

UNIVERSITY OF ILLINOIS

Statutes



AS AMENDED:

~~JANUARY 24, 2013~~ OCTOBER 24, 2014

<http://www.uillinois.edu/trustees/statutes.cfm>

Reviewers:

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Where appropriate, changes are annotated with Rationales to highlight reasons for changes in the sections that follow. Proposed revisions lacking explicit Rationales should be construed as corrections to reflect existing practice or as stylistic changes for clarification only.

|

DRAFT

University of Illinois

NONDISCRIMINATION STATEMENT

The commitment of the University of Illinois to the most fundamental principles of academic freedom, equality of opportunity, and human dignity requires that decisions involving students and employees be based on merit and be free from invidious discrimination in all its forms.

The University of Illinois will not engage in discrimination or harassment against any person because of race, color, religion, sex, national origin, ancestry, age, marital status, genetic information, disability, sexual orientation including gender identity, unfavorable discharge from the military or status as a protected veteran and will comply with all federal and state nondiscrimination, equal opportunity and affirmative action laws, orders and regulations. This nondiscrimination policy applies to admissions, employment, access to and treatment in University programs and activities. University complaint and grievance procedures provide employees and students with the means for the resolution of complaints that allege a violation of this Statement. Members of the public should direct their inquiries or complaints to the appropriate equal opportunity office.

REVISED BY UNIVERSITY POLICY COUNCIL: ~~May 31, 2005~~ OCTOBER 24, 2014

<http://www.fs.uiuc.edu/cam/cam/ix/ix-b/ix-b-1.html>

UNIVERSITY OF ILLINOIS STATUTES

The regulations of the Board of Trustees for the guidance of the staff of the University were called Bylaws until 1901, when the term *Statutes* was applied.— In 1908, the board adopted a revision of the *Statutes* which was much more comprehensive than anything that preceded it; from 1908 to 1931, separate articles were amended and new articles were added, but no general consideration was given to the regulations as a whole.— During the period of 1931 to 1934, the board adopted certain statutes relating particularly to the educational and administrative organization of the University.— In 1935, the Board of Trustees appointed a committee of its members to consider the *Statutes*, including various administrative regulations, which had been adopted from time to time, as a whole, and to present a revised code.— This compilation was approved by the Board of Trustees on March 10, 1936, as the *University of Illinois Statutes*, and all previous editions were declared to be superseded.

On January 16, 1957, the Board of Trustees adopted a revised version of the *Statutes*, upon recommendation of the University Senate and the President of the University.— Preliminary to this formal action, a special committee of the Board of Trustees worked with a committee of the University Senate in preparing the final draft.

Preliminary drafts of the present *Statutes* were prepared cooperatively by committees of the three senates and administrative officers.— The final draft, adopted on May 17, 1972, by the Board of Trustees upon recommendation of the senates, the University Senates Conference, and the President of the University superseded all previous versions and editions of all corresponding *Statutes*.— This edition contains all amendments approved since May 17, 1972.

In 2014, a thorough review of the Statutes was undertaken to revise and clarify provisions that were out of date or out of consistency with changed university practice.

Statutes on the Web:— <http://www.uillinois.edu/trustees/statutes.cfm>

TABLE OF CONTENTS Table of Contents

PREAMBLE	1
ARTICLE I. UNIVERSITY ADMINISTRATION	2
<i>Section 1. Functions of the Board of Trustees</i>	<i>2</i>
<i>Section 2. The President of the University</i>	<i>2</i>
<i>Section 3. The University Officers</i>	<i>32</i>
<i>Section 4. Other University Administrative Officers</i>	<i>32</i>
<i>Section 5. Chancellors and Vice Presidents</i>	<i>3</i>
<i>Section 6. The General Rules Concerning University Organization and Procedure</i>	<i>3</i>
ARTICLE II. LEGISLATIVE ORGANIZATION	43
<i>Section 1. Campus Senates</i>	<i>43</i>
<i>Section 2. University Senates Conference</i>	<i>54</i>
<i>Section 3. Faculty Roles in Governance</i>	<i>76</i>
<i>Section 4. Faculty Advisory Committee</i>	<i>86</i>
<i>Section 5. Professional Advisory Committee</i>	<i>117</i>
ARTICLE III. CAMPUSES, COLLEGES, AND SIMILAR CAMPUS UNITS	118
<i>Section 1. The Campus</i>	<i>118</i>
<i>Section 2. The College</i>	<i>129</i>
<i>Section 3. The Dean</i>	<i>1310</i>
<i>Section 4. The School and Similar Campus Units</i>	<i>1411</i>
<i>Section 5. The Dean or Director of a School or Similar Campus Unit</i>	<i>1512</i>
ARTICLE IV. DEPARTMENTS	1613
<i>Section 1. The Department</i>	<i>1613</i>
<i>Section 2. Department Organized with a Chair</i>	<i>1613</i>
<i>Section 3. Department Organized with a Head</i>	<i>1915</i>
<i>Section 4. Change of Departmental Organization</i>	<i>2016</i>
ARTICLE V. GRADUATE COLLEGES	2016
<i>Section 1. The Campus Graduate College</i>	<i>2016</i>
<i>Section 2. Special Units of the Graduate College</i>	<i>2117</i>
ARTICLE VI. THE CAMPUS LIBRARY	2117
ARTICLE VII. SPECIALIZED UNITS	2218
<i>Section 1. General Considerations</i>	<i>2218</i>
<i>Section 2. University Press</i>	<i>2319</i>
<i>Section 3. Councils on Teacher Education</i>	<i>2319</i>
<i>Section 4. Agricultural Experiment Station</i>	<i>2420</i>
<i>Section 5. Cooperative Extension Service in Agriculture and Home Economics</i>	<i>2420</i>

ARTICLE VIII. CHANGES IN ACADEMIC ORGANIZATION	2420
<i>Section 1. Formation of New Units.....</i>	<i>2420</i>
<i>Section 2. Changes in Existing Units.....</i>	<i>2623</i>
<i>Section 3. Academic Units Not Requiring Board of Trustees Approval.....</i>	<i>2723</i>
ARTICLE IX. ACADEMIC AND ADMINISTRATIVE STAFFS.....	2723
<i>Section 1. Criteria for Employment and Promotion.....</i>	<i>2723</i>
<i>Section 2. Employment of Relatives.....</i>	<i>2723</i>
<i>Section 3. Appointments, Ranks, and Promotions of the Academic and Administrative Staff.....</i>	<i>2824</i>
<i>Section 4. Principles Governing Employment of Academic and Administrative Staffs.....</i>	<i>2925</i>
<i>Section 5. Services Rendered the University.....</i>	<i>3025</i>
<i>Section 6. Severe Sanctions Other Than Dismissal for Cause for Members of the Faculty.....</i>	<i>3026</i>
<i>Section 7. <u>Sabbatical Leaves and Unpaid</u> Leaves of Absence for Members of the Faculty.....</i>	<i>3228</i>
<i>Section 8. Graduate Work of Academic Staff Members Employees.....</i>	<i>3530</i>
<i>Section 9. Privileges of Retired Members of the Academic Staff.....</i>	<i>3530</i>
<i>Section 10. Dismissal of Administrative Officers.....</i>	<i>3631</i>
<i>Section 11. Employment of Academic Professional Staff.....</i>	<i>3631</i>
<i>Section 12. Dismissal of Academic Staff with Multi-Year Appointments Under Article X, Section 1(a), Paragraphs (6) and (7).....</i>	<i>3833</i>
ARTICLE X. ACADEMIC FREEDOM AND TENURE	3933
<i>Section 1. Tenure of Academic Staff.....</i>	<i>3933</i>
<i>Section 2. Academic Freedom.....</i>	<i>4540</i>
ARTICLE XI. STUDENT AFFAIRS AND DISCIPLINE	4540
<i>Section 1. Student Affairs.....</i>	<i>4640</i>
<i>Section 2. Student Discipline.....</i>	<i>4641</i>
ARTICLE XII. RESEARCH AND PUBLICATION.....	4741
<i>Section 1. Campus Research Board.....</i>	<i>4741</i>
<i>Section 2. Sponsored Research, Gifts, and Grants.....</i>	<i>4742</i>
<i>Section 3. Patents on Inventions.....</i>	<i>4742</i>
<i>Section 4. Scientific and Scholarly Publications and Creative Work.....</i>	<i>4842</i>
<i>Section 5. Rules about Research, Patents, and Publications.....</i>	<i>4843</i>
ARTICLE XIII. GENERAL PROVISIONS.....	4843
<i>Section 1. Exchange Professors.....</i>	<i>4843</i>
<i>Section 2. Privileges for Scholars from Other Universities.....</i>	<i>4943</i>
<i>Section 3. Annual Reports.....</i>	<i>4943</i>
<i>Section 4. Reports and Communications.....</i>	<i>4944</i>
<i>Section 5. Rules of Procedure.....</i>	<i>5044</i>
<i>Section 6. Recommendations of Committees and Councils.....</i>	<i>5044</i>
<i>Section 7. Reservation of Powers.....</i>	<i>5045</i>
<i>Section 8. Amendments.....</i>	<i>5045</i>

PREAMBLE

1
2
3
4 The University of Illinois, as a state university, is subject to the control of the Illinois
5 General Assembly.—The General Assembly, subject to the limitations of the state constitution
6 and to such self-imposed restraints as are essential to the maintenance of a free and distinguished
7 University, exercises control by virtue of its authority to change the laws pertaining to the
8 University and its power to appropriate funds for the maintenance and improvement of the
9 University.—Under existing state law the University of Illinois is a public corporation, the formal
10 corporate name of which is “The Board of Trustees of the University of Illinois.”

11
12 Within the limits fixed by the Illinois constitution and laws, the Board of Trustees
13 exercises final authority over the University.—For the proper use of funds appropriated by the
14 General Assembly and for the proper administration and government of the University, the board
15 is responsible to the people of Illinois, on whose behalf its members are appointed.—The board is
16 the governing body of the University and exercises jurisdiction in all matters except those for
17 which it has delegated authority to the president, other officers, or bodies of the University.

18
19 The educational policy, organization, and governance of the University as delegated by
20 the Board of Trustees are promulgated in these *Statutes*.—When acting on such matters, the
21 board relies upon the advice of the university senates transmitted to it by the President of the
22 University.—In these matters each senate has a legitimate concern which justifies its participation
23 in the enactment and amendment of the *Statutes*.—The Board of Trustees reserves the power to
24 initiate and make changes in the *Statutes*, but before making any change it will seek the advice
25 of the senates.

26
27 *The General Rules Concerning University Organization and Procedure* document
28 supplements the *Statutes*.—*The General Rules* are subordinate to the *Statutes* and deal with
29 administrative organization, with the powers, duties, and responsibilities of officers of the
30 University, and with various administrative matters.

31
32 The Board of Trustees delegates to the President of the University the authority to
33 promulgate regulations and rules implementing *The General Rules Concerning University*
34 *Organization and Procedure*.—These are printed in the *Business and Financial Policies and*
35 *Procedures* manual and other documents subordinate to the *Statutes* and *The General Rules*
36 setting forth established policies and procedures.

41 **ARTICLE I. UNIVERSITY ADMINISTRATION**

42
43 **Section 1. Functions of the Board of Trustees**

44
45 Note: This change comes from the Board of Trustees.

46
47 The Board of Trustees is appointed by the governor of Illinois and bears the ultimate
48 responsibility to the people of the State. It approves ~~formulates~~ university policies but leaves the
49 execution of those policies to its administrative agents, acting under its general supervision. ~~– It is~~
50 the responsibility of the board to secure the needed revenues for the University and to determine
51 the ways in which university funds shall be applied.
52

53 **Section 2. The President of the University**

54
55 Rationale: The symbolic provision that makes the President a member of every
56 department, etc, is an anachronism. The current view of the Presidency is that he/she is
57 more an external representative and leader of the overall institution than a micro-manager
58 of campus affairs. We specified the importance of a search committee process in hiring the
59 President. We put the campus Chancellor in the loop in the process of granting degrees.
60

61 The president is the chief executive officer of the University ~~and a member of the faculty~~
62 ~~of each college, school, institute, division, and academic unit therein.~~ The president shall be
63 ~~elected~~ appointed by the Board of Trustees, after consultation with a committee appointed for the
64 purpose of recommending appropriate candidates. The ~~and the~~ president's term of office shall be
65 at the pleasure of the board. The president shall attend the meetings of the board and participate
66 in its deliberations; may act with freedom within the lines of general policy approved by the
67 board; shall prepare the annual budgets for presentation to the board; and shall recommend to the
68 board suitable persons for positions in the University, including appointments to appropriate
69 administrative positions, other than academic, which are not provided for in the **Statutes**. In case
70 of exigencies, it is within the proper jurisdiction of the president to make appointments so that
71 the work of the University shall not be interrupted, but such appointments shall be subject to
72 confirmation by the board. The president is responsible for the enforcement of the rules and
73 regulations of the University; shall make such recommendations to the board and to the senates
74 as the president may deem desirable for the proper conduct and development of the University;
75 and shall issue diplomas conferring degrees, but only on the recommendation of the appropriate
76 senate and by authority of the Board of Trustees. The president may designate the administrative
77 officer(s) who shall exercise the functions of the president during the absence of the president
78 from duty, which designation(s) shall be subject to change by the Board of Trustees.
79

80 Rationale: The *Statutes* establish the principle that the advice of the senate may be sought
81 upon reappointment of the campus chancellor, and that the University Senates Conference
82 may also give its advice upon the reappointment of the University officers. As the
83 University Senates Conference is the advisory committee for the president, it is appropriate
84 that the advice of this body also be sought upon the president's reappointment.
85

86 **Section 3. The University Officers**

87
88 The university officers are identified in *The General Rules Concerning University*
89 *Organization and Procedure*.—Prior to recommending to the Board of Trustees the initial
90 appointment or reappointment of any university officer, except the president and the
91 chancellor/vice president, the president shall seek the advice of the University Senates
92 Conference.—Prior to the reappointment of the president, the Board of Trustees shall seek the
93 advice of the University Senates Conference.~~On the occasion of the reappointment of any~~
94 ~~university officer, the University Senates Conference may submit its advice if it so elects.~~
95

96 **Section 4. Other University Administrative Officers**

97
98 There may be additional administrative officers with university-wide responsibilities and
99 duties as delegated by the President of the University.—The president may make changes in titles
100 and assignment of responsibilities of these officers and may recommend to the Board of Trustees
101 additional administrative positions as provided for in Section 2 of this Article.
102

103 Rationale: the added final sentence is intended to clarify what the “vice president” part of
104 the chancellor’s title means.
105

106 **Section 5. Chancellors and Vice Presidents**

107
108 There shall be a chancellor at each campus of the University who shall also be a vice
109 president of the University (chancellor/vice president).—The chancellor/vice president, under the
110 direction of the president, shall serve as the chief executive officer for the campus.—The
111 chancellor/vice president shall perform such duties as may be delegated and assigned by the
112 president and may be consistent with the *Statutes* of the University, *The General Rules*, and
113 actions of the Board of Trustees. As university officers, the chancellors/vice presidents have
114 responsibility for advising the president and working with each other to advance the well-being
115 of the entire university as well as their own individual campuses.
116

117 The chancellor/vice president shall be appointed annually by the Board of Trustees on the
118 recommendation of the president.—On the occasion of the appointment or reappointment of a
119 ~~new~~ chancellor/vice president, the president shall have the advice of a committee selected by the
120 senate of the campus concerned.—On the occasion of a reappointment, the president shall have
121 the advice of a committee selected by the senate of the campus concerned. ~~On the occasion of a~~
122 ~~reappointment, the senate may submit its advice if it so elects.~~
123

124 **Section 6. The General Rules Concerning University Organization and**
125 **Procedure**

126
127 *The General Rules* supplement the *Statutes*.—*The General Rules* are subordinate to the
128 *Statutes* and deal with administrative organization, with the powers, duties, and responsibilities
129 of officers of the University, and with university employment policies, property, and other

130 matters.—*The General Rules* are adopted by the Board of Trustees acting on the advice of the
131 President of the University.—The board reserves the right to make changes in *The General Rules*
132 after consultation with the president.—Before providing such advice or consultation, the
133 president shall consult with the University Senates Conference, with due regard for the
134 provisions of Article XII, Section 5.—However, consultation with the conference is not required
135 when because of exceptional circumstances a proposed action of the Board of Trustees would
136 authorize a deviation from *The General Rules* for a specific transaction.
137
138

139 **ARTICLE II. LEGISLATIVE ORGANIZATION**

140
141 **Rationale: this revision provides more information about the mission and role of the**
142 **senates. Section (e) is revised to reflect the actual practices of educational policy review.**
143 **The procedure for honorary degrees is being revised under a separate process, and will be**
144 **considered separately.**
145

146 **Section 1. Campus Senates**

147
148 **a.** A senate shall be constituted at each campus of the University. The senate is the
149 elected representative of the faculty in shared governance discussions across the full range of
150 university concerns. It is the authorized partner to engage administration in planning, in policy,
151 in implementation, and in collaborative problem-solving on matters pertinent to the well-being of
152 the campus and its members. The basic structure of a senate, including its composition, shall be
153 provided for in its constitution.—The constitution and any amendments thereto shall take effect
154 upon adoption by the senate concerned and approval thereof by the Board of Trustees.
155

156 **b.** Each senate ~~may exercise~~ legislative functions in matters of educational policy
157 affecting ~~the University as a whole or its own campus only.~~—No such senate action shall take
158 effect until it has been submitted to the University Senates Conference as provided in Article II,
159 Section 2, and either approved by the Board of Trustees itself or approved in a manner agreed to
160 by the board.
161

162 **c.** Except as otherwise provided in these *Statutes*, each senate shall determine for its
163 campus matters of educational policy including but not limited to:—requirements for admission
164 to the several colleges, schools and other teaching divisions; general requirements for degrees
165 and certificates; relations among colleges, schools and other teaching divisions; the academic
166 calendar; and educational policy on student affairs.—Neither the powers conferred on the senates
167 by this paragraph (c) nor the powers conferred by Article II, Section 1b shall extend to matters
168 over which the college is given jurisdiction by Article III, Section 2c.
169

170 **d.** Each senate shall recommend candidates for honorary degrees and shall determine
171 for its campus the manner in which the faculty shall recommend to the chancellor/vice president
172 candidates for earned degrees, diplomas, and certificates to be conferred by the president under
173 the authority of the Board of Trustees.
174

175 | e. No ~~new line of work involving questions of changes to~~ general educational policy
176 | shall be established on any campus except upon approval of the senate concerned and except as
177 | elsewhere provided in these *Statutes*.

178 |
179 | f. Each senate may propose amendments to these *Statutes* through the University
180 | Senates Conference to the president and the Board of Trustees as provided in Article XIII,
181 | Section 8.

182 |
183 | g. Each senate shall adopt bylaws which, ~~shall govern~~ except as otherwise provided in
184 | these *Statutes*, shall govern its procedures and practices, including such matters as committee
185 | structure and duties, calling of meetings and establishment of agenda, and selection of officers.
186 | The bylaws of each senate shall provide for committees or other bodies to exercise those
187 | statutory duties specified in other sections of these *Statutes*, e.g., academic freedom and tenure,
188 | student discipline, and student affairs. ~~–~~ The bylaws and any changes thereto shall be reported to
189 | the Board of Trustees through the chancellor/vice president and the president.
190 |

191 | **Section 2. University Senates Conference**

192 | a. *Organization*

193 |
194 |
195 | (1) The University Senates Conference shall be made up of twenty members.
196 | The basic representation shall be two members from each senate. ~~–~~ Additional members shall be
197 | apportioned to each senate, at least one from each senate, in numbers proportional to the number
198 | of faculty members on each campus. ~~–~~ The apportionment shall be recalculated every five years.
199 | Each senate shall elect its own representatives from its membership.
200 |

201 | ~~Rationale: Changes to this section concern material more appropriate to the USC Bylaws~~
202 | ~~than to the Statutes, and so were removed from this document.~~
203 |

204 | (2) Senators whose senatorial terms expire before their conference terms
205 | expire shall complete their conference terms. ~~–~~ Any faculty senator or faculty senator-elect shall
206 | be eligible for election to the conference. ~~–~~ The term of office shall be three years beginning on
207 | the first day of the next academic year following the election. ~~–~~ ~~Approximately one third of the~~
208 | ~~conference members from each senate shall be elected annually.~~
209 |

210 | ~~————— (3) ——— A quorum for conference meetings shall consist of a simple majority of~~
211 | ~~the total membership of the conference. If a quorum cannot be obtained otherwise, the~~
212 | ~~conference members from a senate may designate as many as two alternates from the faculty~~
213 | ~~members of their own senate to serve at a specific meeting.~~
214 |

215 | (34) The conference officers shall be a chair and a vice chair, who shall not be
216 | from the same senate and who shall be elected for one-year terms by and from the conference
217 | ~~and shall not be from the same senate.~~ ~~–~~ The chair shall not be from the same senate in two
218 | consecutive years.
219 |

220 | (45) ~~–~~ The executive committee of the conference shall consist of two members
221 | from each senate: ~~–~~ the conference chair, the conference vice chair, and four additional members

222 | elected annually by and from the conference.—The conference may authorize the executive
223 | committee to act on behalf of the conference between scheduled meetings.

224 |
225 | **b. *Functions.***

226 |
227 | The University Senates Conference shall review all matters acted upon by each
228 | senate.—The conference shall determine whether senate actions requiring implementation or
229 | further consideration by officials or other groups within the University have been referred to the
230 | appropriate officials or groups.—The conference itself may make any original or additional
231 | referral it deems advisable, and may append its comments and recommendations.—Should the
232 | conference find a matter acted upon by one of the senates to be of concern to another senate, it
233 | shall refer the matter and the action to that senate.—If two or more senates have acted differently
234 | on a subject, the conference shall attempt to promote agreement or consistency.—Where
235 | agreement or consistency cannot be effected within a reasonable period of time, the conference
236 | shall transmit the related actions of the senates together with its own recommendations to the
237 | appropriate officials or groups within the University and shall simultaneously notify the ~~clerk or~~
238 | secretary of each senate of its action.—Any senate may record and transmit its further comments
239 | to the same addressees and to the conference.

240 |
241 | The University Senates Conference shall assist the senates to communicate with
242 | one another, with University and campus administrative officials, and with the Board of Trustees
243 | ~~(through the president)~~, and may develop and implement procedures to enhance such
244 | communication.

245 |
246 | **c.** The conference ~~may act~~s ~~and may authorize its executive committee to act~~ as an
247 | advisory group to the Board of Trustees ~~(through the president)~~, the president, other
248 | administrative officials, and the several senates on matters of university-wide concern.—It shall
249 | be a special concern of the conference executive committee to aid in maintaining harmonious
250 | relations among such officers and the units of the University.
251 |

252 Rationale: The current definition of “faculty” includes only tenure-track faculty members,
253 which excludes non-tenure-track faculty members from those who are “the responsible
254 body in the teaching, research, and scholarly activities of the University” and thus those
255 who have “inherent interests and rights in academic policy and governance.” The Statutes
256 specify that the bylaws of a unit may extend specified privileges to unit colleagues who are
257 not on the tenure track, implying but not specifying that the exercise of such privileges is
258 limited to the academic unit.

259
260 This revision explicitly includes non-tenure-track faculty members in the body of
261 employees who enjoy rights related to academic policy and governance, while maintaining
262 the distinction between the rights and privileges of tenure-track faculty and of non-tenure-
263 track faculty. It specifies that the privileges that units may grant to non-tenure-track
264 faculty members may be exercised only within the unit. It also revises the term “rank or
265 title” to refer only to rank, given that there is no University-wide standard or control for
266 the use of courtesy titles.

267 **Section 3. Faculty Roles in Governance**

268
269 a. (1) The tenure-track faculty is, in academic matters, the primary governing body
270 of the University, and it has a fundamental interest in all issues of university policy. The tenure-
271 track faculty consists of those members of the academic staff in any academic unit, except for the
272 Graduate College, with the rank of professor, associate professor, or assistant professor who are
273 tenured or receiving probationary credit toward tenure. ~~The faculty of the University and any of~~
274 ~~its units except for the Graduate College consists of those members of the academic staff with~~
275 ~~the rank or title in that unit of professor, associate professor, or assistant professor who are~~
276 ~~tenured or receiving probationary credit toward tenure,~~ and those administrators in the direct line
277 of responsibility for academic affairs (persons who hold the title director or dean ~~in~~ of an
278 academic unit, provost or equivalent officer, chancellor/vice president and president).
279 Administrative staff members not in the direct line of responsibility for academic affairs are
280 ~~members of the faculty~~ included only if they also hold tenure-track faculty appointments. ~~The~~
281 ~~bylaws of any academic unit may further mandate a minimum percent faculty appointment in~~
282 ~~that unit for specified faculty privileges, such as voting privileges.~~

283
284 (2) Non-tenure-track faculty provide specialized contributions to the teaching and
285 research of the University They include members of the academic staff of the unit or of other
286 units who have the rank of professor, associate professor, or assistant professor modified by the
287 terms “research,” “teaching,” “adjunct,” “clinical,” “visiting” and/or “emeritus” (e.g., “research
288 professor,” “adjunct assistant professor,” “clinical associate professor,” “visiting professor”), or
289 the titles “instructor” or “lecturer.”

290
291 (3) The bylaws of any academic unit may grant specified unit governance
292 privileges to selected faculty of other units, and may mandate a minimum percent faculty
293 appointment in that unit for specified governance privileges, such as voting privileges. The
294 bylaws of any academic unit may also grant specified unit governance privileges to non-tenure-
295 track faculty (as defined by Section 3a (2) above). Voting on these provisions of the bylaws is
296 limited to those tenure-track faculty named in subsection (1) above. At the campus level, the
297 Senate constitution and bylaws may grant specified governance privileges to non-tenure-track
298 faculty (as defined by Section 3a (2) above), subject to the approval of the Senate. ~~The bylaws of~~

299 ~~a unit may grant specified faculty privileges to selected faculty of other units. The bylaws may~~
300 ~~also grant specified faculty privileges to members of the academic staff of the unit or of other~~
301 ~~units who are not included in subsection 1 above (i.e., neither tenured nor receiving probationary~~
302 ~~credit toward tenure), and who have the rank or title of professor, associate professor, assistant~~
303 ~~professor, instructor, or lecturer. The bylaws may also grant specified faculty privileges to~~
304 ~~members of the academic staff of the unit or of other units who have the rank or title of~~
305 ~~professor, associate professor, assistant professor, instructor, or lecturer modified by the terms~~
306 ~~“research,” “adjunct,” “clinical,” “visiting” and/or “emeritus” (e.g., “research professor,”~~
307 ~~“adjunct assistant professor,” “clinical associate professor,” “visiting professor”). Only~~
308 ~~academic staff with titles listed above may be extended faculty privileges. Voting on these~~
309 ~~provisions of the bylaws is limited to those named in subsection (1) above.~~

310
311 **b.** As the responsible body in the teaching, research, and scholarly activities of the
312 University, the faculty, ~~both tenure-track and non-tenure-track, have has~~ inherent interests and
313 rights in academic policy and governance; ~~however, these interests and rights are not identical,~~
314 ~~and the status of tenure-track faculty grants them a distinct governance role.~~— Each college or
315 other academic unit shall be governed in its internal administration by its tenure-track faculty, as
316 defined in Section 3a (1) above, with additional unit governance privileges for non-tenure-track
317 faculty as may be explicitly provided under Section 3a (3) above.— Governance of each academic
318 unit shall be based on unit bylaws established and amended by the tenure-track faculty of that
319 unit, which may include specific unit governance privileges designated in the bylaws for non-
320 tenure-track faculty.— The bylaws shall provide for the administrative organization and procedure
321 of the unit, including the composition and tenure of executive or advisory committees, ~~—E~~except
322 that they may not conflict with these *Statutes*, or other specific actions of the Board of Trustees,
323 or with the bylaws of a unit which encompasses it, ~~the details of the bylaws are left to the faculty~~
324 ~~of the unit.~~

325
326 **Rationale: This section was revised to reflect the current functions of the Faculty Advisory**
327 **Committees (FACs) on the campuses where they are active. It was also reorganized in**
328 **order to explain all aspects of the FAC’s function first, and then to describe its operation.**
329 **Finally, details about the precise composition of the committee on each campus were**
330 **deleted, to allow the campuses to set their own policies, except for two general provisions:**
331 **that the FAC not include those holding administrative posts (the definition of such having**
332 **been refined to specify those who are likely to be in a supervisory position over potential**
333 **grievants); and that no more than two members of the FAC may belong to the same**
334 **college.**

335 336 **Section 4. Faculty Advisory Committee**

337
338 At each campus the faculty shall elect a Faculty Advisory Committee, which shall
339 provide a means for the orderly voicing of grievances or related concerns about the governance
340 and procedures of academic or administrative campus units. A member of the academic staff or
341 a retired member shall be entitled to a conference with the committee or with any member of it
342 on any matter properly within the purview of the committee. Academic employees who are
343 members of the Professional Advisory Committee electorate shall use the procedures outlined in
344 Section 5 of Article II. In addition, the committee may make confidential reports on personnel
345 matters at the request of the provost, the chancellor/vice-president, or the president. In

346 performing these functions, the committee shall make such investigations and hold such
347 consultations as it may deem to be in the best interest of the campus.

348
349 The committee may also make recommendations for changes to campus policies based on
350 these investigations and deliberations. Faculty advice and recommendations on University
351 governance are traditionally provided to the administration through standing and ad hoc
352 committees and representation in the senate. In addition, at each campus the faculty shall elect a
353 Faculty Advisory Committee. The committee shall consist of nine faculty members on the
354 Chicago and Urbana-Champaign campuses, three of whom shall be elected each year. The
355 committee shall consist of seven faculty members on the Springfield campus, two of whom shall
356 be elected each year and the seventh every third year. The three-year terms will commence on
357 the first day of the academic year following the election.

358
359

360 Each campus senate shall determine eligibility for membership on the Faculty Advisory
361 Committee for its campus from among the members of the Faculty Advisory Committee
362 electorate, ~~except that those who hold administrative appointments at the level of department~~
363 ~~chair/head or above shall not be eligible for membership. excluding those who hold~~
364 ~~administrative appointments. Any eligible person may be nominated as a committee member by~~
365 ~~a petition signed by three members of the electorate and filed with the clerk or secretary of the~~
366 ~~senate. The deadline for filing shall be set by each campus senate. The clerk or secretary of the~~
367 ~~senate shall conduct the election as soon as possible thereafter. The eligible nominees for the~~
368 ~~number of seats to be filled receiving the highest number of votes shall be declared elected. If~~
369 ~~vacancies arise between regular elections, the eligible nominee with the next highest number of~~
370 ~~votes at the most recent election shall be declared a member of the committee. In the absence of~~
371 ~~any such nominee willing and able to serve, the vacancy shall be filled at the next regular~~
372 ~~election.~~

373
374 No more than two members of the committee may hold paid appointments in the same
375 college or in the same unit organized independently of a college.

376
377 The committee shall elect its own chair at its first meeting of each academic year. ~~The~~
378 ~~committee shall adopt its rules of procedure, copies whereof shall be sent to all members of the~~
379 ~~academic staff (as defined in Article IX, Sections 4a and 3c) and to the chancellor/vice president~~
380 ~~and the president. The committee shall make such reports to the chancellor/vice president, the~~
381 ~~president, the senate, and the faculty as it deems appropriate at least once a year.~~

382
383 ~~The committee shall report on its activities and recommendations to the senate and the~~
384 ~~faculty as it deems appropriate, but at least once a year. These reports shall maintain the~~
385 ~~confidentiality of individual personnel cases, but may describe the broad nature of cases~~
386 ~~presented to it. The committees shall provide for the orderly voicing of suggestions for the good~~
387 ~~of the University, afford added recourse for the consideration of grievances, and furnish a~~
388 ~~channel for direct and concerted communication between the academic staff (as defined in~~
389 ~~Article IX, Sections 4a and 3c) and the administrative officers of the University, its colleges,~~
390 ~~schools, institutes, divisions, and other administrative units on matters of interest or concern to~~
391 ~~the academic staff (as defined in Article IX, Sections 4a and 3c) or any member of it. Academic~~
392 ~~staff members who are members of the Professional Advisory Committee electorate shall use the~~
393 ~~procedures outlined in Section 5 of Article II.~~

394
395 ~~———— In performing its functions, the committee upon the request of the chancellor/vice~~
396 ~~president, the president, or any member of the academic staff (as defined in Article IX, Sections~~
397 ~~4a and 3c), or upon its own initiative shall make such investigations and hold such consultations~~
398 ~~as it may deem to be in the best interest of the University. A member of the academic staff (as~~
399 ~~defined in Article IX, Sections 4a and 3c), or upon its own initiative shall make such~~
400 ~~investigations and hold such consultations as it may deem to be in the best interest of the~~
401 ~~University. A member of the academic staff (as defined in Article IX, Sections 4a and 3c) or a~~
402 ~~retired member shall be entitled to a conference with the committee or with any member of it on~~
403 ~~any matter properly within the purview of the committee.~~

406 **Section 5. Professional Advisory Committee**

407
408 At each campus, the academic professional staff whose appointments as academic
409 professionals require at least 50 percent (50%) of full-time service shall elect a professional
410 advisory committee.—The academic professional staff consists of those staff members on
411 academic appointment whose positions have been designated by the president and the
412 chancellor/vice president as meeting specialized administrative, professional, or technical needs
413 in accordance with Article IX, Sections 3a, 3c, and 4a.
414

415 Any member of the professional advisory committee electorate shall be eligible for
416 membership.—University-level administration staff shall be members of the electorate of the
417 campus at which their principal office is located.—Each chancellor/vice president (or the
418 president in the case of university-level administration staff members) after consultation with the
419 body may identify senior administrative officers to be excluded from the electorate.
420

421 Bylaws and articles of procedure covering such matters as name of the body, nomination
422 and election of members and officers, size of the body, and terms of office shall be developed at
423 each campus and after approval by the chancellor/vice president made available to the members
424 of the electorate.
425

426 The body shall provide for the orderly voicing of suggestions for the good of the
427 Universitycampus, afford added recourse for the consideration of grievances, and furnish a
428 channel for direct and concerted communication between the academic professional staff and the
429 administrative officers of the Universitycampus, its colleges, schools, institutes, divisions, and
430 other administrative units on matters of interest or concern to the academic professional staff or
431 any member of it.—The body shall report to the chancellor/vice president, the president, and the
432 academic professional staff at least once a year.
433

434 In performing its functions, the body upon the request of the chancellor/vice president,
435 the president, or any member of the academic professional staff, or upon its own initiative shall
436 make such investigations and hold such consultations as it may deem to be in the best interest of
437 the Universitycampus.—Any member or retired member of the academic professional staff shall
438 be entitled to a conference with the body or with any member of it on any matter properly within
439 the purview of the body.
440
441

442 **ARTICLE III. CAMPUSES, COLLEGES, AND SIMILAR**
443 **CAMPUS UNITS**
444

445 **Section 1. The Campus**
446

447 a. The campus is the largest educational and administrative group. It is composed of
448 colleges, schools, institutes, and other educational units in conjunction with administrative and
449 service organizations.
450

451 | **b.** The legislative body for the campus shall be the campus senate, as provided in
452 | Article II, Section 1.

453 |
454 | **c.** The transfer of any line of work or any part thereof from one campus to another
455 | shall be made on the recommendation of the senates and chancellors/vice presidents of the
456 | campuses involved, the University Senates Conference, and the president upon approval by the
457 | Board of Trustees.

458 |
459 | **d.** The chancellor/vice president, under the direction of the president, shall be the
460 | chief executive officer of the campus, as provided in Article I, Section 5.

461 |
462 | **e.** At each campus, ~~There shall be a provost and vice chancellor for academic affairs~~
463 | ~~or equivalent officer at each campus who shall be~~ who will serve as the chief academic officer
464 | under the chancellor/vice president ~~for each campus~~ and who will serve as chief executive officer
465 | in the absence of the chancellor/vice president.

466 |
467 | **f.** There may be additional vice chancellors with campus-wide responsibilities and
468 | other administrative officers with responsibilities and duties as delegated by the chancellor/vice
469 | president.

470 |
471 | **g.** Vice chancellors shall be appointed annually by the Board of Trustees on the
472 | recommendation of the chancellor/vice president and with the concurrence of the president. ~~–~~ The
473 | chancellor/vice president shall on the occasion of each appointment seek the advice of the
474 | executive committee of the campus senate. ~~–~~ The executive committee may seek the counsel of
475 | other campus bodies in preparing its advice.

476 |
477 | **Section 2. The College**

478 |
479 | **a.** The college is an educational and administrative group comprised of departments
480 | and other units with common educational interests.

481 |
482 | **b.** The faculty of a college shall be constituted as specified in Article II,
483 | Section 3a (1). ~~–~~ The college shall be governed in its internal administration by its faculty under
484 | bylaws established by the faculty, as specified in Article II, Section 3b.

485 |
486 | **c.** Subject to the jurisdiction of the senates as provided in Article II, Section 1, the
487 | college shall have jurisdiction in all educational matters falling within the scope of its programs,
488 | including the determination of its curricula, except that proposals which involve budgetary
489 | changes ~~shall become effective only when~~ are subject to the approval of the chancellor/vice
490 | president ~~has approved them.~~ ~~–~~ The college has the fullest measure of autonomy consistent with
491 | the maintenance of general university educational policy and correct academic and
492 | administrative relations with other divisions of the University. ~~–~~ In questions of doubt concerning
493 | the proper limits of this autonomy between the college and the senate, the college shall be
494 | entitled to appeal to the chancellor/vice president for a ruling.

495 |
496 | **d.** The transfer of any line of work or any part thereof to or from a college or to or
497 | from some other educational or administrative group within a campus shall be made on the

498 recommendation of the appropriate senate and the chancellor/vice president and on approval of
499 the president.

500
501 e. The faculty of a college shall elect its secretary and committees.

502
503 f. An executive committee of two or more members elected annually by and from the
504 faculty of the college by secret written ballot shall be the primary advisory committee to the dean
505 of the college. ~~Unless otherwise provided by the faculty of the college, it shall~~ advise the dean
506 on the formulation and execution of college policies and unless otherwise provided by the faculty
507 of the college on appointments, reappointments, nonreappointments, and promotions ~~and~~. It shall
508 also transact such business as may be delegated to it by the faculty. ~~The faculty may determine~~
509 the size of its executive committee and may choose to elect its members for two- or three-year
510 staggered terms. ~~Not more than one-half of the membership of the executive committee shall be~~
511 from one department or comparable teaching unit of the college. ~~The dean is ex officio a~~
512 member and chair of the committee. ~~While the executive committee is in session to prepare its~~
513 advice on appointment of the dean or to review the dean's performance, the dean shall not be a
514 member and the committee shall be chaired by a committee member elected by the committee
515 for that purpose.

516

517 **Section 3. The Dean**

518

519 a. The dean is the chief executive officer of the college, responsible to the
520 chancellor/vice president for its administration, and is the agent of the college faculty for the
521 execution of college educational policy.

522

523 b. The dean shall be appointed annually by the Board of Trustees on recommendation
524 by the chancellor/vice president ~~and with the concurrence of~~ the president. ~~On the occasion of~~
525 each recommendation, the chancellor/vice president shall seek the prior advice of the executive
526 committee of the college concerned. ~~The performance of the dean shall be evaluated at least~~
527 once every five years in a manner to be determined by the college faculty.

528

529 c. On recommendation of the dean and the chancellor/vice president, the president
530 may appoint annually associate or assistant deans as required.

531

532 d. The dean shall (1) call and ordinarily preside at meetings of the college faculty to
533 consider questions of college and departmental governance and educational policy at such times
534 as the dean or the executive committee may deem necessary but not less frequently than once in
535 each academic year; (2) formulate and present policies to the faculty for its consideration, but
536 this shall not be interpreted to abridge the right of any member of the faculty to present any
537 matter to the faculty; (3) make reports on the work of the college; (4) oversee the registration and
538 progress of the students in the college; (5) be responsible for the educational use of the buildings
539 and rooms assigned to the college and for the general equipment of the college as distinct from
540 that of the separate departments; (6) serve as the medium of communication for all official
541 business of the college with other campus authorities, the students, and the public; (7) represent
542 the college in conferences, except that additional representatives may be designated by the dean
543 for specific conferences; (8) prepare the budget of the college in consultation with the executive
544 committee of the college; and (9) recommend the appointment, reappointment,

545 | nonreappointment, and promotion of members of the academic staff.—Regarding appointments,
546 | reappointments, nonreappointments, and promotions, the dean shall consult with the appropriate
547 | departmental chair(s) and executive committee(s), or department head(s) who shall provide the
548 | dean with the advice of the advisory committee or other appropriate committee as specified in
549 | the department bylaws.—Recommendations to positions on the academic staff shall ordinarily
550 | originate with the department, or in the case of a group not organized as a department with the
551 | person(s) in charge of the work concerned and shall be presented to the dean for transmission
552 | with the dean’s recommendation to the chancellor/vice president.—In case a recommendation
553 | from a college is not approved by the chancellor/vice president, the dean may present the
554 | recommendation to the president, and, if not approved by the president, the dean with the consent
555 | of the Board of Trustees may present the recommendation in person before the Board of Trustees
556 | in session.
557 |

558 | **Section 4. The School and Similar Campus Units**

559 |
560 | **a.** In addition to colleges and departments, there may be other units of a campus, such
561 | as a school, institute, center, hospital, and laboratory, of an intermediate character designed to
562 | meet particular needs.

563 |
564 | **b.** Such a unit organized independently of a college shall be governed in the same
565 | manner as a college.

566 |
567 | **c.** The school organized within a college is an educational and administrative unit
568 | composed primarily of academic subunits.—The subunits are related and have common interests
569 | and objectives but emphasize academically distinct disciplines or functions.—The faculty of each
570 | subunit shall have the power to determine such matters as do not so affect relations with other
571 | subunits of the school or with units outside the school that those relations properly come under
572 | the supervision of larger administrative units.

573 |
574 | **d.** Governance of schools and similar campus units within a college:

575 |
576 | **(1)** The internal structure, administration, and governance of a school within a
577 | college shall be determined by its faculty under bylaws established by the faculty.—Bylaws of
578 | the school shall be consistent with those of the college.

579 |
580 | **(2)** The school has the fullest measure of autonomy consistent with the
581 | maintenance of general college and university educational policy and with appropriate academic
582 | and administrative relations with other divisions of the University.—In questions of doubt
583 | concerning the proper limits of this autonomy, the school may appeal directly to the dean and the
584 | executive committee of the college and shall be entitled to appeal subsequently to the
585 | chancellor/vice president.

586 |
587 | **(3)** An executive committee selected according to the bylaws of the school shall
588 | be the primary advisory body to the director of the school.—The director is *ex officio* a member
589 | and chair of the committee.—The executive committee shall advise the director on the
590 | formulation and execution of school policies and unless otherwise provided by the faculty of the
591 | school on appointments, reappointments, nonreappointments, and promotions.—It shall advise

592 | the director on the preparation of the budget.—The committee shall provide for the orderly
593 | voicing of suggestions for the good of the school, recommend procedures and committees that
594 | will encourage faculty participation in formulating policy, and perform such other tasks as may
595 | be assigned to it by the faculty of the school.—Any faculty member shall be entitled to a
596 | conference with the executive committee or with any member of it on any matter properly within
597 | the purview of the committee.—If the committee is in session to prepare its advice on
598 | appointment of the director or to review the director’s performance, the director shall not be a
599 | member, and the committee shall be chaired by a committee member elected by the committee
600 | for that purpose.

601 |
602 | (4) Departments within a school shall be governed as specified in Article IV
603 | except that communications and recommendations to the college, campus or the University shall
604 | be transmitted through the school for approval, comment, or information as appropriate.—Other
605 | subunits shall be governed by regulations set forth in the school bylaws.

606 |
607 | (5) Executive officers of departments or subunits of a school shall be evaluated
608 | at least once every five years in a manner to be determined by the faculty of the school and
609 | college.

610 |
611 | (6) An intermediate unit within a college, such as an institute, center, hospital, or
612 | laboratory in which academic staff appointments are made in accordance with Article X,
613 | Section 1, shall be governed as a department as specified in Article IV.—Other intermediate units
614 | within a college shall be governed as stated in the bylaws of the college.

615 | 616 | **Section 5. The Dean or Director of a School or Similar Campus Unit**

617 |
618 | a. In a school or similar campus unit independent of a college, the ~~chief~~ executive
619 | officer shall be a dean or director appointed annually by the Board of Trustees on the
620 | recommendation of the chancellor/vice president ~~and with the concurrence of~~ the president.—On
621 | the occasion of each recommendation, the chancellor/vice president shall seek the prior advice of
622 | the executive committee of the faculty concerned.—Within the school or similar campus unit, the
623 | duties of a director or a dean shall be the same as those of the dean of a college.—The
624 | performance of the dean or director shall be evaluated at least once every five years in a manner
625 | to be determined by the faculty of the unit.

626 |
627 | b. In a school or similar campus unit included within a college, the ~~chief~~ executive
628 | officer shall be a director appointed annually by the Board of Trustees on the recommendation of
629 | the dean of the college, the chancellor/vice president, ~~with the concurrence of~~ ~~and~~ the president.
630 | On the occasion of each recommendation, the dean shall seek the prior advice of the executive
631 | committee of the unit.—The director shall (1) call and ordinarily preside at meetings of the
632 | school faculty to consider questions of school and subunit governance and educational policy at
633 | such times as the director or the executive committee may deem necessary but not less frequently
634 | than once in each academic year; (2) formulate and present policies to the faculty for its
635 | consideration, but this shall not be interpreted to abridge the right of any member of the faculty
636 | to present any matter to the faculty; (3) make reports on the work of the school; (4) have general
637 | supervision of the work of students in the school; (5) be responsible for the educational use of
638 | the buildings and rooms assigned to the school and for the general equipment of the school as

639 distinct from that of the separate subunits; (6) serve as the medium of communication for all
640 official business of the school with the college, the students, and the public; (7) represent the
641 school in conferences except that additional representatives may be designated by the director for
642 specific conferences; (8) prepare the budget of the school in consultation with the executive
643 committee of the school; and (9) recommend the appointment, reappointment,
644 nonreappointment, and promotion of members of the academic staff.— Regarding
645 recommendations of appointments, reappointments, nonreappointments, and promotions of the
646 members of the faculty, the director shall consult with the department’s or subunit’s executive
647 officer who shall provide the director with the advice of the appropriate committee(s).— Such
648 recommendations shall ordinarily originate with the subunit or in the case of a group not
649 organized as a subunit with the person(s) in charge of the work concerned and shall be presented
650 to the director for transmission with the director’s recommendation to the dean of the college.
651 The performance of the director shall be evaluated at least once every five years in a manner to
652 be determined by the faculty of the school and college.
653
654

655 **ARTICLE IV. DEPARTMENTS**

656

657 **Section 1. The Department**

658

659 **a.** The department is the primary unit of education and administration within the
660 University.— It is established for the purpose of carrying on programs of instruction, research,
661 and public service in a particular field of knowledge.— The staff of a department includes persons
662 of all ranks who upon the recommendation of its head or chair are appointed or assigned to it.
663 The faculty of a department shall be as specified in Article II, Section 3a of these *Statutes*.— All
664 appointments which carry academic rank, title, or tenure indicative in any way of departmental
665 association shall be made only ~~after~~ with the concurrence of the department(s) concerned.
666

667 **b.** The department has the fullest measure of autonomy consistent with the
668 maintenance of general college and university educational policy and correct academic and
669 administrative relations with other divisions of the University.— Should a dispute arise between
670 the department and another unit of the campus concerning the proper limits of this autonomy, the
671 department may appeal for a ruling directly to the dean and the executive committee of the
672 college and, when the chancellor/vice president considers it proper, to the chancellor/vice
673 president, who shall make a decision after appropriate consultation.
674

675 **c.** A department may be organized either with a chair or with a head.
676

677 Rationale: Here and in other similar sections to follow the language has been modified to
678 highlight the chancellor/vice president’s responsibility for campus affairs, subject to the
679 authority of the president. Here, and in Article IV Section 3a, issues of the confidentiality of
680 the process are protected.
681

682 **Section 2. Department Organized with a Chair**

683

684 **a.** The chair shall be appointed annually by the Board of Trustees on recommendation
685 of the chancellor/vice president ~~and with the concurrence of~~ the president after consultation with
686 the dean of the college and with the executive committee of the department concerned. ~~–~~ The
687 performance of the chair shall be evaluated at least once every five years. ~~–~~ As one component of
688 this evaluation, views shall be solicited from the entire department faculty in such a way as to
689 preserve confidentiality.

690
691 **b.** In each department organized with a chair, the executive committee shall
692 recommend individuals for academic appointment in the department. With the consent of the
693 executive committee or as specified in the department bylaws, persons who are not members of
694 the department faculty may be invited by the chair to attend meetings of the department faculty
695 but such persons shall have no vote.

696
697 **c.** The faculty of the department shall have power to determine such matters as do not
698 so affect relations with other departments or colleges that they properly come under the
699 supervision of larger administrative units.

700
701 **d.** In each department organized with a chair, there shall be an executive committee
702 elected annually by and from the faculty of the department by secret written ballot. ~~–~~ At least
703 one-half of the members of the departmental executive committee shall be elected from those
704 faculty members who have at least a 50-percent salaried appointment in the University. ~~–~~ The
705 faculty may choose to elect members of the executive committee for staggered two- or three-year
706 terms. ~~–~~ The chair of the department is *ex officio* a member and chair of the executive committee.
707 The chair and the executive committee are responsible for the preparation of the budget and for
708 such matters as may be delegated to them by the faculty of the department. ~~–~~ In a department
709 which has a faculty of not more than five members, the executive committee shall consist of the
710 entire faculty. ~~–~~ In all other cases, the size of the executive committee shall be determined by the
711 faculty of the department. ~~–~~ If the executive committee is in session to evaluate the chair's
712 performance, the chair shall not be a member and the committee shall be chaired by a committee
713 member elected by the committee for that purpose.

714
715 **e.** In each department organized with a chair, that officer shall be responsible for the
716 formulation and execution of departmental policies and the execution of University and college
717 policies insofar as they affect the department. ~~–~~ The chair shall have power to act independently
718 in such matters as are delegated to the chair by the executive committee. ~~–~~ The chair shall (1)
719 report on the teaching and research of the department; (2) have general oversight of the work of
720 students in the department; (3) collaborate with the executive committee in the preparation of the
721 budget and be responsible for the expenditure of departmental funds for the purposes approved
722 by the executive committee; and (4) call and preside at meetings of the executive committee and
723 at meetings of the department faculty of which there shall be not fewer than one in each
724 academic year for consideration of questions of departmental governance and educational policy.
725 The chair together with the executive committee is responsible for the organization of the work
726 of the department and for the quality and efficient progress of that work. ~~–~~ Any faculty member
727 shall be entitled to a conference with the executive committee or with any member of it on any
728 matter properly within the purview of the committee.

729
730 **f.** In the administration of the office, the chair shall recognize the individual
731 responsibility of other members of the department for the discharge of the duties committed to

732 them by their appointments and shall allow proper scope to the ability and initiative of all
733 members of the department.
734
735

736 **Section 3. Department Organized with a Head**

737

738 a. The head of a department shall be appointed without specified term by the Board of
739 Trustees on recommendation by the chancellor/vice president ~~and with the concurrence of~~ the
740 president after confidential consultation with the dean of the college and ~~all each~~ members of the
741 department faculty. ~~–~~ The head may be relieved of title and duties as head of the department by
742 the chancellor/vice president on the recommendation of the dean of the college. ~~–~~ The
743 performance of the head shall be evaluated at least once every five years. ~~–~~ As one component of
744 this evaluation, views shall be solicited from the entire department faculty in such a way as to
745 preserve confidentiality.

746

747 b. In each department organized with a head, the head in consultation with the
748 advisory committee shall recommend individuals for academic appointment in the department.
749 In consultation with the advisory committee or as specified in the department bylaws, the head
750 may invite other persons who are not members of the department faculty to attend meetings of
751 the department faculty, but such persons shall have no vote.

752

753 c. The head of the department shall have the power to determine such matters as do
754 not affect other departments or properly come under the supervision of larger administrative
755 units.

756

757 d. In each department organized with a head, the head shall have general direction of
758 the work of the department. ~~–~~ The head shall (1) consult with the departmental advisory
759 committee in regard to departmental policy; (2) consult with each member of the department
760 regarding the nature and scope of the work in the charge of that member; (3) call and preside at
761 meetings of the departmental faculty for explanation and discussion of departmental policies,
762 educational procedure, and research, of which there shall be at least one in each academic year
763 for consideration of departmental governance and educational policy; (4) be responsible for the
764 organization of the work of the department, for the quality and efficient progress of that work,
765 for the formulation and execution of departmental policies, and for the execution of University
766 and college policies insofar as they affect the department; (5) report on the teaching and research
767 of the department; (6) have general supervision of the work of students in the department;
768 (7) prepare the departmental budget in consultation with the departmental advisory committee;
769 and (8) be responsible for the distribution and expenditure of departmental funds and for the care
770 of departmental property.

771

772 e. In the administration of the office, the head shall recognize the individual
773 responsibility of other members of the department for the discharge of the duties committed to
774 them by their appointments and shall allow proper scope to the ability and initiative of all
775 members of the department.

776

777 f. In each department organized with a head, there shall be an advisory committee
778 elected annually by and from the faculty of the department by secret written ballot. ~~–~~ The
779 department faculty may choose to elect members of the advisory committee for staggered two- or
780 three-year terms. ~~–~~ In a department which has a faculty of not more than five members, the
781 advisory committee shall consist of the entire faculty. ~~–~~ In all other cases, the size of the advisory
782 committee shall be determined by the faculty of the department. ~~–~~ The functions of the committee
783 shall be to provide for the orderly voicing of suggestions for the good of the department, to

784 recommend procedures and committees that will encourage faculty participation in formulating
785 policy, and to perform such other tasks as may be assigned to it.—Any faculty member shall be
786 entitled to a conference with the committee or with any member of it on any matter properly
787 within the purview of the committee.—If the advisory committee is in session to evaluate the
788 head’s performance, the head shall not be a member and the committee shall be chaired by a
789 committee member elected by the committee for that purpose.

790
791 **Rationale: Section 4 was deleted because it conflicts with Article VIII, Section 4.**
792

793 **~~Section 4. Change of Departmental Organization~~**

794
795 ~~On the written request of at least one-fourth of the faculty of the department, as defined~~
796 ~~in Article II, Section 3a(1), and in no case fewer than two faculty members that the form of the~~
797 ~~organization of the department be changed, the dean shall call a meeting to poll the departmental~~
798 ~~faculty by secret written ballot. The names of those making the request shall be kept confidential~~
799 ~~by the dean. The dean shall transmit the results of the vote to the departmental faculty and to the~~
800 ~~chancellor/vice president together with the dean’s recommendation. If a change of organization~~
801 ~~is voted, the chancellor/vice president shall thereupon transmit this recommendation to the~~
802 ~~president for recommendation to the Board of Trustees. Faculty of the department may~~
803 ~~communicate with the Board of Trustees in accordance with Article XIII, Section 4 of these~~
804 ~~Statutes.~~
805

806 **ARTICLE V. GRADUATE COLLEGES**

807
808 **Section 1. The Campus Graduate College**

809
810 **a.** On a campus with a Graduate College, the Graduate College shall have jurisdiction
811 over all programs leading to graduate degrees as determined by senate action and approved by
812 the Board of Trustees.—It is the responsibility of the Graduate College to develop and safeguard
813 standards of graduate work and to promote and assist in the advancement of research in all fields.

814
815 **b.** Except as otherwise provided in this section, the Graduate College shall be
816 governed by the same regulations as govern other colleges.

817
818 **c.** The faculty of the Graduate College consists of the president, the chancellor/vice
819 president, the provost or equivalent officer, the dean, and all those who on the recommendation
820 of the departments or of other teaching or research divisions have been approved by the
821 executive committee and the dean of the Graduate College to assume appropriate academic
822 responsibilities in programs leading to graduate degrees.—Other administrative staff members are
823 members of the faculty of the Graduate College only if they also hold faculty appointments and
824 have been recommended and approved as provided above.

825
826 **d.** An executive committee shall be the primary advisory committee to the dean of the
827 Graduate College.—It shall advise the dean on the formulation and execution of policies and on
828 other activities of the Graduate College.—The executive committee consists of fourteen members

829 holding office for staggered two-year terms: eight elected members, four elected annually for
830 two-year terms by the faculty of the Graduate College and six members, three appointed each
831 year for two-year terms by the chancellor/vice president on the recommendation of the dean of
832 the Graduate College in consultation with the members elected that year.—The dean of the
833 Graduate College is *ex officio* a member and chairs the committee.—When meeting to give
834 advice on the appointment of the dean, the senior faculty member (in terms of service at the
835 University) on the executive committee shall be chair and the dean shall not be a member of the
836 committee.

837
838 e. The principal administrative head of the Graduate College is the dean, who shall be
839 appointed in the same manner as are the deans of other colleges.

840
841 f. On the recommendation of the dean of the Graduate College and the
842 chancellor/vice president, the president may appoint annually associate or assistant deans of the
843 Graduate College as required.

844
845 g. On a campus with a Graduate College, the recommendation of its dean shall be
846 secured for the appointment to or promotion on the staff of any campus unit of a person who may
847 be expected to assume or who has academic responsibilities in programs leading to graduate
848 degrees.

849
850 h. On a campus without a Graduate College, the provost or equivalent officer shall be
851 responsible for the functions of the graduate dean.

852

853 **Section 2. Special Units of the Graduate College**

854

855 a. On the recommendation of the Campus Research Board, the executive committee
856 and the dean of the Graduate College with approval by the president and the chancellor/vice
857 president, the Board of Trustees may create special units of the Graduate College for the purpose
858 of carrying on or promoting research in areas which are broader than the responsibility of any
859 one department.—Any such unit may be abolished by similar action.

860

861 b. Persons shall be appointed to the staff of such special units by the Board of
862 Trustees on the recommendation of the unit concerned, the dean of the Graduate College, the
863 chancellor/vice president, and the president.—Appointments of persons who already have
864 academic rank and title indicative of departmental association shall be made only after
865 consultation with the department concerned.—Appointments which carry academic rank and title
866 indicative of departmental association of persons who do not already have departmental
867 association shall be made only after concurrence of the department concerned.

868

869

870 **ARTICLE VI. THE CAMPUS LIBRARY**

871

872 a. The campus library is an academic unit serving the entire campus.—Its collection
873 includes all books, pamphlets, serials, maps, music scores, photographs, prints, manuscripts,
874 micro-reproductions, and other materials purchased or acquired in any manner and preserved and

875 | used by it to support instruction and research.—Such materials may include sound, electronic and
876 | magnetic recordings, motion picture films, slides, filmstrips, other appropriate audiovisual aids,
877 | and computer files.

878 |
879 | **b.** The campus library shall be in the charge of the campus librarian who, as the chief
880 | executive officer of the library, is responsible to the chancellor/vice president for its
881 | administration and service.

882 |
883 | **c.** As specified in Article II, Section 3, the library shall be governed internally under
884 | bylaws established by its faculty.—Except as otherwise stated in this Article, the library shall be
885 | governed by the same provisions as govern a college.

886 |
887 | **d.** With the approval of the chancellor/vice president, the campus librarian may
888 | establish branches on the campus when efficiency in reference work, circulation, cataloging,
889 | ordering, and other matters of library service and administration, and the general welfare of the
890 | campus, college, school, department, or other unit will thereby be promoted.—Appointments to
891 | the academic staff of branch libraries established under this subsection and the advancement of
892 | such staff will be recommended to the chancellor/vice president with the advice of the executive
893 | officer(s) of the unit(s) served by such libraries.

894 |
895 | **e.** The campus librarian shall be appointed annually by the Board of Trustees on the
896 | recommendation of the chancellor/vice president with the concurrence of the President of the
897 | University.—On the occasion of each such appointment, the chancellor/vice president shall seek
898 | the advice of the library committee of the campus senate and of the library executive committee.
899 | The performance of the campus librarian shall be evaluated at least once every five years in a
900 | manner to be determined by the faculty of the campus library and the library committee of the
901 | campus senate.—As part of the evaluation, views shall be solicited from the library committee of
902 | the campus senate, from other concerned faculty, and from the entire faculty of the campus
903 | library.

904 |
905 | **f.** The library committee of the campus senate shall advise the campus librarian
906 | regarding the allocation of book funds and other policies of the campus library.

907 |
908 |

909 | **ARTICLE VII. SPECIALIZED UNITS**

910 |

911 | **Section 1. General Considerations**

912 |

913 | In addition to the campus units described in the previous Articles, there are special
914 | purpose educational and administrative units whose responsibilities and roles extend
915 | substantially beyond one campus.—The organization and mission of such units, including clearly
916 | defined lines of responsibility to University or campus officers, shall be specified in these
917 | *Statutes*, in *The General Rules Concerning University Organization and Procedure*, or in such
918 | other documents as shall be deemed appropriate by the president.—These specialized units may
919 | include but need not be limited to organizations designated as bureaus, councils, departments,
920 | divisions, institutes, and services.—The staffs of these units shall have campus membership and

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

923 **Section 2. University Press**

924
925 **a.** The University Press is responsible for developing and conducting the University's
926 program of publishing books, monographs, and journals.

927
928 **b.** The director of the University Press shall be appointed annually by the Board of
929 Trustees on the recommendation of the president.—The director shall be the principal
930 administrative officer of the press and shall be responsible to the president.

931
932 **c.** There shall be a University Press Board composed of the director of the press, the
933 deans of the Graduate Colleges or their representatives, and six appointed faculty members.
934 Appointments to the board shall be made by the president after consultation with the director of
935 the University Press and the vice president for academic affairs.—The University Press Board
936 shall advise the director of the press regarding policies and administration.—The chair shall be
937 elected from among the faculty membership.

938

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

940
941 **a.** At each campus engaged in teacher education, there shall be a Council on Teacher
942 Education composed of the deans and directors of the respective colleges, schools, and similar
943 units at that campus which offer curricula in the preparation of teachers for the elementary and
944 secondary schools.—The chair of the council shall be named by the ~~campus~~-chancellor/vice
945 president.

946
947 **b.** The duties of the council are to formulate policies and programs of student
948 selection, retention, guidance and preparation, and placement in elementary and secondary
949 schools in conformity with educational policies established by the campus senate.

950
951 **c.** At each campus, the council is authorized to appoint area-of-specialization
952 committees in each of the major teaching fields, committees on teacher placement, and such
953 other committees as may be needed.—These committees shall be composed of representatives
954 from the College of Education or comparable campus program and from major subject-matter
955 fields represented in any given curriculum.

956
957 The area-of-specialization committees shall be responsible for the improvement of their
958 respective teacher-education curricula, counseling procedures in their areas, and other activities
959 related thereto.—Each committee shall recommend action to the Council on Teacher Education
960 on its campus.

961
962 **d.** Students shall not be eligible for university approval of their status as prospective
963 teachers unless they have elected a curriculum approved by the campus Council on Teacher
964 Education.

965

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

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

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

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

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

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

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

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

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

1002 | **Section 1. Definitions**

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

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

1015 | **Section 2. Appointment of Faculty to Units**
1016 |

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

- 1025 | i. another department or similar academic unit that has been approved through
1026 | these Article VIII procedures;
- 1027 | ii. an intermediate unit that is not divided into departments or similar units and
1028 | that has been approved through these Article VIII procedures; or
- 1029 | iii. a school or college that is not an intermediate unit, that is not further divided
1030 | into academic departments or similar units and that has been approved
1031 | through these Article VIII procedures;—*then* formation of the proposed unit
1032 | as, or conversion of the existing unit into, a unit that will provide a tenure
1033 | home must be approved through the procedures in Article VIII, Section 3a
1034 | through 3c, below, as applicable.
1035 |
1036 |
1037 |
1038 |

1039 | Any change in academic organization such as the termination, separation,
1040 | transfer, merger, change in status (e.g., department to school), or renaming of
1041 | an academic unit to which are made appointments of faculty with the rank or
1042 | title of professor, associate professor, or assistant professor who are tenured
1043 | or receiving probationary credit toward tenure must be approved through the
1044 | procedures in Article VIII, Section 4, below.
1045 |

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

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

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

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

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

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

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

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

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

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

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

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

1123 | **ARTICLE IX. ACADEMIC AND ADMINISTRATIVE**
1124 | **STAFFS**

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

1286

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

1288

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

1292

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

1295

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

1298

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

1301

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

1305

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

1308

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

1311

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

1314

1315 **c.** The campus procedures will be initiated only after discussions are held between the
1316 faculty member and appropriate administrative officers looking toward a mutual settlement.

1317

1318 The initiation or pendency of proceedings under this Section 6 shall not be deemed to prevent or
1319 delay the University or any other person from pursuing any other remedy available to such
1320 person against the faculty member for conduct allegedly violating Section 6d below.

1320

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

1323

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

1326

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

1328

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

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

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

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

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

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

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

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

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

1369
1370 Two semesters at 2/3 salary

1371 **Or**

1372 One semester at full salary

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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1466

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

1522

Length of Full-Time Service to the University (in full appointment years completed)	Minimum Notice of Nonreappointment
Less than 4 years	6 Months
4 years or over	12 Months

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2. Written notice of nonreappointment shall be given by the Board of Trustees to an academic professional employee on an appointment which notes that it is subject to receipt of funds in accordance with the following schedule.

1531

For appointments made “subject to receipt of funds” (such as those from grants or contracts), the University reserves the right to terminate the appointment prior to the Period of Payment End Date if the grant(s) or other sources of funding for the position has ended For such appointments, the University reserves the right to terminate the appointment prior to the Period of Payment End date if the grant or source of funds for the position becomes unavailable, and will provide prior notice, if applicable, in accordance with the notice periods set forth in Article IX of the University of Illinois Statutes.

1538

1539

For an academic professional employee who is entitled to notice of non-reappointment and whose position is supported by multiple sources of funds, calculation of minimum length of notice of non-reappointment will be based on the relevant funds for the portion of the appointment for which a notice of non-reappointment is issued, or on the predominant source of funds in the case of elimination of the position:

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Length of Full-Time Service to the University (in full appointment years completed)	Minimum Notice of Nonreappointment
Less than 4 years	2 Months
4 years or over	6 Months
Plus 1 additional month for each additional full appointment years of service to a maximum of 12 months’ notice	
10 years	12 Months

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3. Written notice of nonreappointment shall be given by the Board of Trustees to an academic professional employee who is the director of intercollegiate athletics or a coach of an intercollegiate athletic team in accordance with the following schedule:

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1561

1562

1563

Length of Full-Time Service to the University (in full appointment years completed)	Minimum Notice of Nonreappointment
Less than 4 years	3 Months
4 years or over	6 Months

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

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

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

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

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

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

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

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

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

1621

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

1623

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

1848

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

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

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

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

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

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

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

1912 **Section 2. Academic Freedom**

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

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

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

1932
1933 **d.** A staff member who believes that he or she does not enjoy the academic freedom
1934 which it is the policy of the University to maintain and encourage shall be entitled to a hearing
1935 on written request before the Committee on Academic Freedom and Tenure of the appropriate
1936 campus senate.—Such hearing shall be conducted in accordance with established rules of
1937 procedure.—The committee shall make findings of facts and recommendations to the president
1938 and, at its discretion, may make an appropriate report to the senate.—The several committees
1939 may from time to time establish their own rules of procedure.
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1942 **ARTICLE XI. STUDENT AFFAIRS AND DISCIPLINE**

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1944 **Section 1. Student Affairs**

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

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

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

1965 **Section 2. Student Discipline**

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

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

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

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ARTICLE XII. RESEARCH AND PUBLICATION

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

Section 1. Campus Research Board

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

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

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

Section 2. Sponsored Research, Gifts, and Grants

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

b. Such outside support must be integrated with the regular educational and research functions of the University. ~~The acceptance of contracts or grants involves substantial indirect costs, physical plant operating costs, and the use of departmental, college, and general university facilities. Funds to meet these indirect costs must be provided either by the sponsors, special arrangement,~~ or by tax funds. ~~In the latter case, because such activities come into direct competition for funds with other interests within the University, careful consideration shall be given the acceptance of such contracts.~~

Section 3. Patents on Inventions

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

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

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

2045 |

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

2047 |

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

2055 |

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

2058 |

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

2062 |

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

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2070 | **ARTICLE XIII. GENERAL PROVISIONS**

2071 |

2072 | **Section 1. Exchange Professors**

2073 |

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

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

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

2091 | **Section 3. Annual Reports**

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

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

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

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

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

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

2121

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

2127 **Section 5. Rules of Procedure**

2128

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

2131

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

2133

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

2137

2138 **Section 7. Reservation of Powers**

2139

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

2152

2153 **Section 8. Amendments**

2154

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

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

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

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