction of the expenses. Schiffer noted the proposed changes would significantly reduce overhead costs while providing the same level and quality of programming. The number of fellows will remain the same.

#### **Proposal**

11/16/15-10 RS.16.05\* Resolution on the Process to Change the Status of the Center for Advanced Study

Faculty senator Murav (LAS) introduced resolution RS.16.05 and moved approval. The motion was seconded and discussion followed. Murav spoke about the need for transparency when decisions to make significant changes to a program are considered. When *Standing Rule 13* does not apply, there should be a process for open discussion. The resolution calls for an open discussion and that has started here.

11/16/15-11 The motion to adopt resolution RS.16.06 was approved by voice.

#### **Academic Input on Background Checks**

Matt Finkin, Director, Program in Comparative Labor and Employment Law & Policy, discussed the impact of the University Background Check Policy. Finkin suggested that the BOT should have consulted with the faculty before the policy was put into place.

To conduct a background check through a commercial vendor, the candidate must agree to the check. An un-redacted version of the report is sent to the candidate to correct any errors. An employment offer is made contingent on the background check. If the candidate now has the employment offer taken away, what are the hearing obligations to the candidate? Other questions posed include – what happens if a candidate is rejected based on the check? Are there means of challenging the policy? The answer to these questions does not appear to be clear at this time.

Finkin noted that if the company conducting the background check made an error, the company providing the information would be liable. Finkin added that there is no way to measure how

many people will not apply to the university because of this policy. Finkin felt that the background check information would only really show if a candidate was a potential public relations issue.

Senators requested the recommendations for changes to the policy be available for review prior to submission to the BOT. Chair Miller will make an effort to accommodate the request to review the document prior to submission to the BOT.

### **Illinois Climate Action Plan**

Ben McCall, Associate Director for Campus Sustainability

11/16/15-12 Chair Miller made a motion to postpone the Illinois Climate Action Plan presentation until the December 7, 2015 Senate meeting. The motion was seconded and approved by voice.

### **Reports for Information**

11/16/15-13 EP.16.31\* EPC Administrative Approvals through November 2, 2015

### **New Business**

None.

### **Adjournment**

The meeting was adjourned at 5:15 pm.

Jenny Roether, Senate Clerk

\*Filed with the Senate Clerk and incorporated by reference in these minutes.  
A video recording of these proceedings can be found at <https://go.illinois.edu/senate>

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

CC.16.07 Nominations to the Research Policy Committee

**BACKGROUND**

The Research Policy Committee advises the Chancellor, the Vice Chancellor for Research (VCR), and the Senate on matters of research policy. Eight of the ten faculty members are appointed by the VCR from nominations by the Senate. The one graduate member and one undergraduate student member are each appointed by the VCR from nominations by the Senate. Nominations should be twice the number of vacancies. The faculty members and graduate student member serve two-year terms and the undergraduate student serves a one-year term.

The faculty chair is selected in consultation with the Senate Executive Committee. The Chair of the Research Policy Committee will report to the Senate Executive Committee on the activities of this committee three times a year and will report to the full Senate annually.

**NOMINATIONS**

Committee on Committees recommends approval of the following slate of nominees to fill one undergraduate student vacancy. If no additional nominations are made, the nominees below will be forwarded to the VCR.

Erica Hackett	BUS
Thomas Justison	ACES

**COMMITTEE ON COMMITTEES**

Prasanta Kalita, Chair  
Tim Flanagan  
George Gross  
Sarah Hochman  
Randy McCarthy  
Lisa Monda-Amaya  
Nancy O'Brien  
Titus Potter  
Marissa Roberson  
Jenny Roether, *ex officio*

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





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

**CC.16.08** Nominations for Membership on Standing Committees of the Senate, and Governing and Advisory Bodies

**Senate Committee on Conference on Conduct Governance**

To fill one student vacancy created by the resignation of Sarah Hochman (ACES)

Patricia Rodriquez	LAS	Term Expires 2016
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**Senate Committee on Student Discipline**

To fill two student vacancies created by the resignation of Sarah Hochman (ACES) and Sam Awad (LAS).

Annalisa Roncone	LAS	Term Expires 2016
Jill Whitman	LAS	Term Expires 2016

**General Education Board**

To fill one student vacancy created by the resignation of Collin Schumock (ACES).

Andrew Woronowicz	LAS	Term Expires 2016
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**COMMITTEE ON COMMITTEES**

Prasanta Kalita, Chair  
Tim Flanagin  
George Gross  
Sarah Hochman  
Randy McCarthy  
Lisa Monda-Amaya  
Nancy O'Brien  
Titus Potter  
Marissa Roberson  
Jenny Roether, *ex officio*

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



**UNIVERSITY OF ILLINOIS  
URBANA-CHAMPAIGN SENATE**

University Statutes and Senate Procedures  
(Final; Action)

SP.16.06      Transmission of Further Comments on the General Revisions to the *Statutes*

**BACKGROUND**

The Committee on University Statutes and Senate Procedures (USSP) submits this proposal as the concluding step in its review of the 2014/15 proposals for general revisions to the *Statutes*, and presents comments for the Urbana Senate to submit to the President and Board of Trustees, according to the process outlined in *Statutes*, Article XIII, Section 8, paragraph b.

On May 4, 2015, the Urbana Senate adopted SP.15.18 which served as the Senate's means to express approval of and comments on the University Senates Conference (USC)'s reconciliation of differences among the work done by all three campus senates in regard to the *Statutes* amendments developed by a committee created by the Board of Trustees. USC had developed the reconciliation text for these amendments in fulfillment of its charge to foster agreement among the three campus senates. USSP had identified thirteen items where the USC's reconciliation differed from the substantive advice that the Urbana Senate had provided over the course of meetings ranging from December through April. The disposition of the reconciling items was as follows:

USSP recommended acceptance of ten of USC's proposed reconciliations (#s 1, 3, 4, 5, 6, 7, 8, 9, 11, 13). For one item (#2), USSP recommended only partial approval of the reconciled text. For a further item (# 12), USSP recommended rejection of USC's compromise text. The Urbana Senate concurred with USSP's recommendations for these twelve items at the May 4, 2015 meeting. For the remaining item (#10), USSP offered, and the Senate accepted, no recommendation for or against approval of the reconciled text that USC proposed.

The Urbana Senate's May action was reported to USC, which then presented its final recommendations in a transmittal to the President on May 27, 2015. In Fall semester 2015, after USSP received a copy of this transmittal and entire package of amendments, USSP examined the finalized version of the general revisions to the *Statutes* to determine how USC resolved the three items on which the Urbana Senate had advised differently from USC's earlier reconciliation (Items 2, 10 and 12 of SP.15.18). USSP found that the final document of general revisions to the *Statutes* transmitted by the USC to the President did not reflect the decisions of the Urbana Senate in the cases where the Urbana Senate differed from the USC.

USSP notes that in differing with the Urbana Senate's recommendations, the USC may have been simply following its statutory role of sending its own advice to the President. However, the transmittal from USC to the President does not provide an explanation of the differences with the

Urbana Senate. Therefore, the final document of general revisions to the *Statutes* does not fully reflect *all* of the decisions of the Urbana Senate. In these circumstances, the provisions of Article XIII, Section 8, Paragraph b apply: “A senate may record and send its further comments to the president for transmission to the Board of Trustees.” Accordingly, USSP presents this proposal as a means for the Senate to record and send its further comments if it wishes to do so.

## **RECOMMENDATION**

The Committee on University Statutes and Senate Procedures recommends that the Senate authorize the Chair of the Senate Executive Committee to draft a communication to the President for transmission to the Board of Trustees. Such a communication shall be subject to review and approval by the Senate Executive Committee on behalf of the Senate. The communication shall express the following positions on the reconciling items for which the disagreement remains between the Senate and the USC:

*N.B. The ordering of these positions is not intended to indicate a priority.*

- 1) The Senate maintains its original objection to the addition of the word “sole” in Article II, Section 1a because this language seems to preclude other entities such as a student government, professional advisory committee, or departmental and college elected bodies as recognized components of shared governance. (See Appendix, Item One for the relevant text.)
- 2) The Senate objects to all amendments to Article IX, Section 5c and reiterates its objection to the earlier USC proposal calling for deletion of the entirety of Section 5c. The issues to which this text refers are too important to faculty rights to be relegated to the *General Rules*. Although the USC’s May 27, 2015 transmission of the general revisions retained Section 5c, it also included amendments to which the Senate had objected. Those proposed amendments would severely damage the current system of academic staff performing additional responsibilities across the University and being appropriately compensated. Additionally, the language of “appropriate administrator” is vague and is inconsistent with the specification of levels of the administrative hierarchy when discussing approvals by authorized personnel. (See Appendix Item Two for the relevant text.)
- 3) Traditionally, the *Statutes* have used the phrase “who are tenured or receiving probationary credit towards tenure” in all those places where they describe the faculty. The revisions to the *Statutes* presented in 2014/15, attempted to simplify the phrase and USC eventually landed on the phrase “tenured and tenure track”. USSP recommended, and the Urbana Senate accepted the alternate phrasing of “tenure system” as more concise and most consistent with long-standing human resource practices. While, the Senate does not find inaccurate the use of the phrase “tenured and tenure track faculty,” the Senate restates the benefits of its suggested use of the simplified term of “tenure system” throughout the *Statutes*. This term resulted from careful analysis to resolve the complex terminology proposed in the October 2014 amendments. Further, “tenure system” is the terminology currently used by Academic Human Resources on all three campuses.

- 4) The Senate notes further that the proposed text for a new Article IX, Section 3, Paragraph f, was not identified as a discrepancy in its May 4 action. However, in response to a mandate from a member resolution at the Urbana Senate's March 2015 meeting, the Senate has developed its own, substitute language on the process for making academic appointments. Its recommendation is incorporated into a separately proposed amendment to the *Statutes* in SP.15.21.

UNIVERSITY STATUTES AND SENATE PROCEDURES

William Maher, Chair

H. George Friedman

Shawn Gordon

Wendy Harris

Calvin Lear

Anna-Maria Marshall

Mark Roszkowski

Gisela Sin

Sandy Jones, *Ex officio (designee)*

Jenny Roether, *Ex officio*

Dedra Williams, *Observer*

## APPENDIX

### ITEM ONE:

The existing language in the *Statutes* Article II, Section 1a reads:

a. A senate shall be constituted at each campus of the University. The basic structure of a senate, including its composition, shall be provided for in its constitution. The constitution and any amendments thereto shall take effect upon adoption by the senate concerned and approval thereof by the Board of Trustees.

The proposal for general revisions to the *Statutes* made a number of changes which were acceptable to the Urbana Senate, except for the addition of the word “sole” to which the Senate objected at its May 2015 meeting. The paragraph as transmitted by the USC to the President reads:

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

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### ITEM TWO:

At the Urbana Senate’s May meeting, USSP recommended retention of Article IX, Section 5c without any amendments. However, the May 27, 2015 USC transmittal of the general revisions to the President and Board of Trustees retained the problematic amendments as shown below:

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. Exceptions may be made to this rule in special cases which are approved by the dean or appropriate administrator of the college 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.

**UNIVERSITY OF ILLINOIS  
URBANA-CHAMPAIGN SENATE**

Committee on Honorary Degrees  
(Final; Action)

HD.16.01 Nominations for Honorary Degrees

The Senate Committee on Honorary Degrees is pleased to nominate the following individuals for an honorary degree to be conferred at the May 2016 Commencement exercises:

- Ronald J. Adrian
- Ang Lee
- Jagdish Sheth
- Edward C. Taylor

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

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

**COMMITTEE ON HONORARY DEGREES**

Stephen Cartwright, Chair

Elvira Demejia

Pradeep Dhillon

Alec Helm

Harry Hilton

Matthew Wheeler

Conrad Wojtan





Ronald J. Adrian  
Ira A. Fulton Professor of Mechanical and Aerospace Engineering,  
Arizona State University

EDUCATION:

B.M.E., Mechanical Engineering, University of Minnesota, 1967

M.S., Mechanical Engineering, University of Minnesota, 1969

Ph.D., Physics, Cavendish Laboratory, University of Cambridge, 1972

*Nominated by: Arne J. Pearlstein, Professor, Department of Mechanical and Science Engineering, University of Illinois at Urbana-Champaign*

*Taher Saif, Edward William and Jane Marr Gutgsell Professor, Department of Mechanical and Science Engineering, University of Illinois at Urbana-Champaign*

*Petros Sofronis, James W. Bayne Professor, Department of Mechanical and Science Engineering, University of Illinois at Urbana-Champaign*

*Alexander F. Vakakis, Grayce Wicall Gauthier Professor, Department of Mechanical and Science Engineering, University of Illinois at Urbana-Champaign*

*S. Pratap Vanka, Professor Emeritus, Department of Mechanical and Science Engineering, University of Illinois at Urbana-Champaign*

BASIS FOR NOMINATION:

Professor Adrian, who was a faculty member in the UIUC Department of Theoretical and Applied Mechanics from 1972 until 2004, is arguably the most important experimental fluid mechanician of the last fifty years. Besides his seminal contributions to fundamental fluid mechanics, he is the developer of particle image velocimetry (including the concept, the hardware, the methodology, and the software analysis approach), an experimental technique that has revolutionized fluid mechanics, and has proved critical in a number of important applications, ranging from blood flow to aerodynamics to the estimation of the flow rate in the Deepwater Horizon blowout. His work has been widely recognized with a number of important awards, and he was elected to the US National Academy of Engineering (NAE) in 1996.

EXCERPT FROM THE NOMINATION LETTER:

“Ron Adrian was instrumental in building fluid mechanics during his 32 years at UIUC. When he came here in 1972, fluid mechanics research was concentrated in experimental two-phase and compressible flow, with little or no activity in turbulence, transition, stability, or any theoretical aspect of the subject. Over the course of Ron’s career at Illinois, that changed, with the emergence of a large, strong, and diverse effort in the area. Ron collaborated with people in a number of departments, internal and external to the College of Engineering, as is easily seen by examining the names of the co-authors of his publications. He was (and still is) always available to give advice, and on more than one occasion undertook thankless assignments on behalf of the College. He played a major role in mentoring and developing the professional careers of a number of junior faculty in TAM, as well as in other departments.”

#### HONORS/AWARDS (NOT INCLUSIVE):

- 1996 U.S. National Academy of Engineering
- 1997 Leonard C. and Mary Lou Hoeft Endowed Chair of Engineering, UIUC
- 2001 Fellow of American Academy of Mechanics
- 2002 Fellow of American Society of Mechanical Engineers
- 2005 American Physical Society Fluid Dynamics Prize
- 2007 Fellow, American Institute of Aeronautics and Astronautic
- 2009 American Society of Mechanical Engineers Fluids Engineering Award

#### EXCERPTS FROM THE LETTERS OF RECOMMENDATION:

*Alexander J. Smits, Eugene Higgins Professor and Department Chair, Department of Mechanical and Aerospace Engineering, Princeton University*

“Ron Adrian is a superb candidate for this honor. He has made major contributions to the study of turbulent flows through his groundbreaking experiments, by his development of new instrumentation for studies of turbulence, and through his important professional contributions to the broad fluid mechanics community. He has also educated and trained numerous students and research associates, and worked with a large number of other experts in these fields. There is no doubt that he is one of the most outstanding researchers in fluid dynamics in the world, and his work has had enormous impact. It would be difficult to imagine publishing a paper in turbulence that does not mention either his contributions to the improved understanding of turbulence, or his contributions to expand our ability to measure turbulence. He is a giant in the field, and commands universal respect.”

*Andreas Acrivos, Albert Einstein Professor of Science and Engineering, Emeritus, The City College of the City University of New York*

“Ron has already received numerous Awards and other forms of recognition, of which the *Fluid Dynamics Prize* and the *Fluid Dynamics Award* from the American Physical Society and from the American Institute of Aeronautics and Astronautics, respectively, deserve special mention. In addition though, had the Nobel Prize included one for fluid mechanics, I am convinced that Ron would have clearly been one of the very top contenders because his development of PIV truly represents a Nobel Prize type achievement.”

*Walter Schowalter, Class of 1950 Professor in Engineering and Applied Science Emeritus, Princeton University*

“One of Adrian’s early papers on the subject (#109 in his list of publications) ranks second among the most-cited papers in *Experiments in Fluids* (25, 316 (1998)), a journal which, under Ron’s guidance as editor, became the primary outlet for research in that subject. His development and refinement of PIV have continued, and today Adrian’s name is synonymous with this game-changing advance in experimental fluid mechanics.”

## Ang Lee Film Director

### EDUCATION:

B.F.A., Theater, University of Illinois, 1980

M.F.A., Film Production, New York University, 1984

*Nominated by: Robert Graves, Emeritus Dean and Professor, College of Fine and Applied Arts  
Jeffrey Eric Jenkins, Professor and Head, Department of Theatre*

### BASIS FOR NOMINATION:

Ang Lee is widely regarded as one of the most innovative film directors in the world today, acclaimed for a body of work unusual in its range and depth. A native of Taiwan and trained in the United States with a Bachelor of Fine Arts from the University of Illinois at Urbana-Champaign, Lee is seen as heralding a new form of “global cinema,” blending western and eastern cinematic and cultural traditions. He is an independent film maker who manages to garner both high-brow critical admiration and popular appeal. His films have won dozens of prestigious awards. In recent years, major critical assessments of his career and interviews have appeared in such periodicals as the *New York Times*, *Newsweek*, *Time*, *Statesman*, *New Republic*, *Sight and Sound*, *Film Comment*, and *Manchester Guardian*. Above all, he is noted for his transformations of traditional film genres and for his sensitive portrayals of humans in richly complex situations.

### HONORS/AWARDS (NOT INCLUSIVE):

- 1993 Berlin International Film Festival – Golden Berlin Bear (The Wedding Banquet)
- 1995 NBR Award – Best Director (Sense and Sensibility)
- 1996 Berlin International Film Festival – Golden Berlin Bear (Sense and Sensibility)  
British Academy Film Award for Best Film (Sense and Sensibility)
- 2000 Academy Award for Best Foreign Language Film (Crouching Tiger, Hidden Dragon)
- 2001 Golden Globe Award for Best Foreign Language Film (Crouching Tiger, Hidden Dragon)  
Golden Globe Award for Best Director (Crouching Tiger, Hidden Dragon)  
BFA David Lean Award for Direction (Crouching Tiger, Hidden Dragon)  
Directors Guild of America Award – Motion Pictures (Crouching Tiger, Hidden Dragon)  
Independent Spirit Award for Best Feature (Crouching Tiger, Hidden Dragon)  
Independent Spirit Award for Best Director (Crouching Tiger, Hidden Dragon)
- 2005 Academy Award for Best Director (Brokeback Mountain)  
Venice Film Festival – Golden Lion Award (Brokeback Mountain)  
NBR Award – Best Director (Brokeback Mountain)
- 2006 Golden Globe Award for Best Director (Brokeback Mountain)  
BFA David Lean Award for Direction (Brokeback Mountain)

- Producers Guild of America Award – Motion Pictures (Brokeback Mountain)
- Critics' Choice Award for Best Director (Brokeback Mountain)
- Directors Guild of America Award – Motion Pictures (Brokeback Mountain)
- Independent Spirit Award for Best Director (Brokeback Mountain)
- 2007 Venice Film Festival – Golden Lion Award (Lust, Caution)
- 2012 Academy Award for Best Director (Life of Pi)

EXCERPTS FROM THE LETTERS OF RECOMMENDATION:

*Jerome Silbergeld, P.Y and Kinmay W. Tang Professor of Chinese Art History, Director of Tang Center for East Asian Art, Princeton University*

“Over the twenty-plus years that I have taught this subject, Ang Lee has come along, joined the small circle of leading Taiwan filmmakers (along with Hou Hsiao-hsien and Yang Dechang), then that of East Asian filmmakers, and finally become one of the finest international film artists. His so-called “Father Knows Best” trilogy (not his own name for *Pushing Hands*, *The Wedding Banquet*, and *Eat, Drink, Man, Woman*, of 1992, 1993, 1994) was a more-than auspicious beginning, with wit, wisdom, and flashes of real brilliance.”

*Christian Keathley, Chair, Film and Media Culture, Middlebury College*

“For the past 20 years, Mr. Lee has been one of the most distinguished American-based filmmakers. His extraordinary work is consistently innovative, and the extraordinary variety of genres in which he has worked demonstrates a desire for constant exploration and challenge. Mr. Lee – a multiple-time Academy Award winner – is the model of a filmmaker who manages the challenging feat of producing films that are both commercially viable and artistically ambitious.”

*Barbara Schock, Chair, Graduate Film, Tisch School of the Arts, New York University*

“The quality of Mr. Lee’s work is nothing short of masterful. A prolific director of features since 1992, Mr. Lee imbues his work with a compassionate and humanistic touch that has opened the hearts of millions of viewers. His style is subtle, rich and sophisticated; always possessing an air of dignity and grace capable of elevating the human spirit.”

**Jagdish Sheth**  
**Charles H. Kellstadt Professor of Marketing, Emory University**

**EDUCATION:**

B.Com (Honors), University of Madras, 1960  
M.B.A., University of Pittsburgh, 1962  
Ph.D., University of Pittsburgh, 1966

*Nominated by: Madhu Viswanathan, Diane and Steven N. Miller Endowed Professor, Department of Business Administration, University of Illinois at Urbana-Champaign*

**BASIS FOR NOMINATION:**

Jagdish Sheth is a legendary scholar in marketing, one of the foremost management thinkers and consultants in the world, and a generous philanthropist for academic causes who has given back to his discipline of marketing and related areas of business, to the universities he has been affiliated with, and to society.

**EXCERPT FROM THE NOMINATION LETTER:**

“Dr. Jagdish Sheth has published more than 300 research papers and books covering areas of marketing, such as consumer behavior, multivariate methods, competitive strategy, relationship marketing and marketing for emerging markets. His classic book, *The Theory of Buyer Behavior* (1969), with John A. Howard revolutionized the field of Marketing and brought the area of Consumer Behavior to the forefront. His other scholarly books include *Marketing Theory: Evolution and Evaluation* (1988) and *Consumption Values and Market Choices* (1991).”

**HONORS/AWARDS (NOT INCLUSIVE):**

1992 Paul D. Converse Award, American Marketing Association  
1995 Distinguished Fellow, Academy of Marketing Science  
1997 Distinguished Fellow, International Engineering Consortium  
2002 Outstanding Leadership Award, AMA Foundation  
Distinguished Scholar Award, Marketing Management Association  
2004 Charles Coolidge Parlin Award, American Marketing Association  
Irwin/McGraw Hill Distinguished Marketing Educator, American Marketing Association  
2011 Global Management Guru Award, BIMTECH, India  
2014 William Wilkie Award, American Marketing Association

EXCERPTS FROM THE LETTERS OF RECOMMENDATION:

*Richard J. Lutz, JCPenney Professor of Marketing, Department of Marketing, University of Florida*

“Dr. Sheth is a noteworthy change agent. He is not only a highly respected educator who has served as president of scholarly societies, he has also founded two prominent research centers, the Center for Telecommunications Management at the University of Southern California, and the Center for Relationship Marketing at Emory University. Through his Foundation, Dr. Sheth has also spearheaded and encouraged attention to “bottom of the pyramid” issues by Marketing scholars. In addition, Dr. Sheth is quite literally the face of American academic Marketing worldwide. His recognition and admiration are legendary.”

*George Fisher, Senior Advisor, Kohlberg Kravis Robert & Co. L.P.*

“Perhaps Jag’s greatest strength comes from his marketing and strategic understanding which is sometimes arguable but always insightful. He never fails to make us think differently as well illustrated in two of his books: *The Rule of Three* and *The 4 A’s of Marketing*, both written with R. Sisodia. In both these works he makes us think. Whether or not we spend our time looking for the exceptions which prove the rule we always think more critically about the subject and how it relates to our own corporate situation. The true learning is often on the fringe of the idea, but, for sure, Jag always makes us think.”

*Philip Kotler, S.C. Johnson & Son Distinguished Professor of International Marketing, Northwestern University*

“Regarding his public service efforts, they have been outstanding. His foundation, the Sheth Foundation, has been a major contributor to marketing projects and causes. Jagdish has been a long time supporter of the American Marketing Association’s annual Doctoral Program where each major business school sends its best Ph.D. student to the annual event for a week. In addition, he started the Legend Series of selecting top marketing scholars and choosing an editor in each case who invited critical comments on that scholar’s intellectual output. Several Legend volumes have already been published.”

Edward C. Taylor  
A. Barton Hepburn Professor of Organic Chemistry  
Emeritus and Senior Research Chemist, Princeton University

EDUCATION:

B.A., Cornell University, 1946  
Ph.D., Cornell University, 1949

*Nominated by: Scott E. Denmark, R.C. Fuson Professor of Chemistry. Department of Chemistry, University of Illinois at Urbana-Champaign*

BASIS FOR NOMINATION:

For his seminal contributions to the fields of heterocyclic chemistry which opened up new avenues of investigation for the chemical synthesis and studies of the therapeutic potential of hundreds of new classes of organic compounds. His investigations of “anti-folates” led to the development of Alimta™, in collaboration with Eli Lilly, for the treatment of malignant pleural mesothelioma and non-small cell lung cancer. This was the first drug ever approved for the treatment of mesothelioma, a deadly cancer arising from asbestos exposure. Between 2008 and 2012, nearly 50,000 patients with malignant neoplasm of respiratory tract received treatments containing Alimta.

EXCERPT FROM THE NOMINATION LETTER:

“Professor Taylor is one of the foremost heterocyclic/medicinal chemists in the world. Through his achievements in chemical research, Taylor has demonstrated the power of imaginative planning in heterocyclic synthesis, and has educated scores of organic chemists in academia and industry through his well over 400 scientific publications and 74 edited or authored books. There is hardly a synthetic or medicinal chemist practicing today who has not benefited from Taylor’s contributions to the concepts and methods of heterocycle synthesis.”

HONORS/AWARDS (NOT INCLUSIVE):

1974 American Chemical Society Award for Creative Work in Synthetic Organic Chemistry  
1993 Gowland Hopkins Medal  
1994 Arthur C. Cope Scholar Award of the American Chemical Society  
2004 Thomas Alva Edison Award for Invention  
2006 Heroes of Chemistry Award  
2009 New Jersey Inventors Hall of Fame  
2010 American Chemical Society Alfred Burger Award in Medicinal Chemistry  
2011 American Chemical Society Medicinal Chemistry Hall of Fame  
2013 National Academy of Sciences Award for Chemistry in Service to Society

EXCERPTS FROM THE LETTERS OF RECOMMENDATION:

*Stephen F. Martin, M. June and J. Virgil Waggoner Regents Chair in Chemistry, University of Texas at Austin*

“Professor Taylor’s devoted and dedicated search for anticancer agents as part of his research in heterocyclic chemistry, especially with a focus on analogs of folate cofactors involved in one-carbon transfer reactions, ultimately led to his exciting discovery of the novel and broadly effective anticancer drug Alimta. This remarkable compound has saved the lives of an untold number of cancer patients and is one of the most successful anticancer drugs on record.”

*Homer L. Pearce, Distinguished Research Fellow, Eli Lilly*

“Recognition of Professor Taylor by the University is a fitting tribute as his work significantly advanced basic science and transformed the practice of clinical oncology by establishing new standards of care in the treatment of malignant pleural mesothelioma and non-small cell lung cancer. Tens of thousands of cancer patients have benefited from his discovery. Additionally, Professor Taylor demonstrated the tremendous potential for successful partnerships between industry and academia where a mutual passion for advancing science and serving patients can result in true innovation. ... It should be noted that this remarkable contribution represents only a small fraction of his broader contribution to chemistry through his development of new synthetic methodology and the synthesis of heterocyclic compounds. Furthermore, Professor Taylor’s depth of character distinguishes him in the first rank of gentlemen-scholars.”



**UNIVERSITY OF ILLINOIS  
URBANA-CHAMPAIGN SENATE**

Prefiled Resolution

RS.16.04 Resolution on the Discriminatory Nature of the New University of Illinois Criminal Background Check Policy

WHEREAS the University of Illinois Board of Trustees has adopted a policy making all University employment offers after 5 November 2015 contingent on successful candidates submitting to and passing a mandatory criminal background check; and

WHEREAS the University of Illinois *Statutes* (IX.6.d.6) state that severe sanctions other than dismissal should only occur as a result of conviction for a felony “that is clearly related to the performance of University duties or academic activities”; and

WHEREAS the University, through its “Non-Discrimination Statement” and other resulting documents, declares its commitment to “equality of opportunity” requiring decisions involving “employees be based on merit and be free from invidious discrimination in all its forms”; and

WHEREAS the Campus statement of commitment to diversity and Affirmative Action/Equal Employment Opportunity Policy declares that in order to “embrace and value diversity and inclusivity... all qualified applicants will receive consideration for employment without regard to...criminal conviction history. Illinois welcomes individuals with diverse backgrounds, experiences, and ideas” ([http://diversity.illinois.edu/EEO\\_Statement.pdf](http://diversity.illinois.edu/EEO_Statement.pdf)); and

WHEREAS the Director of Academic Human Resources, Deborah Stone, stated before the Senate on April 6<sup>th</sup> that “A criminal conviction is not an automatic bar from employment”; and

WHEREAS the Illinois law on arrest records (775 ILCS 5/2-103) considers “fact of an arrest or criminal history record information ordered expunged, sealed or impounded” a “civil rights violation” if used as the basis for employment decisions; and

WHEREAS the Office of Diversity, Equity, and Access and the Campus Administrative Manual states, in the “Policy and Procedures for Addressing Discrimination and Harassment at the University of Illinois at Urbana-Champaign” document, that decisions involving employees “be free from invidious discrimination”; and

WHEREAS the case of *Griggs v. Duke Power*, a basis for the “US Equal Employment Opportunity Commission [EEOC] Enforcement Guidance” (No. 915.002), determined that policies that may not inherently discriminate against a protected class are considered to be guilty of disparate impact discrimination if that policy “has the effect of disproportionately screening out” protected groups (including racial groups) and are therefore “fair in form, but discriminatory in operation” and that decisions based on criminal records poses a “disparate impact liability” ([http://www.eeoc.gov/laws/guidance/upload/arrest\\_conviction.pdf](http://www.eeoc.gov/laws/guidance/upload/arrest_conviction.pdf)); and

WHEREAS the EEOC “US Equal Employment Opportunity Commission [EEOC] Enforcement Guidance” (No. 915.002) document reflects the fact that the EEOC acknowledges that arrest and conviction records can violate prohibition against employment discrimination, further stating that even if the policy is job related, a decision can still be considered a form of disparate impact discrimination if there is a “less discriminatory” alternative “the employer refused to adopt”; and

WHEREAS the criminal justice system in the United States displays unwarranted racial disparities in arrest and convictions ([www.nccdglobal.org/sites/default/files/publication.../created-equal.pdf](http://www.nccdglobal.org/sites/default/files/publication.../created-equal.pdf)); and

WHEREAS the Office of Federal Contract Compliance Programs states that to “exclude people from employment based on the mere existence of a criminal history record and that do not take into account the age and nature of an offense, for example, are likely to unjustifiably restrict the employment opportunities of individuals with conviction histories. Due to racial and ethnic disparities in the criminal justice system” policies based on criminal history record “are likely to violate federal antidiscrimination law” ([http://www.dol.gov/ofccp/regs/compliance/directives/Dir306\\_508c.pdf](http://www.dol.gov/ofccp/regs/compliance/directives/Dir306_508c.pdf)); and

WHEREAS the “Senate Committee on Equal Opportunity and Inclusion Advice on Background Check Implementation Plan,” as presented to the Senate on October 19, 2015, stated that “A policy that examines, and an implementation plan that considers, the relation of previous convictions to suitability for positions in the context of a system of mass incarceration that implicates people of color at vastly higher rates than the rest of the population cannot be anything but discriminatory no matter how carefully the implementation plan is designed”; and

WHEREAS the AAUP “Verification and Trust: Background Investigations Preceding Faculty Appointment” states that “Inquiry into either type of information,” including criminal records, litigation history, and court judgments, “by a third party is commonly understood to be an intrusion upon an individual’s privacy and we take it to be such,” that “The mere fact of an applicant’s having been swept up into the criminal justice system is not, by itself, relevant to his or her suitability for a faculty position” and the rise in or expansion of background checks used to investigate candidates for professional appointments “has arisen despite the absence of any systematic study of the need for the information such checks might produce” (<http://www.jstor.org/stable/4025613>); and

**THEREFORE be it resolved by the Senate of the Urbana-Champaign campus that it is inequitable to include considerations of arrest or conviction record of an otherwise successful applicant into the decision-making process for the offer of a faculty, staff or civil service position at the University of Illinois and that the new mandatory background check policy constitutes employment discrimination; and**

BE IT FURTHER RESOLVED, that the Senate Executive Committee Chair shall forward this resolution to the UI President, UIUC Chancellor, UIUC Provost, and Director of Illinois Human Resources.

Respectfully submitted and co-sponsored by:

A. Kay Emmert, English  
Teresa Barnes, History  
Jessica Greenberg, Anthropology  
Mark Steinberg, History  
Terry Weech, Library Science  
Bruce Levine, History  
Jesse Ribot, Geography & Geographic Information Science  
Harriet Murav, Slavic Languages & Literature  
Rolando Romero, Latina/Latino Studies  
Erik McDuffie, African American Studies & Asian American Studies

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

EP.16.39 Report of Administrative Approvals at the November 30, 2015 meeting of the EPC.

**Undergraduate Programs**

**BALAS in Gender and Women's Studies** – Revise the transnational/non-U.S. course requirement to allow fulfillment via any GWS course with a transnational/non-U.S. focus. This change expands the range of courses from which students may choose in fulfilling the requirement and does not alter the hours required for the degree.

**BS in Learning and Education Studies** – In the Digital Environments for Learning, Teaching and Agency (DELTA) Concentration, from a list of courses from which students are to choose one course, *remove* HRD 415, Diversity in the Workplace (3 hours), and *add* in its place EPS 415, Technology & Education Reform (3 hours). This is to correct an error in the approval of the original DELTA Concentration proposal, which mistakenly used the HRD rubric when the EPS rubric and corresponding course should have been listed. There is no change in the hours required for the concentration or for the degree.



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

**SC.16.26** Report on the November 12, 2015, Meeting of the Board of Trustees of the University of Illinois at the Chicago Campus

The meeting was formally called to order by BOT Chairman McMillan after an executive session which ran until about 9:40 a.m.

The school song was sung by Thair Thompson accompanied by Catherine Foreman.

President Killeen: gave introductions of university officers and various campus leaders present.

Report by Interim Chancellor Michael Amiridis (Chicago campus):

Key messages:

1. Gains, excellence and progress on various metrics the Chicago campus has achieved
  - a. The most recent *US News and World Report* rankings, UIC ranked 62<sup>nd</sup> among public universities moving up 20 spots among all universities in the nation.
  - b. Many UIC colleges and graduate/professional programs rank in the top 20 nationally – Occupational Therapy #4, Nursing #13, Pharmacy #14, Physical Therapy #16, and Public Health #17
  - c. UIC enrolled over 29,000 students, breaking previous enrollment records; UIC is Chicago's largest university; undergraduate enrollment increased 4.8%, and freshman enrollment increased 15%.
  - d. UIC implementing the Transfer Admission Guarantee (TAG) Agreements with various Illinois Community Colleges.
  - e. UIC Star Scholar program in partnership with the City Colleges of Chicago will guarantee associate degree graduates from the City Colleges the opportunity to receive UIC campus-funded scholarships toward bachelor's degrees at UIC.
2. An introduction and welcome was extended to Dr. Robert A. Barish, the much needed and awaited for VC for Health Affairs.

Report by Vice President/CFO Walter Knorr

- Budget impasse continues. 132 days for State without a budget.
- Gov Budget had reductions of \$209 million cut; 31.5% in GRF.
- Legislative budget had \$57 million cut; ~8.5% in GRF.
- State recently paid FY15 owed payments.
- Finished audit of OIG NSF on \$435 million in grant expenditures; only disallowed \$102,000 total.
- Moody's Aa3 rating for UI; IL State Baa1 (this is a very poor rating)
- State operating support remains pressured with growing-on-behalf payments.
- Now into successive years of delayed payments from state funds.
- MAP program remains at ~\$60 million for the year; this fall \$31 million paid by UI. Not paid yet from the State legislature; MAP equals 27.2% of student financial aid of a total of \$217,797,816 package for this year's aid to students; this affects more than 7,000 students in Urbana and ~8,000 students in Chicago.
- Benefit Tier II employees seen on the rise while Tier I employees declining
- Overall UI budget:
  - Urbana 45.6% of total budget
  - Chicago 46.8% of total budget
  - Springfield 2% of total budget

- University Programs (e.g. maintenance and Banner) 3% of total budget
- University Admin 2.6% of total budget.
- All state capital projects are frozen.
- Continued adjustment for the ACA.
- Significant unfunded pension liability
- COLA is negligible this year.

Faculty report given by Danilo Erricolo (UIC)

3 key areas of budgetary concern related to State budget impasse:

1. MAP – represents diversity and equality of opportunity; students apply directly to the state, and then credited with an award for their tuition when they register for classes. The award is given thru the IL Student Assistance Commission (ISAC) - \$60 million is a typical year.

- a. Percentage by groupings for different campuses receiving MAP funding:

Group of students	Urbana (%)	Chicago (%)	Springfield (%)
All	20	48	28
Black	40	50	50
Hispanic	48	63	44

2. Health Care services
  - a. Medicaid payments; many come from University Hospital Services Fund which is about to be exhausted
  - b. Also as a result, UI not receiving federal matching funds
3. High impact research programs and centers affected
  - a. Example: IL Center for Transportation (ICT)
    - i. \$30 million over 5 years
    - ii. 50 on-going projects
    - iii. 100 involved researchers
    - iv. Benefit/cost analysis suggested 20/1 for State of Illinois for each \$1 invested in ICT
4. Thank you for BOT advocacy for UI.

Report from President Killeen:

- 2% of total State GDP (i.e. GSP) related to activity from UI
- Advocacy for UI continues – hopes for budget resolution in January.
- Emphasizing the public good of higher education
- Resolution submitted to BOT requesting BOT members to sign an urging to end the State budget impasse with roll call vote – all signed and voted in favor of the resolution.

Distinguished Service Medallion presented to Roger Plummer; UIUC BS 1964 College of Engineering graduate. Retired as President of Ameritech’s Information Systems.

Committee reports:

- Audit, budget, finance and facilities committee: Trustee Cepeda (interim Chair)
- Governance, personnel and ethics committee: Trustee Fitzgerald, Chair
- University healthcare system committee: Trustee Koritz, Chair
- Academic and student affairs committee: Trustee Hasara, Chair
- Votes were taken on items to be voted on. See formal agenda at:
  - <http://www.trustees.uillinois.edu/trustees/agenda/November-12-2015/>
  - voted to approve a negotiated agreement with Dr. Steven Salaita who will receive a lump-sum payment of \$600,000 from the university, the university will pay his attorney fees, and he will not join the UI faculty.

Next BOT meeting will be January 21, 2016 in Chicago. March 16, 2016 meeting will be in Urbana. Meeting adjourned ~11:30 am.

Respectfully submitted by Gay Miller, Senate Executive Committee Chair

**UNIVERSITY OF ILLINOIS**  
**URBANA-CHAMPAIGN SENATE**  
State University Retirement System Members Advisory Committee  
(Final; Information)

**SUR.16.01** Report on SURSMAC\* Meeting October 13, 2015\*\*

SURSMAC held its fall meeting at Parkland College in Champaign, Illinois, beginning at 10 a.m. In recent years, SURSMAC meetings had been held almost exclusively at SURS headquarters in Champaign. However, the efforts of SURS liaison Larry Curtis had successfully increased the participation of SURSMAC member institutions to the point that larger meeting rooms are now required. The new numbers of SURSMAC members also led to some discussion regarding having meetings at other educational venues across the state—as well as discussions involving the possibilities of future webinars and online meetings.

The new SURS Executive Director Bryan Lewis opened the meeting along with SURS investment expert Dan Allen. Despite the state’s budget crisis, SURS is still receiving payments from the state because the state is statutorily required to make payments—although there have been some payment delays.

With regard to the SURS investment portfolio, the SURS Investment Committee is in the process of lowering equity exposure and increasing investments in real-estate. The Committee is also in the process of finding new portfolio managers to reduce managerial costs and enhance portfolio performance. The portfolio performance for 2015 was 2.9%, compared with a 10 year performance of 7.1%. The SURS searches for new managers are: (1) Self-Managed Plan (SMP) Provider by September 2015, (2) Hedge Fund-of-Funds Manager by October 2015, (3) Commodities Manager by December 2015, and (4) Manager of Private Equity Emerging Markets by March 2016. The SURS Administrative Committee is looking for an Actuarial Audit Provider by December 2015.

The legal and legislative updates were presented by the Legal Counsel Albert Lee and by the new SURS Legislative Liaison Kristen Houch. SURS is filing public notices on two new proposed rules. One rule affects annuitants, while the other relates to employer appeal rules (involving the 6% salary increase rules). Reviewing 18 proposed pieces of new legislation in Springfield, Ms. Houch indicated that the only one which had become law was a change requiring a SURS actuarial review every 3 years—instead of every 5 years.

The SMP update by Andrew Matthews noted that Fidelity and TIAA-CREF have been selected as the vendors—with the master administrator being Fidelity. These vendors have a 3-year contract and SURS is seeing a slight increase of about 3% per month toward employees enrolling in the SMP program. SMP information is regularly posted on the SURS website—including asset allocations.

The SURS member services offices are anticipating more retirements because of changes in the Money Purchase Formula beginning January 1, 2016, and accordingly, counseling sessions have doubled.

Changes to the SURSMAC Constitution to enhance the effectiveness of SURSMAC were adopted. (The proposed changes were detailed in SUR.15.02, forwarded to the UIUC Senate on 10-18-15.) With a resolution thanking current Chair John Shuler for his service, SURSMAC elected new officers per the Constitution's requirements; specifically, Chair Jayne Defend, and Vice-Chair H.F. (Bill) Williamson.

The meeting was adjourned at 1:15 p.m. sine die.

Respectfully Submitted,

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

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

\*\*The assistance of Laura Czys from the University Office for Human Resources is gratefully acknowledged in the production of this report.



UNIVERSITY OF ILLINOIS  
URBANA-CHAMPAIGN SENATE

General University Policy  
(Final; Information)

GP.16.01 Advice of the Committee on General University Policy on Resolution 16.04

At the request of the Senate Executive Committee, the Committee on General University Policy (GUP) reviewed the previous version of Resolution 16.04 and provided detailed feedback about where the comments in it were incomplete and/or misleading. Selectively quoting certain external documents, or invoking them for support in cases where they do not apply, led to some serious misrepresentations of the claims made in these documents regarding the potentially discriminatory impact of certain criminal background check policies. The Chair of GUP also met personally with the authors to review these concerns.

The current version addresses some of these concerns, but a majority of the misstatements remain, including some of the most serious ones. We list below the GUP criticisms that were not addressed in this version of the resolution.

We have enumerated the “whereas” paragraphs, and present these comments in order of each:

Paragraph 2. Refers to a portion of the *Statutes* dealing only with the conditions for potentially dismissing tenured faculty members, not with hiring policy.

Paragraph 3. This clause asserts a value that we all share, and implies that the Background Check policy is not in compliance, without specifying why.

Paragraph 5. The UI policy is available online for quotation: “A criminal record or history will not automatically exclude an individual from being considered for or being offered employment with the University” (<http://www.ahr.illinois.edu/background/Policy.pdf>). This is a more reliable source than a quotation from a newspaper article.

Paragraph 6. The Background Check policy does not cover arrests or “a criminal history record,” only convictions. Further, any such record that has been “ordered expunged, sealed, or impounded” would not be available to the organization carrying out the background checks.

Paragraph 7. Same comment as on para 3, above.

Paragraphs 8 and 9. Selective quotation here results in misrepresentation of the EEOC Enforcement Guidance. Here is the full wording of the relevant section (p. 9):

With respect to criminal records, there is Title VII disparate impact liability where the evidence shows that a covered employer’s criminal record screening policy or practice disproportionately screens out a Title VII-protected group **and the employer does not demonstrate that the policy or practice is job related for the positions in question and consistent with business necessity.**  
[http://www.eeoc.gov/laws/guidance/upload/arrest\\_conviction.pdf](http://www.eeoc.gov/laws/guidance/upload/arrest_conviction.pdf)

The sponsors are also advised that the UA policy does not “screen out” applicants, given that the background check is not applied until a provisional offer has already been extended, and that (again) “a criminal record or history will not automatically exclude an individual from being considered for or being offered employment with the University” (<http://www.ahr.illinois.edu/background/Policy.pdf>). They may also wish to consult the published guidelines for campus implementation, which outline (pp. 4-5) the criteria to be followed by the

review committee’s individualized assessment of cases where applicants are determined to have a criminal conviction history, including “the **relatedness** of the offense/conduct to the position being sought” (p. 5). (<http://www.ahr.illinois.edu/background/Guidelines.pdf>)

Paragraph 11. It is not clear which document is being cited here, as no reference is given. However, the following passage is found in Section 4 of the January 29, 2013 Directive found at [http://www.dol.gov/ofccp/regs/compliance/directives/Dir306\\_508c.pdf](http://www.dol.gov/ofccp/regs/compliance/directives/Dir306_508c.pdf):

“Policies that **exclude people from employment based on the mere existence of a criminal history record and that do not take into account the age and nature of an offense**, for example, are likely to unjustifiably restrict the employment opportunities of individuals with conviction histories. Due to racial and ethnic disparities in the criminal justice system, **such policies** are likely to violate federal antidiscrimination law.”

If this is the passage alluded to in para 11, the sponsors have misrepresented the content of the Directive.

Paragraph 13. The campus implementation plan fully aligns with the five AAUP principles presented in RS.16.02:

that a candidate must authorize a background check in writing;

that the candidate must be given a copy of the final report;

that no adverse action may be taken on the basis of the report unless and until the prospective employee has had an opportunity to contest or clarify its accuracy;

that if a report is retained in a successful candidate’s file, it should be corrected to remove all inaccuracies;

that all irrelevant personally identifiable information in a faculty member’s file should be destroyed.

**GENERAL UNIVERSITY POLICY**

Nicholas Burbules, Chair

Richard Gegg

Kim Graber

Patricia Rodriguez

Jay Rosenstein

Gabriel Solis

Joyce Tolliver

Conrad Wojtan

Elabbas Benmamoun (Ex officio designee)

UNIVERSITY OF ILLINOIS  
URBANA-CHAMPAIGN SENATE

General University Policy  
(Final; Information)

GP.16.02      Comments on the Background Check Policy

**PREAMBLE: GUP wants to emphasize that in our view the primary justification for this policy must be protecting personal safety and campus security. We also want to underscore the importance of the principle that implementation of the policy must be consistent with the university's commitment to workforce diversity.**

**University of Illinois Policy On Background Checks**

**I. Purpose**

In an effort to provide a safe and secure environment for all students, employees and visitors at the University of Illinois; to safeguard the University's **integrity**, ~~GUP believes that this word raises the same problems of subjectivity as "reputation"~~ property and resources; and to help ascertain suitability for employment, the University has established the following Policy for conducting background checks (1) for new employees and (2) for current employees transitioning into positions that are security sensitive or critical, which require background checks. This Policy should be consistent with the university's commitment to academic quality and workforce diversity.

**II. Overview**

Offers of employment made to prospective new hires, as well as offers made to current employees who are seeking to transition into a position that requires background checks by law or existing University (including campus) practice, will be contingent upon the results of the criminal background check and other pre-employment background checks, as applicable.

The University may revoke any conditional offer of employment to an individual who does not consent to applicable background checks. For an individual who does consent to applicable background checks, the University may revoke any conditional offer of employment if the results of the background checks represent an unacceptable level of risk in relation to the job responsibilities or if the background checks reveal the individual lacks requisite qualifications, thus not supporting a reasonable hiring decision.

Each Campus, University Administration (UA), and the University of Illinois Hospital & Health Sciences System (UIHHSS) have the obligation to set guidelines and/or procedures, which must comply and be consistent with this Policy, for conducting criminal background checks for their respective employees. If an individual's criminal background check results indicate that the individual has a criminal record, the University will conduct an individualized assessment, which will include an opportunity for the individual to explain or provide additional information. A criminal record will not automatically exclude an individual from being considered for or being offered employment with the University, as consideration is given to such factors as, but not limited to, the nature and seriousness of the underlying offense/conduct, the relatedness of the offense/conduct to the position being sought, the length of time that has elapsed since the conviction/end of sentence/conduct, and demonstrated rehabilitative efforts.

In addition, each Campus, UA and UIHHSS **already** have in place guidelines and/or procedures as well as best practices for conducting pre-employment background checks other than criminal

background checks for their respective employees, consistent with the job description and applicable federal and state law. These separate background checks may relate to such items as the verification of education and other credentials, verification of employment history, motor vehicle records or credit records, if such checks are required based on the specific position. The Campus, UA and UIHHSS guidelines and/or procedures will include an opportunity for the individual to explain or provide additional information.

### **III. Individuals Covered**

Except as set forth below, this Policy will be followed and criminal background checks and other applicable background checks will be conducted with respect to new hires and current employees transitioning into security sensitive or critical positions, regardless of whether the individual is seeking a position as Faculty, Post-Doctoral Research Associates, Interns, Residents, Academic Professionals (including academic hourly), or Civil Service (including extra help). Except when stipulated in the Campus, UA, and UIHHSS guidelines and/or procedures, background checks will not be conducted with respect to graduate or undergraduate student employees, pre-or post-doctoral fellows, volunteers, individuals appointed to non-paid positions, contractors or other individuals employed by another entity who are not otherwise subject to the University of Illinois Protection of Minors Policy or who will not be assigned to a designated security sensitive or critical position.

The University reserves the right to modify this Policy at any time, **after seeking the advice of appropriate governance bodies.**

### **IV. Responsibilities**

#### Candidates:

- Provide complete and accurate information relating to the subject of the background check(s) that will be performed, when requested.
- Provide authorization for applicable background checks when requested.

#### University Administration Human Resources:

- Facilitate University-wide compliance with this Policy to ensure the Campus, UA and UIHHSS guidelines and procedures follow established provisions and protocols for background checks.
- Coordinate the process for soliciting and contracting, as necessary, with an outside vendor to perform background checks on specified individuals pursuant to this Policy.
- Oversee the development, administration, and implementation of this Policy and guidelines and/or procedures relating to, background checks for individuals to be employed by or otherwise associated with University Administration or applicable University Related Organizations (UROs).
- Communicate and provide necessary training regarding this Policy with respect to individuals employed by or otherwise associated with University Administration or applicable UROs.

#### Each Campus/University of Illinois Hospital & Health Sciences System:

- Ensure that the guidelines and/or procedures developed by each Campus and UIHHSS for all of their respective units (e.g. Colleges, Departments, Offices) comply and are consistent with this Policy.
- Develop, oversee, administer and manage this Policy and the guidelines and/or procedures developed by each Campus and UIHHSS relating to background checks for individuals to be employed by or otherwise associated with their respective units.
- Communicate and provide necessary training regarding this Policy with respect to individuals employed by or otherwise associated with the Campus or UIHHSS.

**V. Periodic Assessment of the Policy**

The University shall review this Policy at least every three (3) years. This review shall include an assessment of any impact of the Policy on academic quality **or** workforce diversity. This review will be conducted by representative stakeholders, including administration, faculty and staff from each Campus, UA, and UIHHSS, **and its results will be shared with appropriate governance bodies.**

**VI. Confidentiality**

All records obtained through background checks will be maintained in accordance with record retention and other applicable policies and procedures established by each Campus, UA or UIHHSS. All such records shall be deemed confidential, maintained in a secured, access-restricted file with access limited to only those University representatives who have a need to review or utilize those records in fulfilling their responsibilities under this Policy.

**GENERAL UNIVERSITY POLICY**

Nicholas Burbules, Chair

Richard Gegg

Kim Graber

Patricia Rodriguez

Jay Rosenstein

Gabriel Solis

Joyce Tolliver

Conrad Wojtan

Elabbas Benmamoun (*Ex officio designee*)



**UNIVERSITY OF ILLINOIS**  
**URBANA-CHAMPAIGN SENATE**  
Committee on Equal Opportunity and Inclusion  
(Final; Information)

EQ. 16.01 Report on the Revised Background Check Policy formulated by the UA Committee under Vice President Pierre

Though we appreciate the changes to language in the policy that have addressed some issues previously raised, we remain concerned about language that is both ambiguous and imprecise in ways that 1) obscure the intended effects of the policy and 2) extend oversight into pre-employment validation processes for faculty hires that are currently understood to be the responsibility of units where faculty are being hired.

1. In the statement of the purpose of the policy in Section 1, the final sentence states, “The principles that underlie this policy are to support the academic quality, workforce diversity, and international reputation of the University.” This articulates the “principles” of the policy in a way that obscures the probability, repeatedly referenced in Senate discussions of the policy, that criminal background checks are likely to diminish, not support, “workforce diversity.” In addition to continued attention to whether the policy as a whole is at odds with University diversity values statements and equal opportunity guidelines, we think it is important for the policy itself to more accurately reflect an interest in applying such a policy in a way that acknowledges and seeks to reduce its likely negative impact on diversity hiring and retention.

In addition, in the language used for the principles underlying the Background Check policy, broad reference to “academic quality” is of concern on a number of counts. Vague references to “quality” have a long history of being used as code for academic norms of behavior and practice that have traditionally excluded underrepresented faculty and students. As a result, such language enhances the likelihood that qualified candidates will read this policy as an indication that their achievements may not be granted full consideration. Further concerns arise from the failure of such general uses of “quality” to capture the diverse metrics and criteria applied for specific units and faculty categories. A policy referring generally to “quality” checks in all of them, as opposed to the job-specific evaluations overseen by units familiar with rigorous discipline-specific criteria of strength in research, scholarship and teaching, appears too broad. Unit-specific processes that have been applied in the past appear more appropriate to us for both of these reasons.

Finally, this sentence re-introduces University “reputation” as part of what the policy is designed to protect. The EQ committee agrees with issues raised earlier from GUP about “reputation” as a criterion easily expanded in ways that can infringe on institutional commitments to academic freedom. Earlier in the paragraph “integrity” was substituted for the term “reputation.” “Integrity,” while a worthy principle in many uses, has similar problems here with regard to interpretation and application.

In light of these concerns, the EQ committee considered it more appropriate to word this sentence to indicate that the University strives to implement the policy in such a way as to not imperil academic missions and workforce diversity.

2. We have been concerned in earlier drafts that revisions extended the background check policy beyond the criminal background check procedures that were previously its focus. We consider it important for the policy to observe existing practices whereby units with expertise oversee pre-employment “verification of education and other credentials, employment history,” (addressed in section II, Overview, final paragraph) through the scholarly networks that already verify education, achievement, and employment. The current revision appears to do this by stating in the above referenced paragraph that each “campus, UA and UIHHSS have in place guidelines and/or procedures as well as best practices for conducting pre-employment background checks other than criminal background checks for their respective employees, consistent with the job description and applicable federal and state law.” This is an improvement inasmuch as it acknowledges current practices with regard to verification of education, other credentials and employment history, etc. being the purview of units with expertise in the area of a specific search. A statement about the importance of this unit-level expertise would still seem in order.

Additional areas of concern include:

We note that Campus, UA and UIHHSS units must set guidelines and/or procedures that comply with and are consistent with policy. Is there some campus input into the definitions of what “consistency” involves?

Section II: Individuals Covered: this also seems to have expanded, including Postdoctoral Research Associates.

V Periodic Assessment:

We are pleased to see a presentation of assessment plans. We note that the need for such assessment on impact of the Policy on “the academic quality, workforce diversity, and international reputation of the University,” confirms our concern, outlined above, that diversity in particular is potentially damaged, rather than supported, by this policy. Should the policy go forward, we would recommend more regular oversight.

EQUAL OPPORTUNITY AND INCLUSION  
Kathryn Oberdeck, Chair  
Eurydice Bauer  
Trymore Magomana  
Danielle Mallett  
Leslie K. Marrow  
JJ Pionke  
Rolando Romero  
Terri Weissman