

MINUTES¹
UNIVERSITY SENATES CONFERENCE

DATE: Thursday, August 17, 2023

PLACE: The President's House, Urbana

PRESENT: Burbules, Campbell, Dallesasse, Danziger, De Groote, Dunning, Hobbs (online), Jenkins, Kalita, Lyons, Peiravian (online), Sharma, Symes, Tolliver, Weuve (Chair), Wink

ABSENT: Erricolo, Leff

GUESTS: Timothy Killeen, Nicholas Jones, Jami Painter, Joe Barnes

Professor Weuve called the meeting was called to order at 10:02 a.m. and expressed appreciation to President Killeen for opening his home to USC for the meeting.

I. Meeting with President Killeen, Executive Vice President Jones, and Jami Painter, Senior Associate Vice President and Chief Human Resources Officer

President Killeen welcomed USC back after the summer break and expressed his excitement for the new academic year. Many things are going well as we are guided by the System Guiding Principles and vision. President Killeen conveyed the opportunity and responsibility to walk the walk of higher education, to inspire younger people. He mentioned the importance of shared governance and the supportive Board of Trustees. Enrollment is at an all-time high, approaching 100,000 students. Just recently, Chancellor Miranda announced that UIC crossed the 500-million-dollar mark for research. We are in the best of times. The Governor is proud of what we have done and has a personal commitment to re-invest in higher education. The Governor has been invited to the September 21st Board of Trustees Meeting.

Faculty are joining our efforts from states like Florida, Georgia, Oklahoma, and Texas. There were 60 viable candidates for the UIC Chancellor position. There are many colleagues that want to join us. Some have left that participated in the Presidents Executive Leadership Program (PELP) and are now Presidents.

The University of Illinois brand is recognized internationally. Tiawan has just signed a formal agreement. In 2025, the system will host Sustainability, Research, and Innovation Congress in Chicago. This will be the first time this has been hosted in the United States. This is an opportunity for our University System to come out. There will be between 60 to 100 countries represented.

President Killeen spoke of the 2-billion-dollar appropriation and reported that facility conditions are improving. This year a study is being conducted to determine facility needs.

President Killeen mentioned the recent Supreme Court of the United States Decision on affirmative action and updated USC on steps being taken as a result. One area of focus will be to investigate the reasons admitted students decided not to attend. The effort to offer the opportunity to graduate here with less debt and get great jobs will continue.

¹Subject to approval at the University Senates Conference meeting of September 12, 2023

President Killeen posed the question to USC of how to become a beacon of diversity, equity, and inclusion. How can it be done with partners? Each year there is a road tour to companies and school districts. President Killeen mentioned the opportunity for USC to join and help spread the word out about the opportunities with higher education. It is time to revisit student recruitment. Should we consider moving the dates forward to allow families to make more informed decisions? How can we be more present in school districts? EVP Jones has led an out of state option that allows students living near the state boundary to attend with in-state tuition.

USC inquired about the recent hire of Dr. Deba Dutta. President Killeen shared that Dr. Dutta will be the Assistant to the President. With more opportunities now (DPI, innovation, the Chicago Business Community, and internationally) and on the horizon, it will be important expand our reach. Dr. Dutta will help expand our capacity. President Killeen mentioned his trip to Brazil tomorrow, and the opportunity to be a Global University System. Brazil is the 5th largest economy in the world. India, Japan, and Brazil are all doing well.

President Killeen mentioned his trip to Taiwan in March to meet with the prime minister. An MOU was signed in May that will help develop new research collaborations for faculty and students, in addition to allowing faculty and student exchanges. President Killeen shared the importance of international opportunities in other areas such as Mexico and the United Kingdom.

EVP Jones provided an overview of the workplace behavior taskforce put together by former EVP Wilson, to determine how to address behaviors in the workplace that are inconsistent with expectations. At times there is a conflict between bullying, and what people consider to be bullying. A word like retaliation has a clear, and defined meaning. A word like bullying does not. There is no legal consensus on what bullying means. Enforceability becomes very challenging not being able to define what bullying is.

EVP Jones referenced the draft Code of Conduct distributed to USC last week. The update to the Code of Conduct is intended to address the issues brought up by the taskforce to address workplace behavior. The work of the taskforce is paused until we determine the best path forward.

Ms. Painter shared that the entire workplace behavior taskforce is dedicated, and passionate about the need for this, especially in the last three years. It's important to have an environment and a culture where staff can be inclusive and collaborative, without having retaliation against them. The former version of the Code of Conduct is short. After consideration of other policies, an inventory of policies was completed. The question was then asked if there was a way to include the expectations in the Code of Conduct instead of creating another policy. Ms. Painter discussed the collaboration with Donna McNeely, Executive Director of Ethics and Compliance, UI System.

EVP Jones mentioned that the prior draft of the Code of Conduct was shared with USC last Spring and then was distributed by USC to the Senates. No feedback was received. Later, the Senates indicated they wanted to have more time to provide feedback, and minor

language changes were made. EVP Jones asked USC if it would be possible to have the new draft back from USC, and the Senates in a couple of months to allow it to be sent to the BOT for approval by October 15. USC conveyed concerns about the short timeline.

Ms. Painter mentioned that the Code of Conduct had been renamed to Guiding Principles. Since it was found not to be enforceable by that name, it was changed back to the Code of Conduct.

EVP Jones encouraged USC to review the proposed Code of Conduct carefully and provide input.

USC inquired about training for those using the Code of Conduct. EVP Jones agreed that offering education to encourage the desired behavior is important. The uplines need support, and training on how to best handle the situation should it arise.

USC inquired about documentation for faculty if a concern is brought forward. Ms. Painter responded that discipline documents are maintained in the department file. EVP Jones mentioned that the department head has a role in the promotion and tenure process, but it would not be appropriate to have discipline items in the academic file. The discipline file should not be shared with faculty. If there is misconduct that triggers the disciplinary process, there is an investigation, finding, a remedy, but it should not become part of the academic file because it is being managed.

USC expressed interest in taking the proposed Code of Conduct back to the Senates for input and to help increase buy-in. While there are legal definitions of harassment and hostile workplace environment, there is a concern that this may run up against discipline mentioned in the *Statutes*. There is some skepticism that this could be an enforceable policy.

Ms. Painter conveyed to USC that the existing Code of Conduct had been used to terminate employees failing to follow it.

A question was asked about the penalties for not following the Code of Conduct. The Student Code of Conduct explains the penalties for not following it. This should be clear for everyone, even the person selling hotdogs at State Farm Center. EVP Jones confirmed that the Code of Conduct applies to Student Employees too.

EVP Jones suggested USC not distribute the draft Code of Conduct to the Senates. With the input from this conversation, additional updates will be made to the document, and then it will be sent back to USC for review.

After a discussion over the intersection of the *Statutes*, Article 9 and 10, it was suggested to add a preamble.

EVP Jones mentioned that he had shared the draft Code of Conduct with the Chancellor's and Provost's. Ms. Painter reported several areas that have been consulted with and conveyed the importance of input. Ms. Painter referenced the System Policy on Policies for implementation of a policy to ensure feedback is collected from the appropriate

audience.

USC also mentioned the importance of a restorative dialogue within the policy landscape that would allow a person to remediate and be less threatened.

President Killeen expressed his appreciation for the productive conversation with USC. The guiding principles developed with the Board of Trustees approval were aspirational and directional. We need to be the best we can be. We need a culture of respect, and interpersonal respect. We need to be better than being a place where young people come, and their career aspirations get destroyed. It's important to train department chairs and managers. It is hard to close the door with someone that won't accept it well or will be dismissive. Addressing it tells a story that our institution is better than that.

EVP Jones noted the importance of determining if something can be managed without a policy or if it will be required. He suggested the importance of having a chat with someone. EVP Jones provided an example and steps that were taken at another institution. It's important to have people with the will and tools to do it.

USC suggested a person needs to be prepared in case the conversation doesn't work.

President Killeen also conveyed the importance of addressing the issue.

Professor Weuve expressed appreciation to President Killeen, EVP Jones, and Ms. Painter. The meeting recessed at 12:01 pm.

II. Meeting with Joe Barnes, Chief Digital Risk Officer for the University of Illinois System
Professor Weuve called the meeting to order at 1:05 pm and welcomed Mr. Barnes.

Mr. Barnes shared his background, and path to becoming the Chief Digital Risk Officer for the UI System. He manages 11 lanes of risk. Mr. Barnes spoke about the Digital Risk Council, that Professor Campbell serves on. He spoke about identity management with 2FA, provisioning access when it's needed, and the importance of removing it when it's not. Mr. Barnes also mentioned there may be a possibility of eliminating passwords in a couple of years. This would mean a change in process for the organization.

Mr. Barnes shared that AI was on his radar prior to the news articles last November. He mentioned how quickly the excitement came with accessibility of Generative AI and ChatGPT. It took five days for ChatGPT to reach 1 million users, 10 months for Facebook, 2 years for Twitter, and 3.5 years for Netflix.

A small System-wide AI Group was formed with 12 members representing all three universities and the system. The group conducted a SWOT Analysis and considered the best approach. How will AI impact policies? What kind of guidance should be put out? What implications are there? How will this impact healthcare, teaching, and operations? What about academic integrity? The scope quickly bloomed. The group produced information to share. The universities worked on their own material from the teaching perspective.

There were immediate recommendations to accomplish in the next 12 months and strategic recommendations to accomplish over the next 5 years. A website was developed to share information about Generative AI: <https://go.uillinois.edu/GenAI>

There are some inconsistencies with Generative AI. It works but it doesn't work. There has been adoption across the system, but not everyone is using it. Being told to use it in one class but not in another will pose challenges for students. Incoming students will be using Generative AI in their new jobs. Certainly, AI can replace some things faculty or staff are doing, but this should free up time to do something else.

USC inquired about academic integrity concerns with AI. Is there an interim policy on academic integrity as we try to figure out the whole understanding of it? Mr. Barnes suggested that policies will change over the next three years. The challenge will be between using AI and not.

Mr. Barnes shared that Gies College of Business has been using AI. He advised never to use student data (FERPA) or private information in AI. Professor Campbell mentioned that using ChatGPT without being aware of what the tool is, could create issues with privacy. Mr. Barnes mentioned that information placed in ChatGPT can be picked up by the public. Mr. Barnes mentioned the need to consistently remind people to be careful. Mr. Barnes encouraged USC to provide any insight on how to protect data.

Professor Campbell also mentioned that the data used to build systems can be biased depending on how they were built.

Mr. Barnes recommended anyone interested in AI should attend conferences to advance their knowledge.

Professor Campbell suggested USC become educated on AI since it will be used more and more. There will be important considerations that result from its use. USC discussed the next steps which include encouraging others to be proactive in learning about AI, how it can be used, and educating others not to put FERPA protected information in any AI Tool.

Mr. Barnes shared that he will continue to monitor and stay engaged, but the goal would be to determine where this lives long-term. Mr. Barnes also mentioned that having a Generative AI 101 would be helpful, and that it could already be happening on campus.

USC also raised concerns about students using AI. How can it be used in writing? Will the use create inequities? How can it be more accessible? What if some don't allow it for their classes? What if others do?

Professor Weuve expressed appreciation to Mr. Barnes for attending.
The meeting recessed at 2:15 p.m. for committee meetings.

III. Committee Meetings.

IV. Business Meeting Call to Order

Professor Weuve called the business meeting to order at 2:40 pm.

V. Public Comment

No public comment.

VI. Remarks from the USC Chair

Professor Weuve conveyed her plan for the USC Presentation to the Board of Trustees on September 21 and asked USC for their input. The majority of the presentation will spotlight USC Member and their experience. A suggestion was made to display the goals of USC and the importance of shared governance. USC conveyed the importance of building connections. Mr. Perryn will request member information, and a headshot photo from each member.

VII. USC Committee of the Whole Discussion: Follow-up items from morning session

Professor Weuve asked for thoughts about this morning. A discussion was held on the hiring process, and the importance of transparency. USC would like to see administrative services to support faculty.

USC conveyed the update on the Code of Conduct was beneficial and is delighted the Senates will have another chance to review and provide input. Adding training to support the Code of Conduct will be helpful.

VIII. Approval of Minutes from June 26, 2023

A motion was made and seconded to approve the minutes from June 26, 2023. A brief discussion was held. The minutes were approved with a voice vote by USC Members in-person and by roll call vote for members attending on Zoom.

Yes: Burbules, Campbell, Dallesasse, Danziger, De Groot, Dunning, Jenkins, Kalita, Lyons, Symes, Tolliver, Weuve (Chair), Wink
No: None
Abstain: None

VIII. Old Business - Action Items

None

XI. Today's Business

1. Determine USC Presenters and Observers for Board of Trustees Meetings:

Date	Location	Presenter	Observer	From
9/21/2023	Urbana	Weuve	Leff	Urbana
11/16/2023	Chicago	Weuve	Wink	Chicago
1/18/2024	Chicago	Symes	De Groot	Chicago
3/28/2024	Springfield	Wink	Weuve	Springfield
5/16/2024	Urbana	Jenkins	Tolliver	Urbana
7/18/2024	Chicago	Weuve	Weuve	Chicago

2. DPI Membership and Outreach

Professor Jenkins indicated that DPI is hoping to increase the Executive Committee membership in other areas such as arts and humanities.

3. Discussion of guests to invite to future meetings
USC expressed interest in inviting Dr. Deba Dutta, Assistant to the President; Josh Whitman, UIUC Athletic Director; Eric Ferguson, International Employment Coordinator, UI System; Paul Ellinger, Vice President & CFO; Jay Walsh, Vice President Economic Development and Innovation; and Provost Coleman.
4. SURSMAC
This item is being removed from the agenda.
5. Discuss the USC Retreat Topics and Speakers
USC expressed interest in several topics. Upon discussion, USC was most interested in AI, DEI post SCOTUS rulings, and Academic Freedom.
6. BOT Observer Reports
Professors Burbules and Dunning are working on the BOT Observer Reports.
7. SGC review USC *Bylaws* for potential revision due to OMA
SGC will meet to discuss at a future committee meeting.

X. Old Business – Information and Discussion Items

1. ST-83. Revisions to the *Statutes* – newly proposed revisions. Sent to Executive Vice President Wilson 5/1/20. Proposed revisions to the *Statutes* (USC ST-83 following ST-77) transmitted to UIS, UIC, and UIUC Senates 9/2/21. UIC responded with Collated Comments 1/12/22. USC sent a request for bifurcation and clarification to UIC on 2/8/22. UIC Senate Request for Modifications 12/1/22. The proposed statutory revisions have been transmitted to UIS, UIC, and UIUC Senates. The UIC Senate has sent its response.

Professor Burbules advised the committee is processing input on ST-83 and hoping to have input from UIS soon and UIUC this semester. The Senates will receive a final version for their input which will be provided to the Board of Trustees for consideration. The goal is to have ST-83 to the Board of Trustees by the summer.

2. ST-87 Proposed Revisions to the *Statutes*, Article I, Section 5 – Chancellors and Vice Presidents, Article II, Section 3a (1) – Faculty Role in Governance, and Article III, Section 1g – The University. Passed UIUC Senate 11-15-21. Transmitted to UIC and UIS Senates on 3/2/22.
3. ST-89 Proposed Revisions to the *Statutes*, Article IV, Section 1 – The Department, Section 2 – Department Organized with a Chair (Section 2b – Department Organized with a Chair), Section 3 – Department Organized with a Head (Section 3b – Department Organized with a Head), and Section 4 – Change of Department Administrative Organization. Passed UIUC Senate 04/24/2023. Transmitted to UIC and UIS 06/21/2023.
4. OT-372. Proposal to establish a consultation process for system policies. Sent to Executive Vice President Wilson 2/3/21. Response from Executive Vice President Wilson 5/6/21. USC discussed moving forward on 6/24/21. Transmitted to Senates on 06/08/2023 with feedback requested by 11/03/2023.

5. OT-387. University of Illinois System Values and Principles. Transmitted to the Senates on 03/27/2023 with advice requested to USC by 05/15/2023. 06/26/2023 requesting an extension through Fall 2023.

Professor Weuve indicated OT-387 is in a holding pattern.

6. SI-1. Updates from each University
 - a. University of Illinois-Chicago:
Professor De Groot shared that Chancellor Miranda started.
 - b. University of Illinois-Springfield
No update.
 - c. University of Illinois Urbana-Champaign
Professor Jenkins shared that Provost Coleman started.

7. SI-2. Updates from Standing Committees:
 - a. AARC
Professor Dallesasse was selected as the AARC Chair.
 - b. FBBC
Professor Campbell was selected as the FBBC Chair.
 - c. SGC
Professor Burbules was selected as the SGC Chair. Professor Burbules suggested USC find a replacement for Professor Maher and expressed the need for representation from UIS.

8. SI-3. Updates from External Groups with USC Representatives:
 - a. Discovery Partners Institute Executive Committee
No update.

 - b. Enrollment Management Policy Council
No update.

 - c. President's Executive Leadership Program
No update.

 - d. University of Illinois System President's Advisory Council
No update.

 - e. Workplace Behavior Policy
No update.

- XI. Adjournment – The meeting adjourned at 4:00 pm. The next meeting is September 12, 2023, at UIS.