

UNIVERSITY OF ILLINOIS URBANA-CHAMPAIGN SENATE  
COMMITTEE ON GENERAL UNIVERSITY POLICY  
(Final; Information)

GP.21.15 2020-2021 Annual Report of the Senate Committee on General University Policy

This report summarizes the activities of the Senate Committee on General University Policy (GP) during the 2020-2021 academic year. GP met on August 26, September 16, October 14, November 4, December 2, January 20, February 24, March 24, and April 28. More detailed information is provided in the minutes of those meetings.

I. ITEMS REMOVED FROM THE AGENDA

**GP.16.05, Specialized Faculty: Multi-Year Contracts and Hiring Trends:**

This is a recurring item. GP has been tasked by the Senate with monitoring the number of specialized faculty as a percentage of the total faculty, and within that number the percentage receiving multi-year contracts (which the *Statutes* cap at 15%).

**GP.21.02, Modifications to Provost Communication #9: Promotion and Tenure in Relation to COVID-19**

GP reviewed modifications to the temporary accommodations in Provost Communication #9 for faculty disadvantaged in the tenure process by COVID-related impediments. While the disease is short-term, its consequences will be felt for years of lost time. At some point these accommodations will no longer be necessary and the rules will revert to tradition (but: see 20.02, the review of longer-term revisions to Provost Communication #9). GP supported these accommodations.

**GP.21.03, Discussion of the Revisions to the *Statutes* and *General Rules* (USC ST-77, SP.19.01)**

This was a review of the "Round 1" changes to the system-wide governing documents, mostly pertaining to adopting a new terminology of a University of Illinois System, comprising three distinct universities. GP supported these changes.

**GP.21.04, Report of the Provost's Task Force on Assessing Teaching Effectiveness**

GP reviewed these recommendations for how to evaluate teaching, for promotion and tenure as well as merit purposes. These changes entail broadening the process beyond our current heavily reliance on ICES scores, to include as well more systematic peer review of teaching and course materials. GP supported these changes but had specific feedback on several aspects of the proposed policy.

**GP.21.05, Policy on Consideration of Sexual Misconduct in Prior Employment**

GP reviewed these recommendations, developed out of the year-long review of sexual harassment and sexual misconduct rules and investigative processes. This set of changes

pertained to evidence, upon hiring, of a record of previous misconduct; and how to obtain and evaluate such information in a way that balanced privacy rights and accountability. GP supported these changes.

**GP.21.06, Response on Senate Committee Functions and Organization**

In response to the audit of senate and shared governance processes, GP was asked to review and provide input on the charges and composition of various senate committees. GP submitted these recommendations to the Senate Executive Committee.

**GP.21.07, Students for Environmental Concerns Resolution on Investments in Fossil Fuel Companies**

GP reviewed this proposed resolution and provided feedback, particularly around items in this call for action that either were already being done, or which required further consideration for unintended consequences given other ongoing campus initiatives in this area.

**GP.21.09, Proposed Revisions to the *Statutes*, Article X, Section 1(a)6-7 – Length of Multi-Year Contracts**

This is a proposal to extend the maximum length of multi-year contracts from three years to five years. GP supported these changes.

**GP.21.10, Revision to the *Bylaws*, Part D.12 – Committee on General University Policy**

GP reviewed and recommended a revision to its duties in the *Bylaws* to codify its role in providing feedback on substantive revisions to the Provost's Communications.

**GP.21.13, Impact of COVID-19 on Graduate Student Progress**

GP met with Wojtek Chodzko-Zajko, Dean of the Graduate College, to learn more about campus efforts to deal with the impact of COVID on the progress of graduate students, especially those at the dissertation stage. The research projects and rate of progress toward completion have disrupted the work of many students, with implications for their finishing and entering the job market.

**GP.21.14, Feedback on the Proposed Revisions to the *Statutes*, Article IV, Section 1 – the Department, Section 2 – Department Organized with a Chair, Section 3 – Department Organized with a Head, and Section 4 – Change of Departmental Organization**

GP reviewed and offered suggestions to this set of proposed *Statutes* changes, being developed by the Senate Committee on University Statutes and Senate Procedures.

**II. ITEMS UNDER CONSIDERATION BY THE COMMITTEE**

**GP.15.01, Statement on Administrative Hiring Practices**

GP continues to monitor how these guidelines are implemented by the Office of the Provost. One proposal is to include them as part of Provost Communication #3: Appointments of Faculty, Specialized Faculty, and Academic Professionals.

**GP.15.08, Tenure Review**

GP continues to monitor how tenure review cases go under two, three, or four levels of review in different units. These issues will be addressed as part of the larger revision to Provost Communication #3 which will come to GP for review.

**GP.20.02, Review of Provost Communication #9: Promotion and Tenure**

GP reviewed and offered feedback on the proposed revisions of campus promotion and tenure policies and procedures.

**GP.20.03, Proposed Revisions to the *Statutes*, Articles IX and X – Administrative Leave**

The Office of University Counsel is reviewing the *Statutes*, Article IX and X. The suggested revisions will be shared with GP once the review is finished.

**GP.21.01, Intellectual Property in Relation to Course Materials**

GP expressed concern about campus policies related to online course materials developed with, and without, extra campus support or funding, and asked whether these policies were consistent with the relevant portions of the *General Rules*. A sign-off form was developed letting faculty know about their rights of protection for intellectual property; GP had some concerns and suggestions about revising that form. GP continues to monitor the issue.

**GP.21.08, Discussion Regarding Title VI and Title VII Compliance**

GP met with Nizam Arain (Associate Vice Chancellor for Access and Equity), Matthew Pinner (EEO Associate Director), and Claire Sharples-Brooks (EEO Associate Director) to discuss Title VI and VII issues on campus. This was a fact-finding exercise, and following the discussion GP did not decide that any further action was needed.

**GP.21.11, Guidelines for Faculty Engagement**

GP has drafted a set of principles for anticipating the time, post-COVID, when faculty and staff will be returning to some blend of on-campus and virtual work. One issue is faculty who live part-time or even full-time outside the area, who return to campus infrequently if at all. It is not hard to imagine a time when faculty want to conduct all their work virtually. Is this a problem, or not? GP will continue to discuss this issue in 2021-2022.

**GP.21.12, Open Access**

GP reviewed current campus policies on open access to scholarly publications and decided there was no need for further involvement.

**GP.21.16, Revision to Provost Communication #27: Shared Governance for Academic Units – Unit Bylaws**

GP discussed how these guidelines are presented to incoming administrators, and whether more structured workshops are needed for new (and perhaps continuing) administrators. GP will continue to discuss this issue in 2021-2022.

**III. ITEMS MONITORED BY THE COMMITTEE**

**GP.07.04, Multi-Year Contracts Policy and Implementation**

**GP.09.01, Academy on Capitalism and Limited Government Foundation**

**GP.13.09, Records and Information Management Communication**

**GP.16.02, Criminal Background Check Policy**

**GP.18.01, Faculty Policy Guide**

**GP.19.01, Student Discipline Procedures**

**GP.19.04, Professional Employment Redesign**

GENERAL UNIVERSITY POLICY

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