

UNIVERSITY OF ILLINOIS

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Statutes



AS AMENDED:

~~JANUARY 24, 2013~~ ~~OCTOBER 24, 2014~~ ~~FEBRUARY 25~~ ~~MAY 27, 2015~~

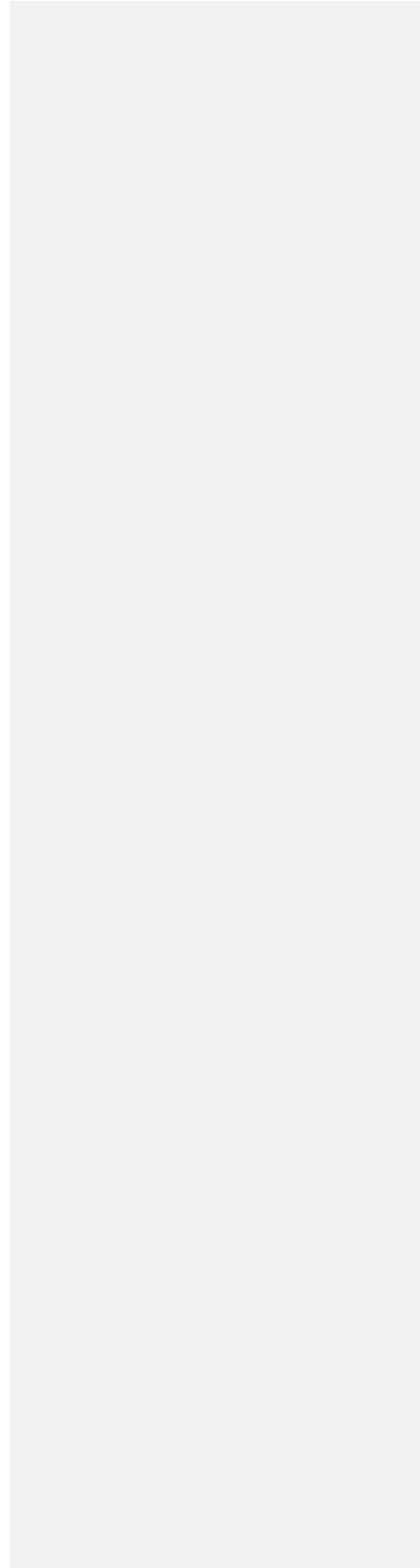
<http://www.uillinois.edu/trustees/statutes.cfm>

Reviewers:

- ✓ **Nicholas Burbules -- changes compiled by me are marked with my name, but come from various sources:**
- ✓ **Ad hoc committee, created by Board of Trustees (including faculty and UA representation)– Nicholas Burbules, UIUC; Joyce Tolliver, UIUC; Prasanta Kalita, UIUC; Jerry Bauman, UIC; Steve Brantley, UIC; Lynn Fisher, UIS.**
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- ✓ **Maureen Parks (with notes from Jami Painter and Katie Ross) (1/27/13), University Human Resources**
Tom Bearrows and Mike Melendez, University Counsel

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](#), [political affiliation](#), 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~~ ~~FEBRUARY 25~~ ~~MAY 27, 2015~~

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 2014-2015, a thorough review of the Statutes was undertaken to revise and clarify provisions that were out of date or ~~out of~~ inconsistent with changed university practice.](#)

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

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1

PREAMBLE

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 of
25 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.
37

38

39

40

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

80

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

85 appropriate that the advice of this body also be sought upon the president's
86 reappointment.
87

88 **Section 3. The University Officers**

89
90 The university officers are identified in *The General Rules Concerning University*
91 *Organization and Procedure*.—Prior to recommending to the Board of Trustees the initial
92 appointment or reappointment of any university officer, except the president and the
93 chancellor/vice president, the president shall seek the advice of the University Senates
94 Conference.—Prior to the reappointment of the president, the Board of Trustees shall seek the
95 advice of the University Senates Conference.~~On the occasion of the reappointment of any~~
96 ~~university officer, the University Senates Conference may submit its advice if it so elects.~~
97

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

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

104
105 Rationale: the added final sentence is intended to clarify what the “vice president” part of
106 the chancellor’s title means.
107

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

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

118
119 The chancellor/vice president shall be appointed annually by the Board of Trustees on the
120 recommendation of the president.—On the occasion of the appointment or reappointment of a
121 ~~new~~ chancellor/vice president, the president shall have the advice of a committee selected by the
122 senate of the campus concerned.—~~On the occasion of a reappointment, the president shall have~~
123 ~~the advice of a committee selected by the senate of the campus concerned.~~ On the occasion of a
124 reappointment, the senate may submit its advice if it so elects.
125

126 **Section 6. *The General Rules Concerning University Organization and***
127 ***Procedure***

128
129 *The General Rules* supplement the *Statutes*.—*The General Rules* are subordinate to the
130 *Statutes* and deal with administrative organization, with the powers, duties, and responsibilities
131 of officers of the University, and with university employment policies, property, and other
132 matters.—*The General Rules* are adopted by the Board of Trustees acting on the advice of the
133 President of the University.—The board reserves the right to make changes in *The General Rules*
134 after consultation with the president.—Before providing such advice or consultation, the president
135 shall consult with the University Senates Conference, with due regard for the provisions of
136 Article XII, Section 5.—However, consultation with the conference is not required when because
137 of exceptional circumstances a proposed action of the Board of Trustees would authorize a
138 deviation from *The General Rules* for a specific transaction.
139
140

141 **ARTICLE II. LEGISLATIVE ORGANIZATION**

142
143 Rationale: this revision provides more information about the mission and role of the
144 senates. Section (e) is revised to reflect the actual practices of educational policy review.
145 The procedure for honorary degrees is being revised under a separate process, and will be
146 considered separately.
147

148 **Section 1. Campus Senates**

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

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

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166
167 c. Except as otherwise provided in these *Statutes*, each senate shall determine for its
168 campus matters of educational policy including but not limited to:—requirements for admission
169 to the several colleges, schools and other teaching divisions; general requirements for degrees

170 and certificates; relations among colleges, schools and other teaching divisions; the academic
171 calendar; and educational policy on student affairs.—Neither the powers conferred on the senates
172 by this paragraph (c) nor the powers conferred by Article II, Section 1b shall extend to matters
173 over which the college is given jurisdiction by Article III, Section 2c.
174

175 **d.** Each senate shall recommend candidates for honorary degrees and shall determine
176 for its campus the manner in which the faculty shall recommend to the chancellor/vice president
177 candidates for earned degrees, diplomas, and certificates to be conferred by the president under
178 the authority of the Board of Trustees.
179

180 **e.** No ~~new line of work involving questions of~~changes to general educational policy
181 shall be established on any campus except upon approval of the senate concerned and except as
182 elsewhere provided in these *Statutes*.
183

184 **f.** Each senate may propose amendments to these *Statutes* through the University
185 Senates Conference to the president and the Board of Trustees as provided in Article ~~XIV~~H,
186 Section 8.
187

188 **g.** Each senate shall adopt bylaws which, ~~shall govern~~ except as otherwise provided in
189 these *Statutes*, shall govern its procedures and practices, including such matters as committee
190 structure and duties, calling of meetings and establishment of agenda, and selection of officers.
191 The bylaws of each senate shall provide for committees or other bodies to exercise those
192 statutory duties specified in other sections of these *Statutes*, e.g., academic freedom and tenure,
193 student discipline, and student affairs.—The bylaws and any changes thereto shall be reported to
194 the Board of Trustees through the chancellor/vice president and the president.
195

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196 **Section 2. University Senates Conference**

197 **a. Organization**

198 **(1)** The University Senates Conference shall be made up of twenty members.
199 The basic representation shall be two members from each senate.—Additional members shall be
200 apportioned to each senate, at least one from each senate, in numbers proportional to the number
201 of faculty members on each campus.—The apportionment shall be recalculated every five years.
202 Each senate shall elect its own representatives from its membership.
203
204

205 **Rationale: Changes to this section concern material more appropriate to the USC Bylaws**
206 **than to the Statutes, and so were removed from this document.**
207

208 **(2)** Senators whose senatorial terms expire before their conference terms
209 expire shall complete their conference terms.—Any faculty senator or faculty senator-elect shall
210 be eligible for election to the conference.—The term of office shall be three years beginning on
211 the first day of the next academic year following the election.—~~Approximately one third of the~~
212 ~~conference members from each senate shall be elected annually.~~
213
214

215 ~~_____ (3) A quorum for conference meetings shall consist of a simple majority of the~~
216 ~~total membership of the conference. If a quorum cannot be obtained otherwise, the conference~~
217 ~~members from a senate may designate as many as two alternates from the faculty members of~~
218 ~~their own senate to serve at a specific meeting.~~

219
220 (34) The conference officers shall be a chair and a vice chair, who shall not be
221 from the same senate and who shall be elected for one-year terms by and from the conference ~~and~~
222 ~~shall not be from the same senate.~~ The chair shall not be from the same senate in two
223 consecutive years.

224
225 (45) The executive committee of the conference shall consist of two members
226 from each senate: the conference chair, the conference vice chair, and four additional members
227 elected annually by and from the conference. The conference may authorize the executive
228 committee to act on behalf of the conference between scheduled meetings.

229
230 (5) The University Senates Conference shall adopt bylaws which, except as
231 otherwise provided in these Statutes, shall govern its procedures and practices, including such
232 matters as committee structure and duties, calling of meetings and establishment of agenda,
233 election of officers, and definition of quorum. The bylaws shall provide for procedures to
234 exercise those statutory duties specified in Article II, Section 2 (b). The bylaws and any changes
235 thereto shall be reported to the campus senates and to the Board of Trustees through the
236 president.

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237
238 **b. Functions.**

239
240 The University Senates Conference shall review all matters acted upon by each
241 senate. The conference shall determine whether senate actions requiring implementation or
242 further consideration by officials or other groups within the University have been referred to the
243 appropriate officials or groups. The conference itself may make any original or additional
244 referral it deems advisable, and may append its comments and recommendations. Should the
245 conference find a matter acted upon by one of the senates to be of concern to another senate, it
246 shall refer the matter and the action to that senate. If two or more senates have acted differently
247 on a subject, the conference shall attempt to promote agreement or consistency. Where
248 agreement or consistency cannot be effected within a reasonable period of time, the conference
249 shall transmit the related actions of the senates together with its own recommendations to the
250 appropriate officials or groups within the University and shall simultaneously notify the clerk or
251 secretary of each senate of its action. Any senate may record and transmit its further comments
252 to the same addressees and to the conference.

253
254 The University Senates Conference shall assist the senates to communicate with
255 one another, with University and campus administrative officials, and with the Board of Trustees
256 (through the president), and may develop and implement procedures to enhance such
257 communication.

258
259 **c.** The conference ~~may act and may authorize its executive committee to act~~ as an
260 advisory group to the Board of Trustees ~~(through the president)~~, the president, other
261 administrative officials, and the several senates on matters of university-wide concern. It shall

262 be a special concern of the conference executive committee to aid in maintaining harmonious
263 relations among such officers and the units of the University.
264

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

272
273 This revision explicitly includes non-tenure-track faculty members in the body of
274 employees who enjoy rights related to academic policy and governance, while maintaining
275 the distinction between the rights and privileges of tenure-track faculty and of non-tenure-
276 track faculty.– It specifies that the privileges that units may grant to non-tenure-track
277 faculty members may be exercised only within the unit. It also revises the term “rank or
278 title” to refer only to rank, given that there is no University-wide standard or control for
279 the use of courtesy titles.

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

281
282 a. (1) The tenure-track and tenured faculty is, in academic matters, the primary
283 governing body of the University, and it has a fundamental interest in all issues of university
284 policy. The ~~tenure-track system~~ faculty consists of those members of the academic staff in any
285 academic unit, except for the Graduate College, with the rank of professor, associate professor,
286 or assistant professor who are tenured or receiving probationary credit toward tenure. ~~The faculty~~
287 of the University and any of its units except for the Graduate College consists of those members
288 of the academic staff with the rank or title in that unit of professor, associate professor, or
289 assistant professor who are tenured or receiving probationary credit toward tenure, and those
290 administrators in the direct line of responsibility for academic affairs (persons who hold the title
291 director or dean ~~in of~~ an academic unit, provost or equivalent officer, chancellor/vice president
292 and president).– Administrative staff members not in the direct line of responsibility for
293 academic affairs are ~~members of the faculty~~ included only if they also hold ~~tenure-track or tenured~~
294 faculty appointments. ~~The bylaws of any academic unit may further mandate a minimum percent~~
295 faculty appointment in that unit for specified faculty privileges, such as voting privileges.

296
297 (2) Non-tenure-track– faculty provide specialized contributions to the teaching and
298 research of the University. They include members of the academic staff of the unit or of other
299 units who have the rank of professor, associate professor, or assistant professor modified by the
300 terms enumerated in Article IX, Section 3c or the term “emeritus” or the titles of “instructor” or
301 “lecturer” with or without modification. ~~They include members of the academic staff of the unit~~
302 or of other units who have the rank of professor, associate professor, or assistant professor
303 modified by the terms “research,” “teaching,” “adjunct,” “clinical,” “visiting” and/or “emeritus”
304 (e.g., “research professor,” “adjunct assistant professor,” “clinical associate professor,” “visiting
305 professor”), or the titles “instructor” or “lecturer.”

306
307 (3) The bylaws of any academic unit may grant specified unit governance
308 privileges to selected faculty of other units. ~~The bylaws may also, and may~~ mandate a minimum
309 percent faculty appointment in that unit for specified governance privileges, such as voting
310 privileges. The bylaws of any academic unit may also grant specified unit governance privileges

311 to non-tenure-track faculty (as defined by Section 3a (2) above). Voting on these provisions of the
312 bylaws is limited to those tenure-track and tenured faculty named in subsection (1) above. At the
313 campus level, the Senate constitution and bylaws may grant specified governance privileges to
314 non-tenure-track faculty (as defined by Section 3a (2) above), subject to the approval of the
315 Senate. The bylaws of a unit may grant specified faculty privileges to selected faculty of other
316 units. The bylaws may also grant specified faculty privileges to members of the academic staff
317 of the unit or of other units who are not included in subsection 1 above (i.e., neither tenured nor
318 receiving probationary credit toward tenure), and who have the rank or title of professor,
319 associate professor, assistant professor, instructor, or lecturer. The bylaws may also grant
320 specified faculty privileges to members of the academic staff of the unit or of other units who
321 have the rank or title of professor, associate professor, assistant professor, instructor, or lecturer
322 modified by the terms “research,” “adjunct,” “clinical,” “visiting” and/or “emeritus” (e.g.,
323 “research professor,” “adjunct assistant professor,” “clinical associate professor,” “visiting
324 professor”). Only academic staff with titles listed above may be extended faculty privileges.
325 Voting on these provisions of the bylaws is limited to those named in subsection (1) above.
326

327 **b.** As the responsible body in the teaching, research, and scholarly activities of the
328 University, the faculty, ~~both tenure-track, tenured, and non-tenure-track, have~~ has inherent
329 interests and rights in academic policy and governance; ~~however, these interests and rights are~~
330 not identical, and the status of tenure-track and tenured faculty grants them a distinct governance
331 role. ~~Each college or other academic unit shall be governed in its internal administration by its~~
332 tenure-track faculty, as defined in Section 3a (1) above, with additional unit governance
333 privileges for non-tenure-track faculty as may be explicitly provided under Section 3a (3) above.
334 Governance of each academic unit shall be based on unit bylaws established and amended by the
335 tenure-track and tenured faculty of that unit, which may include specific unit governance
336 privileges designated in the bylaws for non-tenure-track faculty. ~~The bylaws shall provide for~~
337 the administrative organization and procedure of the unit, including the composition and tenure
338 of executive or advisory committees. ~~Except that they may not conflict with these Statutes, or~~
339 other specific actions of the Board of Trustees, or with the bylaws of a unit which encompasses
340 it, the details of the bylaws are left to the faculty of the unit.
341

342 Rationale:– This section was revised to reflect the current functions of the Faculty
343 Advisory Committees (FACs) on the campuses where they are active.– It was also
344 reorganized in order to explain all aspects of the FAC’s function first, and then to describe
345 its operation. Finally, details about the precise composition of the committee on each
346 campus were deleted, to allow the campuses to set their own policies, except for two
347 general provisions: that the FAC not include those holding administrative posts (the
348 definition of such having been refined to specify those who are likely to be in a supervisory
349 position over potential grievants); and that no more than two members of the FAC may
350 belong to the same college.
351

352 **Section 4. Faculty Advisory Committee**

353
354 At each campus the faculty shall elect a Faculty Advisory Committee, which shall
355 provide a means for the orderly voicing of grievances or related concerns about the governance
356 and procedures of academic or administrative campus units. A member of the academic staff– or

357 a retired member shall be entitled to a conference with the committee or with any member of it
358 on any matter properly within the purview of the committee. Academic employees who are
359 members of the Professional Advisory Committee electorate shall use the procedures outlined in
360 Section 5 of Article II. In addition, the committee may make confidential reports on personnel
361 matters at -the request of the provost, the chancellor/vice-president, or the president. In
362 performing ~~these~~its functions, the committee ~~shall~~may, on its own initiative, make such
363 investigations and hold such consultations as it may deem to be in the best interest of the campus.
364

365 The committee may also make recommendations for changes to campus policies based on
366 these investigations and deliberations.~~Faculty advice and recommendations on University~~
367 ~~governance are traditionally provided to the administration through standing and ad hoc~~
368 ~~committees and representation in the senate. In addition, at each campus the faculty shall elect a~~
369 ~~Faculty Advisory Committee. The committee shall consist of nine faculty members on the~~
370 ~~Chicago and Urbana-Champaign campuses, three of whom shall be elected each year. The~~
371 ~~committee shall consist of seven faculty members on the Springfield campus, two of whom shall~~
372 ~~be elected each year and the seventh every third year. The three-year terms will commence on~~
373 ~~the first day of the academic year following the election.~~
374
375

376 Each campus senate shall determine eligibility for membership on the Faculty Advisory
377 Committee for its campus from among the members of the Faculty Advisory Committee
378 electorate, except that those who hold administrative appointments at the level of department
379 chair/head or above shall not be eligible for membership, excluding those who hold
380 administrative appointments. Any eligible person may be nominated as a committee member by
381 a petition signed by three members of the electorate and filed with the clerk or secretary of the
382 senate. The deadline for filing shall be set by each campus senate. The clerk or secretary of the
383 senate shall conduct the election as soon as possible thereafter. The eligible nominees for the
384 number of seats to be filled receiving the highest number of votes shall be declared elected. If
385 vacancies arise between regular elections, the eligible nominee with the next highest number of
386 votes at the most recent election shall be declared a member of the committee. In the absence of
387 any such nominee willing and able to serve, the vacancy shall be filled at the next regular
388 election.

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

392
393 The committee shall elect its own chair at its first meeting of each academic year. ~~The~~
394 ~~committee shall adopt its rules or articles of procedure, copies whereof shall be sent to all~~
395 ~~members of the academic staff (as defined in Article IX, Sections 4a and 3c) and to the~~
396 ~~chancellor/vice president and the president. The committee shall define, in its rules or articles of~~
397 ~~procedure, the size of its membership and a method for filling vacancies that occur between~~
398 ~~regular elections. The committee shall make such reports to the chancellor/vice president, the~~
399 ~~president, the senate, and the faculty as it deems appropriate at least once a year.~~

400
401 The committee shall report on the broad nature of its activities and recommendations to
402 the senate and the faculty as it deems appropriate, but at least once a year. These reports shall
403 maintain the confidentiality of individual personnel cases. Confidential reports of findings from
404 individual cases may be conveyed to unit executive officers, to deans, to the provost, to the
405 chancellor/vice president, or to the president, as appropriate to the nature of the case. but may
406 describe the broad nature of cases presented to it. The committees shall provide for the orderly
407 voicing of suggestions for the good of the University, afford added recourse for the consideration
408 of grievances, and furnish a channel for direct and concerted communication between the
409 academic staff (as defined in Article IX, Sections 4a and 3c) and the administrative officers of
410 the University, its colleges, schools, institutes, divisions, and other administrative units on
411 matters of interest or concern to the academic staff (as defined in Article IX, Sections 4a and 3c)
412 or any member of it. Academic staff members who are members of the Professional Advisory
413 Committee electorate shall use the procedures outlined in Section 5 of Article II.

414
415 ~~———— In performing its functions, the committee upon the request of the chancellor/vice~~
416 ~~president, the president, or any member of the academic staff (as defined in Article IX, Sections~~
417 ~~4a and 3c), or upon its own initiative shall make such investigations and hold such consultations~~
418 ~~as it may deem to be in the best interest of the University. A member of the academic staff (as~~
419 ~~defined in Article IX, Sections 4a and 3c), or upon its own initiative shall make such~~
420 ~~investigations and hold such consultations as it may deem to be in the best interest of the~~
421 ~~University. A member of the academic staff (as defined in Article IX, Sections 4a and 3c) or a~~

422 ~~retired member shall be entitled to a conference with the committee or with any member of it on~~
423 ~~any matter properly within the purview of the committee.~~
424
425

426 **Section 5. Professional Advisory Committee**
427

428 At each campus, the academic professional staff whose appointments as academic
429 professionals require at least 50 percent (50%) of full-time service shall elect a professional
430 advisory committee. ~~The academic professional staff consists of those staff members on~~
431 ~~academic appointment whose positions have been designated by the president and the~~
432 ~~chancellor/vice president as meeting specialized administrative, professional, or technical needs~~
433 ~~in accordance with Article IX, Sections 3a, 3c, and 4a.~~
434

435 Any member of the professional advisory committee electorate shall be eligible for
436 membership. ~~University-level administration staff shall be members of the electorate of the~~
437 ~~campus at which their principal office is located. Each chancellor/vice president (or the~~
438 ~~president in the case of university-level administration staff members) after consultation with the~~
439 ~~body may identify senior administrative officers to be excluded from the electorate.~~
440

441 Bylaws and articles of procedure covering such matters as name of the body, nomination
442 and election of members and officers, size of the body, and terms of office shall be developed at
443 each campus and after approval by the chancellor/vice president made available to the members
444 of the electorate.
445

446 The body shall provide for the orderly voicing of suggestions for the good of the
447 ~~University campus~~, afford added recourse for the consideration of grievances, and furnish a
448 channel for direct and concerted communication between the academic professional staff and the
449 administrative officers of the ~~University campus~~, its colleges, schools, institutes, divisions, and
450 other administrative units on matters of interest or concern to the academic professional staff or
451 any member of it. ~~The body shall report to the chancellor/vice president, the president, and the~~
452 ~~academic professional staff at least once a year.~~
453

454 In performing its functions, the body upon the request of the chancellor/vice president,
455 the president, or any member of the academic professional staff, or upon its own initiative shall
456 make such investigations and hold such consultations as it may deem to be in the best interest of
457 the ~~University campus~~. ~~Any member or retired member of the academic professional staff shall~~
458 ~~be entitled to a conference with the body or with any member of it on any matter properly within~~
459 ~~the purview of the body.~~
460
461

462 **ARTICLE III. CAMPUSES, COLLEGES, AND SIMILAR**
463 **CAMPUS UNITS**
464

465 **Section 1. The Campus**

466

467 a. The campus is the largest educational and administrative group. It is composed of
468 colleges, schools, institutes, and other educational units in conjunction with administrative and
469 service organizations.

470

471 b. The legislative body for the campus shall be the campus senate, as provided in
472 Article II, Section 1.

473

474 c. The transfer of any line of work or any part thereof from one campus to another
475 shall be made on the recommendation of the senates and chancellors/vice presidents of the
476 campuses involved, the University Senates Conference, and the president upon approval by the
477 Board of Trustees.

478

479 d. The chancellor/vice president, under the direction of the president, shall be the chief
480 executive officer of the campus, as provided in Article I, Section 5.

481

482 e. At each campus, ~~There shall be a provost and vice chancellor for academic affairs~~
483 ~~or equivalent officer at each campus who shall be~~ who will serve as the chief academic officer
484 under the chancellor/vice president ~~for each campus and~~ who will serve as chief executive officer
485 in the absence of the chancellor/vice president.

486

487 f. There may be additional vice chancellors with campus-wide responsibilities and
488 other administrative officers with responsibilities and duties as delegated by the chancellor/vice
489 president.

490

491 g. Vice chancellors shall be appointed annually by the Board of Trustees on the
492 recommendation of the chancellor/vice president and with the concurrence of the president. ~~–~~ The
493 chancellor/vice president shall on the occasion of each appointment seek the advice of the
494 executive committee of the campus senate. ~~–~~ The executive committee may seek the counsel of
495 other campus bodies in preparing its advice.

496

497 **Section 2. The College**

498

499 a. The college is an educational and administrative group comprised of departments
500 and other units with common educational interests.

501

502 b. The faculty of a college shall be constituted as specified in Article II, Section 3a (1).
503 The college shall be governed in its internal administration by its faculty under bylaws
504 established by the faculty, as specified in Article II, Section 3b.

505

506 c. Subject to the jurisdiction of the senates as provided in Article II, Section 1, the
507 college shall have jurisdiction in all educational matters falling within the scope of its programs,
508 including the determination of its curricula, except that proposals which involve budgetary
509 changes ~~shall become effective only when~~ are subject to the approval of the chancellor/vice
510 president ~~has approved them. –~~ The college has the fullest measure of autonomy consistent with

511 the maintenance of general university educational policy and correct academic and administrative
512 relations with other divisions of the University.—In questions of doubt concerning the proper
513 limits of this autonomy between the college and the senate, the college shall be entitled to appeal
514 to the chancellor/vice president for a ruling.

515
516 **d.** The transfer of any line of work or any part thereof to or from a college or to or
517 from some other educational or administrative group within a campus shall be made on the
518 recommendation of the appropriate senate and the chancellor/vice president and on approval of
519 the president.

520
521 **e.** The faculty of a college shall elect its secretary and committees.

522
523 **f.** An executive committee of two or more members elected annually by and from the
524 faculty of the college by secret written ballot shall be the primary advisory committee to the dean
525 of the college.—~~It~~ ~~It~~ shall advise the dean on the formulation and execution of college policies
526 and unless otherwise provided by the faculty of the college on appointments, reappointments,
527 nonreappointments, and promotions ~~and~~. It shall also transact such business as may be delegated
528 to it by the faculty.—The faculty may determine the size of its executive committee and may
529 choose to elect its members for two- or three-year staggered terms.—Not more than one-half of
530 the membership of the executive committee shall be from one department or comparable
531 teaching unit of the college.—The dean is *ex officio* a member and chair of the committee.
532 While the executive committee is in session to prepare its advice on appointment of the dean or
533 to review the dean's performance, the dean shall not be a member and the committee shall be
534 chaired by a committee member elected by the committee for that purpose.
535

536 **Section 3. The Dean**

537
538 **a.** The dean is the chief executive officer of the college, responsible to the
539 chancellor/vice president for its administration, and is the agent of the college faculty for the
540 execution of college educational policy.

541
542 **b.** The dean shall be appointed annually by the Board of Trustees on recommendation
543 by the chancellor/vice president ~~and with the concurrence of~~ the president.—On the occasion of
544 each recommendation, the chancellor/vice president shall seek the prior advice of the executive
545 committee of the college concerned.—The performance of the dean shall be evaluated at least
546 once every five years in a manner to be determined by the college faculty.

547
548 **c.** On recommendation of the dean and the chancellor/vice president, the president
549 may appoint annually associate or assistant deans as required.

550
551 **d.** The dean shall (1) call and ordinarily preside at meetings of the college faculty to
552 consider questions of college and departmental governance and educational policy at such times
553 as the dean or the executive committee may deem necessary but not less frequently than once in
554 each academic year; (2) formulate and present policies to the faculty for its consideration, but this
555 shall not be interpreted to abridge the right of any member of the faculty to present any matter to
556 the faculty; (3) make reports on the work of the college; (4) oversee the registration and progress

557 of the students in the college; (5) be responsible for the educational use of the buildings and
558 rooms assigned to the college and for the general equipment of the college as distinct from that of
559 the separate departments; (6) serve as the medium of communication for all official business of
560 the college with other campus authorities, the students, and the public; (7) represent the college
561 in conferences, except that additional representatives may be designated by the dean for specific
562 conferences; (8) prepare the budget of the college in consultation with the executive committee
563 of the college; and (9) recommend the appointment, reappointment, nonreappointment, and
564 promotion of members of the academic staff. Regarding appointments, reappointments,
565 nonreappointments, and promotions, the dean shall consult with the appropriate departmental
566 chair(s) and executive committee(s), or department head(s) who shall provide the dean with the
567 advice of the advisory committee or other appropriate committee as specified in the department
568 bylaws. Recommendations to positions on the academic staff shall ordinarily originate with the
569 department, or in the case of a group not organized as a department with the person(s) in charge
570 of the work concerned and shall be presented to the dean for transmission with the dean's
571 recommendation to the chancellor/vice president. In case a recommendation from a college is
572 not approved by the chancellor/vice president, the dean may present the recommendation to the
573 president, and, if not approved by the president, the dean with the consent of the Board of
574 Trustees may present the recommendation in person before the Board of Trustees in session.
575

576 **Section 4. The School and Similar Campus Units**

577
578 **a.** In addition to colleges and departments, there may be other units of a campus, such
579 as a school, institute, center, hospital, and laboratory, of an intermediate character designed to
580 meet particular needs.

581
582 **b.** Such a unit organized independently of a college shall be governed in the same
583 manner as a college.

584
585 **c.** The school organized within a college is an educational and administrative unit
586 composed primarily of academic subunits. The subunits are related and have common interests
587 and objectives but emphasize academically distinct disciplines or functions. The faculty of each
588 subunit shall have the power to determine such matters as do not so affect relations with other
589 subunits of the school or with units outside the school that those relations properly come under
590 the supervision of larger administrative units.

591
592 **d.** Governance of schools and similar campus units within a college:

593
594 **(1)** The internal structure, administration, and governance of a school within a
595 college shall be determined by its faculty under bylaws established by the faculty. Bylaws of the
596 school shall be consistent with those of the college.

597
598 **(2)** The school has the fullest measure of autonomy consistent with the
599 maintenance of general college and university educational policy and with appropriate academic
600 and administrative relations with other divisions of the University. In questions of doubt
601 concerning the proper limits of this autonomy, the school may appeal directly to the dean and the

602 executive committee of the college and shall be entitled to appeal subsequently to the
603 chancellor/vice president.

604
605 (3) An executive committee selected according to the bylaws of the school shall
606 be the primary advisory body to the director of the school. ~~The director is *ex officio* a member~~
607 ~~and chair of the committee.~~ The executive committee shall advise the director on the
608 formulation and execution of school policies and unless otherwise provided by the faculty of the
609 school on appointments, reappointments, nonreappointments, and promotions. ~~It shall advise~~
610 ~~the director on the preparation of the budget.~~ The committee shall provide for the orderly
611 voicing of suggestions for the good of the school, recommend procedures and committees that
612 will encourage faculty participation in formulating policy, and perform such other tasks as may
613 be assigned to it by the faculty of the school. ~~Any faculty member shall be entitled to a~~
614 ~~conference with the executive committee or with any member of it on any matter properly within~~
615 ~~the purview of the committee.~~ If the committee is in session to prepare its advice on
616 appointment of the director or to review the director's performance, the director shall not be a
617 member, and the committee shall be chaired by a committee member elected by the committee
618 for that purpose.

619
620 (4) Departments within a school shall be governed as specified in Article IV
621 except that communications and recommendations to the college, campus or the University shall
622 be transmitted through the school for approval, comment, or information as appropriate. ~~Other~~
623 ~~subunits shall be governed by regulations set forth in the school bylaws.~~

624
625 (5) Executive officers of departments or subunits of a school shall be evaluated at
626 least once every five years in a manner to be determined by the faculty of the school and college.

627
628 (6) An intermediate unit within a college, such as an institute, center, hospital, or
629 laboratory in which academic staff appointments are made in accordance with Article X,
630 Section 1, shall be governed as a department as specified in Article IV. ~~Other intermediate units~~
631 ~~within a college shall be governed as stated in the bylaws of the college.~~

632

633 Section 5. The Dean or Director of a School or Similar Campus Unit

634

635 a. In a school or similar campus unit independent of a college, the ~~chief~~ executive
636 officer shall be a dean or director appointed annually by the Board of Trustees on the
637 recommendation of the chancellor/vice president ~~and with the concurrence of~~ the president. ~~On~~
638 ~~the occasion of each recommendation, the chancellor/vice president shall seek the prior advice of~~
639 ~~the executive committee of the faculty concerned.~~ Within the school or similar campus unit, the
640 duties of a director or a dean shall be the same as those of the dean of a college. ~~The~~
641 ~~performance of the dean or director shall be evaluated at least once every five years in a manner~~
642 ~~to be determined by the faculty of the unit.~~

643

644 b. In a school or similar campus unit included within a college, the ~~chief~~ executive
645 officer shall be a director appointed annually by the Board of Trustees on the recommendation of
646 the dean of the college, the chancellor/vice president, ~~with the concurrence of~~ ~~and~~ the president.
647 On the occasion of each recommendation, the dean shall seek the prior advice of the executive

648 committee of the unit.—The director shall (1) call and ordinarily preside at meetings of the school
649 faculty to consider questions of school and subunit governance and educational policy at such
650 times as the director or the executive committee may deem necessary but not less frequently than
651 once in each academic year; (2) formulate and present policies to the faculty for its consideration,
652 but this shall not be interpreted to abridge the right of any member of the faculty to present any
653 matter to the faculty; (3) make reports on the work of the school; (4) have general supervision of
654 the work of students in the school; (5) be responsible for the educational use of the buildings and
655 rooms assigned to the school and for the general equipment of the school as distinct from that of
656 the separate subunits; (6) serve as the medium of communication for all official business of the
657 school with the college, the students, and the public; (7) represent the school in conferences
658 except that additional representatives may be designated by the director for specific conferences;
659 (8) prepare the budget of the school in consultation with the executive committee of the school;
660 and (9) recommend the appointment, reappointment, nonreappointment, and promotion of
661 members of the academic staff.—Regarding recommendations of appointments, reappointments,
662 nonreappointments, and promotions of the members of the faculty, the director shall consult with
663 the department's or subunit's executive officer who shall provide the director with the advice of
664 the appropriate committee(s).—Such recommendations shall ordinarily originate with the subunit
665 or in the case of a group not organized as a subunit with the person(s) in charge of the work
666 concerned and shall be presented to the director for transmission with the director's
667 recommendation to the dean of the college.—The performance of the director shall be evaluated
668 at least once every five years in a manner to be determined by the faculty of the school and
669 college.
670
671

672 **ARTICLE IV. DEPARTMENTS**

673

674 **Section 1. The Department**

675

676 **a.** The department is the primary unit of education and administration within the
677 University.—It is established for the purpose of carrying on programs of instruction, research, and
678 public service in a particular field of knowledge.—The staff of a department includes persons of
679 all ranks who upon the recommendation of its head or chair are appointed or assigned to it.—The
680 faculty of a department shall be as specified in Article II, Section 3a of these *Statutes*.—All
681 appointments which carry academic rank, title, or tenure indicative in any way of departmental
682 association shall be made only after-with the concurrence of the department(s) concerned.
683

684 **b.** The department has the fullest measure of autonomy consistent with the
685 maintenance of general college and university educational policy and correct academic and
686 administrative relations with other divisions of the University.—Should a dispute arise between
687 the department and another unit of the campus concerning the proper limits of this autonomy, the
688 department may appeal for a ruling directly to the dean and the executive committee of the
689 college and, when the chancellor/vice president considers it proper, to the chancellor/vice
690 president, who shall make a decision after appropriate consultation.
691

692 c. A department may be organized either with a chair or with a head. A reorganization
693 of the administrative structure of a department from a chair to a head, or a head to a chair, may be
694 accomplished only by Section 4 of this Article.

695 Rationale: Here and in other similar sections to follow the language has been modified to
696 highlight the chancellor/vice president's responsibility for campus affairs, subject to the
697 authority of the president. Here, and in Article IV Section 3a, issues of the confidentiality
698 of the process are protected.
699
700

701 Section 2. Department Organized with a Chair

702

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

709

710 b. In each department organized with a chair, the executive committee shall
711 recommend individuals for academic appointment in the department. With the consent of the
712 executive committee or as specified in the department bylaws, persons who are not members of
713 the department faculty may be invited by the chair to attend meetings of the department faculty
714 but such persons shall have no vote.

715

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

719

720 d. In each department organized with a chair, there shall be an executive committee
721 elected annually by and from the faculty of the department by secret written ballot. ~~At least one-~~
722 ~~half of the members of the departmental executive committee shall be elected from those faculty~~
723 ~~members who have at least a 50-percent salaried appointment in the University. The faculty~~
724 ~~may choose to elect members of the executive committee for staggered two- or three-year terms.~~
725 ~~The chair of the department is ex officio a member and chair of the executive committee. The~~
726 ~~chair and the executive committee are responsible for the preparation of the budget and for such~~
727 ~~matters as may be delegated to them by the faculty of the department. In a department which has~~
728 ~~a faculty of not more than five members, the executive committee shall consist of the entire~~
729 ~~faculty. In all other cases, the size of the executive committee shall be determined by the faculty~~
730 ~~of the department. If the executive committee is in session to evaluate the chair's performance,~~
731 ~~the chair shall not be a member and the committee shall be chaired by a committee member~~
732 ~~elected by the committee for that purpose.~~

733

734 e. In each department organized with a chair, that officer shall be responsible for the
735 formulation and execution of departmental policies and the execution of University and college
736 policies insofar as they affect the department. ~~The chair shall have power to act independently~~
737 ~~in such matters as are delegated to the chair by the executive committee. The chair shall (I)~~

738 report on the teaching and research of the department; (2) have general oversight of the work of
739 students in the department; (3) collaborate with the executive committee in the preparation of the
740 budget and be responsible for the expenditure of departmental funds for the purposes approved
741 by the executive committee; and (4) call and preside at meetings of the executive committee and
742 at meetings of the department faculty of which there shall be not fewer than one in each academic
743 year for consideration of questions of departmental governance and educational policy. ~~The~~
744 chair together with the executive committee is responsible for the organization of the work of the
745 department and for the quality and efficient progress of that work. ~~Any~~ faculty member shall be
746 entitled to a conference with the executive committee or with any member of it on any matter
747 properly within the purview of the committee.

748
749 **f.** In the administration of the office, the chair shall recognize the individual
750 responsibility of other members of the department for the discharge of the duties committed to
751 them by their appointments and shall allow proper scope to the ability and initiative of all
752 members of the department.

753
754

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

756

757 a. The head of a department shall be appointed without specified term by the Board of
758 Trustees on recommendation by the chancellor/vice president ~~and with the concurrence of~~ the
759 president after confidential consultation with the dean of the college and all ~~each~~ members of the
760 department faculty. ~~The head may be relieved of title and duties as head of the department by~~
761 ~~the chancellor/vice president on the recommendation of the dean of the college. The~~
762 performance of the head shall be evaluated at least once every five years. ~~As one component of~~
763 this evaluation, views shall be solicited from the entire department faculty in such a way as to
764 preserve confidentiality.

765

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

771

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

775

776 d. In each department organized with a head, the head shall have general direction of
777 the work of the department. ~~The head shall~~ (1) consult with the departmental advisory
778 committee in regard to departmental policy; (2) consult with each member of the department
779 regarding the nature and scope of the work in the charge of that member; (3) call and preside at
780 meetings of the departmental faculty for explanation and discussion of departmental policies,
781 educational procedure, and research, of which there shall be at least one in each academic year
782 for consideration of departmental governance and educational policy; (4) be responsible for the
783 organization of the work of the department, for the quality and efficient progress of that work, for
784 the formulation and execution of departmental policies, and for the execution of University and
785 college policies insofar as they affect the department; (5) report on the teaching and research of
786 the department; (6) have general supervision of the work of students in the department;
787 (7) prepare the departmental budget in consultation with the departmental advisory committee;
788 and (8) be responsible for the distribution and expenditure of departmental funds and for the care
789 of departmental property.

790

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

795

796 f. In each department organized with a head, there shall be an advisory committee
797 elected annually by and from the faculty of the department by secret written ballot. ~~The~~
798 department faculty may choose to elect members of the advisory committee for staggered two- or
799 three-year terms. ~~In a department which has a faculty of not more than five members, the~~
800 advisory committee shall consist of the entire faculty. ~~In all other cases, the size of the advisory~~
801 committee shall be determined by the faculty of the department. ~~The functions of the committee~~

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802 shall be to provide for the orderly voicing of suggestions for the good of the department, to
803 recommend procedures and committees that will encourage faculty participation in formulating
804 policy, and to perform such other tasks as may be assigned to it.—Any faculty member shall be
805 entitled to a conference with the committee or with any member of it on any matter properly
806 within the purview of the committee.—If the advisory committee is in session to evaluate the
807 head's performance, the head shall not be a member and the committee shall be chaired by a
808 committee member elected by the committee for that purpose.
809
810

811 Rationale: Section 4 was deleted because it conflicts with Article VIII, Section 4.

812
813 **Section 4. Change of Change of Departmental Administrative Organization**

814
815 On the written request of at least one-fourth of the faculty of the department, as defined in
816 Article II, Section 3a(1), and in no case fewer than two faculty members, that the form of the
817 administrative organization of the department be changed from a chair to a head, or a head to a
818 chair, the dean shall call a meeting to poll the departmental faculty by secret written ballot.— The
819 names of those making the request shall be kept confidential by the dean.— The dean shall
820 transmit the results of the vote to the departmental faculty and to the chancellor/vice president
821 together with the dean's recommendation.— If a change of organization is voted, the
822 chancellor/vice president shall thereupon transmit this vote of the faculty along with the
823 recommendations of the dean and of the chancellor/vice president to the president for
824 recommendation to the Board of Trustees.— Faculty of the department may communicate with the
825 Board of Trustees in accordance with Article XIVH, Section 4 of these Statutes.~~Departmental~~
826 ~~Organization~~
827

828 ——— On the written request of at least one fourth of the faculty of the department, as defined in
829 Article II, Section 3a(1), and in no case fewer than two faculty members that the form of the
830 organization of the department be changed, the dean shall call a meeting to poll the departmental
831 faculty by secret written ballot. The names of those making the request shall be kept confidential
832 by the dean. The dean shall transmit the results of the vote to the departmental faculty and to the
833 chancellor/vice president together with the dean's recommendation. If a change of organization
834 is voted, the chancellor/vice president shall thereupon transmit this recommendation to the
835 president for recommendation to the Board of Trustees. Faculty of the department may
836 communicate with the Board of Trustees in accordance with Article XIII, Section 4 of these
837 *Statutes.*
838

839 **ARTICLE V. GRADUATE COLLEGES**

840
841 **Section 1. The Campus Graduate College**

842
843 **a.** On a campus with a Graduate College, the Graduate College shall have jurisdiction
844 over all programs leading to graduate degrees as determined by senate action and approved by the

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845 Board of Trustees.—It is the responsibility of the Graduate College to develop and safeguard
846 standards of graduate work and to promote and assist in the advancement of research in all fields.

847

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

850

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

858

859 **d.** An executive committee shall be the primary advisory committee to the dean of the
860 Graduate College.—It shall advise the dean on the formulation and execution of policies and on
861 other activities of the Graduate College.—The executive committee consists of fourteen members
862 holding office for staggered two-year terms: eight elected members, four elected annually for
863 two-year terms by the faculty of the Graduate College and six members, three appointed each
864 year for two-year terms by the chancellor/vice president on the recommendation of the dean of
865 the Graduate College in consultation with the members elected that year.—The dean of the
866 Graduate College is *ex officio* a member and chairs the committee.—When meeting to give
867 advice on the appointment of the dean, the senior faculty member (in terms of service at the
868 University) on the executive committee shall be chair and the dean shall not be a member of the
869 committee.

870

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

873

874 **f.** On the recommendation of the dean of the Graduate College and the
875 chancellor/vice president, the president may appoint annually associate or assistant deans of the
876 Graduate College as required.

877

878 **g.** On a campus with a Graduate College, the recommendation of its dean shall be
879 secured for the appointment to or promotion on the staff of any campus unit of a person who may
880 be expected to assume or who has academic responsibilities in programs leading to graduate
881 degrees.

882

883 **h.** On a campus without a Graduate College, the provost or equivalent officer shall be
884 responsible for the functions of the graduate dean.

885

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

887

888 **a.** On the recommendation of the Campus Research Board, the executive committee
889 and the dean of the Graduate College with approval by the president and the chancellor/vice
890 president, the Board of Trustees may create special units of the Graduate College for the purpose

891 of carrying on or promoting research in areas which are broader than the responsibility of any one
892 department. Any such unit may be abolished by similar action.

893

894 **b.** Persons shall be appointed to the staff of such special units by the Board of
895 Trustees on the recommendation of the unit concerned, the dean of the Graduate College, the
896 chancellor/vice president, and the president. Appointments of persons who already have
897 academic rank and title indicative of departmental association shall be made only after
898 consultation with the department concerned. Appointments which carry academic rank and title
899 indicative of departmental association of persons who do not already have departmental
900 association shall be made only after concurrence of the department concerned.

901

902

903 **ARTICLE VI. THE CAMPUS LIBRARY**

904

905 **a.** The campus library is an academic unit serving the entire campus. Its collection
906 includes all books, pamphlets, serials, maps, music scores, photographs, prints, manuscripts,
907 micro-reproductions, and other materials purchased or acquired in any manner and preserved and
908 used by it to support instruction and research. Such materials may include sound, electronic and
909 magnetic recordings, motion picture films, slides, filmstrips, other appropriate audiovisual aids,
910 and computer files.

911

912 **b.** The campus library shall be in the charge of the campus librarian who, as the chief
913 executive officer of the library, is responsible to the chancellor/vice president for its
914 administration and service.

915

916 **c.** As specified in Article II, Section 3, the library shall be governed internally under
917 bylaws established by its faculty. Except as otherwise stated in this Article, the library shall be
918 governed by the same provisions as govern a college.

919

920 **d.** With the approval of the chancellor/vice president, the campus librarian may
921 establish branches on the campus when efficiency in reference work, circulation, cataloging,
922 ordering, and other matters of library service and administration, and the general welfare of the
923 campus, college, school, department, or other unit will thereby be promoted. Appointments to
924 the academic staff of branch libraries established under this subsection and the advancement of
925 such staff will be recommended to the chancellor/vice president with the advice of the executive
926 officer(s) of the unit(s) served by such libraries.

927

928 **e.** The campus librarian shall be appointed annually by the Board of Trustees on the
929 recommendation of the chancellor/vice president with the concurrence of the President of the
930 University. On the occasion of each such appointment, the chancellor/vice president shall seek
931 the advice of the library committee of the campus senate and of the library executive committee.
932 The performance of the campus librarian shall be evaluated at least once every five years in a
933 manner to be determined by the faculty of the campus library and the library committee of the
934 campus senate. As part of the evaluation, views shall be solicited from the library committee of
935 the campus senate, from other concerned faculty, and from the entire faculty of the campus
936 library.

937
938 f. The library committee of the campus senate shall advise the campus librarian
939 regarding the allocation of book funds and other policies of the campus library.
940
941

942 **ARTICLE VII. SPECIALIZED UNITS**
943

944 **Section 1. General Considerations**

945 In addition to the campus units described in the previous Articles, there are special
946 purpose educational and administrative units whose responsibilities and roles extend
947 substantially beyond one campus.—The organization and mission of such units, including clearly
948 defined lines of responsibility to University or campus officers, shall be specified in these
949 *Statutes*, in *The General Rules Concerning University Organization and Procedure*, or in such
950 other documents as shall be deemed appropriate by the president.—These specialized units may
951 include but need not be limited to organizations designated as bureaus, councils, departments,
952 divisions, institutes, and services.—The staffs of these units shall have campus membership and
953 status upon recommendation of the appropriate chancellor/vice president or chancellors/vice
954 presidents subject to the *Statutes* and *The General Rules* governing the campus operations.
955

956 **Section 2. University Press**

957 a. The University Press is responsible for developing and conducting the University’s
958 program of publishing books, monographs, and journals.
959

960 b. The director of the University Press shall be appointed annually by the Board of
961 Trustees on the recommendation of the president.—The director shall be the principal
962 administrative officer of the press and shall be responsible to the president.
963

964 c. There shall be a University Press Board composed of the director of the press, the
965 deans of the Graduate Colleges or their representatives, and six appointed faculty members.
966 Appointments to the board shall be made by the president after consultation with the director of
967 the University Press and the vice president for academic affairs.—The University Press Board
968 shall advise the director of the press regarding policies and administration.—The chair shall be
969 elected from among the faculty membership.
970
971

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

973 a. At each campus engaged in teacher education, there shall be a Council on Teacher
974 Education composed of the deans and directors of the respective colleges, schools, and similar
975 units at that campus which offer curricula in the preparation of teachers for the elementary and
976 secondary schools.—The chair of the council shall be named by the ~~campus~~ chancellor/vice
977 president.
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b. The duties of the council are to formulate policies and programs of student selection, retention, guidance and preparation, and placement in elementary and secondary schools in conformity with educational policies established by the campus senate.

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

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

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

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

Section 4. Agricultural Experiment Station

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

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

Section 5. Cooperative Extension Service in Agriculture and Home Economics

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

1021 **b.** Under the provisions of the Smith-Lever Act, approved by the President of the
1022 United States on May 8, 1914, and of subsequent acts of Congress, and under the provisions of a
1023 concurring joint resolution of the Illinois General Assembly, the University is designated the
1024 agency in Illinois responsible for cooperative agricultural and home economics extension work.

1025
1026 This work shall consist of the giving of instruction and practical demonstrations in
1027 agriculture and home economics to persons not attending the University and of imparting to such
1028 persons information on these subjects through field demonstrations, publications, and otherwise.
1029 This work shall be carried on in such a manner as may be mutually agreed upon by the Secretary
1030 of Agriculture and the University.

1031
1032

1033 **ARTICLE VIII. CHANGES IN ACADEMIC**
1034 **ORGANIZATION**

1035 **Section 1. Definitions**

1036

1037 **a.** *Unit.*—For the purposes of Article VIII, a unit is a division of the University to
1038 which academic appointments can be made and to which resources can be allocated, including
1039 departments or similar units, centers, institutes, schools, and colleges.

1040

1041 **b.** *Tenure Home.*—For the purposes of Article VIII, a tenure home is an academic unit
1042 (a) whose academic staff includes the group eligible to vote on promotion and tenure decisions
1043 within the unit; and (b) that provides the unit-specific standards that, in compliance with higher-
1044 level standards, apply for promotion and tenure decisions for a member of the academic staff
1045 with the rank or title of professor, associate professor, or assistant professor who is tenured or
1046 receiving probationary credit toward tenure.

1047

1048 **Section 2. Appointment of Faculty to Units**

1049

1050 A member of the academic staff with the rank or title of professor, associate professor, or
1051 assistant professor who is tenured or receiving probationary credit toward tenure must have a
1052 tenure home that has been approved through the procedures in Article VIII, Section 3a through
1053 3c, below.—A faculty member may have a tenure home in more than one academic unit, but must
1054 have a tenure home in at least one academic unit.—If any member of a proposed or existing unit’s
1055 academic staff with the rank or title of professor, associate professor, or assistant professor who
1056 is tenured or receiving probationary credit toward tenure does not already have or will not
1057 otherwise have an appointment in one of the following types of units:

1058

1059 i. another department or similar academic unit that has been approved through
1060 these Article VIII procedures;

1061

- 1062 ii. an intermediate unit that is not divided into departments or similar units and
1063 that has been approved through these Article VIII procedures; or
1064
1065 iii. a school or college that is not an intermediate unit, that is not further divided
1066 into academic departments or similar units and that has been approved
1067 through these Article VIII procedures; ~~then~~ formation of the proposed unit
1068 as, or conversion of the existing unit into, a unit that will provide a tenure
1069 home must be approved through the procedures in Article VIII, Section 3a
1070 through 3c, below, as applicable.

1071
1072 Any change in academic organization such as the termination, separation,
1073 transfer, merger, change in status (e.g., department to school), or renaming of
1074 an academic unit to which are made appointments of faculty with the rank or
1075 title of professor, associate professor, or assistant professor who are tenured
1076 or receiving probationary credit toward tenure must be approved through the
1077 procedures in Article VIII, Section 4, below.

1078
1079 If all members of a proposed or existing unit's academic staff with the rank or
1080 title of professor, associate professor, or assistant professor who are tenured
1081 or receiving probationary credit toward tenure do have or will have an
1082 appointment in another unit that is described within items (i) through (iii),
1083 above, *then* formation or change of organization of the proposed or existing
1084 unit is not required to be approved through the procedures in Article VIII,
1085 Sections 3 and 4, below, but may be approved through the procedure in
1086 Section 5, below.

1087
1088 **Section 3. Formation of New Units**

1089
1090 **a. Departments.** ~~—~~ The formation of a new department or similar academic unit
1091 within a school or college may be proposed by the faculty or executive officer of that school or
1092 college. ~~—~~ The president shall submit the proposal for the new unit together with the advice of the
1093 faculty of the school or college of each higher unit, taken and recorded by a vote of the faculty by
1094 secret written ballot in accordance with the bylaws of that unit, of the appropriate senate, taken
1095 and recorded by a vote of the senate, of the appropriate chancellor/vice president, and of the
1096 University Senates Conference to the Board of Trustees for action.

1097
1098 **b. Intermediate Units.** ~~—~~ An academic unit of intermediate character, such as a
1099 school organized within a college, may be proposed by the faculty or the executive officer of the
1100 higher unit. ~~—~~ The president shall submit the proposal for the intermediate unit together with the
1101 advice of the higher unit, taken and recorded by a vote of the faculty by secret written ballot in
1102 accordance with the bylaws of that unit, of the appropriate senate, taken and recorded by a vote
1103 of the senate, of the appropriate chancellor/vice president, and of the University Senates
1104 Conference to the Board of Trustees for action.

1105
1106 **c. Colleges and Independently Organized Campus Units.** A college or other
1107 independently organized campus unit, such as a school, institute, center, or similar campus unit

1108 not within a school or college, may be proposed by the appropriate senate or chancellor/vice
1109 president.—The president shall submit the proposal for the unit together with the advice of the
1110 appropriate senate, taken and recorded by a vote of the senate, of the appropriate chancellor/vice
1111 president, and of the University Senates Conference to the Board of Trustees for action.
1112

1113 **d. Units Organized at the University Level.**—Units organized at the university
1114 level, such as institutes, councils, and divisions, may be formed for the development and
1115 operation of teaching, research, extension, and service programs which are statewide or
1116 intercampus in their scope and which cannot be developed under a campus administration.—Such
1117 an organization may be proposed by a senate, a chancellor/vice president, the University Senates
1118 Conference, or the president.—The president shall submit the proposal for the new organization
1119 together with the advice of the appropriate senates, taken and recorded by a vote of each such
1120 senate, of the appropriate chancellors/vice presidents, and of the University Senates Conference
1121 to the Board of Trustees for action.
1122

1123 **e. Campuses.**—The formation of a new campus may be proposed by the president,
1124 by a senate, or by the University Senates Conference.—The president shall submit the proposal
1125 for the new campus together with the advice of the senates, taken and recorded by a vote of each
1126 senate, of the chancellors/vice presidents, and of the University Senates Conference to the Board
1127 of Trustees for action.—If the proposal is adopted, the University Senates Conference shall serve
1128 as an advisory body to the president in developing procedures to implement the action of the
1129 board.
1130

1131 **Section 4. Changes in Existing Units**

1132
1133 From time to time, circumstances will favor changes in academic organization such as the
1134 termination, separation, transfer, merger, change in status (e.g., department to school), or
1135 renaming of the academic units specified in Section 1.—The procedures for the various changes
1136 shall be the same as those specified for formation of such a unit, except that the proposal may
1137 originate in the unit(s) or at any higher administrative level.—The advice of each unit involved
1138 shall be taken and recorded by vote of the faculty by secret written ballot in accordance with the
1139 bylaws of that unit.—For transfer, merger, separation, and change in status ([e.g., department to](#)
1140 [school](#)), the procedures shall be those applicable to the type of unit which would result.—Units
1141 affected may communicate with the Board of Trustees in accordance with Article XIV^H, Section
1142 4, of these *Statutes*.

1143 A reorganization of a department from a chair to a head, or from a head to a chair, may be
1144 accomplished only as specified in Article IV, Section 4 of these *Statutes*.
1145

1146 **Section 5. Academic Units Not Requiring Board of Trustees Approval**

1147
1148 Any proposal for creation or change in organization (such as termination, separation,
1149 transfer, merger, or change in status) of any unit engaged in academic activities the creation of
1150 which does not require Board of Trustees approval shall be referred to the executive committee
1151 of the campus senate for its information and advice prior to approval by the appropriate
1152 administrator.—If the unit is not organized within one campus of the University, the proposal

1153 shall be referred to the University Senates Conference rather than to a senate executive
1154 committee. ~~Academic staff appointments in such units may not be made to ranks subject to the~~
1155 ~~provisions of Article X, Section 1, governing appointments for an indefinite term as defined in~~
1156 ~~Article IX, Section 3c.~~

1157

1158 **ARTICLE IX. ACADEMIC AND ADMINISTRATIVE**
1159 **STAFFS**

1160

1161 **Section 1. Criteria for Employment and Promotion**

1162

1163 The basic criteria for employment and promotion of all university staff, whether or not
1164 subject to the act creating the University Civil Service System of Illinois, shall be appropriate
1165 qualifications for and performance of the specified duties. ~~The principles of equal employment~~
1166 ~~opportunity are a part of the general policy of the University. All federal and state laws related~~
1167 ~~to employment and selection, as well as, the University Non-Discrimination Statement, must be~~
1168 ~~followed when selecting candidates for employment and when selecting employees for~~
1169 ~~promotional opportunities.~~ ~~Unless otherwise provided by law, employees are to be selected and~~
1170 ~~treated during employment without regard to political affiliation, relationship by blood or~~
1171 ~~marriage, age, sex, race, creed, national origin, handicap, or status as a disabled veteran or~~
1172 ~~veteran of the Vietnam era.~~

1173

1174 **Section 2. Employment of Relatives**

1175

1176 No individual shall initiate or knowingly participate in institutional decisions involving a
1177 direct benefit (initial employment, retention, promotion, salary, leave of absence, etc.) to a
1178 member of the individual's immediate family. ~~“Immediate family” includes an individual's~~
1179 ~~spouse, civil union partner, ancestors and descendants, all descendants of the individual's~~
1180 ~~grandparents, and the spouse, or civil union partner, of any of the foregoing. Each~~
1181 ~~chancellor/vice president shall develop for the approval of the president campus procedures to~~
1182 ~~insure against such conflict of interest.~~

1183

1184 Section (f) makes it a general policy for Board pre-approval of all faculty and
1185 administrative appointments before they begin service. Other changes to these sections are
1186 from HR.

1187

1188 **Section 3. Appointments, Ranks, and Promotions of the Academic and**
1189 **Administrative Staff**

1190

1191 **a.** All appointments, reappointments, and promotions of the academic staff, as defined
1192 in Article IX, Section 4a, shall be made by the Board of Trustees on the recommendation of the
1193 chancellor/vice president concerned and the president. ~~All appointments, reappointments, and~~

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1194 promotions of the administrative staff shall be made by the Board of Trustees on the
1195 recommendation of the chancellor/vice president concerned if a campus-level officer is involved
1196 and the president.

1197
1198 **b.** Appointments shall be made ~~solely solely~~ on the ~~base~~is of the special fitness of the
1199 individual for the work demanded in the position and other university policies and guidelines
1200 regarding recruitment, selection, and promotion.

1201
1202 **c.** The following ranks, and only these ranks, of the academic staff as defined in
1203 Article IX, Section 4a, are subject to the provisions of Article X, Section 1: ~~professor, associate~~
1204 ~~professor, and assistant professor.~~ ~~Modifying terms such as “adjunct,” “clinical,” “research,”~~
1205 ~~“teaching,” and “visiting”~~ ~~“research,” “adjunct,” “specialized,” “clinical,” and “visiting”~~ may be
1206 used in conjunction with these academic ranks (e.g., “research professor,” “adjunct assistant
1207 professor,” “clinical associate professor,” “visiting professor”); but no appointment for an
1208 indefinite term may be made in which a modifying term is used in the academic rank.
1209 Furthermore, an appointment in which a modifier is used in the title will not count toward
1210 completion of the probationary period, as provided in Article X, Section 1, unless specially
1211 recommended by the executive officer of the unit and approved by the dean and by the
1212 chancellor/vice president or an officer authorized to act for the chancellor/vice president.

1213
1214 Other academic ranks recognized within the academic staff are: (1) instructor, senior
1215 instructor, lecturer, and senior lecturer which may be modified by “adjunct,” “clinical,” or
1216 “visiting”; (2) clinical associate, research associate (which may be modified by “post doctoral”),
1217 and teaching associate, each of which may be modified by “adjunct” or “visiting”; (3) clinical
1218 assistant, research assistant, teaching assistant, and other graduate assistants. ~~Other academic ranks~~
1219 ~~recognized within the academic staff are: (1) lecturer; (2) instructor; (3) teaching associate,~~
1220 ~~research associate, and clinical associate; (4) teaching assistant, research assistant, and clinical~~
1221 ~~assistant.~~

1222
1223 Appropriate academic rank, with the rights and privileges pertaining thereto, may be
1224 accorded members of the administrative staff. ~~This~~ means that in addition to being members of
1225 the administrative staff selected administrative officers may also hold appointments with
1226 academic titles chosen from the ranks listed in the two preceding paragraphs.

1227
1228 Special classes of positions within the academic staff may be established to meet
1229 specialized professional or technical needs, in accordance with Article IX, Section 4a.

1230
1231 **d.** Recommendation to positions on the academic staff shall ordinarily originate with
1232 the department or in groups not organized as departments with the officers in charge of the work
1233 concerned and shall be presented to the dean of the college for transmission with the dean’s
1234 recommendation to the chancellor/vice president. ~~Whenever the appointment or promotion of~~
1235 ~~members of the academic staff is involved, the dean~~ before making a recommendation the dean
1236 shall consult the chair or the head of the department after confirming that intra-departmental
1237 consultation procedures have been satisfied; if the college has no departments, the dean shall
1238 consult the executive committee of the college. ~~If the appointment involves a person who may~~
1239 ~~be expected to offer courses carrying graduate credit, the dean of the college shall consult the~~

1240 dean of the Graduate College, who shall have the right to make an independent recommendation
1241 to the chancellor/vice president, and to the president.

1242

1243 e. In determining appointments to, and salaries and promotion of the academic staff,
1244 special consideration shall be given to the following: ~~(1) teaching ability and performance;~~
1245 ~~(2) research ability and achievement; and (3) ability and performance in continuing education,~~
1246 ~~public service, committee work, and special assignments designed to promote the quality and~~
1247 ~~effectiveness of academic programs and services.~~

1248

1249 f. Academic appointments requiring direct approval of the Board of Trustees include
1250 the President, University officers, deans, ~~academic staff,~~ the CEO of the University hospital,
1251 directors of intercollegiate athletics, head coaches for football and basketball. Board approval
1252 prior to the beginning date is required for all new ~~administrative and tenure-track and tenured~~
1253 faculty appointments.

1254

1255 **Section 4. Principles Governing Employment of Academic and** 1256 **Administrative Staffs**

1257

1258 The following principles shall govern the employment of the academic and administrative
1259 staffs of the University.

1260

1261 a. The academic staff which conducts the educational program shall consist of the
1262 teaching, research, scientific, counseling, and extension staffs; deans and directors of colleges,
1263 schools, institutes, and similar campus units; editors, librarians, and such other members of the
1264 staff as are designated by the president and the chancellors/vice presidents.

1265

1266 b. The members of the academic and administrative staffs shall be employed and
1267 salaries fixed by the Board of Trustees, except that members of the academic staff below the rank
1268 of assistant professor may be employed by the campuses. These appointments shall be reported to
1269 the board by the president. ~~president of the University who shall report such appointments to the~~
1270 ~~board.~~

1271

1272 c. Minimum salaries for the various ranks shall be determined by the chancellor/vice
1273 president of each campus and reviewed by the Board of Trustees. ~~Minimum salaries for the~~
1274 ~~various ranks shall be determined by each campus and accepted by the Board of Trustees.~~ ~~The~~
1275 ~~minimum for eleven months' service shall be approximately two-ninths greater than the~~
1276 ~~minimum for the academic year.~~

1277

1278 d. The terms of employment for all members of the academic and administrative staffs
1279 shall be stated explicitly in the contract of employment.

1280

1281 e. The academic year shall consist of that period of the year so determined by the
1282 appropriate senate and approved by the appropriate chancellor/vice president, the president, and
1283 the Board of Trustees.

1284

1285 f. For University Administration employees, University Administration may adopt and
1286 administer policies and procedures to apply consistent practices for University Administration
1287 academic staff across the campuses and satellite offices.~~For University Administration employees,~~
1288 ~~University Administration may adopt and administer policies and procedures in accordance with~~
1289 ~~federal and state laws and university policies/statutes to apply consistent practices for University~~
1290 ~~Administration employees across the three campuses and satellite offices.~~
1291

1292 **Section 5. Services Rendered the University**

1293
1294 **a.** No person employed on a full-time basis on the instructional or administrative
1295 staffs of the University shall be assigned any other university work which does not naturally
1296 come within the scope of that person's duties and for which additional compensation is to be
1297 paid without the prior approval of the chancellor/vice president.

1298
1299 **b.** No person employed by the University shall have any interests incompatible with
1300 that person's obligations to the University. If an employee's outside activities pose real or
1301 potential conflicts of commitment or interest with the employee's obligations to the University,
1302 those activities must be disclosed, reviewed, and, if appropriate, managed under applicable
1303 University and campus policies.~~No person employed by the University shall have any interests~~
1304 ~~incompatible with that person's obligations to the University, unless those activities/interests are~~
1305 ~~guided by other applicable University/Campus policies.~~
1306

1307 **c.** Full-time employees shall not receive compensation for services with the
1308 University in excess of a normal schedule except for a reasonable amount of instruction in
1309 continuing education and public service programs, or for the grading of special examinations
1310 (outside regular course work) stipulated by the University, or other specialized functions, all to
1311 be done at a time that does not conflict with other university duties and that are not within their
1312 home unit.— Exceptions may be made to this rule in special cases which are approved by the
1313 dean or appropriate administrator of the college of which the employee is a member provided
1314 that if such additional payments exceed a nominal amount the advance approval of the
1315 appropriate administrator or chancellor/vice president shall be secured. — These exceptions shall
1316 be held to a minimum.

1317
1318 **d.** The responsibilities to the University of full-time members of the academic staff are
1319 fulfilled by the performance appropriate to rank and terms of appointment of teaching, scholarly
1320 research, continuing education and public service, and committee work and special assignments.
1321 Such staff members may carry on some outside professional or business activities of an income-
1322 producing character so long as such activities are compatible and not in conflict with University
1323 interests. — The head of the department of which the employee is a member should know and
1324 approve of these activities outside the University.
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1326

1327 **Section 6. Severe Sanctions Other Than Dismissal for Cause for**
1328 **Members of the Faculty**

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1330 **a.** Severe sanctions other than dismissal for cause may be imposed on a member of the
1331 faculty, as defined in Article II, Section 3a(1) of the *Statutes*, provided that procedures on a
1332 campus adopted by the ~~campus~~ chancellor/~~campus~~ vice president in consultation with that
1333 campus senate are followed. ~~–~~ In all cases, the chancellor/vice president or the chancellor/vice
1334 president’s designee shall exercise the duties assigned to the President for academic staff who are
1335 members of campus units, and in all cases the process to be followed will be that of the campus
1336 on which the unit resides.
1337

1338 **b.** Campus procedures shall include, at a minimum,

1339 (1) A determination by the provost or equivalent campus officer, in consultation
1340 with a committee identified by the senate, that cause exists to initiate proceedings that may result
1341 in the imposition of serious sanctions,
1342

1343 (2) Notice to the faculty member of the charges and initiation of the sanction
1344 proceedings,
1345

1346 (3) Opportunity for a hearing before an elected committee specified by the
1347 senate,
1348

1349 (4) Provision that a recommendation by the elected committee against sanction
1350 will be final,
1351

1352 (5) The opportunity for the faculty member to file an appeal with the
1353 chancellor/vice president within 20 days following the provost’s or equivalent officer’s decision
1354 to impose sanctions,
1355

1356 (6) An appeal process encompassing both substantive and procedural objections,
1357 and
1358

1359 (7) A process wherein the chancellor/vice president’s decision on the merits of an
1360 appeal is final.
1361

1362 These campus procedures are the exclusive process for determining whether severe sanctions
1363 other than dismissal for cause may be imposed.
1364
1365

1366 **c.** The campus procedures will be initiated only after discussions are held between the
1367 faculty member and appropriate administrative officers looking toward a mutual settlement. ~~–~~ The
1368 initiation or pendency of proceedings under this Section 6 shall not be deemed to prevent or
1369 delay the University or any other person from pursuing any other remedy available to such person
1370 against the faculty member for conduct allegedly violating Section 6d below.
1371

1372 **d.** Adequate due cause for severe sanctions other than dismissal shall be restricted to
1373 actions clearly related to University activities and shall be limited to the following:
1374

- 1375 (1) Engaging in professional misconduct in the performance of University duties
1376 or academic activities,
1377
- 1378 (2) Neglecting or refusing to perform reasonable assigned academic duties,
1379
- 1380 (3) Violating senate-approved campus or University regulations or policies
1381 related to conduct of academic duties,
1382
- 1383 (4) Acting outside the appropriate exercise of University responsibilities so as
1384 willfully to physically harm, threaten physical harm to, harass or intimidate a visitor or a member
1385 of the University community with the effect of interfering with that person’s performance of
1386 University duties or academic activities,
1387
- 1388 (5) Willfully damaging, destroying or misappropriating property owned by the
1389 University or any property used in connection with a University function or approved activity, or
1390
- 1391 (6) Conviction in a court of law for a felony that is clearly related to the
1392 performance of University duties or academic activities.
1393

1394 Findings of fact made in prior proceedings under policies established by the president with the
1395 advice of the senates and University Senates Conference under procedures described in
1396 Article XIV~~H~~, Section 8 of the *Statutes* shall be presumed to have been established subject to
1397 rebuttal on grounds *inter alia* of the thoroughness and fairness of the proceeding giving rise to
1398 them.
1399

1400 e. When misconduct is determined to have occurred, a severe sanction other than
1401 dismissal consists of suspension with or without salary (full or partial) for a period not to exceed
1402 one-half of the individual’s normal appointment period. During the suspension period, health
1403 and retirement benefits shall be maintained.
1404

1405 **Section 7. Sabbatical Leaves and Unpaid Leaves of Absence for**
1406 **Members of the Faculty**

1407

1408 a. On the recommendation of the head or chair of a department with the concurrence
1409 of the dean of the college or on recommendation of the dean or director of an independent
1410 campus unit and subject to approval by the chancellor/vice president, the president, and the
1411 Board of Trustees a member of the faculty who has the rank of professor, associate professor, or
1412 assistant professor and who has served the University for the periods indicated below on full-
1413 time appointment as an assistant professor or in higher rank since the faculty member’s original
1414 appointment or since the termination of that faculty member’s last leave on salary is eligible to
1415 apply for and may be granted a sabbatical leave of absence with pay for the purpose of study,
1416 research, or other pursuit, the object of which is to increase the faculty member’s usefulness to
1417 the University. The following options are available:
1418

- 1419 (1) After completion of eight appointment years of full-time service:
1420

1421 Two semesters at 2/3 salary
1422 **Or**
1423 One semester at full salary
1424
1425 (2) After completion of six appointment years of full-time service:
1426
1427 Two semesters at ½ salary
1428 **Or**
1429 One semester at full salary
1430
1431 (3) After completion of three or four appointment years of full-time service, in
1432 cases where the interest of the department and the University would clearly be served thereby,
1433 and provided that granting of leave does not involve expense to the University in excess of the
1434 portion of salary which is released in consequence of taking such leave, the following options are
1435 available:
1436
1437 After three years:—One semester at ½ salary
1438
1439 After four years:—One semester at 2/3 salary
1440
1441 (4) Faculty on “Y” (11 month) appointments may be granted sabbatical leaves,
1442 subject to the other general conditions of this section as follows:—After completion of nine years
1443 of full-time service, three-fourths of an appointment year at full pay; after completion of eight
1444 years of full-time service, one appointment year at two-thirds pay or two-thirds of an
1445 appointment year at full pay; after completion of six years of full-time service, one appointment
1446 year at half pay or one-half appointment year at full pay; after completion of four years, one-half
1447 appointment year at two-thirds pay; after completion of three years, one-half appointment year at
1448 half pay or one-fourth appointment year at full pay.
1449
1450 **b.** In recommending a leave with pay according to any of the options provided above,
1451 it shall be understood by all recommending officers concerned that the department in which the
1452 applicant is teaching or working undertakes, so far as is practicable, to carry on during the
1453 applicant’s absence without increase in the departmental budget such part of the applicant’s work
1454 as the interests of the department and of the University require to be continued without
1455 interruption during the period of absence.
1456
1457 **c.** Service credit for leave of absence with pay is not cumulative unless otherwise
1458 provided for in special cases.—Each person who has been on leave of absence shall on the
1459 termination of the leave make a report through the usual official channels of communication to
1460 the chancellor/vice president concerning the nature of the studies, research, or other work
1461 undertaken during the period of absence.
1462
1463 **d.** A member of the faculty to whom any such leave of absence has been granted shall
1464 agree to return to the University on the expiration of the leave and to remain in its service for at
1465 least one year thereafter; and the University, on its part, shall agree to retain the faculty member
1466 in its service for the period of one year after the faculty member’s return.
1467

1468 **e.** Leaves of absence granted in accordance with the foregoing terms and conditions,
1469 with the privileges pertaining thereto, are given to members of the faculty primarily for the
1470 purpose of enabling them to acquire additional knowledge and competency in their respective
1471 fields. ~~—~~ No one to whom a leave of absence with pay has been granted shall be permitted while
1472 on such leave to accept remunerative employment or engage in professional practice or work for
1473 which pecuniary compensation is received. ~~—~~ This prohibition, however, shall not be construed to
1474 forbid a faculty member while on leave from giving a limited number of lectures or doing a
1475 limited amount of work. ~~—~~ But, in such cases, the approval of the chancellor/vice president to the
1476 giving of the lectures or the doing of other work shall be required. ~~—~~ Nor shall the prohibition be
1477 interpreted to forbid the acceptance by a faculty member, while on leave, of a scholarship or
1478 fellowship carrying a stipend for the purpose of study, research, or scientific investigation or the
1479 acceptance of a grant of money made for such purposes, provided that the acceptance of the grant
1480 does not impose on the recipient duties and obligations the performance of which would be
1481 incompatible with the pursuit of the general purpose for which leaves of absence are granted.
1482

1483 **f.** The president shall establish regulations and procedures necessary for the
1484 administration of these provisions and is authorized to make appropriate adjustments in the terms
1485 of leave with pay to ensure equitable benefits for members of the faculty in exceptional cases
1486 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.

1503 **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.

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

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1518 **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.

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.

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.

1533
1534 d. University policies and procedures related to rehiring SURS annuitants must be
1535 followed.
1536

1537 **Section 10. Dismissal of Administrative Officers**

1538
1539 a. In the exercise of its authority to dismiss or request the resignation of
1540 administrative officers (who are not eligible for notice rights) from their administrative positions,
1541 the Board of Trustees may take such action in respect to such officer prior to the expiration of the
1542 term for which the individual was appointed only after presentation by the board to the officer
1543 affected of a statement of the reasons accompanied by the facts in support thereof upon which the
1544 proposed action is based, together with notice served by registered mail of the time and place of
1545 the hearing thereon which shall be not less than 30 days after the date of notice.—A copy of the
1546 statement and notice shall be sent by registered mail to each member of the Board of Trustees at
1547 least 30 days prior to the hearing.

1548
1549 b. The officer shall have the right to appear at the hearing, with counsel if desired, to
1550 comment on the reasons and to present evidence.—The board shall not be bound by formal or
1551 technical rules of evidence and its decision shall be final.

1552
1553 c. In designating the effective date of dismissal or requested resignation, the board
1554 shall give due consideration to the time reasonably required for the adjustment of the officer's
1555 personal affairs.

1556
1557 Note: the following changes are from HR to update current practice,

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1558 **Section 11. Employment of Academic Professional Staff**

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1560 For University Administration employees, University Administration may adopt and
1561 administer policies and procedures in accordance with federal and state laws and
1562 university policies/statutes to apply consistent practices for University Administration
1563 employees across the three campuses and satellite office.

1564 a. Employment policies applicable to an academic professional employee at the
1565 university level shall be those of the campus at which the employee's principal office is located.
1566

1567 b.a. Notice of nonreappointment to the full-time academic professional staff, as defined
1568 in Article II, Section 5, shall be given as follows:
1569

1570 1. Except as provided in 2 and 3 below, written notice of nonreappointment
1571 shall be given by the Board of Trustees to academic professional employees in accordance
1572 with the following schedule:

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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	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.

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~~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.~~

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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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1613

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.

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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.

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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.

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

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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.

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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.

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

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ARTICLE X. ACADEMIC FREEDOM AND TENURE

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Section 1. Tenure of Academic Staff

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

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

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Each chancellor/vice president shall, with the advice and consent of the local campus senate, develop implementing procedures for multi-year contract appointments governed by this Section. ~~Such implementing procedures shall include, at a minimum, (i) a binding ceiling, on a campus-wide basis, on the proportion of multi-year contract appointments to the sum of multi~~

1697 year contract appointments and appointments that are tenured or earning probationary credit
1698 toward tenure; (ii) assignment of oversight responsibility to an appropriate campus senate
1699 committee; and (iii) the procedures for dismissal required under Article IX, Section 12(b), above.

1700
1701 (1) An appointment as professor or associate professor shall be for an indefinite
1702 term except that first appointments or temporary appointments may be made for shorter periods.
1703 An appointment at either of these ranks for fifty percent (50%) or less of full-time service shall
1704 be for an indefinite term at the specified percentage except that such first appointments or
1705 temporary appointments may be for definite terms.

1706
1707 (2) During the probationary period defined in Article X, Section 1b (1), an
1708 appointment as assistant professor shall be for not more than two years.

1709
1710 (3) An appointment for an indefinite term may require full-time service or some
1711 percentage of full-time service by the appointee. ~~Completion of a probationary period shall~~
1712 ~~entitle the appointee to indefinite tenure status at the lowest percentage (more than 50%) of full-~~
1713 ~~time service counted toward completion of the probationary period. An appointee for an~~
1714 ~~indefinite term and the Board of Trustees may at any time agree in writing to increase or to~~
1715 ~~decrease the percentage of full-time service to be required of the appointee and the indefinite~~
1716 ~~tenure status shall then apply to the new percentage of full-time service. An agreement that a~~
1717 ~~full-time appointee for an indefinite term shall thereafter serve on a part-time basis shall specify~~
1718 ~~either (a) that the appointment for an indefinite term will thereafter relate solely to service on the~~
1719 ~~agreed part-time basis; or (b) that the appointee will return to full-time service for an indefinite~~
1720 ~~term on a specified date.~~

1721
1722 These agreements are subject to modification by written consent of the appointee and the
1723 Board of Trustees. ~~An appointee who has previously been on indefinite tenure status at this~~
1724 ~~University shall not be required to serve a probationary period in order to regain that status.~~

1725
1726 This subsection, 1a (3), does not apply to sabbatical leaves of absence or to leaves of
1727 absence without pay.

1728
1729 (4) An academic staff appointment with the rank of clinical assistant, research
1730 assistant, or teaching assistant shall be for not longer than one year and notice of
1731 nonreappointment is not required. ~~Appointments at these ranks may be conditional upon the~~
1732 ~~availability of funds if so specified in the notice of appointment.~~

1733
1734 (5) An appointment which includes in the title the term “visiting,” as authorized
1735 in the first paragraph of Article IX, Section 3c, shall be for not longer than one year.

1736
1737 (6) An appointment which includes in the title the term “adjunct,” ~~or~~ “clinical,”
1738 or “teaching” modifying the term “professor”, “associate professor” or “assistant professor,” as
1739 authorized in the first paragraph of Article IX, Section 3c, or an appointment with the rank of
1740 lecturer or senior lecturer, or instructor, clinical instructor, or senior instructor, lecturer or
1741 instructor shall be for not longer than three years.

1742

1743 (7) An appointment with the rank of teaching associate, research associate,
1744 clinical associate, or which includes in the title the term “research” modifying the term
1745 “professor”, “associate professor” or “assistant professor,” as authorized in the first paragraph of
1746 Article IX, Section 3c, shall be for not longer than three years.—The duration of the appointment
1747 shall be specified in the Notification of Appointment.—Where no duration is specified,
1748 appointment shall be for one year.—Written notice of nonreappointment is required in the case of
1749 full-time appointments at these ranks other than appointments that are for no more than one year,
1750 and are nonsalaried, part-time, or conditional upon the receipt of nonappropriated funds (as
1751 specified in the Notice of Appointment).—The notice need not be accompanied by an offer of a
1752 terminal contract if the notice is given not later than six months before the end of an annual
1753 appointment or by March 1 in the case of an academic-year appointment.—If notice of
1754 nonreappointment in such cases is given later than six months before the end of an annual
1755 appointment or after March 1 in the case of an academic-year appointment, it shall be
1756 accompanied by an offer from the Board of Trustees of a terminal contract for one additional year
1757 of service.—In the case of multi-year contracts, notice, as described above, is required only in the
1758 final year of the contract.—If no notice is given before the end of an appointment that exceeded
1759 one year, the renewal appointment shall have a duration of one year.

1760
1761 (8) An appointment at the rank of any of the other special classes of academic
1762 staff authorized under Article IX, Sections 3c and 4a, shall be for not longer than one year and
1763 shall be governed by the conditions prescribed in the preceding subparagraph, 1a.

1764
1765 **b.** Upon the completion of a probationary period as hereafter defined, any
1766 reappointment shall be for an indefinite term, subject to the following:

1767
1768 (1) An appointee receiving a first contract for more than fifty percent (50%) of
1769 full-time service at this University as assistant professor enters a probationary period not to
1770 exceed seven academic years of service except when, by special written agreement between the
1771 appointee, the unit administrator and the chancellor/vice president, the appointee is granted a
1772 one-year interruption of the probationary period before the year in which a decision on the
1773 appointment to indefinite tenure is expected to be made. Ordinarily no more than two such
1774 interruptions will be granted.—Prior academic service at other academic (or equivalent)
1775 institutions may be counted up to a maximum of three years toward the fulfillment of the
1776 probationary period.—The amount of any such service counted may be negotiated as may other
1777 terms of the appointment and shall be stated in the first appointment contract, as provided for all
1778 contracts for definite terms in subparagraph 1b(5) below.—An initial appointment that begins
1779 after the eighth week of the academic year ordinarily does not count toward the probationary
1780 period of a faculty member on definite tenure nor does it ordinarily count as service in
1781 establishing eligibility for a sabbatical leave with pay, unless recommended and agreed upon in
1782 advance.

1783
1784 (2) No appointment at the rank of assistant professor shall be for an
1785 indefinite term.

1786
1787 (3) An appointee for a definite term shall be given in the sixth year of the
1788 probationary period either written notice offering appointment for an indefinite term or written
1789 notice of nonreappointment no later than August 15 at all three campuses.

1790
1791 (4) At any time except during the last year of the probationary period, an assistant
1792 professor on a definite-term appointment may be given written notice of nonreappointment.
1793 Except in the case of an assistant professor who is in the first year of academic service at this
1794 University, (a) written notice of nonreappointment shall be given not less than twelve months
1795 before the expiration of the appointment; or (b) if given less than twelve months before the
1796 expiration of the appointment, written notice of nonreappointment shall be accompanied by an
1797 offer from the Board of Trustees of a terminal contract for one additional year of academic
1798 service.—In the case of an assistant professor on a definite-term appointment who is in the first
1799 year of academic service at this University, written notice of nonreappointment shall be given not
1800 later than March 1 and need not be accompanied by an offer of a terminal contract; if written
1801 notice of nonreappointment is given after March 1, it shall be accompanied by an offer from the
1802 Board of Trustees of a terminal contract for one additional year of service.

1803
1804 (5) The total amount of service counted toward completion of the probationary
1805 period, including both service at other institutions and prior service at this University, shall be
1806 stated in every contract for academic service for a definite term.—In the event that an appointee
1807 for a definite term is not given notice of appointment for an indefinite term or notice of
1808 nonreappointment as required by subparagraph 1b (3) above, but instead is given notice of
1809 reappointment for a definite term beginning after or extending beyond the expiration of the
1810 probationary period, such reappointment shall be for a term extending to the end of the academic
1811 year following the academic year in which either (a) the Board of Trustees gives the appointee
1812 written notice of nonreappointment as specified above in subparagraph 1b(4), or (b) the
1813 appointee gives written notice to the dean or department head that the appointee is about to
1814 complete or has completed the probationary period and either is or will be entitled to have any
1815 reappointment be for an indefinite term.

1816
1817 (6) An appointment for a definite term does not carry any guarantee or
1818 implication that the Board of Trustees will renew the appointment even though the duties of the
1819 appointee may have been discharged satisfactorily.—An appointment for a definite term, if
1820 accepted, must be accepted with this stipulation.

1821
1822 c. Tenure may be terminated by (1) honorable retirement; (2) acceptance of
1823 resignation; (3) dismissal for due cause.

1824
1825 d. Due cause for dismissal shall be deemed to exist only if (1) a faculty member has
1826 been grossly neglectful of or grossly inefficient in the performance of the faculty member's
1827 university duties and functions; or (2) with all due regard for the freedoms and protections
1828 provided for in Article X, Section 2, of these *Statutes*, a faculty member's performance of
1829 university duties and functions or extramural conduct is found to demonstrate clearly and
1830 convincingly that the faculty member can no longer be relied upon to perform those university
1831 duties and functions in a manner consonant with professional standards of competence and
1832 responsibility; or (3) a faculty member has while employed by the University illegally advocated
1833 the overthrow of our constitutional form of government by force or violence.

1834
1835 e. Proceedings seeking the dismissal before the expiration of the term of appointment
1836 of an appointee to the academic staff who is on definite tenure or of an appointee to the academic

1837 staff who is on indefinite tenure shall comply with the procedures described in the following
1838 provisions of this section:

1839

1840 (1) *Charges.*— When it shall appear to the president that cause for the
1841 dismissal of an appointee may exist, the president shall consult with the Faculty Advisory
1842 Committee.— The president, after such consultation, shall determine whether dismissal
1843 proceedings should be instituted.— Charges looking to dismissal shall be preferred by statement
1844 in writing by the president or the president’s designee and shall be filed with the clerk or
1845 secretary of the senate within thirty days after the consultation with the Faculty Advisory
1846 Committee.— The statement shall be sufficiently specific reasonably to inform the appointee of
1847 the nature of the charges and enable the appointee to present a defense to them.

1848

1849 (2) *Service.*— The clerk or secretary of the senate shall cause a copy of the
1850 statement of the charges and a copy of Article X, Sections 1 and 2, of the *Statutes* to be delivered
1851 to the appointee personally or mailed to the appointee’s last known post office address by
1852 registered mail within five days after they have been filed with the clerk or secretary of the
1853 senate.

1854

1855 (3) *Request for Hearing.*— Within fifteen days after such service of a copy of
1856 the statement of charges, the appointee may file with the clerk or secretary of the senate a request
1857 for a hearing before the Committee on Academic Freedom and Tenure of the appropriate
1858 campus; and within ten days after filing such request, the appointee shall file with the clerk or
1859 secretary of the senate a detailed written answer to the statement of grounds for dismissal.— The
1860 clerk or secretary of the senate shall promptly transmit the statement of charges, the answer
1861 thereto, and the request for a hearing to the chair of the Committee on Academic Freedom and
1862 Tenure and copies of the answer and request for a hearing to the president.

1863

1864 (4) *Notice of Hearing.*— Notice of the time and place of the hearing before the
1865 Committee on Academic Freedom and Tenure, which hearing shall be not less than twenty days
1866 after the filing of the appointee’s request, shall be delivered on the same date to the appointee
1867 and the president, either personally or by registered mail.— The date of the hearing shall be not
1868 less than fifteen days from the date of such delivery or of such mailing of the notice of hearing.

1869

1870 (5) *Hearing.*— At the time and place fixed, the Committee on Academic
1871 Freedom and Tenure shall hold a closed hearing on the charges.— No member of that committee
1872 shall sit in a case that involves a colleague of that committee member’s department, school,
1873 institute, or division, whichever represents the smallest administrative unit, nor shall a member
1874 sit in a case if the member has previously acted on another committee while it considered the
1875 pending matter.— A majority of the members of the committee shall constitute a quorum for the
1876 conduct of the hearing and the chair of the committee may appoint another member of the
1877 committee to preside over the hearing.— If vacancies occur, as many members as are necessary to
1878 constitute a quorum shall be appointed in accordance with the bylaws of the appropriate senate.
1879 Except as hereinbefore or hereinafter provided, the hearing shall be conducted according to such
1880 rules as the committee may from time to time establish.— The committee shall not be bound by
1881 technical rules of evidence, but all findings, conclusions, and recommendations of the committee
1882 shall be supported by and be in accord with substantial evidence.— The appointee shall be entitled
1883 to be present at all sessions of the committee when evidence is being received and to be

1884 accompanied by an adviser of the appointee's choice who may act as counsel. Likewise, the
1885 president or the president's designee, together with counsel if the president desires counsel, shall
1886 be entitled to be present at all sessions of the committee when evidence is being received. Each
1887 party shall have the right within reasonable limits to question witnesses and, when all the
1888 evidence has been received, to make an argument in support of its position, either in person or by
1889 counsel. A full stenographic transcript shall be made of the hearing unless both parties agree to
1890 the making of a record in a briefer form.

1891
1892 (6) *Findings, Conclusions, and Recommendations.* Following the conclusion
1893 of the hearing, the committee shall promptly make its explicit findings of fact on each charge, its
1894 conclusions, and its recommendations. Reasonable opportunity shall be given to each party to
1895 file a written statement setting forth objections to these findings, conclusions, and
1896 recommendations and setting forth the grounds for such objections. A copy of one party's
1897 objections shall be given to the other party. The originals of the findings, conclusions, and
1898 recommendations, and of the hearing transcript shall be forwarded by the committee to the
1899 president and copies shall be promptly transmitted by the committee to the appointee.

1900
1901 If ultimately the appointee requests a hearing before the Board of Trustees, the originals
1902 or copies of the statement of charges filed by the president or the president's designee with the
1903 clerk or secretary of the senate, the request for a hearing, the answer to the statement of charges,
1904 the notice of the time and place of hearing, the transcript or briefer record of the hearing, any
1905 exhibits received in evidence, the findings, conclusions, and recommendations of the committee,
1906 and any objections to such findings, conclusions, and recommendations shall constitute the
1907 record before the Committee on Academic Freedom and Tenure to be submitted to the board.
1908 The record shall be available to the Board of Trustees, to counsel for the appointee, and to
1909 counsel for the University, but shall not be available to other persons prior to the hearing before
1910 the board. If the committee recommends that charges be dropped and the president concurs, the
1911 case shall be considered closed.

1912
1913 (7) *Hearing by Board of Trustees.* Within thirty days after transmittal of the
1914 findings, conclusions, and recommendations of the Committee on Academic Freedom and
1915 Tenure, or if the appointee filed no request for a hearing before that committee within fifteen
1916 days after the expiration of the period specified in subparagraph 1e(3) for the filing of such a
1917 request, the president may cause the charges to be filed with the Secretary of the Board of
1918 Trustees along with the findings, conclusions, and recommendations, if any, of the Committee on
1919 Academic Freedom and Tenure and the record of the hearing before the committee, if one was
1920 held. Notice of such filing of charges shall be delivered to the appointee personally or shall be
1921 mailed to the appointee by the Secretary of the Board of Trustees by registered mail within five
1922 days after such filing. Within ten days after such delivery or mailing of notice of the filing of the
1923 charges with the Secretary of the Board of Trustees, the appointee may file with the Secretary of
1924 the board a written request for a hearing before the Board of Trustees. Notice of the time and
1925 place of the hearing which hearing shall be not less than twenty days after the date of the filing of
1926 the appointee's request shall be delivered to the appointee personally or mailed to the appointee
1927 by registered mail. The date of the hearing shall be not less than fifteen days from the date of
1928 such delivery or mailing of the notice of hearing to the appointee. The appointee shall have the
1929 right to appear at the hearing, with counsel if desired, to reply to the charges and to present
1930 evidence. Counsel for the University shall represent the university administration at the hearing

1931 and shall have the right to present evidence in support of the charges. ~~—~~The board shall not be
1932 bound by technical rules of evidence in hearing and deciding the case.

1933
1934 The board will give due consideration to the findings, conclusions, and recommendations
1935 of the Committee on Academic Freedom and Tenure, and the remainder of the record relevant to
1936 the charges before said committee, and in all cases where a report was made by the committee
1937 will invite a member of the committee designated by its chair to attend the hearing and make a
1938 statement before the board.

1939
1940 If the board concludes that the appointee should be dismissed or asked to resign, the
1941 effective date of such dismissal or resignation shall not be less than one year from the date of the
1942 board's decision unless the board, in its discretion, determines that an earlier effective date is
1943 justified by the gravity of the appointee's conduct in question.

1944
1945 **(8) Reassignment of Duties.** ~~—~~ Under exceptional circumstances and when
1946 such action is clearly necessary and justified, the president may direct that a faculty member be
1947 relieved of some or all of the faculty member's university duties and functions and reassigned to
1948 others without prejudice and without loss of compensation pending the final decision of the case,
1949 subject to the following provisions: ~~—~~ (a) the president may reassign duties before the filing of any
1950 charges only after giving notice to the chair or in the absence of the chair from the University to
1951 some member of the Faculty Advisory Committee that the president believes that cause for
1952 dismissal may exist; (b) if the president reassigns duties after so giving notice to the chair or
1953 some member of the Faculty Advisory Committee, such reassignment shall terminate within
1954 thirty days after that committee has made its recommendations to the president unless the
1955 president initiates dismissal proceedings by the filing of charges for dismissal within that thirty-
1956 day period; and (c) if the president initiates dismissal proceedings by filing charges for dismissal,
1957 the president may reassign duties or extend a previous reassignment of duties until the
1958 termination of those proceedings or until the effective day of dismissal if the proceedings should
1959 result in dismissal.

1960
1961 **(9) Publicity.** ~~—~~ So far as possible public statements about a case under
1962 consideration should be avoided until completion of the proceedings.

1964 **Section 2. Academic Freedom**

1965
1966 **a.** It is the policy of the University to maintain and encourage full freedom within the
1967 law of inquiry, discourse, teaching, research, and publication and to protect any member of the
1968 academic staff against influences, from within or without the University, which would restrict the
1969 member's exercise of these freedoms in the member's area of scholarly interest. ~~—~~The right to the
1970 protection of the University shall not, however, include any right to the services of the university
1971 counsel or the counsel's assistants in any governmental or judicial proceedings in which the
1972 academic freedom of the staff member may be in issue.

1973
1974 **b.** As a citizen, a faculty member may exercise the same freedoms as other citizens
1975 without institutional censorship or discipline. ~~—~~A faculty member should be mindful, however,
1976 that accuracy, forthrightness, and dignity befit association with the University and a person of

1977 learning and that the public may judge that person's profession and the University by the
1978 individual's conduct and utterances.

1979
1980 **c.** If, in the president's judgment, a faculty member exercises freedom of expression
1981 as a citizen and fails to heed the admonitions of Article X, Section 2b, the president may publicly
1982 disassociate the Board of Trustees and the University from and express their disapproval of such
1983 objectionable expressions.

1984
1985 **d.** A staff member who believes that he or she does not enjoy the academic freedom
1986 which it is the policy of the University to maintain and encourage shall be entitled to a hearing on
1987 written request before the Committee on Academic Freedom and Tenure of the appropriate
1988 campus senate.—Such hearing shall be conducted in accordance with established rules of
1989 procedure.—The committee shall make findings of facts and recommendations to the president
1990 and, at its discretion, may make an appropriate report to the senate.—The several committees may
1991 from time to time establish their own rules of procedure.

1992
1993

1994 **ARTICLE XI. STUDENT AFFAIRS AND DISCIPLINE**

1995

1996 **Section 1. Student Affairs**

1997

1998 **a.** The senates shall be responsible for the development of appropriate
1999 recommendations regarding policies on student affairs at their respective campuses.—Each senate
2000 shall ensure the opportunity for substantial student involvement in the development of these
2001 recommendations.

2002
2003 **b.** Upon recommendation of the chancellor/vice president and with the concurrence of
2004 the president, the Board of Trustees may appoint annually a vice chancellor or other officer who
2005 shall have general supervision over those services provided on that campus to assist students in
2006 their personal and social development.—The responsibility and authority of this officer shall be
2007 determined by the chancellor/vice president.—On the occasion of each appointment of any such
2008 officer, the chancellor/vice president shall seek the advice of the executive committee of the
2009 campus senate.—The executive committee shall ensure the opportunity for substantial student
2010 involvement in the development of its advice.

2011
2012 **c.** Under the general supervision of the officer provided for in Section 1b above, the
2013 ~~Graduate College, the College of Law, the College of Veterinary Medicine, the College of~~
2014 ~~Medicine, and other~~ colleges comprising ing of post-baccalaureate students shall be responsible
2015 respectively for the supervision of student affairs excluding discipline in those colleges.

2016

2017 **Section 2. Student Discipline**

2018

2019 a. Each senate shall establish a committee or other body concerned with student
2020 discipline.—This body may appoint one or more subcommittees on which unless the senate
2021 determines otherwise there shall be voting student representatives.—These subcommittees shall
2022 have original jurisdiction to hear and render decisions in all disciplinary cases unless the body
2023 determines to exercise original jurisdiction.—The decision of a subcommittee not appealed to the
2024 body shall be final.—The body shall hear and take action for the senate in cases in which it
2025 exercises original jurisdiction and in cases appealed to it from its subcommittees.—The body
2026 shall formulate and adopt after consultation with the legal counsel disciplinary and hearing
2027 procedures which shall be followed in all undergraduate student disciplinary proceedings.—In
2028 hearing and deciding any appeal, this body may conduct a hearing *de novo* or may act solely upon
2029 the record in the case before the subcommittee as the body, in its discretion, may determine.

2030
2031 b. Discipline for students enrolled in graduate and graduate-professional colleges shall
2032 be administered by this body which, after consulting the dean of the college concerned, shall
2033 appoint a subcommittee on discipline for the students enrolled in that college.—These
2034 subcommittees are to act in accordance with the provisions of Article XI, Section 2a.

2035
2036 c. In disciplinary proceedings stemming from group infractions involving more than
2037 one category of student (undergraduate, graduate, professional), the hearing and review bodies as
2038 well as the procedures employed shall be common to all categories of students involved.

2039

2040 **ARTICLE XII. RESEARCH AND PUBLICATION**

2041

2042 **Rationale: This revision maintains the provision for ample consultation, but leaves the**
2043 **number of members to the campus,**

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2044 **Section 1. Campus Research Board**

2045

2046 Each campus shall maintain a Campus Research Board, whose functions shall include: (1)
2047 making recommendations concerning policies for distribution of research board funds; (2)
2048 making assignments of research board funds to individual and group research projects; (3)
2049 advising the chancellor/vice president and the vice chancellor responsible for research on any
2050 other matters submitted to the board. The members of— the Campus Research Board shall be
2051 appointed by the chancellor/vice-president after consultation with— the vice chancellor
2052 responsible for research, the executive committee of that campus’s senate, and, on campuses with
2053 graduate colleges,— the dean of— the graduate college.

2054 — a. — The Campus Research Board shall consist of eight to twelve members appointed by
2055 the chancellor/vice president after consultation with the vice chancellor responsible for research,
2056 the dean of the graduate college, and with the leadership of that campus’s senate. The vice
2057 chancellor responsible for research shall chair the committee. The appointment process to and
2058 membership on the Campus Research Board may differ in campuses without a graduate college.

2059

2060 — b. — The functions of the board include: (1) making recommendations concerning
2061 policies for distribution of research board funds; (2) making assignments of research board funds

2062 to individual and group research projects; (3) advising the chancellor/vice president and the vice
2063 chancellor responsible for research on any other matters submitted to the board.
2064

2065 Section 2. Sponsored Research, Gifts, and Grants

2066
2067 a. It is the policy of the University to encourage research on the part of all persons and
2068 groups within the several faculties.—Such encouragement includes the endorsement and support
2069 of acceptable proposals for ~~outside~~ contracts or grants by sponsoring external agencies and
2070 groups.

2071
2072 b. Such outside support must be integrated with the regular educational and research
2073 functions of the University.—The acceptance of contracts or grants involves substantial indirect
2074 costs, physical plant operating costs, and the use of departmental, college, and general university
2075 facilities.—~~Funds to meet these indirect costs must be provided either by the sponsors, by tax~~
2076 ~~funds, or by special arrangement approved by the University chief financial officer. Funds to~~
2077 ~~meet these indirect costs must be provided either by the sponsors, special arrangement, or by tax~~
2078 ~~funds.—In the case of tax funds, because such activities come into direct competition for funds~~
2079 ~~with other interests within the University, careful consideration shall be given the acceptance of~~
2080 ~~such contracts.~~In the latter case, because such activities come into direct competition for funds
2081 with other interests within the University, careful consideration shall be given the acceptance of
2082 such contracts.
2083

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2084 Section 3. Patents on Inventions

2085
2086 The results of research or development carried on at the University by any of its faculty,
2087 employees, students, or other users of its facilities and having the expenses thereof paid from
2088 university funds or from funds under the control of the University, belong to the University and
2089 are to be used and controlled in ways to produce the greatest benefit to the University and to the
2090 public.

2091
2092 An inventor whose discovery or invention is subject to the conditions of the previous
2093 paragraph is required to disclose the discovery or invention to the University and may be required
2094 to patent the discovery or invention and to assign the patent to the University, the expenses
2095 connected therewith to be borne by the University.

2096
2097 This section shall not apply to questions of ownership of inventions made by members of
2098 the staff outside of their regular duties and without the use of university funds or funds under the
2099 control of the University and without the use of university facilities.
2100

2101 Section 4. Scientific and Scholarly Publications and Creative Work

2102
2103 It is the policy of the University to foster the publication of scientific and scholarly
2104 periodicals which are edited, published, and subsidized by the University.—Authors and artists
2105 who are members of the academic ranks recognized in Article IX, Section 3, may copyright their

2106 works except works specifically commissioned by the University in writing and works prepared
2107 under terms of a university grant or contract which provides otherwise. The General Rules
2108 Concerning University Organization and Procedure shall contain rules and regulations regarding
2109 intellectual property.
2110
2111

2112 **Section 5. Rules about Research, Patents, and Publications**

2113
2114 ~~— The General Rules Concerning University Organization and Procedure shall contain~~
2115 ~~rules and regulations governing patents, copyrightable works, recordings, sponsored periodicals,~~
2116 ~~and the acceptance of contracts, gifts, and grants for research, and the procedures to be followed.~~
2117

2118 ~~— Proposed changes in The General Rules related to patents, copyrightable works, or~~
2119 ~~recordings shall be sent to the University Senates Conference which shall move as expeditiously~~
2120 ~~as practicable and, if necessary, reconcile the views of the senates and advise the president and~~
2121 ~~through the president the Board of Trustees before such a rule change is adopted.~~
2122

2123 **Rationale: This article has been imported from the General Rules to the Statutes. Because**
2124 **it deals with basic rights, it seems to be more statutory in content; furthermore, the**
2125 **revision process for this section, which needs to consult the campus senates, already**
2126 **parallels the statutory revision process and so seems an anomaly in the General**
2127 **Rules.**
2128

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2129 **ARTICLE XIII. INTELLECTUAL PROPERTY**

2130
2131 **SECTION 1. OBJECTIVES**

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2132
2133 Technical information, inventions, discoveries, copyrightable works and other creative works
2134 that have the potential to be brought into practical use may result from the activities of University
2135 employees in the course of their duties or through the use, by any person, of University resources
2136 such as facilities, equipment, or funds.
2137

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2138 — The first purpose of this intellectual property policy is to provide the necessary
2139 protections and incentives to encourage both the discovery and development of new knowledge,
2140 its transfer for the public benefit and its use for development of the economy; a second purpose is
2141 to enhance the generation of revenue for the University and to provide financial and reputational
2142 benefits for the creator(s); and a third purpose is to preserve the University's freedom to conduct
2143 research and to use the intellectual property created by that research or pursuant to an
2144 institutional initiative. The University is guided by the following general objectives:
2145

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2146 (i) To optimize the environment and incentives for research and for the creation of
2147 new knowledge at the University;
2148

- 2149 (ii) To ensure that the educational mission of the University is not compromised;
2150
2151 (iii) To bring technology into practical use for the public benefit as quickly and
2152 effectively as possible;
2153
2154 (iv) To protect the interest of the people of Illinois through a reasonable consideration
2155 for the University’s investment in its intellectual property.

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2156
2157 **SECTION 2. DEFINITIONS**

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2158
2159 (a) Intellectual Property. The term “intellectual property” is broadly defined to
2160 include inventions, discoveries, know-how, show-how, processes, unique materials,
2161 copyrightable works, original data and other creative or artistic works which have value.
2162 Intellectual property includes that which is protectable by statute or legislation, such as patents,
2163 registered or unregistered copyrights, registered or unregistered trademarks, service marks, trade
2164 secrets, mask works, and plant variety protection certificates. It also includes the physical
2165 embodiments of intellectual effort, for example, models, machines, devices, designs, apparatus,
2166 instrumentation, circuits, computer programs and visualizations, biological materials, chemicals,
2167 other compositions of matter, plants, and records of research and experimental results.

2168
2169 (b) Traditional Academic Copyrightable Works. “Traditional academic copyrightable
2170 works” are a subset of copyrightable works created independently and at the creator’s initiative
2171 for academic purposes. Examples may include class notes, books, theses and dissertations,
2172 instructional materials and software that creators may design for courses, articles, non-fiction,
2173 fiction, poems, musical works, dramatic works including any accompanying music, pantomimes
2174 and choreographic works, pictorial, graphic and sculptural works, or other works of artistic
2175 imagination that are not created as an institutional initiative (as specified in Section 4(a)(2)
2176 below).

2177
2178 (c) Creator. “Creator” refers to an individual or group of individuals who make,
2179 conceive, reduce to practice, author, or otherwise make a substantive intellectual contribution to
2180 the creation of intellectual property. “Creator” includes the definition of “inventor” used in U.S.
2181 patent law for patentable inventions and the definition of “author” used in the U.S. Copyright Act
2182 for copy written works of authorship.

2183
2184 (d) University Resources Usually and Customarily Provided. When determining
2185 ownership and license rights in copyrightable works, “University resources usually and
2186 customarily provided” includes office space, library facilities, ordinary access to computers and
2187 networks, or salary. In general, it does not include the use of students or employees as support
2188 staff to develop the work, or substantial use of specialized or unique facilities and equipment, or
2189 other special subventions provided by the University unless approved as an exception.

2190
2191 Exceptions are expected in units where the tradition is to provide subvention to
2192 some faculty in the form of graduate assistants to help prepare traditional academic copyrightable
2193 works. Exceptions are also expected in situations where creators use University-provided
2194 facilities and resources in the creation of works of artistic imagination, for example, use of

2195 studios, pottery wheels, or kilns for the creation of paintings, sculpture or ceramics; use of high
2196 end computer hardware and software in the creation of artistic graphical images; and so on. Other
2197 individual exceptions may be approved on a case-by-case basis [see section 7(k)].

2198

2199 SECTION 3. APPLICATION

2200

2201 This policy is considered a part of the conditions of employment for every employee of
2202 the University and a part of the conditions of enrollment and attendance at the University by
2203 students. It is also the policy of the University that individuals (including visitors) by
2204 participating in a sponsored research project and/or making significant use of University-
2205 administered resources thereby accept the principles of ownership of intellectual property as
2206 stated in this policy unless an exception is approved in writing by the University. All University
2207 creators of intellectual property shall execute appropriate assignment and/or other documents
2208 required to determine ownership and rights as specified in this policy.¹

2209

2210 This policy applies only to intellectual property disclosed after the effective date of the
2211 policy (September 3, 1998).

2212

2213

2214 SECTION 4. COPYRIGHTS

2215

2216 (a) Ownership. Unless subject to any of the exceptions specified below or in Section
2217 4(c), creators retain copyright rights to academic copyrightable works as defined in Section 2(b)
2218 above. (See, however, Sections 4(b)(2) below.)

2219

2220 The University shall own copyrightable works as follows:

2221

2222 (1) Works created pursuant to the terms of a University agreement with a third
2223 party, or

2224

2225 (2) Works created as a specific requirement of employment or as an assigned
2226 University duty that may be specified, for example, in a written job description or an employment

¹The creator's obligation to assign rights to the University is subject to the provisions of the Illinois Employee Patent Act, which provides in part:

A provision in an employment agreement which provides that an employee shall assign or offer to assign any of the employee's rights in an invention to the employer does not apply to an invention for which no equipment, supplies, facilities, or trade secret information of the employer was used and which was developed entirely on the employee's own time unless (a) the invention relates (i) to the business of the employer, or (ii) to the employer's actual or demonstrably anticipated research or development, or (b) the invention results from any work performed by the employee for the employer. Any provision which purports to apply to such an invention is to that extent against the public policy of the state and is to that extent void and unenforceable. The employee shall bear the burden of proof in establishing that his invention qualifies under this subsection.

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2227 agreement. Such specification may define the full scope or content of the employee’s University
2228 employment duties comprehensively or may be limited to terms applicable to a single
2229 copyrightable work.²

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2230
2231 (3) Works specifically commissioned by the University. The term
2232 “commissioned work” refers to a copyrightable work prepared under an agreement between the
2233 University and the creator when (1) the creator is not a University employee, or (2) the creator is
2234 a University employee but the work to be performed falls outside the normal scope of the
2235 creator’s University employment. Contracts covering commissioned works shall specify that the
2236 author convey by assignment, if necessary, such rights as are required by the University.

2237
2238 (4) Works that are also patentable. The University reserves the right to pursue
2239 multiple forms of legal protection concomitantly if available. Computer software, for example,
2240 can be protected by copyright, patent, trade secret and trademark.

2241
2242 (b) University Rights in Creator-Owned Works

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2243
2244 (1) Traditional academic copyrightable works created using University
2245 resources usually and customarily provided are owned by the creators. Such works need not be
2246 licensed to the University.

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2247
2248 (2) Traditional academic copyrightable works created with use of University
2249 resources over and above those usually and customarily provided shall be owned by the creators
2250 but licensed to the University. The minimum terms of such license shall grant the University the
2251 right to use the original work and to make and use derivative works in its internally administered
2252 programs of teaching, research, and public service on a perpetual, royalty-free, non-exclusive
2253 basis. The University may retain more than the minimum license rights when justified by the
2254 circumstances of development.

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2255
2256 (c) Student Works. Unless subject to the provisions of paragraph (a) or provided
2257 otherwise by written agreement, copyrightable works prepared by students as part of the
2258 requirements for a University degree program are deemed to be the property of the student but
2259 are subject to the following provisions:

2260
2261 (1) The original records (including software) of an investigation for a graduate
2262 thesis or dissertation are the property of the University but may be retained by the student at the
2263 discretion of the student’s major department.

2264
2265 (2) The University shall have, as a condition of awarding the degree, the
2266 royalty-free right to retain, use and distribute a limited number of copies of the thesis, together
2267 with the right to require its publication for archival use.

² Provisions (1) and (2) above define those works that fall within the scope of University employment as that term is used in the definition of “work made for hire” in the U.S. Copyright Statute (see Title 17, USC, Section 101).

2268
2269 (d) Copyright Registration and Notice. University-owned works shall be protected by
2270 copyright notice in the name of the Board of Trustees of the University of Illinois. Such
2271 copyright notice shall be composed and affixed in accordance with the United States Copyright
2272 Law. Registration of the copyright for University-owned works shall be in accordance with the
2273 operational guidelines and procedures established by the vice chancellor for research on each
2274 campus. The University may also decide to release a work to the public domain and if so, should
2275 so indicate.

2276
2277 (e) University Press Publications. The University Press shall be responsible for
2278 copyright registration of works owned by the University and published by the Press and for
2279 administering contracts with its authors. Such contracts shall define the rights and obligations of
2280 the author and the University and shall be processed as other University contracts.

2281
2282 (f) Compliance with the Copyright Act. University units that administer activities
2283 involving any usage regulated by the Copyright Act are responsible for knowing applicable
2284 regulations, monitoring their continuing evolution, and conducting their programs in full
2285 compliance with the applicable laws and regulations.

2286 2287 2288 **SECTION 5. OTHER INTELLECTUAL PROPERTY**

2289
2290 Ownership. Except as otherwise specified in this Article or by the University in writing,
2291 intellectual property shall belong to the University if made: (1) by a University employee as a
2292 result of the employee's duties or (2) through the use by any person, including a University
2293 employee, of University resources such as facilities, equipment, funds, or funds under the control
2294 of or administered by the University. (See also Section 4(a)(4) above.)

2295 2296 ▲ 2297 **SECTION 6. TRADEMARKS**

2298 ▲
2299 Trademarks and service marks are distinctive words or graphic symbols
2300 identifying the source, product, producer, or distributor of goods or services. Registration of
2301 trademarks or service marks, at the state or federal level, shall be approved by the appropriate
2302 campus or University level officer. Proceeds received from
2303 commercialization of a registered or unregistered mark that is related to an intellectual property
2304 license for associated intellectual property will be shared with all creator(s) of the associated
2305 property as specified in Sections 8(b) and 8(c) below. For proceeds received from
2306 commercialization of a mark that is licensed independently and is not directly related to an
2307 intellectual property license, the share that would normally be distributed to the creator(s) will be
2308 assigned to the unit(s) from which the trademark or service mark originated. Except as provided
2309 herein or subject to prior written agreement between the creator(s) and the University, the
2310 University will not share the proceeds from commercialization of a mark with the individual(s)
2311 who created the mark.

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SECTION 7. INTELLECTUAL PROPERTY ADMINISTRATION

(a) Disclosure. All intellectual property in which the University has an ownership interest under the provisions of this policy and that has the potential to be brought into practical use for public benefit or for which disclosure is required by law shall be reported promptly in writing by the creator(s) to the designated campus officer through the appropriate unit employee using the disclosure form provided by that unit. The disclosure shall consist of a full and complete description of the subject matter of the discovery or development and identify all persons participating therein. The creator(s) shall furnish such additional information and execute such documents from time to time as may be reasonably requested.

(b) Evaluation and Exploitation Decisions. After evaluation of the intellectual property and review of applicable contractual commitments, the University may develop the property through licensing, to an established business or a start-up company, may release it to the sponsor of the research under which it was made (if contractually obligated to do so), may release it to the creator(s) if permitted by law and current University policy, or may take such other actions considered to be in the public interest. Exploitation by the University may not involve statutory protection of the intellectual property rights, such as filing for patent protection, registering the copyright, or securing plant variety certification. All agreements regarding intellectual property must be executed by the vice president/chief financial officer and comptroller and attested to by the Secretary of the Board of Trustees or their designees.

(c) Questions Related to University Ownership. In the event there is a question as to whether the University has a valid ownership claim in intellectual property, such intellectual property should be disclosed in writing to the University by the creator(s) in accordance with Section 7(a). Such disclosure is without prejudice to the creator's ownership claim. The University will provide the creator with a written statement as to the University's ownership interest.

(d) Informing Creators of Decisions. The University will inform principal creators of its substantive decisions regarding protection, commercialization and/or disposition of intellectual property which they have disclosed. However, specific terms of agreements with external parties may be proprietary business information and subject to confidentiality restrictions.

(e) University Abandons Intellectual Property. Should the University decide to abandon development or protection of University-owned intellectual property, ownership may be assigned to the creator(s) as allowed by law and current University practice, subject to the rights of sponsors and to the retention of a license to practice for University purposes. The minimum terms of the license shall grant the University the right to use the intellectual property in its internally administered programs of teaching, research, and public service on a perpetual, royalty-free, non-exclusive basis. The University may retain more than the minimum license rights, and the assignment or license may be subject to additional terms and conditions, such as revenue

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2357 sharing with the University or reimbursement of the costs of statutory protection, when justified
2358 by the circumstances of development.

2359

2360 (f) Commercialization. The University may, at its discretion and consistent with the
2361 public interest, license intellectual property on an exclusive or non-exclusive basis. The licensee
2362 must demonstrate technical and business capability to commercialize the intellectual property.
2363 The licensee may include clear performance milestones with a provision for recapture of
2364 intellectual property if milestones are not achieved. The licensee may be required to assume the
2365 cost of statutory protection of the intellectual property.

2366

2367 (g) Conflict of Interest and Commitment. Commercialization activities involving
2368 University employees will be subject to review of potential conflict of interest and commitment
2369 issues and approval of a conflict management plan in accordance with applicable University
2370 policy.

2371

2372 (h) University's Acceptance of Independently Owned Intellectual Property. The
2373 University may accept assignment of intellectual property from other parties provided that such
2374 action is determined to be consistent with the public interest. Intellectual property so accepted
2375 shall be administered in a manner consistent with the administration of other University-owned
2376 intellectual property.

2377

2378 (i) Consulting Agreements. University employees engaged in external consulting
2379 work or business are responsible for ensuring that agreements emanating from such work are not
2380 in conflict with University policy, with the University's contractual commitments or with
2381 University policies regarding University-owned intellectual property. Such employees should
2382 make their non-University obligations known to the appropriate campus officer and should
2383 provide other parties to such agreements with a statement of applicable University policies
2384 regarding ownership of intellectual property and related rights.

2385

2386 (j) Statement by Creators. The creators of University-owned intellectual property
2387 may be required to state that to the best of their knowledge the intellectual property does not
2388 infringe on any existing patent, copyright or other legal rights of third parties; that if the work is
2389 not the original expression or creation of the creators, the necessary permission for use has been
2390 obtained from the owner; and that the work contains no libelous material nor material that
2391 invades the privacy of others.

2392

2393 (k) Administrative Responsibility. The president has ultimate authority for the
2394 stewardship of intellectual property developed at the University. Pursuant to Article I, Section 2,
2395 Paragraph (d) the vice president for research has direct line authority for University offices and
2396 entities involved in technology commercialization and related economic development. With the
2397 advice of the chancellors/vice presidents, and in consultation with the vice president for
2398 academic affairs and the campus vice chancellors for research, the vice president for research
2399 shall establish operational guidelines and procedures for the administration of intellectual
2400 property, including but not limited to determination of ownership, assignment, protection,
2401 licensing, marketing, maintenance of records, oversight of revenue or equity collection and
2402 distribution, approval of individual exceptions, and resolution of disputes among creators and/or
2403 unit executive officers.

2404

2405 (l) Campus Responsibility. Each campus may establish an office which has
2406 responsibility for administering University policies regarding intellectual property as defined in
2407 this Article.

2408

2409 (m) Contractual Authority. Licenses, options for licenses and other agreements related
2410 to commercialization or exploitation of intellectual property shall be granted in the name of the
2411 Board of Trustees of the University of Illinois. All such contracts shall be executed in accordance
2412 with the policies described in this Article.

2413

2414 (n) Administrative Guidelines and Procedures. General guidelines and procedures for
2415 the administration of intellectual property shall be established by the president in consultation
2416 with the University Intellectual Property Committee (as specified in Section 7(o) below) and the
2417 campuses. Detailed operational guidelines and procedures for the administration of campus-
2418 based responsibilities shall be established by the vice chancellor for research.

2419

2420 (o) University Intellectual Property Committee. The University Intellectual Property
2421 Committee shall be appointed annually by the president to make recommendations to the
2422 president regarding procedures, guidelines, and responsibilities for the administration and
2423 development of intellectual property and such other matters as the president shall determine.

2424

2425 (p) Appeals. After following the administrative guidelines and procedures established
2426 by each campus, the University creator or unit executive officer may appeal to the University
2427 Intellectual Property Committee to seek resolution of complaints or questions regarding the
2428 matters addressed in this Article.

2429

2430 (q) Preferential Treatment of Sponsors. Sponsored research agreements shall provide
2431 that all intellectual property developed as a result of the sponsored research project shall belong
2432 to the University unless otherwise specified in writing. The sponsor may receive an option to
2433 license the resulting intellectual property on terms to be negotiated, with the option to be
2434 exercised within a specified period following the disclosure of the intellectual property. When
2435 the nature of the proposed research allows identification of a specific area of intellectual property
2436 or application which is of interest to the sponsor, the University may accept research agreements
2437 with terms which entitle the sponsor to reasonable specific commercial rights within the defined
2438 field of interest. Otherwise, the specific terms of licenses and rights to commercial development

2439 shall be based on negotiation between the sponsor and the University at the time the option is
2440 executed by the sponsor and shall depend on the nature of the intellectual property and its
2441 application, the relative contributions of the University and the sponsor to the work, and the
2442 conditions deemed most likely to advance the commercial development and acceptance of the
2443 intellectual property. In all cases where exclusive licensing is appropriate, such license
2444 agreements shall be executed apart from the sponsored research agreement and shall require
2445 diligent commercial development of the intellectual property by the licensee. The University may
2446 also determine, on a case-by-case basis and only if allowed by law, that it is in the University's
2447 interest to assign ownership of resulting intellectual property to the sponsor as an exception to
2448 this policy when circumstances warrant such action, in accordance with guidelines established by
2449 the University Intellectual Property Committee.

2451 (r) Exceptions to Policy. Recommendations for exceptions to the provisions of the
2452 policy in this Article shall be made by the University Intellectual Property Committee to the
2453 president for presentation to the Board of Trustees. [For individual exceptions, see Section 7(k).]

2454 **SECTION 8 PROCEEDS DISTRIBUTION³**

2457 (a) Proceeds. For purposes of this policy, "proceeds" shall refer to all revenue and/or
2458 equity, as defined below, received by the University from transfer, commercialization, or other
2459 exploitation of University-owned intellectual property.

2461 (1) Revenue. "Revenue" shall mean cash from payments including, but not
2462 limited to, royalties, option fees, license fees, and/or fees from the sale of the University's equity
2463 interest.

2465 (2) Equity. "Equity" shall include, but not be limited to, stock, securities,
2466 stock options, warrants, buildings, real or personal property, or other non-cash consideration.

2468 (b) Revenue Distribution. When revenue is received by the University, all out-of-
2469 pocket payments or obligations (and in some cases, a reasonable reserve for anticipated future
2470 expenses) attributable to protecting (including defense against infringement or enforcement
2471 actions), marketing, licensing or administering the property may be deducted from such income.
2472 The income remaining after such deductions is defined as net revenue. In the case of multiple
2473 intellectual properties licensed under a single licensing agreement, the University shall determine
2474 and designate the share of net income to be assigned to each intellectual property.

2476 (1) Creator's Share. The creator (or creator's heirs, successors, and assigns)
2477 normally shall receive forty percent (40%) of net revenue. If there are joint creators, the net

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³ These proceeds distribution provisions shall apply only to revenue and equity received from
agreements for commercialization that are executed subsequent to the effective date of this policy
(September 3, 1998). Unless otherwise agreed in writing between the University and the
creator(s), distribution of income for commercialization prior to the effective date of this policy
shall be in accordance with the policy in effect at the time the agreement was approved. Where
no policy exists (e.g., for equity), this policy shall prevail.

2478 income shall be divided among them as they shall mutually agree. Should the creators fail to
2479 agree mutually on a decision, the University shall determine the division.
2480
2481
2482 (2) Originating Unit's Share. The originating unit normally shall receive
2483 twenty percent (20%) of net revenue. If a creator is affiliated with more than one originating unit
2484 or if there are joint creators from different units, the originating unit(s) share shall be divided
2485 among such units as agreed in writing by the responsible unit executive officers.
2486
2487 (3) University's Share. The University normally shall receive forty percent
2488 (40%) of net revenue. Distribution of the University's share shall be allocated in support of its
2489 technology transfer activities and academic and research programs as determined by the vice
2490 chancellor for research.
2491
2492 (c) Equity Distribution. In any instance wherein the University executes an agreement
2493 with a corporation or other business entity for purposes of exploiting intellectual property owned
2494 by the University and the University receives or is entitled to receive equity, revenue from the
2495 equity shall be shared among the creator(s), the originating unit(s), and the University in the same
2496 proportions as revenue distributions (except as specified in Section 8(d) below).
2497
2498 (d) Exceptions When the Creator(s) Have No Entitlement. If the University accepts
2499 research support in the form of a sponsored research agreement or unrestricted grant as part of
2500 the consideration in an intellectual property license in lieu of an option fee, license fee or royalty,
2501 the creator(s) shall have no entitlement to receive a share as personal income. For the subset of
2502 equity that is buildings, real or personal property, or other non-cash consideration, the creator(s)
2503 shall have no entitlement to receive a share as personal income.
2504
2505 (e) Special Distributions. Special facts or circumstances may warrant a different
2506 distribution of proceeds than specified above and such distributions will be determined on a case-
2507 by-case basis under the authority of the vice chancellor for research.
2508
2509 (f) Revenue from Actions for Defense or Enforcement of Intellectual Property
2510 Rights. When the University receives revenue from third parties that results from successful
2511 actions for the purpose of defending or enforcing the University's rights in its intellectual
2512 property, such revenue may first be used to reimburse the University (or the sponsor or licensee,
2513 if appropriate) for expenses incurred in such actions. The creator(s) and their originating unit(s)
2514 shall be entitled to recovery of lost royalties from the remaining net revenue, in the same
2515 proportions as specified in Section 8(b) above. The remaining net revenue shall be allocated in
2516 support of the University's technology transfer activities and academic and research programs as
2517 determined by the vice chancellor for research.
2518
2519

2520 **ARTICLE XIV~~H~~. GENERAL PROVISIONS**
2521

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2522 **Section 1. Exchange Professors**

2523

2524 On the recommendation of the head or the chair of a department and with the approval of
2525 the dean, the chancellor/vice president, the president, and the Board of Trustees, a professor,
2526 associate professor, or assistant professor may be permitted for a period of not more than one
2527 year to exchange positions with a professor of approximately equal rank in another university
2528 provided the arrangement does not involve substantial increase in the cost of instruction.—The
2529 professor with whom the exchange is made shall during the period of service to this University
2530 be subject to the rules governing appointments and conditions of service applicable to regular
2531 members of the faculty.
2532

2533 **Section 2. Privileges for Scholars from Other Universities**

2534

2535 The chancellors/vice presidents of the University may extend the privilege of working
2536 without charge in the various laboratories or libraries of the respective campus to members of the
2537 faculties of other colleges or universities, provided that they are recognized as authorities in their
2538 respective fields and come to the campus with written credentials from the faculties of their
2539 institutions or from their governments asking that they be received as guests.
2540

2541 **Section 3. Annual Reports**

2542

2543 On or before the first day of September in each year, each dean and director and the chief
2544 executive officer of each department or equivalent unit on each campus shall make to the
2545 chancellor/vice president an annual report, treating fully the work of the college, school, institute,
2546 division, or department.—Any of these officers may make reports or advance suggestions at any
2547 time and shall report to the chancellor/vice president and to the president whenever requested to
2548 do so.—Officers of the university-level administration and chancellors/vice presidents shall make
2549 such reports as the president shall require.
2550

2551 **Section 4. Reports and Communications**

2552

2553 **a.** Members of the academic staff have the obligation to respond to requests for
2554 information from the Board of Trustees and from administrators to whom they have
2555 responsibilities.—Ordinarily, intermediary administrators should be made aware of these
2556 requests.—Unless the requestor has directed otherwise, a written response shall be transmitted
2557 through and by the intermediary administrators so that they may be properly informed and may
2558 comment.—If the response contains recommendations, the staff member shall be informed of all
2559 comments with respect thereto and may append additional comments to the recommendations.
2560

2561 **b.** Academic staff may initiate direct communication with any member of the
2562 administration.—Ordinarily, intermediary administrators shall be kept informed about such
2563 communications so that they may be properly informed and may comment.—Whenever

2564 appropriate, the academic staff member shall be informed of all comments and may respond to
2565 them.

2566
2567 **c.** Proposals which originate from academic units, as enumerated in Article VIII, shall
2568 be promptly considered and transmitted to the final authority through and by appropriate
2569 intermediaries. ~~Academic units affected by the proposal shall be kept informed of comments,~~
2570 ~~revisions, and recommendations by intermediary authorities so that they may respond to them.~~

2571
2572 **d.** All communications from members of the staff to be presented as part of the agenda
2573 at a meeting of the Board of Trustees or transmitted to the Board of Trustees or any committee
2574 thereof shall first be presented to the chancellor/vice president where appropriate and to the
2575 president for their examination, comment, and recommendation. ~~Whenever appropriate, the~~
2576 ~~staff member shall be informed of all such reactions and may respond to them.~~

2577 **Section 5. Rules of Procedure**

2578
2579 Unless otherwise specified by a deliberative body of the University, the latest revision of
2580 *Robert's Rules of Order* shall govern.
2581

2582 **Section 6. Recommendations of Committees and Councils**

2583
2584 Whenever these *Statutes* provide for the advice or recommendations of a committee or
2585 council as a basis for or aid to officer or agency decision, the advice or recommendation shall be
2586 secured only through a meeting of the committee or council duly convened in group session.
2587

2588 **Section 7. Reservation of Powers**

2589
2590 The Board of Trustees is charged by law with full responsibility for administering the
2591 University. ~~Although the board may properly delegate authority to its duly designated officers~~
2592 ~~and agencies, ~~as indeed it has done since the establishment of the University~~ in practical~~
2593 recognition of its own limitations to determine and resolve, in the first instance, complex and
2594 continuing problems of internal organization and educational policy, it cannot divest itself of the
2595 ultimate responsibility, imposed upon it by law, of governance of the University. ~~Accordingly,~~
2596 the board expressly reserves to itself the power to act on its own initiative in all matters affecting
2597 the University, notwithstanding that such action may be in conflict or may not be in conformance
2598 with the provisions of these *Statutes*. ~~However, the board will not so act upon its own initiative~~
2599 in any case in which senate participation and recommendation is provided for by these *Statutes*
2600 until it has first sought the advice and recommendation of the appropriate senate, or senates, the
2601 University Senates Conference and the president.
2602

2603 **Section 8. Amendments**

2604

2605 **a.** *Initiation by a Senate.*—Each of the senates by vote of a majority of all members
2606 present and voting at a regular or special meeting may propose amendments to these *Statutes*.
2607 No final senate action shall be taken on a proposed amendment until the next meeting following
2608 the one at which it was introduced.—The secretary of a senate shall notify the secretary of the
2609 other senates and the secretary of the University Senates Conference of the text of a proposed
2610 amendment promptly after the meeting at which it is introduced.—The proposed amendment shall
2611 be referred to the University Senates Conference for its consideration and transmission to the
2612 other senates for action; the conference may append its comments and recommendations.
2613

2614 The proposed amendment shall be placed promptly on the agenda of the other senates.—If
2615 every senate acts affirmatively on the proposed amendment and concurs as to its text, the
2616 conference shall send the proposed amendment to the president for transmission to the Board of
2617 Trustees and shall simultaneously notify the senates of its action; the conference may append its
2618 comments.—If the senates do not agree as to the proposed amendment, the conference shall
2619 endeavor to promote agreement of the senates.—Where agreement cannot be effected among all
2620 the senates within a reasonable period of time, but the text of a proposed amendment has been
2621 agreed upon by all but one of the senates, the conference shall send that proposed amendment,
2622 the recommendations of the dissenting senate, and its own recommendations to the president for
2623 transmission to the Board of Trustees and shall simultaneously notify the senates of its action.—A
2624 senate may record and send its further comments to the president for transmission to the Board of
2625 Trustees.
2626

2627 **b.** *Initiation by the Board of Trustees.*—The Board of Trustees may initiate
2628 proposals to amend the *Statutes*, but the board shall not finally adopt any such proposal without
2629 first seeking the advice of the president, the senates, and the University Senates Conference.
2630 Any proposal to amend the *Statutes* which is initiated by the Board of Trustees shall be
2631 transmitted through the president to the University Senates Conference and transmitted by the
2632 conference, with its recommendations, to the senates for consideration and advice.—The
2633 proposed amendment shall be placed promptly on the agenda of each of the senates.—If the
2634 senates do not agree in their advice concerning the proposed amendment, the conference shall
2635 endeavor to promote agreement; where agreement cannot be achieved within a reasonable period
2636 of time, the conference shall send the advice of the senates and its own recommendations to the
2637 president for transmission to the Board of Trustees and shall simultaneously notify the senates of
2638 its action. A senate may record and send its further comments to the president for transmission to
2639 the Board of Trustees.
2640

2641 **c.** An amendment shall become effective when approved by the Board of Trustees or
2642 at such later time as the board may specify.

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