

MINUTES¹
UNIVERSITY SENATES CONFERENCE

DATE: Tuesday, January 28, 2014

PLACE: Videoconference: 414 AOB, 364 HAB, Hatmaker PAC

PRESENT: Boltuc, Campbell, Chambers (Vice Chair), Deberry-Spence, De Groote, Erricolo, Fadavi*, Fisher, Francis, Kalita, Kay, Leff, Maher, Miller, Mohammadian, Tolliver, Villegas (Chair), Wheeler

ABSENT: Graber, Mallory

GUESTS: Robert Easter, Avijit Ghosh, Christophe Pierre

*Participated by phone.

Professor Jorge Villegas, Chair, called the meeting to order at 9:05 a.m.

I. Remarks from the USC Chair

Professor Villegas reviewed the day's schedule. He commented that the IGPA budget presentation at the Board of Trustees meeting indicated that, even if the pension law is upheld in the courts and the personal income tax increase is made permanent, the State of Illinois will continue to have serious fiscal problems.

II. Approval of University Senates Conference Minutes of November 21, 2013

The minutes were approved with an editorial correction.

III. Classification of Senate Minutes

Class I:	Matters of policy affecting one campus only. Item is sent to the President and Board of Trustees for action.
Class II:	Matters affecting more than one campus. Item is sent to Senate(s) for action, then to President and Board of Trustees. At the time of this classification, the Conference member will file with the recording secretary an accurate final copy of the Senate action.
Class III:	Amendments to the <i>University of Illinois Statutes</i> . Procedure is the same as with Class II items. At the time of reporting this classification, the Conference member will file with the recording secretary an accurate final copy of the Senate action.

¹Subject to approval at the University Senates Conference meeting of February 27, 2014

Class N:	This designation requires no USC action, but alerts one or more Senates to an item of interest from the originating Senate. The "N" is preceded by and followed by a lower case letter(s); c = Chicago; s = Springfield; u = Urbana-Champaign; usc = University Senates Conference. Example: "cNs,u" means that a matter has come up in the Chicago Senate, which may be of interest to Springfield and Urbana-Champaign.
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A. The following items were classified I by the University Senates Conference:

1. University of Illinois at Springfield, January 24, 2014

R43-12 Elimination of Graduate Certificate in Digital Organizations

2. University of Illinois at Chicago, December 4, 2013

PR-14.12 Revision of the Master of Science in Computer Science

PR-14.13 Revision of the Public Health Informatics Concentration, Master of Public Health (MPH)

PR-14.14 Revision of the Bachelor of Science in Health Information Management

PR-14.15 Establishment of a Bachelor of Arts in Music Business

CP-14.06 Revisions of the IBHE Post-Baccalaureate Certificate in Health Information Management

B. The following items were classified N by the University Senates Conference:

3. University of Illinois at Springfield, November 22, 2013

sN,c,u R43-8 Modification of Personnel Committee Nomination and Election Procedures

4. University of Illinois at Chicago, December 4, 2013

cNs,u Endorsed University Senates Conference Statement on Pensions dated November 21, 2013

5. University of Illinois at Urbana-Champaign, December 9, 2013

uNc,s SC.14.04 Endorsement and Support of the University Senates Conference (USC) Statement on Pensions

6. University of Illinois at Springfield, December 13, 2013

sN,c,u R43-13 Modification of Faculty Annual Performance Reviews and Workload Plans

Explanation of File Numbers

ST - University of Illinois *Statutes*

GR - *The General Rules Concerning University Organization and Procedure*

NC - Nominating Committee

OT - All other items

IV. Old Business – Action Items

1. ST-72. Revisions to the *Statutes*, Article X, Section 2 (Academic Freedom). Passed UIUC Senate 12/6/10. Passed UIC Senate 9/22/11. Passed UIS Senate 12/14/12. Transmitted to the President 1/18/13. Letter to President 9/25/13.

Professor Tolliver reminded the Conference that, at the November USC meeting, the President communicated his concerns with the proposed language that was approved by all three senates. Also at the last meeting, the Conference looked at possible revisions to the language. One proposed revision was to change “academic staff” back to “faculty”. Professor Tolliver commented that the term “faculty” in the *Statutes* is unclear. Professor Tolliver thought that the revisions, if approved by the Conference today, could be discussed with the President and then brought back to the senates.

Professor Maher said that his senate committee felt that academic professionals are engaged in activities where academic freedom can be an issue. Also, the *Statutes* have a fairly clear definition of academic staff. Professor Tolliver commented that academic staff means different things in different parts of the *Statutes*. She hoped this would be addressed in the overall review of the *Statutes* that is underway. Professor Tolliver mentioned that a communication from the UIUC Provost’s Office is coming out which provides a distinction between academic professionals and non-tenure-track faculty. This distinction would make the use of the term “academic staff” clear in the proposed language, since APs should not be involved directly in teaching or research. She added that AAUP uses the term “professors” and most other institutions tend to use “faculty members.”

Professor Boltuc suggested using “tenure-track and non-tenure-track faculty.” Professor Frances said that there has been linguistic drift with the term “faculty” and commented that faculty now includes anyone who does teaching and research. He suggested that the broader term “faculty” or even using “all faculty,” seemed appropriate. There were concerns that the term “faculty” was not appropriately defined. Professor Tolliver read an excerpt from the *Statutes* that indicated faculty means tenure-track. However, another part of the *Statutes* indicate that faculty privileges can be extended to people who are outside of this category.

Professor Tolliver commented that academic staff includes tenure-track faculty, non-tenure-track faculty, and APs. Some academic staff are not directly involved in teaching or research. Professor Leff said that there instances where APs do teach. Professor Tolliver said that they should be specialized faculty, not APs, if they are teaching. Professor Mohammadian suggested that there seemed to be three options: asking that the version approved by all three senates be moved forward, reverting back to the use of the term “faculty” which is in the current language of the *Statutes*, or using the term “academic staff” but exclude APs. Professor Fisher liked the idea of using language that encompasses the duties so that someone teaching, whatever the appointment may be, would be protected. Professor Miller suggested adding the service component to those who would be covered.

Professor Maher suggested adding language to make it clear that the section includes faculty and academic staff who are directly engaged in teaching and research. Professor Tolliver moved to change the language, based on Professor Maher’s suggestion, to read, “faculty, and academic staff members who are directly engaged in teaching and research.” The motion was seconded. After discussion, the motion was approved unanimously.

The group postponed the rest of the business agenda to later in the meeting.

V. Meeting with President Easter, Vice President Pierre, and Dr. Ghosh

President Easter discussed succession planning. Many of the trustees are in backgrounds where there are people being prepared for the next level of responsibility. The University should have people with the right experiences who could be ready to move into higher positions. A program to address this need will be launched in the spring. The President asked the Conference for advice and invited the group to submit a name of someone who could participate.

President Easter commented that Vice President Pierre will be preparing a paper that will provide a clear understanding of the role the next President will be expected to take. Conference members offered suggestions of the kinds of qualities that are needed in a University leader: someone who can be a representative of higher education in Illinois and in the nation; someone who understands national and state issues; and the ability to be flexible. Conference members also discussed the importance of faculty mentoring and leadership. President Easter said that the campus leaders need to have the autonomy to make decisions and the flexibility to engage externally to fund their campuses. In some cases, he works with the chancellors.

President Easter invited Dr. Ghosh to discuss the impact of the Board resolution that directs the administration to give attention to a supplemental pension plan.

Dr. Ghosh explained that the supplemental pension initiative is not about trying to rectify the political changes that were made to the pensions of state employees. Ultimately, the University needs to have a retirement program that is competitive. The University is behind its peers. The goal is to put together a program, SURS along with a supplemental plan, that provides adequate savings for all employees. Dr. Ghosh discussed various

options, including a new or revised 403b program and a matching contribution program. Another part of the equation will be to address the salary cap on pensionable earnings. Vice President Pierre commented that the University has not had to contribute towards employee retirement costs, unlike many of our peers. President Easter added that it makes sense to build the University's pension contributions into the benefit program rather than salary due to tax benefits. Dr. Ghosh said that there are still many issues to address. Vice President Pierre is working with the campuses to determine what would be affordable. The supplemental program should start in August 2016.

President Easter said that he would be meeting with the UIC Senate to discuss implementation details of the restructuring of the healthcare enterprise. The Board expects a presentation from its University Healthcare System Committee at the full Board meeting in March.

President Easter discussed the dialogue that is currently taking place with the University Foundation. There is interest in increasing the investment in individuals who are actively raising money, such as those who work in the colleges. The University is considering increasing its support to the Foundation, which would be contingent upon a review of services every three years. The President would like for the USC Chair to be a part of the review team. He added that there are good reasons why the Foundation should be an independent entity. However, the University pays for services and therefore should be able to make sure that the needs of the users are being met. The President briefly explained the administrative process of distributing donors' gifts.

President Easter said that he would be meeting with Chairman Kennedy the next day to discuss the recommendations in the University Administration review.

Professor Tolliver reported to President Easter that the Conference is considering proposed alternate language to the first paragraph of ST-72. The Conference also plans to address the concern with the use of the term "academic staff". She said that the Conference plans to share the new proposal with him before anything is taken back to the senates.

Vice President Pierre provided an update on the Open Access Task Force. The group's first meeting in early January was cancelled due to weather, but now plans to meet on March 17. The USC open access committee will work in tandem with the task force. He noted that Professor Fisher gave an excellent presentation on open access at the January Board meeting. Dr. Pierre said that recommendations will not necessarily be set in stone and not all issues have to be resolved, but we must be moving in the right direction to meet the January 1, 2015 state mandated deadline.

Vice President Pierre discussed some of the things he has learned serving in the vice president position in the past two and a half years. Things often move very slowly here and new initiatives can get stuck. He said that there is usually not a perfect way to resolve matters, but decisions must be made so that we can move forward. Some of the initiatives he has been involved in include tuition discussions to keep the cost to students down as much as possible, launching the academic unit reviews, revamping the budget process, and leading strategic planning. Conference members expressed interested in finding ways to

be included in tough decisions. Vice President Pierre said that he is always happy to speak to the Conference and its committees. The group discussed some of the struggles of the UIS campus and medical education at UIC.

Professor Villegas thanked President Easter for sharing the document, *Faculty Participation in Shared Governance at University of Illinois*, authored by Professor Michael Grossman. President Easter commented that he sees incredible power in shared governance.

(IV. Old Business – Action Items – continued from above)

1. ST-72. Revisions to the *Statutes*, Article X, Section 2 (Academic Freedom). Passed UIUC Senate 12/6/10. Passed UIC Senate 9/22/11. Passed UIS Senate 12/14/12. Transmitted to the President 1/18/13. Letter to President 9/25/13.

Professor Tolliver proposed that the revisions approved by the Conference be informally sent to the President for his review. Assuming that there are no additional changes, the revisions would be transmitted to the senates. The Conference discussed whether it should be reconciling language that the senates have already approved or whether it should send the revised language to the President as another option to send to the Board, since the Board will ultimately decide any changes that might be approved.

After much discussion, Professor Boltuc moved to approve the document with the proposed revisions to paragraph “a” and the revisions approved earlier in the meeting regarding the use of the terms “faculty” and “academic staff”. The motion was seconded, voted on, and unanimously approved. The Conference confirmed that the document would be sent to President Easter and then sent to the senates after there is agreement.

VI. New Business

2. Designation of Observer of Board of Trustees Meeting and USC Report Presenter:

Thursday, March 6, 2014, Urbana:

Donald Chambers

USC Report:

Matthew Wheeler

Future USC reports will include a budget report by Professor Boltuc in May.

3. OT-306. University Senates Conference Statement of the Chair and Vice Chair on Academic Freedom (in opposition of proposal to boycott Israeli institutions). Transmitted to the President 12/27/13.

There was no discussion of the document that was enclosed for information.

VII. Old Business – Information and Discussion Items

4. ST-79/OT-296. Proposed revisions to the *Statutes*, Article XIII, Section 8 – to authorize the University Senates Conference to initiate revisions to the *Statutes*. Approved

by USC 1/17/13. Transmitted to Senates 4/5/13. Revised language approved by USC 6/18/13. Transmitted to Senates 6/21/13. Passed UIC senate 9/26/13. Alternate language passed UIUC Senate 11/18/13. Transmitted to Senates 11/26/13.

No new information.

5. ST-77/GR-46. Revisions to the *Statutes* and *General Rules* – Edits and Updates.

No new information.

6. OT-304. Open Access to Research Articles.

No new information.

7. OT-305. Report from the UIUC Senate Executive Committee Task Force on Faculty Issues and Concerns.

No new information.

8. OT-288. Faculty/Staff Pension and Benefit Issues (formerly Resolution on Pensions/Pension Reform).

No new information.

9. OT-223. Annual Review of the Vice Presidents.

Professor Villegas said that information has been requested from Vice President Knorr.

10. OT-297. Implications of the Open Meetings Act to the operations of the University Senates Conference.

No new information.

11. OT-298. Shared Governance in a Changing Environment.

No new information.

12. OT-301. Records and Information Management Services (RIMS).

No new information.

13. OT-265. Academy on Capitalism and Limited Government.

No new information.

14. OT-123. University Senates Conference Guests.

Guests to invite were discussed.

15. Report of Board of Trustees Observer and USC Report Presenter:
 January 23, 2014 Chicago Donald Chambers
 USC report: Lynn Fisher

16. Campus Updates.

UIC members commented on the protracted union negotiations. The union has voted to strike.

17. Reports from USC Committee Chairs:
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| Academic Affairs and Research Committee | Matthew Wheeler |
| Finance, Budget and Benefits Committee | Peter Boltuc |
| Hospital and Health Affairs Committee | Donald Chambers |
| Statutes and Governance Committee | Joyce Tolliver |

AARC: Professor Wheeler reported that the committee met with Vice President Pierre in December.

SGC: Professor Tolliver mentioned that the committee to review the *Statutes* and *General Rules* is meeting again.

HHAC: Professor Chambers said that there are various committees at UIC weighing in on the reorganization of the healthcare enterprise.

FBBC: Professor Boltuc said that the committee is meeting with senate budget leaders on each campus.

18. OT-142. Updates on External Committees: Common Application Consortium (Graber); Enrollment Management Policy Council (Leff); Pre- and Post-Award Research Money Policy group (Wheeler); Strategic Communications and Marketing Council (Villegas); UI Labs Task Force (Chambers); University Technology Management Team (Campbell); Vice President for Academic Affairs Faculty Advisory Committee (Chambers, Mohammadian, Villegas); Vice President for Research Faculty Advisory Committee (Boltuc, Chambers, Villegas, Wheeler).

Professor Leff reported on the Enrollment Management Policy Council.

VIII. Adjournment

The meeting adjourned at 1:27 p.m.