

MINUTES<sup>1</sup>  
UNIVERSITY SENATES CONFERENCE

DATE: Monday, May 23, 2022

PLACE: Videoconference

PRESENT: Benson, Burbules, Campbell, Dallesasse, Danziger, De Groote (Vice Chair), Erricolo, Fisher, Jenkins, Kalita, Kar (Chair), Maher, Razfar, Strahle, Stroschio, Tolliver, Varden, Weuve, Wink

ABSENT: Peiravian

GUESTS: Stacey Lowery Bretz, Avijit Ghosh, Robert Jones, Timothy Killeen

Professor Kar, Chair, called the meeting to order at 10:05 a.m.

I. Business Session Call to Order

The business session was called to order.

II. Remarks from the USC Chair

Professor Kar welcomed USC members and thanked them for their service. He mentioned that the USC membership would be transitioning over the summer. He noted that Professor Jenkins will be the UIUC Senate Chair. The last regularly scheduled meeting is in June. Professor Kar said that there could possibly be a short July meeting added.

III. Approval of Minutes – March 30, 2022

Professor Tolliver mentioned that there were notations marked in red in the minutes that needed to be cleared up. Professor Varden pointed out a typo on Page 3, first paragraph, “undeserved” should be “underserved.” Professor Burbules moved to approve the minutes after these revisions are made. Professor Kar thought it might be best to make the revisions and bring the item back for USC to review. Professor Tolliver moved to remove the item from the agenda because there are notations in the minutes that indicate more information is needed. Professor Maher seconded the motion. The motion was approved by roll call vote.

IV. 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.

<sup>1</sup>Subject to approval at the University Senates Conference meeting of June 29, 2022

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.
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.

Professor Kar asked if there were any objections before declaring the classification approved.

A. The following items were classified I by the University Senates Conference:

1. University of Illinois Urbana-Champaign, April 25, 2022

- EP.22.112 Business + Data Science, BS -- Establish a new major in data science and a specialization in an area of business administration
- EP.22.116 Accounting Foundations, CERT (online) -- Establish the Campus Graduate Certificate in Accounting Foundations
- EP.22.117 CPA Pathways, CERT (online) -- Establish the Campus Graduate Certificate in CPA Pathways
- EP.22.121 Taxation, CERT (online) -- Establish the Campus Graduate Certificate in Taxation
- EP.22.133 Dance - Minor, UG: Proposal for a new Undergraduate Minor in Dance, available to all campus students other than those in the BA Dance or BFA Dance majors
- EP.22.134 Early Childhood Education, BS (on campus & online) -- Pilot of the addition of two concentrations (one licensure and one non-licensure) to the current Early Childhood Education BS program to meet the requirements of Public Act 102-174, the Early Childhood Access Consortium for Equity Act
- EP.22.135 Early Childhood Education: Professional Education - Licensure, BS -- This proposal adds a pilot of a concentration to the current Early Childhood Education BS program. The pilot of the concentration is intended to serve students covered by the Early Childhood Access Consortium for Equity Act as required by legislative mandate (Public Act 102-174)

- EP.22.136 Early Childhood Education: Professional Education - Non-Licensure, BS -- This proposal adds a pilot of a concentration to the current Early Childhood Education BS program. The pilot concentration is intended to serve students covered by the Early Childhood Access Consortium for Equity Act as required by legislative mandate (Public Act 102-174)
- EP.22.140 Geology, PhD -- Revision to formal course credit requirements: PhD program in the Department Geology, College of Liberal Arts & Sciences
- EP.22.141 Business Administration, MBA - Online (iMBA) -- Proposal to reduce the credit hour requirement for students entering with another Gies graduate degree
- EP.22.144 Livestock Systems Health, MVS (on campus & online) -- The Master of Veterinary Science is currently delivered in an online delivery format only. We are adding an on-campus delivery method for the existing degree program
- EP.22.147 Establishing Minimum Hours for Joint Bachelor's and Master's Degree Programs

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

2. University of Illinois Springfield, April 22, 2022

- sNc,uc Res 51-34 Amendment of the Senate Bylaws for Undergraduate and Graduate Councils
- Res 51-35 Amendment of the Senate Bylaws Reflecting Removal of Intercollegiate Athletics and Campus Planning and Budget Committees

3. University of Illinois Urbana-Champaign, April 25, 2022

- ucNc,s SC.22.12 2022-2023 Senate and Senate Executive Committee (SEC) Meeting Schedule
- SP.21.10 Revision to the Bylaws, Part D.1.c – Senate Executive Committee, Membership
- SP.21.11 Proposed Revisions to the Constitution, Article VI, Section 7 and the Bylaws, Parts A.1-9, B.1-5, and D.1.c.1 (Presiding Officer)
- SP.22.05 Revision to the Bylaws, Part D.20.b – Committee on University Student Life

- EP.22.137 Report of Temporary Suspension of Admission to Technology Management Concentration
- EP.22.138 Report of Temporary Suspension of Admission to M.S. in Information Management – Online
- EP.22.139 Report of Administrative Approvals through April 11, 2022
- EP.22.142 Report of Administrative Approvals through April 18, 2022
- EP.22.143 Update to the 2022-2023 Academic Calendar to Include General Election Day as a Holiday
- EP.22.145 Response to EP.22.010, Instructor and Course Evaluation System (ICES) for 2021-2022
- EP.22.146 Frequently Asked Questions Regarding Curriculum Proposals

4. University of Illinois Springfield, April 29, 2022

- sNc,uc      Res 51-39      Elimination of Institute of Legal, Legislative, and Policy Studies from the Center for State Policy and Leadership Intercollegiate Athletics and Campus Planning and Budget Committees

V. Public Comment

There were no public comments.

VI. Old Business - Action Items

There was no old business for action.

VII. Today's Business

1. Discussion on end-of-the-year Board of Trustees presentation – Presented by Chair Kar

Professor Kar said that he would like to give the final report to the Board on the ten goals that USC identified at the start of the academic year, and that he presented to the Board in his September report. He plans to mention each goal and provide an update.

Professor Kar went through each goal: 1) Covid-19. USC discussions on what we learned and how to go forward, presentation to the Board on different modalities of teaching. 2) System-Wide Opportunities for Collaboration. DPI discussions. 3) Strengthen U of I's Role in the Larger Educational Pipeline. Professor Kar asked members from each university to see if they could find information. Teacher training was given as an example. 4) Leadership Training. USC AARC gave a report on this topic at the May Board meeting. 5) Improve Culture of Accountability Around Guiding Principles. Professor Kar made a suggestion to

write a letter to the President with recommendations from USC. This will be discussed later in the agenda. 6) Supporting Legislative and Governmental Initiatives. USC informally made itself available for input and incentivized letters to the legislature when appropriate. 7) Tuition Considerations. USC provided advice. 8) Statutory Revisions. Professor Kar will provide an update to the Board. 9) Continue to Clarify and Strengthen Shared Governance Mechanisms for DPI. Professor Kar will consult with the USC members of the DPI Executive Committee. 10) Support for All Three Universities. USC Members discussed ways to support the universities, particularly funding for UIS.

Professor Kar said that he would provide some type of information for each topic; although some might be brief. He asked for volunteers to serve on an *ad hoc* committee to help him with the report. Professors Burbules, Erricolo and Weuve volunteered.

2. Assign an observer for the next Board of Trustees meeting:

Wednesday & Thursday, July 20-21, 2022                      Urbana                      Donald Wink

3. Topics to consider for discussion with next scheduled guest – Chancellor Whitney

USC members discussed possible topics for the Chancellor and current events at UIS. Professor Kar said that the USC Executive Committee would finalize the topics.

4. Letter to Killeen re: EO Accountability

Professor Kar provided background information on this issue, which relates to #5 of USC's ten goals for the year, and mentioned that a USC *ad hoc* committee had been formed to look into the accountability and review of executive officers. Suggestions from the committee included integrating the System's Guiding Principles into the review process, providing leadership training, and bringing all voices into conversations. The committee included Professors Dallesasse, Danziger, Fisher, and Varden. Professor Kar suggested writing a letter to the President that would provide guidance.

There was hesitation and opposition from USC members to use the System Guiding Principles as part of the evaluation process. It was noted that there are processes already in place. There was also concern of over-reach. However, there was support for raising some of the points in the draft letter for further discussion. Professor Kar commented that he does not believe we have a system in place that identifies strengths and weaknesses early and gives leaders the support they need that is in alignment with important values. Additional comments included creating a culture of support and mentoring leaders, providing oversight, and considering the implementation of early and uniform reviews.

USC decided that this is not the time to make a statement or send a letter, but there are ideas that would benefit from further discussion. By roll call vote, USC approved making this a topic of discussion for the President and adding it to the business agenda for USC discussion.

5. Discussion of non-senate faculty organizations & critiques of senates
6. Discussion of workplace bullying

(The discussion of these two items overlapped.)

Professor Kar commented that there are a number of different organizations concerned with shared governance and faculty rights, in addition to the three senates, that have various representation. Sometimes these groups come into conflict.

Professor Weuve said that a group at UIS is targeting senate decisions and procedures, as well as members of the senate. She also discussed incidents of senators and administrators being bullied. While people can and do disagree, these incidents have included personal attacks of faculty, staff, and students. Some people are afraid to speak up.

Professor Burbules commented that some people don't understand or agree with the principle of shared governance that calls for faculty and administration to work together, but rather think there is automatically an adversarial relationship. These people sometimes think that the faculty shared governance leaders are "pro-administration" and under its influence. In reality, the faculty leaders are trying to have a working relationship with administration for the good of everyone. He added that senate leaders have to be vigorous defenders of the jurisdiction of the senates as the elected representatives of the faculty.

USC members voiced support. Professor Wink pointed to the Guiding Principles that state the fostering of healthy relationships. Shared governance has a role for speaking to the importance of these principles, even though there is not a juridical role. Professor Campbell commented that while we all advocate for freedom of speech, there is a responsibility aspect. With less personal contact over the past two years and the current political climate, there seems to be communication problems.

Professor Kar discussed leadership styles and the importance of effective processes to maintain healthy relationships. Professor Fisher commented that people have been under an extraordinary amount of pressure over the past two and a half years. Anxiety is high. She agreed that the way to have tough discussions is to have an agreed upon process. There also needs to be ways to de-escalate conflicts. UIS has had a lot going on with the reorganization of the campus. Professor Benson discussed the need for following code of conduct. Professor Varden commented that email chains tend to escalate and can lead to problems.

(The meeting recessed at 12:30 p.m. for a break and resumed at 1:00 p.m.)

### VIII. Meeting with Chancellor Jones

Chancellor Jones said that "optimistic" is the theme chosen to describe the state of the University, as UIUC looks to an exciting future. He came here in 2016 during a budget crisis. The next big crisis has been the pandemic. He commented that UIUC managed both crisis in a way to be very proud of. Chancellor Jones discussed the contributions UIUC made during Covid-19 to the campus, the system, the state, and the nation. The research enterprise grew during this time, adding \$750M. Carle Illinois College of Medicine continued to advance, with the first class graduating this year. He also discussed several current and upcoming capital projects and new programs.

Chancellor Jones reported that UIUC welcomed 8,303 new students this past academic year. Total enrollment was 57,257 at the end of the semester. He discussed efforts to reach underrepresented students.

Chancellor Jones commented that higher education has been facing significant financial challenges for two-to-three decades and therefore has had to be more dependent on tuition and other revenue to finance the mission. UIUC has been able to continue to advance the excellence of the university. There have been sound and strategic financial structures in place for a long time. When he arrived, the budget model was restructured to provide more clarity and visibility and make investments in growth. UIUC has remained strong and resilient despite big challenges.

Chancellor Jones is optimistic about what UIUC will do when we are on the other side of the pandemic. He said that the pandemic has made us think about teaching modality and how work gets done. UIUC has also been thinking more about diversity, equity, and inclusion. Chancellor Jones discussed efforts to recruit and provide services to underrepresented students and UIUC's record on graduation rates of these students. He added that hiring a Vice Chancellor for Equity and Diversity was a good strategic decision.

Chancellor Jones said that growing faculty numbers and being competitive is a high priority. UIUC is posed to do that now. Efforts include providing competitive salaries, start-up packages, and supporting graduate students.

Chancellor Jones answered questions about Covid-19 protocols and who is teaching the additional online classes. He also commented on the need for alignment within the system, the importance of shared governance, and the system's role in serving the state. Regarding salaries, Chancellor Jones said that it has been frustrating to not be able to give a higher level of reward to faculty. Efforts are being made to deliver the most aggressive salary program within the limits of affordability and address recruitment, retention, and compression issues.

Professor Kar thanked Chancellor Jones for meeting with USC.

#### IX. Meeting with President Killeen and Interim Executive Vice President Ghosh

President Killeen briefly discussed his experience with Covid. He commented that he is very proud of what the system has done throughout the pandemic. The SHIELD saliva test has accounted for 1% of total testing throughout the United States.

President Killeen said that the state has decreased its financial support to higher education by 40% over the last twenty-two years. In the last seven years, UIUC has grown its enrollment by 16%. Enrollment and fundraising are at an all-time high. The system's economic impact on the State of Illinois is \$19B annually. This number pertains to FY21. The last study was done four years ago. The President provided other statistics regarding the system's economic impact on the state. The system just graduated 25,000 students. The research budget has grown. President Killeen provided updates on IIN, DPI, and other initiatives throughout the system. The President briefly discussed a salary program. He also discussed taking on the historical challenges of our time. President Killeen said that the

Board of Trustees' upcoming retreat will focus on the future of the University of Illinois System. He provided updates on the chancellor searches at UIC and UIS.

President Killeen commented on how the system has been able to have stability, resilience, and growth during several years of extraordinary challenges. One of the main factors has been the rebuilding of public trust. He cautioned that there can be setbacks with trust and regaining trust can be difficult. Another factor is having a relationship with the state and providing real contributions. We need to take on challenges at scale and optimize the public good.

EVP Ghosh stressed the importance of the three universities focusing on reaching non-traditional and non-degree students. Efforts are being made to have system-wide discussions on this topic.

The group discussed ways to strengthen shared governance and increase trust and confidence in the value of shared governance.

President Killeen commented on the importance of bringing students in rather than talking about how many students are turned away. We need to operate at scale, which is a huge challenge. Members discussed the idea of leveraging what is done well throughout the system and make them far-reaching. The President added that there needs to be a welcoming environment.

President Killeen discussed the intensive and thorough process of the UIS reorganization efforts. Structural changes were needed address circumstances that have led to a decrease in enrollment numbers.

President Kar thanked the President for taking the extra time to meet with USC.

#### X. USC Committee of the Whole Discussion: Follow-up Items from Afternoon Session

Professor Kar felt that the faculty voice was heard regarding salary increases and appreciation for faculty. Professor Burbules suggested that USC plan a conversation with the President on the topic of online and blended education. Professor Fisher suggested a discussion on the topic of shared governance.

##### Today's Business – continued

#### 7. Discussion on experiences with senate auditors

Postponed to the next USC meeting.

#### 8. OMA *ad hoc* committee reports back to USC with recommendations

Postponed to the next USC meeting.

#### 9. FBBC reports back to USC re: tuition/cost of attendance



Postponed to the next USC meeting.

#### 10. Discussion of university matters for information

Professor Weuve reported the UIS Senate will meet to finalize the audit. There are a couple of college renamings still to be approved as part of the reorganization process.

Professor Wink reported that UIC has an interim chancellor named.

#### 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

#### XI. Old Business – Information and Discussion Items

1. ST-83. Revisions to the *Statutes* – new proposed revisions and proposed revisions from ST-77 that need further discussion (B File). Sent to the Executive Vice President 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 Senate responded with Collated Comments 1/12/22.

Professor Burbules said that nothing would be moving on the statutory initiatives until next fall. He asked the senate chairs to update him on progress throughout the summer.

2. ST-84. Proposed Revisions to the *Statutes*, Article VIII, Section 4 – Changes in Existing Units. Passed UIUC Senate 11/12/18. Transmitted to Senates 12/18/18. Revised UIUC Senate document 4/22/19. Transmitted to UIC and UIS Senates 5/7/19. Passed UIS Senate 8/30/19. Passed with amendments UIC Senate 1/30/20. UIC Senate amendments transmitted to UIS and UIUC Senates 3/2/20. Passed UIS Senate 4/3/20. Passed with amendments UIUC Senate 4/27/20. Reconciled language approved by USC 5/29/20. Reconciled language to Senates 6/2/20. UIUC Senate USSP response 6/5/20. UIC SEC response 6/10/20. UIS Senate response 4/30/21. Transmitted to President 6/3/21.

3. ST-85. Proposed Revisions to the *Statutes*, Article X, Section 1 (Tenure of Academic Staff) (a) 6 and 7 – to permit the use of five-year appointments for non-tenure track faculty. Passed UIC Senate 4/22/20. Transmitted to UIS and UIUC Senates 5/1/20. Passed UIUC Senates 3/8/21. Passed UIS Senate 3/26/21. Transmitted to the President 4/5/21.

4. ST-86. Proposed Revisions to the *Statutes*, Article III, Sections 3 and 5, and Article VI – Dean, Director, or Campus Librarian. Passed UIUC Senate 4/27/20. Transmitted to UIC and UIS Senates 5/1/20. Passed UIC Senates 10/21/20. Passed UIS Senate 4/9/21. Transmitted to President 5/5/21.

[2-4: ST-84, ST-85, and ST-86] Professor Burbules commented that these items are all lined up after ST-83.

5. ST-87. Proposed Revisions to the *Statutes*, Article I, Sections 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 3/2/22.

6. ST-88. Proposed Revisions to the *Statutes*, Article IV, Section 1 – The Department, Section 2 – Department Organized with a Chair, Section 3 – Department Organized with a Head, and Section 4 – Change of Departmental Administrative Organization. Passed UIUC Senate 3/7/22. Transmitted to UIC and UIS Senates 4/6/22.

[5-6: ST-87 and ST-88] No new information.

7. 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 5/6/21. USC discussed moving forward on 6/24/21.

Professor Kar said that there is no new information on this item.

8. OT-142. Updates from External Groups with USC Representatives: Discovery Partners Institute Executive Committee (Jeffrey Eric Jenkins, Aria Razfar); Enrollment Management Policy Council (Donald Wink); President’s Executive Leadership Program (Aria Razfar); U of I System Going Forward: Excellence Amid COVID-19 Steering Committee (John Dallesasse); University of Illinois System President’s Advisory Council (Michael Stroschio).

DPI EC: Professor Razfar said the search for a new academic director continues.

EMPC: Professor Wink said that the committee plans to meet in July.

PELP: Professor Razfar said that the group will be meeting in Chicago.

COVID-19 SC: Professor Dallesasse said that the committee had not met recently.

UI-PAC: Professor Stroschio said that the committee had not met recently.

## XII. Adjournment

The meeting adjourned at 4:05 p.m.