

**AGENDA**

Senate of the Urbana-Champaign Campus  
November 5, 2012; 3:10 pm  
Levis Center

- I. Call to Order** – Chancellor Phyllis Wise
- II. Approval of Minutes** – October 8, 2012
- III. Senate Executive Committee Report** – Chair Matthew Wheeler
- IV. Chancellor’s Remarks** – Chancellor Phyllis Wise
- V. Questions/Discussion**
- VI. Proposals (enclosed)**

CC.13.05	Nominations for Membership on Standing Committees of the Senate	Committee on Committees <i>(P. Kalita, Chair)</i>	1
SC.13.08	SEC Statement on the Potential Loss of Exemption Authority	Senate Executive Committee <i>(M. Wheeler, Chair)</i>	3
EQ.13.01	Resolution on Diversity Values Statement	Equal Opportunity and Inclusion <i>(H. Hilton, Chair)</i>	5
RS.13.01	Resolution in Response to the Illinois Student Senate Resolution AA.2013.09, Protection Against Retaliation	Prefiled Resolution <i>(M. Beaty)</i>	9
- VII. Current Benefits Issues** (5 min.)– John Kindt, Chair of Faculty and Academic Staff Benefits
- VIII. Reports (enclosed)**

HE.13.02	FAC/ IBHE Report – October 19, 2012	A. Aminmansour	13
UC.13.03	USC Report – October 15-16, 2012	J. Tolliver	15
SUR.13.01	SURSMAC – October 8, 2012	K. Andersen H.F. (Bill) Williamson	21
- IX. Presentations**
  - A. University/Campus Budget Updates**  
Michael Andrechak, Associate Chancellor and Vice Provost for Budgets and Resource Planning
    - 1. Questions/Discussion**
  - B. UI Labs Project**  
Larry Schook, Vice President for Research
- X. New Business**  
Proposed Amendments to the University of Illinois *Statutes* and the *General Rules Concerning University Organization and Procedure*
- XI. Adjournment**



**Minutes**  
**Urbana-Champaign Senate Meeting**  
October 8, 2012

A regular meeting of the University of Illinois at Urbana-Champaign Senate was called to order at 3:11 pm on the 3<sup>rd</sup> floor of the Levis Center with Provost Ilesanmi Adesida presiding and Professor Emeritus Kenneth E. Andersen as Parliamentarian.

**Approval of Minutes**

10/08/12-01 The minutes from September 10, 2012 were approved as amended.

**Senate Executive Committee Report**

Faculty Senator Matthew Wheeler (ACES) and Chair of the Senate Executive Committee (SEC) requested floor privileges for Professor Jose Hualde from Spanish Italian and Portuguese to speak to EP.13.01, Piper Hodson from Natural Resources and Environmental Sciences (NRES) to speak to EP.13.03, EP.13.04, EP.13.05, and EP.13.06, Professor Emeritus Peter Loeb to speak to SP.12.06, and Glenda Morgan from CITES to speak to GP.12.10.

10/08/12-02 Floor privileges were granted as requested.

Faculty senators John Hart (ENGR) and H.F. (Bill) Williamson (LAS), and student senator Brock Gebhardt (LAS) served as tellers for the meeting.

Wheeler reported that the SEC discussed the format of Senate agendas and have made some changes in response to suggestions SEC received over the past few months.

There were three recent items in the news that appear on today's agenda; 1) The Academic Professional issue, 2) Amendment 49 which John Kindt will address in his report, and 3) enrollment management which Stacey Kostell will address in her presentation.

The Chancellor's Town Hall meeting on October 1 was mentioned and any additional comments can be sent directly to Chancellor Wise.

Wheeler reminded all faculty members that the Annual Meeting of the Faculty would be held on Monday, October 29 at 3:10 on the third floor of Levis Center with a reception immediately following on the second floor. He also urged faculty members to encourage colleagues to attend this important meeting.

Chair Wheeler also reported to the Senate regarding the Coursera Initiative. Over the summer Chancellor Wise requested SEC's assistance in determining possible faculty concerns. SEC Chair Wheeler formed a task force and a report was issued from the task force. Due to the rapidly changing e-learning environment and the ability to dissolve the Coursera partnership at any time with no cost or damage to the campus, the SEC Coursera Task force did not find any reason to delay the partnership.

At the July 16, 2012 SEC meeting the SEC acted on behalf of the Senate in supporting the Chancellor to move forward with the partnership with Coursera, a MOOC (massive online open course) provider. The full Report from the Ad Hoc Committee is available on the Senate website.

**Chancellor's Remarks**

Provost Ilesanmi "Ade" Adesida gave remarks in the Chancellor's absence. Ade has been on the Urbana campus for many years, but is new to the Provost position. His passion is excellence and he indicated that this campus has passion. His vision is to work together to partner to achieve excellence. Change is difficult, but this campus needs to look at how the greatest impact can be made. The world is moving rapidly and there is a need to respond just as quickly; this University

should be leading the change in higher education. Whatever the campus chooses to undertake, we need to do it well. The Chancellor's Visioning Excellence initiative is moving forward to the next stage.

### **Questions/Discussion**

Concern was expressed regarding the way in which the SEC handled the reporting of actions taken on behalf of the full Senate over the summer regarding Coursera. It was noted that the *Bylaws* state that the SEC should seek the advice of those senators present on campus when acting on behalf of the full Senate on urgent matters, and the question what steps were taken to consult with those senators that were on campus over the summer was asked.

Chair Wheeler noted that the SEC formed a task force that included SEC members and other faculty members. H. George Freidman, member of the University Statutes and Senate Procedures (USSP) Committee added that this is invoked rarely and he felt that the spirit of the Bylaws was followed.

Clarification was requested regarding taking action on any items on the agenda with the exception of new business and what is considered new business?

Parliamentarian Andersen gave his opinion that action can be taken on any item on the agenda, but that it must be germane and related to the item. Action taken should be within the constraints set-up within the proposal/agenda item and to be careful not to exceed the parameters of the item brought forward. The background statement sets these parameters. Anderson added that he was not a lawyer and his opinion was not legal advice.

### **Consent Agenda**

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

- |             |  |
|-------------|--|
| 10/08/12-03 | EP.13.01* Proposal to establish a Graduate Concentration in Romance Linguistics in the Department of Spanish, Italian and Portuguese, the Department of French, and the Department of Linguistics, School of Literatures, Cultures and Linguistics, College of Liberal Arts and Sciences |
| 10/08/12-04 | EP.13.03* Proposal to Revise the NRES (Department of Natural Resources and Environmental Sciences) Concentration Requirements: Resource Conservation and Restoration Ecology Concentration   |
| 10/08/12-05 | EP.13.04* Proposal to Revise the NRES (Department of Natural Resources and Environmental Sciences) Concentration Requirements: Global Change & Landscape Dynamics Concentration  |
| 10/08/12-06 | EP.13.05* Proposal to Revise the NRES (Department of Natural Resources and Environmental Sciences) Concentration Requirements: Fish and Wildlife Conservation Concentration  |
| 10/08/12-07 | EP.13.06* Proposal to Revise the NRES (Department of Natural Resources and Environmental Sciences) Concentration Requirements: Human Dimensions of the Environment Concentration   |

### **Proposals (enclosed)**

- |             |  |
|-------------|--|
| 10/08/12-08 | <u>CC.13.04</u> * Nominations for Membership on Standing Committees of the Senate and the Military Education Council |
|-------------|--|

on behalf of the Committee on Committees, the Chair Prasanta Kalita, moved approval of the slate of nominees on CC.13.04. There were no floor nominations and nominations were declared closed.

10/08/12-09 By voice vote, the slate of nominees on CC.13.04 was approved.

10/08/12-10 GP.12.10\* Policy Governing Electronic Surveys and Questionnaires

General University Policy (GUP) Chair Nicholas Burbules reintroduced the proposal to use the campus network to broadly send out surveys. DMI (Division of Management Information) grants permission on a case by case basis. This is the third version of this proposal. Burbules noted that there is a current process in place and approval is handled by the DMI Associate Provost. The previous DMI Associate Provost, Carol Livingstone did not feel that a single individual should be the only person reviewing and giving permission to use the campus network in this manner. This proposal is setting current practice into policy. Previous concerns included the number of follow-ups allowed, and this has now been addressed in this version of the proposal.

10/08/12-11 On behalf of the GUP Committee, Chair Nicholas Burbules moved approval of GP.12.10.

A robust discussion followed which included concern from some senators that regularly use surveys. The concern was that this policy would restrict the way research is done. Apprehension was also expressed in regards to limiting the number of follow-ups allowed. It was noted that this proposal only establishes review and approval of surveys, and the use of the University network. This policy does not limit the number of surveys sent, it only replaces a current practice with a policy on surveys, and it does not restrict the research done by using surveys.

10/08/12-12 A motion was made to amend the proposal omitting all references to follow-ups. The motion was seconded.

10/08/12-13 By voice vote, the motion to amend passed.

10/08/12-14 It was moved to call for the question, and seconded. By show of hands, debate was closed.

10/08/12-15 By show of hands, 41 yes, 37 no, 0 abstentions, GP.12.10 passed as amended.

10/08/12-16 SP.12.06\* Revisions to the *Constitution* and the *Bylaws* Regarding Conduct of Senate Meetings and Formulation of Meeting Agendas

University Statutes and Senate Procedures (USSP) Chair William Maher moved separation of the *Constitution* change from the *Bylaws* change for individual approval. Provost Adesida agreed to separate.

10/08/12-17 Maher moved approval of the amendment to the *Constitution* reducing quorum from 100 to 75.

10/08/12-18 Without objection, the amendment to the *Constitution* passed by unanimous consent.

Maher moved approval of the amendment to the *Bylaws* to reduce the number of required members present and voting from at least two-thirds to a simple majority in order to introduce items not on the agenda, with a note that action cannot be taken on these added items.

10/08/12-19 A motion was made to divide. Provost Adesida agreed to divide.

10/08/12-20 A motion was made to discuss the second portion before speaking to the reduction of two-thirds to a simple majority. Provost Adesida agreed.

It was noted that the second portion of the *Bylaws* change does not include the phrase "new business". It states that "Such matters may not be acted upon at the meeting in which they are introduced, according to the requirements of the Open Meetings Act". This is a state law that the

Senate must follow and the inclusion or striking of this sentence does not affect the Open Meetings Act requirements.

It was also clarified that reports listed on the agenda can be acted on at the meeting. The only items that the Senate cannot take action on are items not listed on the agenda.

10/08/12-21 The motion to include the last sentence, "Such matters may not be acted upon at the meeting in which they are introduced, according to the requirements of the Open Meetings Act", passed by voice vote.

10/08/12-22 USSP Chair Maher moved to amend the *Bylaws* reducing the requirement to add items not listed on the agenda from two-thirds to a simple majority.

10/08/12-23 By voice vote, the amendment to the *Bylaws* reducing the requirement to add items not listed on the agenda from two-thirds to a simple majority passed.

10/08/12-24 SC.13.04\* SEC Statement on Faculty Representation and Shared Governance

Wheeler moved on behalf of SEC for the full Senate to endorse the SEC statement SC.13.04.

10/08/12-25 Without objection, SC.13.04 was approved by unanimous consent.

10/08/12-26 SC.13.06\* Reaffirmation of SC.11.14, SEC support for Council of Academic Professionals Resolution

Wheeler moved approval of reaffirming SC.11.14 by approving SC.13.06.

SEC Professional Advisory Committee Representative Konstantinos Yfantis noted that there is a possibility of revoking the exemption authority that gives us the ability to determine which positions are AP and which are civil service. This proposal is in support of retaining the exemption authority.

10/08/12-27 Without objection, SC.13.04 was approved by unanimous consent.

#### **Current Benefits Issues**

Faculty and Academic Staff Benefits Chair John Kindt reported that benefits issues, including information on Constitutional Amendment 49, were being communicated by interested parties within parameters provided by regular guidelines not to use state resources or time and per a recent memo provided by the Office of Legal Counsel.

#### **Presentation: 2013 Admissions Goals and Enrollment Management Goals**

Director of Undergraduate Admissions Stacey Kostell gave the following presentation. The PowerPoint slides are available at: [http://www.senate.illinois.edu/121008\\_admissions.pdf](http://www.senate.illinois.edu/121008_admissions.pdf)

The Office of Admissions includes Financial Aid and other departments. This presentation has been presented to several bodies to inform groups about enrollment management. Some of the language skill requirements have been changed for incoming international students which caused the admissions rate to slightly decrease.

Residency is counted based on the tuition rate that is paid and also by citizenship, but either way the numbers do not significantly change. Chicago Public Schools is a large school district that is targeted for recruitment and helps diversity numbers. Branding is directed towards 16-17 year olds. There is also an effort to diversify within the international pool and to identify other countries to attract international students from, but not an effort to attract more international students.

A cohesive brand is important so prospective students are consistently receiving the same message with the same look and feel. College Confidential is the largest place to view information on colleges and a presence there is important.

A dynamic check-list instead of the current static list is being developed. There is also an effort to move to a new admissions application instead of using Banner in order to create more flexibility.

Yields have been decreasing and it is related completely to cost. When the cost to attend goes up, the yield goes down. There has been a really great applicant pool, but there is still a need to admit more students to get the desired yield. Room and board rates here are high compared to peer institutions. Illinois really is the highest cost public institution in the US. When the decline survey was reviewed this year, 60% replied the reason for declining was cost. Resources gathered for financial aid was approximately \$12 million. Awards were increased from \$1000 to \$5000.

Admissions Chair Michael Biehl noted that the Admissions Committee is working with Kostell and the Admissions and Recruitment Office to achieve easy accessibility between students and applicants.

**Reports**

- 10/08/12-28 AD.13.01\* 2013 Enrollment Management Goals and Office of Undergraduate Admissions Goals
- 10/08/12-29 SC.13.07\* BOT Observer Report – September 14, 2012
- 10/08/12-30 HE.13.01\* FAC/ IBHE Report – September 21, 2012
- 10/08/12-31 UC.13.02\* USC Report – September 18, 2012
- 10/08/12-32 FAC.12.01\* FAC 2011-2012 Annual Report

**New Business**

No new business.

**Adjournment**

The meeting adjourned at 5:09 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.13.05 Nominations for Membership on Standing Committees of the Senate

**Student Discipline**

To fill a faculty vacancy created by the resignation of Robert Brunner.

Carol Skalnik Leff

LAS

Term Expires 2013

**Committee on Committees**

Prasanta Kalita, Chair

Michael Biehl

Harley Johnson

Tim Flanagan

Steve Letourneau

Jim Maskeri

Daniel Michaelson

Joyce Tolliver

Jenny Roether, *ex officio*

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



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

SC.13.08 SEC Statement on the Potential Loss of Exemption Authority

**BACKGROUND**

In April 2011, the Academic Senate of the University of Illinois at Urbana-Champaign endorsed a statement by the Council of Academic Professionals against the removal of the Exemption Authority. The Exemption Authority allows the campus to decide which positions should be exempted from civil service, giving it the authority to determine whether a position is classified as civil service or academic professional. At the time there were concerns among Academic Professionals about a trend in reclassifying positions from academic professional to civil service stemming from the audit findings at another campus of the University of Illinois system as well as the perceived risk of the State Universities Civil Service System (SUCSS) acting to remove the exemption authority from state universities. The audit process, conducted by the State Universities Civil Service System, is designed to hold state universities accountable and to ensure compliance with the rules and procedures of the Merit Board, which is the governing body of SUCSS. The process of selecting which positions are to be audited and the selection standards are determined by SUCSS. Human resources professionals at the University of Illinois at Urbana-Champaign work diligently to address the findings of audits and have a tradition of doing so effectively for a number of years.

The Senate, in endorsing this statement, reinforced concerns that losing flexibility in hiring academic professionals would severely inhibit the teaching, research, and service functions of the university. Increasingly, the ability to create and fill positions customized to emerging needs is a crucial part of the university's agility and ability to respond to opportunities as they present themselves, and to reallocate human resources as campus priorities change.

**PROBLEM**

The risk of the loss of the exemption authority is even more serious today. The SUCSS Merit Board is considering an amendment to the State Universities Civil Service System 80 Illinois Administrative Code 250.30 that would remove exemption authority from state universities under its purview and give that authority instead to SUCSS.

**STATEMENT OF POSITION**

We oppose the removal of position exemption authority from the University of Illinois at Urbana-Champaign. We believe that such a development would harm the institution by requiring that a third party assume responsibility for determining which positions are exempt. Making these determinations within the university's decision-making process is essential to the mission-critical functions of the University, and, for that matter, for all of the public universities in the State of Illinois.

In the Spring of 2012 the academic professional advisory bodies at the three campuses that comprise the University of Illinois system - Urbana-Champaign, Chicago and Springfield – solicited the opinions of faculty and staff regarding the aforementioned amendment that would remove the exemption authority. 584 comments were submitted as part of this process and more than 500 of these comments were against the removal of the exemption authority. The crux of the comments is that we need to keep hiring decisions as close to the local level as possible to ensure that we recruit talent of the highest caliber in an efficient and effective manner.

**RISKS**

Determining which positions are exempt is an essential part of the hiring process at the University of Illinois at Urbana-Champaign, a tier-one research institution. We want to emphasize the critical role that Academic Professionals play in achieving the University’s research, teaching and service missions.

The removal of the exemption authority jeopardizes the University’s ability to recruit and retain the most talented staff members. In this critical time for higher education, we must maintain the University’s ability to determine which people to hire to maximize its potential. Key decisions such as which positions to exempt should not be determined by a centralized agency but by the skilled, experienced human resources professionals who work at the University, who know its needs best, and who have been making such judgments successfully and equitably for years.

**SOLUTION**

We believe that the SUCSS audit process is sufficient to hold the University accountable. The way to move forward is not by removing the exemption authority. We have full confidence in the human resources professionals working at the University to improve processes in ways that address audit findings.

**CONCLUSION**

It is imperative for the University of Illinois at Urbana-Champaign to retain its ability to exempt positions. While we value all staff members and respect the substantial contributions of all job classifications, we recognize the flexibility associated with Academic Professional classifications that together with the other job classifications allow our University to excel in achieving its public missions.

In an era when Universities need to be agile in their hiring and retention strategies, when competition for talented staff members is globalized, we need to ensure that talent management including the authority to exempt positions remains autonomous. When this authority is placed in the hands of a centralized agency, that autonomy is lost and puts at risk our status as a world-class research University.

SENATE EXECUTIVE COMMITTEE  
Matthew Wheeler, Chair  
Roy Campbell, Vice Chair  
Abbas Aminmansour  
Nicholas Burbules  
Brock Gebhardt  
Harry Hilton  
Eric Johnson  
Prasanta Kalita  
John Kindt  
Calvin Lear  
William Maher  
Jim Maskeri  
Gay Miller  
Joyce Tolliver  
Konstantinos Yfantis

**BACKGROUND**

Over 60 years, the University of Illinois has committed itself to broadening the diversity of its students, faculty and staff and to education and scholarship that promotes a democratic society. The University, its faculty and administrators have continually enhanced and renewed this commitment through a variety of initiatives from the founding of the Division of Disability Resources and Educational Services on 1948, the era of Project 500 (the Special Educational Opportunities Program), which grew out of the Civil Rights struggles of the 1960s, the institution of racialized communities/ethnic studies units a Gender and Women's Studies programs in the in the decades following; campus-wide initiatives promoting diversity in 2000 and 2008, to Chancellor Phyllis Wise's current commitment to diversity as one of her own goals for the coming year, to name just a few. While these and other efforts have yielded many important advances in diversity and inclusion, their repeated reassertion also underlines the extent to which the institution's commitment to and realization of diversity goals remain incomplete. One missing element is a publicly affirmed statement of the significance of diversity as part of the institution's missions that can simultaneously showcase, mobilize and help to coordinate many valuable but insufficiently synchronized efforts to embed diversity in the goals of our teaching, research and service missions.

With this concern in mind, Helen Neville, Professor of Educational Psychology and African American Studies undertook to draft a diversity value statement for the campus as part of her work on diversity initiatives during her year as Provost Fellow, 2011-2012. Professor Neville was co-chair, with Feniosky Peña-Mora, of the Project 2012: Transforming Illinois initiative during 2006-07, which produced a strategic planning document that outlined goals for advancing diversity in critical areas of campus environment, education, representation, scholarship and public engagement. Her draft diversity value statement drew on these objectives and provides one way of renewing University commitment to them. Professor Neville also modeled her draft statement on existing statements adopted by comparable Institutions such as the University of California and the University of Michigan. She consulted with and incorporated feedback from Chancellor, selected deans and other administrators, faculty, and staff, including members of the Academic Senate's Equal Opportunity and Inclusion Committee, who met with her twice last year.

Professor Neville has now completed the final draft of her proposed diversity values statement, and Chancellor Wise has indicated her eagerness to adopt and publicize the statement as part of what directs campus missions. In its final round of discussions with Professor Neville and Associate Chancellor Menah Pratt-Clarke, the Equal Opportunity and Inclusion Committee determined that a resolution affirming the Academic Senate's endorsement of the diversity values statement should precede and support its public announcement. The Equal Opportunity and Inclusion recognizes that promoting such an endorsement is in line with its mandate to "develop guidelines and programs promoting an equitable and welcoming campus environment for members of any underrepresented, historically disadvantaged, or marginalized groups," "evaluate continually the equal opportunity posture of the campus," and "communicate and cooperate with other University offices and committees" established to work on these objectives. Furthermore, the committee recognizes the objectives laid out in the diversity statement as commitments only meaningful if undertaken and realized at every level and unit of the University, a project the Academic Senate is centrally positioned to support. With this in mind, the Equal Opportunity and Inclusion Committee proposes the attached resolution endorsing the Diversity Values statement and committing the Senate to further efforts to define and pursue programs of action that will meaningfully implement the values and goals it proposes.

**UNIVERSITY OF ILLINOIS  
URBANA-CHAMPAIGN SENATE**

Prefiled Resolution  
(Final; Action)

**EQ.13.01 Resolution on Diversity Values Statement**

WHEREAS, The Senate and its Equal Opportunity and Inclusion Committee are mandated to promote an equitable and welcoming campus environment for members of any underrepresented, historically disadvantaged or marginalized groups, and

WHEREAS, The Chancellor has recently affirmed the importance of diversity as a central goal of her office and signaled her intention to embrace the Diversity Values statement drafted by Prof. Helen Neville in her role as Provost Fellow as part of campus policy and publicity, and

WHEREAS, The realization of the goals and values of the Diversity Values Statement can most effectively be realized through the commitment of every level and unit of the University, which the Academic Senate is positioned to promote and support;

THEREFORE BE IT RESOLVED that the Academic Senate endorses the Diversity Values Statement drafted by Professor Helen Neville, as follows:

**DIVERSITY VALUES STATEMENT**

As the state's premier public university, the University of Illinois at Urbana-Champaign's core mission is to serve the interests of the diverse people of the state of Illinois and beyond. The institution thus values inclusion and a pluralistic learning and research environment, one which we respect the varied perspectives and lived experiences of a diverse community and global workforce. We support diversity of worldviews, histories, and cultural knowledge across a range of social groups including race, ethnicity, gender identity, sexual orientation, abilities, economic class, religion, and their intersections.

Ensuring access to the Illinois experience and committing to recruiting a full representation of the state's diverse populace in terms of students, faculty, staff, and administrators allows the University to respond to the needs of contemporary society. At the same time it demonstrates the importance of diversity to strengthen excellence and innovation. Diversity is strength, and with it comes excellence! Research indicates that people from diverse backgrounds working together identify more creative solutions to problems than people working in more homogenous groups. Thus, increased diversity encourages everyone on campus to think in more creative and innovative ways. This in turn enhances several important functions of the campus, including the production of ground-breaking research designed to address pressing societal needs and the training of future leaders to effectively work within increasingly diverse and global settings.

Our commitment to diversity means

- we demonstrate our values and appreciation of the perspectives and contributions of the wide spectrum of people reflected in our community;
- we support curricular, interdisciplinary, and co-curricular learning environments that expose students to multiple perspectives including the histories and contributions of groups across social and economic identities; and

- we provide opportunities for students, faculty, staff, and administrators to establish meaningful relationships across differences and we actively encourage the campus community to participate in programming and events to create, develop and sustain those relationships.

As such, we aspire to create a truly pluralistic environment, free of barriers associated with identity, in our pursuit of academic and scholarly excellence.

AND

BE IT RESOLVED that the Academic Senate commits itself to following up this endorsement with resolutions recommending specific processes for implementation of the Diversity Value Statement's goals,

AND

BE IT FINALLY RESOLVED that the Senate add to the charge of its Equal Opportunity and Inclusion Committee the tasks to monitor these diversity implementations on the UIUC campus and that it report to the Senate on the University's diversity status.

**Senate Committee on Equal Opportunity and Inclusion**

Harry Hilton, Chair  
Alejandra Aguero  
Augusto Espiritu  
Shivam Gupta  
Al Kagan  
Lucy Li  
Joy Malnar  
Kathryn Oberdeck





**UNIVERSITY OF ILLINOIS  
URBANA-CHAMPAIGN SENATE**

Prefiled Resolution

RS.13.01 Resolution in Response to the Illinois Student Senate Resolution AA.2013.09, Protection Against Retaliation

*Whereas*, on Wednesday, October 24, 2012, the Illinois Student Senate passed AA.2013.09 which urges campus departments to withhold retribution from students choosing to peacefully participate in a strike organized by the Graduate Employees' Organization (GEO), and

*Whereas*, in the same resolution, the Illinois Student Senate calls upon the Senate of the Urbana-Champaign Campus to reaffirm its call for a timely and fair resolution to the ongoing graduate employee contract negotiation process,

*Therefore, be it resolved*, that the Senate of the Urbana-Champaign Campus does hereby join the Student Senate in their call for campus departments to withhold retaliation against students choosing to peacefully participate in a potential work action and further urges both the GEO and the University Administration to advance to a timely and fair resolution in regards to contract negotiations, and

*Be it finally resolved*, that a copy of this Resolution be transmitted to the President and Members of the Illinois Student Senate, and that copies of this Resolution and Student Senate Resolution AA.2013.09 be transmitted to the President of the University of Illinois, the Provost of the University of Illinois at Urbana-Champaign, the Chair and Members of the University of Illinois Board of Trustees, and the members of the University and GEO bargaining teams, as well as the various colleges, departments, and units of the greater University Community at large.

*Sponsored by Senators:*

Monte Beaty  
Carey Hawkins Ash  
Calvin Lear



# STUDENT SENATE

UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN

AA.2013.09  
October 17, 2012

ILLINOIS STUDENT SENATE  
NINTH ASSEMBLY

**SPONSORS:** Senator Monte Beaty, with the Support of Senators Carey Hawkins Ash, Calvin Lear, Steven Rogers, Kevin Seymour, Carlos Duarte, Max Ellithorpe, Lauren Eiten, Amit Sangai, Rosa Rosas, Adrian Radoccea, Steven Letourneau, Jim Maskeri, Vice President External Ryan Young, Chris Dayton, Jordan Morris, Sarah Halko, Vice President Internal Shao Guo, Keenan Kassar, Joseph Moseley III Akash Agarwal, Eric Federico, Daniel Michaelson, Dion Broughton.

**APPROVAL FOR ACTION:** Approved and endorsed by the Standing Committee on Academic Affairs and forwarded to the Senate Floor on 10/21 by a vote of 6-0-1

**SENATE ACTION:** Approved by a vote of 36-0-2

*Protection Against Retaliation*

**Whereas**, the more than two-thousand, two hundred (2,200) graduate students the GEO represents have been working under an expired contract since August 16, 2012, the date the Fall 2012 semester began, and

**Whereas**, many of the 10,673 graduate students enrolled at the University of Illinois at Urbana-Champaign will at some point work as a University Graduate or Teaching Assistant and thus be protected under the contract currently being negotiated, and

**Whereas**, graduate employees contribute significantly to the high quality of education at this University, and

**Whereas**, among these contributions are the teaching of more than twenty percent (20%) of all undergraduate course hours on campus, and the instruction of more than thirty-six percent (36%) of all freshman classes, and

**Whereas**, the above shows that the sustained labor of graduate employees is paramount to the maintenance of this campus' stellar reputation for teaching and research, and

**Whereas**, the Illinois Student Senate, speaking on behalf of the student body, supported in times past the several ideals advanced by members of the graduate student community that are currently being deliberated in contract negotiations, and

**Whereas**, if current negotiations are not amicably resolved in a timely manner, graduate student employees are likely to withhold their labor, which is their legal right pursuant to Illinois Compiled Statute, (5 ILCS 5/13 Strikes), and



# STUDENT SENATE

UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN

**Whereas**, this Body acknowledges and supports in principle the exercising of the rights, privileges, and freedoms granted to those students who would withhold their labor in compliance with federal regulations and the Illinois Educational Labor Relations Act, however

**This Senate acknowledges** that the withholding of graduate student labor in part or in whole during the final weeks of this semester would result in a significant reduction in class instruction, greatly diminish the progress of numerous discussion sections, restrict the advancement of research efforts, and drastically increase the academic burden borne by our already heavily laden faculty, and

**Whereas**, it is in the interest of the University Administration, the Graduate and Undergraduate students of the University of Illinois Urbana-Champaign, and the citizens of the state of Illinois that the GEO and the University resolve their negotiations without resort to a work-action, and

**Nonetheless**, the Illinois Student Senate body fundamentally holds that students must be able to exercise their liberties and freedoms without fear of retribution from the University Administration or the agents and entities thereof, and

**Therefore, it is resolved**, that the Illinois Student Senate, the official voice of the Student Body of the University of Illinois at Urbana-Champaign, does hereby urge the Senate of the Urbana-Champaign Campus to reaffirm our request that the several academic departments hold harmless and withhold retribution toward those students who would choose to exercise their rights to free expression and collective negotiation through work action - out of respect for their constitutionally and statutorily guaranteed rights and freedoms, as the Senate of the Urbana-Champaign Campus did in 2009 (Senate Resolution 11.04.2009.03), and

**It is further resolved**, that the Illinois Student Senate does moreover request the Senate of the Urbana-Champaign Campus to call upon both the University Administration and the GEO to advance to a timely and fair resolution regarding the ongoing contract negotiation process, and

**Be it finally resolved**, that copies of this resolution be delivered to the Offices of the President of the University of Illinois, the Chancellor and Provost of the University of Illinois at Urbana-Champaign, the Chair and Members of the Senate of the Urbana-Champaign Campus, as well as all members of the University Bargaining Committee, in addition to the leadership of the GEO and the Chair and Members of the University of Illinois Board of Trustees.

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Brock Gebhardt  
President  
Illinois Student Senate

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Jenny Baldwin  
Chief of Staff  
Illinois Student Senate



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

HE.13.02 Report on the October 19, 2012 meeting of the FAC to the IBHE.

The [Faculty Advisory Council \(FAC\)](#) of the [Illinois Board of Higher Education \(IBHE\)](#) held a regularly scheduled meeting at the [Danville Area Community College \(DACC\)](#) on Friday October 19, 2012 with 28 member institutions present. Guests of the Council included Dr. Alice Marie Jacobs, DACC President; Linda Brookhart, Executive Director, State Universities Annuitants Association (SUAA); Toby Trimmer, Director of Political Activities, Illinois Federation of Teachers; State Representative Chad Hays; State Senator Michael Frerichs and John Kindt, UIUC Academic Senate Chair of Faculty and Academic Staff Benefits.

The meeting was called to order at 8:35 AM by Chair Abbas Aminmansour. Dr. Alice Marie Jacobs who has served as the College President since 1999, welcomed the group to her campus. She reported that DACC is 65 years old and serves about 10,000 students focusing on both student access and success. Challenges include about 25% reduction in operating costs and late state payments in recent years. The DACC campus has recently gone tobacco free with good success.

Aminmansour reported on his activities over the recent months as the Chair of the Council including participation at a national and a state conference on higher education, planning meetings and liaising with legislators and other interested parties.

Steve Rock, the Council's representative on the [Illinois Student Assistant Commission \(ISAC\)](#) Monetary Award Program (MAP) task force gave a presentation on the group's recent discussions on award criteria and distribution of MAP funds.

Linda Brookhart, Executive Director of SUAA, joined the Council over the phone and offered her perspectives on the state constitutional amendment on the ballot for this November's elections. She noted that the SUAA web site has more information on the topic.

Toby Trimmer, Director of Political Activities for the Illinois Federation of Teachers joined the Council over the phone as well and gave his thoughts on the proposed constitutional amendment.

The three caucuses of the Council (four year public universities; community colleges and private/independent institutions) met separately and reported back to the Council. The follow up discussion included distribution of MAP funds among four-year public universities, community colleges and private/independent institutions.

State Representative Chad Hays (R-104th district) joined the Council after lunch. He was educated at DACC and SIU, and is currently a member of the Higher Education Committee. He noted that he has

consistently supported higher education. He stated that he believes that the state should not alter the pension rules for retirees as well as those soon to retire. He expressed concern about the proposed tradeoff between the cost of living adjustment and health care coverage. Hays called this idea problematic and probably unconstitutional. He said that he would like to see all stakeholders participate in the discussions on developing a solution to the problem. Hays noted that the Medicaid liability is increasing rapidly and is having an adverse effect on other state spending. Hays was pleased to have participated in the discussion with the Council and encouraged the faculty to communicate with other legislators as well.

State Senator Michael W. Frerichs (D) 52nd District joined the Council next for a general discussion higher education issues. He offered brief remarks to the Council and noted that he is a strong supporter of higher education. Frerichs was asked about the recent desire by some to establish a four-year public institution in Peoria. He responded that in today's fiscal climate, such a proposition will undergo scrutiny by many. Frerichs was also asked about the state's plan with the goal of 60 percent of all adults in Illinois having completed some form of postsecondary education by the year 2025 (also referred to as the 60/25 plan.) He replied that this is a good goal as long as the expectation is for us to do our best to accomplish this objective. There was also a discussion on the legislation to require four years of math for high school students. Some Council members noted they believe curricula should not be legislated.

The Council approved the minutes of its September 21, 2012 meeting at Moraine Valley. A discussion took place under new business on distribution of MAP funds among public universities and colleges versus private institutions. The majority opinion was that such funds should be available to all institutions, public or private.

The meeting adjourned at 3:30 PM. The next IBHE-FAC meeting is scheduled for November 16, 2012 at the Lewis University.

Respectfully submitted

Abbas Aminmansour

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

UC.13.03 Report to the Senate of the Urbana-Champaign Campus on the October 15-16, 2012 meeting and retreat of the University Senates Conference held at the I-Hotel and Allerton Retreat Center, Monticello

The Conference membership list for 2012-13 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/AGN-1016.12.pdf>

RETREAT (October 15)

The Retreat is an annual event whose purpose is to allow expansive discussion of the general issues the Conference anticipates facing in the upcoming year. The Conference convened at the I-Hotel, Champaign, from 10:00 AM - 2:30 PM on October 15, and again at Allerton from approximately 7:30 PM - 9:00 PM. (Between sessions, several of the USC representatives of the Urbana campus attended a meeting of the Urbana Senate Executive Committee.)

During the lunch break, each of the four USC committees held its first formal meeting. The committees, approved at the September 16, 2012 meeting, are:

*Academic Affairs and Research Committee:* Profs. Carol Leff and Matthew Wheeler, Urbana; Prof. Lynn Fisher, UIS; Profs. Donald Chambers and Shahrbanoo Fadavi, UIC. Chair: Matthew Wheeler.

*Finance, Budget, and Benefits Committee:* Profs. Mary Mallory, Roy Campbell, and George Francis, Urbana; Prof. Peter Boltuc, UIS; Profs. Benet Deberry Spence (replacing Prof. Philip Patston on USC) and Danilo Errico, UIC. Chair: Peter Boltuc

*Hospital and Health Affairs Committee:* Profs. Leslie Strubel and Kim Graber, Urbana; Prof. Jorge Villegas, UIS; Profs. Donald Chambers and Geula Gibori, UIC. Chair: Donald Chambers

*Statutes, Governance, and Ethics Committee:* Profs. Ken Anderson and Joyce Tolliver, Urbana; Profs. Timothy Shanahan and Kouros Mohammadian, UIC; Prof. Lynn Fisher, UIS. Chair: Joyce Tolliver

Remarks from the USC Chair:

Chair Burbules provided an update on the work of the ad hoc committee to examine inconsistencies, ambiguities, and other areas for potential revision and updating in the *University Statutes* and *General Rules*. Chair Burbules reported that the committee had already met twice, and would be sending proposed revisions to the Conference for its advice.

According to the *Statutes* themselves, the advice of the campus senates must be sought on proposed revisions of the *Statutes*; only the advice of the University Senates Conference must be sought regarding proposed

changes to the *General Rules*. Nevertheless, Chair Burbules proposed that the Conference forward all proposed revisions to the senates, including changes to the *General Rules*, once the Conference receives them. The USC Committee on Statutes and Governance agreed to discuss how to structure its own involvement in the coordination of the consultative process.

Highlights of discussion about Retreat agenda items:

1. Long-term funding trends: Conference members continue to be concerned about the increasing difficulty of relying solely on traditional sources of revenue -the State, tuition, and federal grant money. The need to communicate clearly with legislators was noted, as well as the increasing importance of donor gifts. Corporate partnerships are becoming, and will continue to be, a major source of new funding, and the Conference discussed how to pursue these in way that maintain university autonomy and the integrity of our core educational and research missions. Members agreed that it will be crucial to maintain clarity about these missions of our university, and that faculty members should participate more actively in discussions about long-term budgetary planning. The Conference now has a structure for such discussions, in its Finance, Budget, and Benefits Committee.

2. Review of University Administration: The Conference continued the discussion begun at the last meeting regarding the plan for a review of the efficiency of University Administration offices (that is, offices that oversee general University functions beyond those of each campus). Chair Burbules reported that seven review committees are being formed to examine different aspects of UA. Each committee will be small, with about five members. At the President's request, Chair Burbules forwarded names of seven faculty members from across the University to serve on these committees. In generating these names, he requested nominations from each Senate chair. The Conference advised the members of its Budget and Benefits committee to be attentive to any news about this initiative, which will take place throughout the current academic year.

Conference members commented on the fact that this review is taking place at the initiative of the Board, with the enthusiastic support of President Easter and Vice-President Pierre, and that they have underlined the importance of faculty participation on the review committees. The President and the Vice-President aim to trim the budget of UA, as well as finding ways to make it more responsive to campus needs. Both President Easter and Vice-President Pierre have commented on the importance of marshaling our resources in support our academic mission. Conference members expressed their strong approval of the plan.

3. Improving advancement: Conference members discussed the articulation of advancement with the role of alumni, as well as with the role of faculty members as stewards of the future of the University. Interest was expressed in inviting the new president of the University of Illinois Foundation, as well as the new leader of the Alumni Association, to future meetings, to discuss what faculty might do in order to be more involved in the advancement efforts of our university.

4. Challenges to diversity: Members of the Conference discussed the notion expressed by Dr. James Duderstadt, President Emeritus of University of Michigan, that diversity is not a goal but rather a reality of changing demographics across the nation. We discussed many aspects of the challenges to creating an inclusive environment for members of all populations, focusing our discussion on providing both access and support for our students from underrepresented groups once they are admitted to a campus of the University of Illinois. This discussion was related to our discussion about working with community colleges, and alternative approaches to admissions.

5. Collective bargaining and shared governance: Because the faculty of the UIC East Campus has now voted to form a collective bargaining unit, Conference members will be attentive to developments in this area over the



upcoming year, as the UIC contract is negotiated. (Faculty on the West Campus, where the health services units are housed, are exempt (?) from joining collective bargaining units.)

Conference members discussed two general models for university campuses that feature both a Senate and a collective bargaining unit: two parallel tracks in which areas of decision-making are divided between the collective bargaining unit and the senate; and a model in which areas of senate oversight are incorporated into and controlled/defined by the collective bargaining unit.

Few "Research I" universities feature collective bargaining agreements for faculty members; in addition to UIC, Conference members mentioned Rutgers, the University of Florida, and (most recently) the University of Oregon. Because of the paucity of models for collective bargaining and shared governance at peer institutions, little information is available on how the two decision-making systems have coexisted. Members of the Conference expressed interest in the final results of the collective bargaining contract to be negotiated at UIC.

The retreat ended at 9:00 pm, after the Conference members watched WILL's live interview with President Easter on "The Future of the University of Illinois." The interview is viewable here:

<http://vimeo.com/51552973>

REGULAR MEETING OF THE UNIVERSITY SENATES CONFERENCE  
OCTOBER 16, 2012  
ALLERTON RETREAT CENTER  
Monticello, Illinois

The Conference was joined by President Robert Easter, Vice-President of Academic Affairs Christophe Pierre, Senior Advisor to the President Bill Adams, and Vice-President of Research Larry Schook. The meeting was convened at 10:00 AM.

Remarks from the USC Chair: Chair Burbules briefly reviewed the results of the previous day's discussions, and requested and received the Conference members' agreement that the topics raised would form our overarching agenda for the upcoming year. He also provided the names of the seven faculty members who had been nominated to serve on the seven review committees that will examine University Administration operations. The three nominees from the Urbana campus are Jeff Dawson, Kim Graber, and Leslie Strubel.

HIGHLIGHTS OF USC MEETING WITH PRES. EASTER AND SENIOR ADVISOR TO THE PRESIDENT BILL ADAMS

1. Review of University Administration operations were discussed with the President and his Senior Advisor, Bill Adams, who used to be the budget director of the Urbana campus and who will now be coordinating the UA review.

Dr. Adams explained the general process to be used, which is similar to the structure of Stewarding Excellence at Illinois: each small committee will examine one aspect of the UA structure, and will produce a report that will then be available for response from the UA unit reviewed. Each committee will include a dean, a non-administrative faculty member, members of the University community with knowledge about the area being reviewed, and an at-large member. The project is scheduled to begin in early November, with twenty-page reports due early in March. Implementation of recommendations should begin in summer 2013.

Several aspects of the structure of University Administration will be examined, including the appropriateness of its budgetary allocation and of its reporting lines; structures of accountability; and the respective portfolios of members of the University Administration. Dr. Adams explained that any budgetary deallocation that may result from the review will be implemented by the units themselves, rather than units being subjected to quick deallocations resulting in lay-offs.

2. Academic Program Assessments: Vice-President Christophe Pierre spoke with Conference members about assessment of academic programs across the three campuses, the primary goal of which would be to ensure that each program is doing everything possible to become the top-rated program in its class, while also operating efficiently. He reported that the three campus provosts had expressed their support for plans for the ongoing assessments, and clarified that University-wide assessments should in no way replace the work already being done by provosts.

A set of general draft metrics will be formulated, with the input of the USC committee on Academic Affairs and Research and the full Conference. A dry run of the draft metrics can be expected by late spring. Initial assessments will provide units with preliminary data; any apparent anomalies in the data could then be examined and addressed.

Conference members expressed their reservations about crude, unexamined data being used as a basis for any planning. Vice-President Pierre clarified that initial data would only be used to signal potential anomalies in units' apparent productivity, which would then be examined by the units themselves in a much fuller multidimensional review. He expressed his awareness that no set of metrics can be accurately relied on in

isolation as a substitute for a robust examination of unit progress. Finally, he emphasized that the assessment metrics will be presented as a resource for units, and that any decisions about changes to academic programs that might arise as a result of the assessments would be made by the units themselves.

3. UI Labs: Vice-President Schook and members of the Conference discussed preliminary ideas about a potential initiative to be called UI Labs, modeled after Bell Labs. Vice-President Schook first began considering the idea a little over a year ago, when he served on the Governor's Innovations Council. Currently, the thought is to create a not-for-profit entity that is structurally separate from the University of Illinois but allied with it. (This is the structure of the UI Foundation and Research Park also.) The mission of UI Labs would be to allow UI researchers to carry out intensive practically-oriented research in ways not currently practicable within a traditional academic appointment. The general framework of UI Labs would involve agreements between private companies and the University. While UI Labs may be located in Chicago, Vice-President Schook emphasized that the initiative would not be specific to UIC, but would rather bring together researchers from the entire University. Vice-President Schook emphasized that discussions about UI Labs are still preliminary.

Conference members expressed their general support for such an initiative, while also making it clear that it would be essential to create the initiative in such a way that faculty always maintain close oversight over our academic and research mission. President Schook was invited to give presentations outlining the proposal at all three campus Senates.

#### HIGHLIGHTS OF USC BUSINESS MEETING

1. In beginning the business portion of the meeting, the Conference members discussed ways in which a University-wide initiative such as a potential UI Labs might change governance structures, perhaps making the USC act, at times, in ways analogous to a campus senate. Members will continue considering this issue.
2. Members voted to revise section I.B of the University Senates Conference Organization and Functions document (<http://www.usc.uillinois.edu/Documents/OT-266OrgFunctions0823-12.pdf>), as follows: "On the occasion when the chair of a campus senate executive committee is not [elected to] a member of USC, the person will be offered ex officio membership without vote but otherwise with full privileges to participate."
3. The Ad Hoc committee on USC presentation to the Board of Trustees proposed that four of the regular six presentations made by USC during Board meetings be focused on the work of the four new USC committees. Conference members agreed with the proposal, understanding that the system would be applied flexibly to allow topical presentations on issues of the moment as needed.
4. Chair Burbules announced that Matt Wheeler, Chair of the Urbana Senate Executive Committee, has been invited by the Board of Trustees to present an update on regulatory burdens on research at their November 8 meeting.
5. Once the ad hoc committee on proposed revisions to the Statutes and General Rules has forwarded its proposals to the Conference, the Conference will present the proposed changes to the campus senates as soon as it can. The Conference's Statutes and Governance Committee plans to work with the ad hoc committee to prepare the proposals in such a way that discussion by members of the campus senates will be both reflective and efficient.

The meeting adjourned at approximately 3:15 p.m.



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

SUR.13.01 Report on SURSMAC\* Meeting October 8, 2012

SURSMAC met at the SURS headquarters in Champaign from 10:30 a.m. to 1:45 p.m. The meeting consisted of presentations by SURS staff, discussion of key issues and a brief business meeting. The major focus of the meeting was the as yet unknown impact of recent legislation on health insurance and the expected pension reform, whatever form it takes.

SURSMAC chair, Jake Baggott, SIUC, welcomed the participants who introduced themselves followed by approval of the minutes of the May 8, 2012, meeting.

Jeff Houch, Legislative Liaison, provided a legislative update. The state fully funded its share of the FY 2012 pension amount and appropriated its share for the current fiscal year, but funds as later noted are slow to arrive and thus not available for investment. The assumed rate of return on investments was lowered from 8.5% to 8%, increasing the level of assumed underfunding.

Public Act 97-0695 provides that CMS determine the amount individuals must pay toward health insurance. Negotiations continue between AFSCME and the state, so rates and the impact of various factors such as pension size, years of service, participation in Medicare are unknown as is the time the decision will be made. It is unknown if changes will be retroactive to July 1 or a higher rate set so that the state achieves the amount of anticipated savings. SURS will face an immense problem in communicating the needed information to all its members.

Public Act 97-0694 creates a State Actuary under the Office of the Auditor General that will review actuarial assumptions of SURS who must justify deviations from those of the State Actuary creating another level of bureaucracy.

Public Act 97-0968 regulates the return to work of SURS retirees to a SURS employer. This creates problems of monitoring with responsibility for compliance falling on employers and employees, not SURS. For example, how does an employer know if an individual is also working part-time for another SURS employer? SURS is currently developing rules for implementation for review by JCAR.

Extensive attention was given to proposed constitutional amendment 49. Houch believes it was not the intent to override the pension protection clause. Many groups believe otherwise. He believes it should be rejected for other reasons such as vagueness of language, length, and that the matter should be addressed via legislation. Director Mabe later said he expects the Amendment to pass.

With regard to pension reform, Houch believes something will be passed by the second week of January. The new General Assembly takes office Jan. 9, so action is likely by then. Issues include shift of normal costs to individuals and institutions, choice of COLA (Cost of Living Allowance) vs. health insurance and possible adjustments for Tier 2 employees. Bonds issued in 2003 will be paid up in 2033, those in 2010 in 2015 and those in 2011 in 2018, meaning money now going to debt service can be added to the pension funds—not new money, just put to a different use.

Dan Allan, Investments, reported a return on investments for the quarter of 4.5%, but the funding ratio declined 4% because liabilities have grown with increased retirements. Great market volatility accounts for negative returns some months, others positive. SURS shows a 6.8% return over ten years. The SURS Board favors a conservative strategy, does not use hedge funds, and achieves something near the median of similar pension systems.

Pam Butler, Member Outreach, noted that things are much calmer this year but expects a huge onslaught of inquiries when the health care increases become known. The new office in Naperville is functioning and the SURS website is being updated. Surveys of customer satisfaction generally show high satisfaction. SURS remains concerned that 40% of new enrollees default into the traditional plan, but this may be by choice, not neglect.

Angela Lieb, Member Services, reported that 68% of June retirees and 47% of July retirees have had their pensions amounts finalized. About 1500 claims remain to be finalized—344 are recent—but most claims lack the information needed to be finalized.

William Mabe, Executive Director, commended the hard work of his personnel, particularly those dealing with legislative issues in providing information and helping to shape legislation. He warned that some bad things may come along in the legislative area. It is essential SURS get the full state appropriation in a timely fashion, not delayed. SURS has very low investment expenses but also pays comparatively low salaries to its investment personnel—a low cost, low expense operation.

Mabe expects there will be pension reform involving shifting more costs to individuals. Something will pass labeled a pension reform. We need more revenue to pay for the ramp-up in pension funding. People want benefits they are not willing to pay for.

Following lunch, with SURSMAC chair Jake Baggott finding little interest in talking about benefits given the current environment, the group focused on the impact of legislative changes with Ken Andersen, legislative subcommittee chair, as moderator. First, the group tried to judge sentiment of the attendees as to whether they would choose health insurance or COLA taking into consideration whether the individual qualified for Medicare. In both situations, retaining COLA was favored. For many, the COLA would in a few years more than cover health care costs. But current and future retirees are a very diverse group, some with large, some modest, some very small pensions. Some have other sources of income, others do not.

The group discussed at length the difficulties anticipated in providing needed information as a basis for required choices. Everyone in the system will have choices to make and needs information in order to understand the alternatives, thus creating a huge communication problem. Many may seek advice from sources not always serving the best interests of the individual. Institutions can play a part in transmitting information but are constrained from offering advice because of possible liability. The group suggested some means that SURS and others such as SUAA and institutions might employ to meet this need to a degree. Significant concerns were expressed about those almost impossible to reach or lacking even a minimal understanding of the factors involved in making a reasonable choice.

Finally, the members discussed the need for SURSMAC to maintain a level of communication and activity between meetings and to increase the visibility and impact of the group. One suggestion was subgroups to monitor particular areas such as legislation or benefit enhancement. Members can communicate via their SURSMAC network, provide resolutions and information as a basis for discussion at meetings, etc. One mean for gaining greater impact from the work we do is via communication to faculty groups, member constituencies, etc.

In the brief business meeting Jake Baggott, (SIUC) was reelected chair and Mardell Wilson elected vice-chair. The dates of April 2 and 9 were identified as possible spring meeting times with the possibility of meeting prior to the next scheduled meeting if events warrant. Baggott called for volunteers for a subgroup to work with SURS to make recommendations focused on enhancing communication about the anticipated pension/insurance changes. (Williamson is one member.)

Ken Andersen  
H.F. (Bill) Williamson  
UIUC Senate Representatives

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

Board Meeting  
January 24, 2013

APPROVE PROPOSED AMENDMENTS TO THE UNIVERSITY OF ILLINOIS  
*STATUTES AND THE GENERAL RULES CONCERNING UNIVERSITY  
ORGANIZATION AND PROCEDURE*

**Action:** Approve Proposed Amendments to the University of Illinois *Statutes* and *The General Rules Concerning University Organization and Procedure*

**Funding:** No New Funding Required

The Board of Trustees recommends amendments to the University of Illinois *Statutes (Statutes)* and *The General Rules Concerning University Organization and Procedure (General Rules)* to revise certain administrative titles.

In November 2010, the Board of Trustees amended the *Statutes* and *General Rules* to, among other amendments, change the titles of the chancellors to “Vice President/Chancellor at the (Urbana-Champaign, Chicago, or Springfield) Campus.”

It is recommended at this time to reverse the order of the titles from “Vice President/Chancellor at the (Urbana-Champaign, Chicago, or Springfield) Campus” to “Chancellor at the (Urbana-Champaign, Chicago, or Springfield) Campus/Vice President” to signify that each chancellor has primary responsibility for the campus while also serving as a member of the University of Illinois leadership team.

Accordingly, the following amendments to the University of Illinois *Statutes* and *General Rules* are proposed. It is anticipated that upon approval of these

recommendations, certain ministerial changes may be needed to clarify meaning throughout these documents. These will be made expeditiously and need not delay the implementation of the substantive changes recommended by the following proposed amendments.

Pursuant to the requirements of the *Statutes* and *General Rules*, the President has consulted with the University Senates Conference regarding these proposed amendments. The Board action recommended in this item complies in all material respects with applicable State and federal laws, University of Illinois *Statutes*, *The General Rules Concerning University Organization and Procedure*, and Board of Trustees policies and directives.