

UNIVERSITY OF ILLINOIS URBANA-CHAMPAIGN SENATE
COMMITTEE ON UNIVERSITY STATUTES AND SENATE PROCEDURES
(For Committee of the Whole Discussion)

SP.23.03 Committee of the Whole Discussion Regarding Potential Revisions to the *Statutes*, Article II (as initiated by USC ST-83)

BACKGROUND

In September 2021, the University Senates Conference (USC) transmitted a large package of proposed revisions to the University *Statutes* (ST-83) to the three University Senates, along with a transmittal letter and explanatory document. Per the *Statutes*, Article XIII, Section 8.a.2, proposed amendments to the *Statutes* initiated by the USC are then considered by each Senate, which “may act on the proposed amendment[s] in accord with its own established procedures, including the right to concur, to modify, or to reject any proposed amendment or proposed statutory text.” Our Senate Committee on University *Statutes* and Senate Procedures (SP) has thus considered ST-83 (as SP.22.01), sending portions of these proposed changes to three subject-matter bodies for their input and identifying four significant areas on which the Committee would like the Senate’s input:

1. **SP.23.03: Potential changes to Article II, including definitions of “faculty” and “staff,” clearer inclusion of non-tenure-track faculty, and distinctions about “administrative” and “academic” work;**
2. SP.23.04: Restructuring Articles IX and X to better align the contents of each;
3. SP.23.05: The proposed elimination of the category of “academic staff” throughout the *Statutes* and the impacts of this change, including on the academic freedom provisions in Article X;
4. SP.23.06: Changes that may impact academic professionals and additional governance matters.

Senate discussion on these aspects of ST-83/SP.22.01 will inform SP’s work on this package of prospective changes, which will be brought to the Senate for a full discussion and vote or votes in the future.

SP welcomes input on the proposed changes to Article II of the *Statutes*. To this end, SP has prepared an additional set of revisions beyond those transmitted in ST-83, appended below, which are provided for discussion and further revision. These prospective changes would introduce the definitions “unit,” “faculty,” and “staff,” then move to matters of governance and governance bodies.

Some questions that might guide the Senate’s consideration:

- Are the definitions of “faculty” (Section 2) and “staff” (Section 3) sufficiently clear?
- Should the general use of “faculty” throughout Article II (and by extension the remainder of the *Statutes*) always include non-tenure-track faculty, unless otherwise specified?
- Are there any positions or titles that are not clearly defined?
- Do any of the potential revisions to Article II create problems or raise concerns that SP should be aware of?
- Are the roles of staff and students in governance adequately described?

Below are potential additional revisions to Article II of the University *Statutes* beyond those proposed in ST-83, and have been prepared by the Committee on University *Statutes* and Senate Procedures for discussion purposes only. Text to be deleted is ~~struck through~~ and text to be added is underlined. Comments related to structure are provided **{in brackets}**. Any future potential revisions presented to the Senate for approval will be introduced in a clear proposal.

1

REVISION TO THE STATUTES, ARTICLE II

2 **ARTICLE II. ~~LEGISLATIVE ORGANIZATION~~ SHARED GOVERNANCE**

3 **Section 1. Definition of Academic Unit**

4 ~~a. *Unit.* For the purposes of Article VIII, a unit is a division of the system to which~~
5 ~~academic appointments can be made and to which resources can be allocated, including~~
6 ~~departments or similar units, centers, institutes, schools, and colleges. **{moved from Article**~~
7 ~~**VIII, (Changes in Academic Organization), Sec. 1 (Definitions), a (Unit)}**~~

8 An academic unit is a division of the University of Illinois System, including departments
9 or similar units, schools, colleges, centers, and institutes, to which budgeted faculty can be
10 appointed and to which resources can be allocated.

11 **Section 1. Faculty Section 2. Definition of Faculty**

12 ~~a. Academic and administrative employees of the University of Illinois System can be~~
13 ~~divided into faculty and staff, which entails different roles, rights, and responsibilities. The~~
14 ~~tenure system faculty of the University of Illinois System consists of those members of any~~
15 ~~academic unit, except for the Graduate College, with the rank of professor, associate~~
16 ~~professor, or assistant professor who are tenured or on tenure track (receiving probationary~~
17 ~~credit toward tenure), and those administrators in the direct line of responsibility for academic~~
18 ~~affairs (for example, persons who hold the title director or dean of an academic unit, provost~~
19 ~~or equivalent officer, chancellor/vice president and president). **{rewritten as Sec 2. a. and b.**~~
20 **below, with revisions}**

21 a. Faculty members of the system have an academic appointment and may also
22 have an administrative appointment, which different appointments imply different roles, rights,
23 and responsibilities.

24 b. Faculty members have an academic appointment in one of two tracks: tenure-
25 track, i.e., those who are tenured or in the probationary period toward tenure (pre-tenured),
26 or non-tenure-track.

27 (1) Tenure-track faculty members in an academic unit, except the Graduate College,
28 consist of those who have the unmodified rank of professor, associate professor,
29 or assistant professor.

30 (2) Non-tenure-track faculty members in an academic unit, excluding those with an
31 honorific appointment as defined in Section 4. d, who contribute to teaching,
32 research, public engagement, or clinical activities, consist of

33 i. those who have the rank of professor, associate professor, or assistant
34 professor, modified by the term “adjunct,” “clinical,” “research,” “teaching,”
35 or “visiting;”

36 ii. those who have the rank of instructor or lecturer, unmodified or modified by
37 the term “adjunct,” “senior,” or “visiting;” {from Sec 2. d. below} and

38 iii. those who have the rank of associate, modified by the term “adjunct,”
39 “clinical,” “postdoctoral,” “research,” “teaching,” or “visiting.” {based on
40 Article IX, Sec 2. g. (4)}

41 ~~b.c. Faculty members holding administrative positions in the direct line of~~
42 ~~responsibility for academic affairs are designated as academic administrative leaders. Faculty~~
43 ~~members who have an administrative appointment in an academic unit as chair or head, dean~~
44 ~~or director, provost or equivalent officer, chancellor/vice president, or president are in the~~
45 ~~direct line of responsibility for academic affairs. Administrative staff members not in the~~
46 ~~direct line of responsibility for academic affairs are included only if they hold faculty~~
47 ~~appointments.~~

48 ~~c. d. Emeritus/emerita status may be awarded by the Board of Trustees upon~~
49 ~~retirement from the University of Illinois System to faculty and to senior administrators with at~~
50 ~~least five years of service to the UI System as recognition of honorable service.~~ The Board of
51 Trustees may grant emeritus or emerita status upon retirement from the University of Illinois
52 System to faculty members and to faculty members who were senior administrators and who
53 served at least five years in the system, as recognition of honorable service.

54 ~~Emeritus/emerita status may be granted prior to retirement for those who have served~~
55 ~~the University for at least five years as dean, provost, chancellor, or president and who resign~~
56 ~~such positions to return to the faculty.~~ The Board of Trustees may also grant emeritus or
57 emerita status prior to retirement to faculty members who also have administrative

58 appointments, who served at least five years in the direct line of responsibility for academic
59 affairs, and who resigned such appointments to return to the faculty.

60 For faculty, recommendations for emeritus/emerita designation must be made by the
61 employing department with the approval of the appropriate college dean, the chancellor, and
62 the president. For faculty members, recommendations for emeritus or emerita status must be
63 initiated by the employing department, with approval of the dean or director, the chancellor,
64 and the president.

65 For senior administrators, recommendations for emeritus/emerita designations must
66 be made by the provost or president, with approval at all succeeding levels. The president is
67 nominated by the Board of Trustees. For faculty members who were senior administrators,
68 recommendations for emeritus or emerita status must be initiated by the provost or
69 president, with approval at each succeeding level. The president is nominated by the Board of
70 Trustees.

71 Criteria, processes, rights and privileges appertaining to emeritus/emerita relating to
72 emeritus or emerita status will shall be determined at the university level.

73 d. Non-tenure system faculty provide specialized contributions to teaching, research,
74 clinical activities, or engagement. They include members of any academic unit who have the
75 rank of professor, associate professor, or assistant professor modified by the terms "adjunct,"
76 "clinical," "research," or "teaching"; or the rank of "instructor" or "lecturer" with or without
77 modification. {moved to Sec 2. b. (2) above}

78 e. As the responsible body in the teaching, research, and scholarly activities of the
79 University of Illinois System, the faculty, both tenure system and non-tenure system, have
80 inherent interests and rights in academic policy and governance; however, the respective
81 interests and rights of tenure and non-tenure system track faculty, however, are not identical
82 {see Article II, Section 4}. {moved to Sec 4. a. below}

83 Section 6. Staff Section 3. Definition of Staff

84 Staff positions appointments fall into two categories: those assigned as part of
85 subject to the State Universities Civil Service System (SUCSS) classification plan (civil
86 service) and those exempted from that classification plan.

87 Civil service positions cover a wide variety of positions ranging from managerial,
88 administrative, professional, technical, maintenance, service, and clerical
89 positions.

90 (1) Appointments subject to the civil service plan have a range of positions,
91 including managerial, administrative, professional, technical, maintenance,
92 service, or clerical.

93 **(2)** Positions Appointments exempted from the SUCSS classification civil service plan
94 fall into two employment groups categories:

95 i. Academic professional positions, which have been designated by the
96 president and the chancellors/vice presidents as meeting to meet
97 specialized executive, managerial, professional, teaching, and or
98 research needs.

99 ii. Special classes of positions may be established to meet specialized
100 professional or technical needs, in accordance with Article IX, Section 4a.

101 Other staff positions related to teaching and research that are exempted
102 from the civil service classification plan, including postdoctoral research
103 associates (see Article IX, Section 2 (g)(4)).

104 **Section 3 4. Faculty Roles in Governance**

105 ~~a. — Tenure system faculty (as defined by Article II, Section 1 (a)) have a primary role in~~
106 ~~governance. They also may grant additional governance privileges and rights to others. {moved~~
107 ~~to Sec 4. a. below} (1)The faculty of the University of Illinois System and any of its units except~~
108 ~~for the Graduate College consists of those members of the academic staff with the rank or title~~
109 ~~in that unit of professor, associate professor, or assistant professor who are tenured or~~
110 ~~receiving probationary credit toward tenure, and those administrators in the direct line of~~
111 ~~responsibility for academic affairs (persons who hold the title director or dean in an academic~~
112 ~~unit, provost or equivalent officer, chancellor/vice president and president). Administrative~~
113 ~~staff members not in the direct line of responsibility for academic affairs are members of the~~
114 ~~faculty only if they also hold faculty appointments. The bylaws of any academic unit may~~
115 ~~further mandate a minimum percent faculty appointment in that unit for specified faculty~~
116 ~~privileges, such as voting privileges.~~

117 ~~(2) — The bylaws of a unit may grant specified faculty privileges to selected faculty~~
118 ~~of other units. The bylaws may also grant specified faculty privileges to members of the~~
119 ~~academic staff of the unit or of other units who are not included in subsection 1 above (i.e.,~~
120 ~~neither tenured nor receiving probationary credit toward tenure), and who have the rank or~~
121 ~~title of professor, associate professor, assistant professor, instructor, or lecturer. The bylaws~~
122 ~~may also grant specified faculty privileges to members of the academic staff of the unit or of~~
123 ~~other units who have the rank or title of professor, associate professor, assistant professor,~~
124 ~~instructor, or lecturer modified by the terms “research,” “adjunct,” “clinical,” “visiting” and/or~~
125 ~~“emeritus” (e.g., “research professor,” “adjunct assistant professor,” “clinical associate~~
126 ~~professor,” “visiting professor”). Only academic staff with titles listed above may be extended~~
127 ~~faculty privileges. Voting on these provisions of the bylaws is limited to those named in~~
128 ~~subsection (1) above.~~

129 ~~b. — A university’s senate constitution and bylaws may grant specified university level~~
130 ~~governance privileges and rights to non tenure system faculty (as defined by Article II, Section 1~~

131 ~~(d)), emeritus/emerita faculty, academic professionals, or students, subject to the approval of~~
132 ~~the senate. The bylaws may mandate a minimum rank, seniority, or percent appointment for~~
133 ~~specified governance privileges. Any changes to a senate constitution must be approved by the~~
134 ~~Board of Trustees (see Article II, Section 2). {moved to Sec 4. e. below}~~

135 ~~**b.** As the responsible body in the teaching, research, and scholarly activities of the~~
136 ~~University of Illinois System, the faculty has inherent interests and rights in academic policy and~~
137 ~~governance. As such, faculty members are encouraged to consider, review, analyze, critique,~~
138 ~~discuss, address, and debate academic policy and governance. {moved in part to Sec 2 e. and~~
139 ~~Sec 4 a. below}~~

140 ~~**a.** Tenure-track faculty members have a primary role in governance. {from Sec 4 a.~~
141 ~~above} As the responsible body in the teaching, research, and scholarly activities of the~~
142 ~~University of Illinois System, however, tenure track and non-tenure-track faculty members have~~
143 ~~inherent interests and rights in academic policy and governance. As such, faculty members are~~
144 ~~encouraged to consider, review, analyze, critique, discuss, address, and debate academic policy~~
145 ~~and governance. The respective interests and rights of the tenure track and non-tenure-track~~
146 ~~faculty, however, are not identical. {from Sec 2. e. above}.~~

147 ~~**e. b.** Each college or other academic unit shall be governed in its internal~~
148 ~~administration by its faculty, as defined in Section 3a (1) above. Governance of each academic~~
149 ~~unit shall be based on unit bylaws established and amended by the tenure system its tenure-~~
150 ~~track faculty of that unit.~~

151 ~~The bylaws may grant specified unit governance privileges and rights to selected~~
152 ~~faculty of other units or faculty with joint appointments in that unit. The bylaws may also~~
153 ~~grant specified unit governance privileges and rights to non-tenure system faculty,~~
154 ~~emeritus/emerita faculty, academic professionals, or students. In granting specific governance~~
155 ~~privileges, such as voting privileges, to these participants the bylaws may require a minimum~~
156 ~~rank, seniority, or percent appointment in that unit. {moved to Sec 4. c. below}~~

157 ~~The **b** Bylaws shall provide for the administrative organization and procedure of the~~
158 ~~unit, including the composition and tenure terms of office of executive or advisory~~
159 ~~committees. Except that they Bylaws may not conflict with these Statutes, or other with~~
160 ~~specific actions of the Board of Trustees, or with the bylaws of a unit which that encompasses~~
161 ~~it higher administrative unit. the details of the bylaws are left to the faculty of the unit. Voting~~
162 ~~on these provisions of the bylaws is limited to the tenure system -track faculty (as defined by~~
163 ~~Article II, Section 1(a) 2b(1)).~~

164 ~~**c.** The **b**Bylaws may grant specified unit governance privileges and rights to selected~~
165 ~~tenure-track faculty members of other units or faculty members with joint appointments in that~~
166 ~~unit. The **b** Bylaws may also grant specified unit governance privileges and rights to the non-~~
167 ~~tenure system -track faculty, emeritus / and emerita faculty, academic professionals, or~~
168 ~~students. In granting specific governance privileges and rights, such as voting privileges, to~~

169 these participants the bylaws may require a minimum rank, seniority, or minimum percentage
170 appointment in that unit. Voting on these provisions of the bylaws is limited to the tenure
171 system -track faculty (as defined by Article II, Section 1(a)-2b(1)).

172 d. Honorific appointments may be created when a modifier is applied to a faculty rank,
173 such as a visiting faculty member in residence from another institution. These appointments
174 may be granted limited privileges, such as office space, internet access, or library access, but
175 may not be granted a role in governance.

176 ~~b. e. A~~ Each university's senate constitution and bylaws may grant specified university-
177 level governance privileges and rights to the non-tenure system -track faculty (as defined by
178 Article II, Section 2b(2)), emeritus / and emerita faculty, academic professionals, or students,
179 subject to the approval of the senate. In granting specific governance privileges and rights, such
180 as voting privileges, to these participants ~~The the bylaws may mandate~~ require a minimum
181 rank, seniority, or minimum percentage appointment in that unit. ~~Any changes~~ A change to a
182 senate constitution must be approved by the Board of Trustees (see Article II, Section 5).

183 ~~d. All faculty are encouraged to consider, review, analyze, critique, discuss, address,~~
184 ~~and debate academic policy and governance.~~

185 **Section ~~1-2~~ 5. University Senates**

186 **Section ~~2-3~~ 6. University Senates Conference**

187 **Section ~~4-5~~ 7. Faculty Advisory Committee**

188 **Section ~~5-7~~ 8. Professional Advisory Committee**

189 **Section 8. Visiting Faculty and Visiting Academic Professionals**

UNIVERSITY STATUTES AND SENATE PROCEDURES

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