

MINUTES¹
UNIVERSITY SENATES CONFERENCE

DATE: Friday, June 21, 2019

PLACE: General Lounge, Illini Union, Urbana

PRESENT: Brennan, Burbules, Dallesasse, De Groote, Francis, Kalita, Karri, Li, Maher, Miller*,
Span, Stroschio, Tolliver, Vincent, Wade

ABSENT: Danziger, Erricolo, Johnson, Razfar

GUESTS: Timothy Killeen, Barbara Wilson

*Participated by phone

Professor Tolliver, Chair, called the meeting to order at 10:00 a.m.

I. Meeting with President Killeen and Executive Vice President Barbara Wilson

President Killeen said that the state budget will provide stable funding and be supportive of the system's agenda. The state is providing \$622M in operating funds, which is around a 5% increase. The state budget includes \$129M of re-appropriated capital. He listed some of the specific projects targeted for each university. The Discovery Partners Institute and Illinois Innovation Network language was fully included in the operating budget, not the capital bill, and does not include the matching fund language. DPI funding will now pass through the Capital Development Board rather than the Department of Commerce and Economic Opportunity, which should accelerate processes. The Board of Trustees will consider a resolution in support of DPI as a temporary institute at the July Board meeting.

President Killeen noted that a 2% merit-based salary program had been announced recently. There will be flexibility in how the three universities administer the program and make use of CMER (compression, merit or market, equity, and retention) funds. USC members expressed support for allowing flexibility.

President Killeen provided an update on the marketing campaign, Altogether Extraordinary, which is in its second year. The system investment is primarily to stimulate campus investment. Each university has a designated administrative staff member to direct the individual university's own marketing campaign. In surveys given before and after the campaign began, there was an increase of ten points when asked about the University of Illinois' contributions to the state. The President said that there will be buses wrapped with the Altogether Extraordinary message that will be making trips back and forth between Chicago and Urbana starting in September. The buses will be for faculty and staff only, run three times a day, and have Wi-Fi. The charge to riders will be less than reimbursement for self-drive mileage.

¹Subject to approval at the University Senates Conference meeting of August 29, 2019

Vice President Wilson discussed the process to review the Travel Expense Management system. The 200 employees with the most frequent travel schedules were invited to participate in a survey. The key themes that came out of the survey were: the interface is not user-friendly, there is a lack of consistency for rejected expense reports, there are often erroneous messages, sometimes there is difficulty using the system while off-campus, and there are challenges with the 60-day deadline. Some interactions have created the impression that there is an assumption that faculty are trying to get away with something. There have been some fixes to the system, and she thinks it will get better. A concern was raised about students who are traveling for their research and encounter resistance when trying to get reimbursed. The Vice President said that she would bring that message back to Sarah Zehr, who is leading the initiative.

Vice President Wilson provided updates on two task forces. The free speech task force is a small group that was charged with creating high level principles for guiding the three universities' processes and procedures for managing speaker requests. The document was sent to Legal Counsel and came back with revisions. The three universities are working on their own policies. Vice President Wilson commented that the policy would most likely reside on the system website. The task force on sexual misconduct plans to work throughout the summer. The group has spent a lot of time on front-end issues like education and training as well as how to respond to sexual misconduct incidents. She predicts that the report will include many recommendations. The task force is in sync with the Urbana task force and has some overlap in its membership.

The group discussed plans for the Board of Trustees retreat scheduled for July 24.

Vice President Wilson said that the program for employees to get to know their university is making great progress. The program, which will provide staff with the opportunity to spend up to eight hours a year learning about their university, will be announced this fall.

Vice President Wilson said that the University System will be taking part in an existing national organization. OpEd Public Voices Fellowship pairs faculty with working journalists to help elevate the voices of faculty in their specialized fields. Twenty people have been selected to pilot the program here. She listed immigration, climate, and poverty as examples of the many fields of expertise in which faculty can contribute.

The group also briefly discussed investments in professional development for faculty and disparities in faculty salaries.

The meeting recessed at 11:40 a.m. for lunch. The 2019-2020 Organizational Meeting began at 1:05 p.m. The regular USC meeting resumed at 1:30 p.m.

II. Presentation of Plaques

Professor Tolliver presented plaques of appreciation to Professors Kalita, Karri, Li, and Maher. She mentioned that plaques would be given to Professor Miller, who could not be present, and Professor Benet DeBerry-Spence, who resigned from USC in the fall to take an administrative position in her unit.

III. Approval of University Senates Conference Minutes of May 29, 2019

Professor De Groote referred to Professor Vincent's comments under University Updates and recommended clarification. After discussion, USC agreed to revise the language to read, "Professor Vincent requested that USC have a discussion on how to keep honorary degree discussions confidential." The minutes were approved as revised.

IV. Remarks from the USC Chair

Professor Tolliver thanked USC members for a remarkably collegial and productive year. She commented that one accomplishment was moving the DPI approval process forward. Professor Tolliver suggested that USC continue an internal evaluation of how the group is using its committees. She asked Professor Burbules to comment on the implementation of the committee structure that took place a few years back under his leadership. Professor Burbules said that the establishment of USC committees allowed items to be delegated to working groups to consider and then bring proposals back to the full Conference. The four categories mapped on to the four Board committees. The original idea was that, over time, the USC committee chairs might be able to liaise with the respective Board committees. The USC committee chairs or another member attends committee meetings when possible. Professor Burbules added that the Board has a hospital committee, but the USC's hospital and health committee was eliminated when the hospital moved from the system to UIC. Professor Tolliver commented that the committee functions could be made clearer.

Professor Burbules commended Professor Tolliver for all of her efforts and persistence this past year.

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

Some members commented that they were encouraged to hear that the system is looking into making fixes to the TEM system.

The Conference discussed the salary program that was recently announced. Some of the comments included the belief that it is very important that campuses have latitude on salary decisions when looking at CMER (compression, merit or market, equity, and retention), the question of why the salary percentage was the same as last year when the system received a better budget, and how salary inequities are reviewed. The group discussed whether the current process to allow flexibility should be formalized and suggested that the Finance, Budget, and Benefits Committee consider taking up this issue.

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

VI. Old Business - Action Items

1. OT-358. Five-Year Faculty Hiring Plan.

Professor Tolliver thanked the Academic Affairs and Research Committee for taking on this item and Professor Span for drafting the most recent document. Professor Burbules supported the idea of a five-year hiring plan but emphasized that this is not a system hiring plan, but rather hiring plans of each university. Professor Tolliver noted that the hiring plan has not been funded and all strategic planning will be figured out by each campus. USC discussed the wording in the draft document and decided to: emphasize in the document that the plan is based in the three universities rather than administered from the System Offices, add that this is a “faculty” hiring plan, revise the title and take out the reference to AARC, and change some of the words while leaving the basic premise in place.

Professor Maher moved to adopt the document as amended. The motion was seconded by Professor Kalita and approved by voice vote. Professor Tolliver recommended that the statement be added to the USC website and sent to President Killeen, Vice President Wilson, the senates, the chancellors, and the Office of Planning and Budgeting.

VII. New Business

2. OT-360. USC Nominee to the President’s Executive Leadership Program (PELP).

Professor John Dallesasse was elected to serve on PELP this coming academic year.

USC members discussed various aspects of PELP and considered having this as a topic for the President in the coming academic year.

VIII. Old Business – Information and Discussion Items

3. OT-356. Discovery Partners Institute. Transmitted to Senates 2/28/19. Endorsed UIS Senate 3/22/19. UIC Senate did not pass; sent list of concerns 3/27/19. Endorsed UIUC Senate 4/22/19. Transmitted to President 5/7/19.

Professor Tolliver commented that a resolution will be acted on by the Board in July.

Professor De Groote said that the AGAG (Academic Governance Advisory Group) report will be finalized soon. The document will go to USC and the system office, which will then start the process of writing the bylaws. She added that USC might want to consider the document that she and Professor Johnson wrote after USC sees the AGAG report.

4. OT-357. Lifelong Alumni Connections. USC Resolution approved 4/2/19. Transmitted to President 4/18/19.

Professor Tolliver said that USC plans to meet with the alumni leaders of each university next year.

5. OT-359. Periodic Assessment of the *University of Illinois Policy on Background Checks*.

Professor Tolliver thanked Professor Maher for agreeing to serve on the committee to assess the background check policy.

6. NC-25. Nominating Committee for 2019-20 Officers, Executive Committee, and USC Committees.

Professor Tolliver asked if anyone had any follow-up discussion regarding the nominating process. Professor De Groote said that it seems logical for the vice chair to move into the chair's role, but it is not always inevitable. Professor Tolliver commented that this succession seems like a good practice to aim for. The chair rotation is also a good practice to try to follow. Professor Tolliver went back to an earlier comment about why the chair only serves a one-year term. She also wondered whether nominees should submit statements. Another question was whether all current members should vote for next year's officers. Professor De Groote noted the time commitment involved in serving as an officer.

USC members discussed the idea of the chair being able to serve more than a one-year term and decided that it was best to change leadership each year, which also moves the chairship among the different campuses. The group also acknowledged that someone can serve as chair more than once as long as it is not consecutively.

7. ST-77. Revisions to the *Statutes* – Edits and Updates (A File). Received from the Board of Trustees Governance, Personnel, and Ethics Committee 10/6/14. Transmitted to Senates 10/10/14. Passed UIC Senate 12/3/14. Passed UIS Senate 1/23/15. Passed UIUC Senate 5/4/15. Transmitted to the President 5/29/15. Transmitted to Senates 9/4/18. Amendments passed by UIC Senate 10/24/18. Passed UIS Senate with amendment 11/9/18.

8. GR-46. Revisions to the *General Rules* – Edits and Updates. Received from the Board of Trustees Governance, Personnel, and Ethics Committee 10/6/14. Transmitted to the President 12/22/14. Intellectual Property transmitted to Senates 1/26/15. Passed UIS Senate 3/6/15. Passed UIC Senate 4/23/15. Passed UIUC Senate 5/4/15. Intellectual Property transmitted to the President 5/29/15. Revised IP to Senates 4/4/18. UIC Senate response 4/26/18 (not approved, provided recommendations) UIUC Senate response 4/30/18 (not approved, provided recommendations). Transmitted to Senates (Article III, Intellectual Property) 9/4/18. Passed UIC Senate 9/20/18. Passed UIUC Senate 10/15/18. Passed UIS Senate 11/9/18. New proposed revisions (Article III, Intellectual Property) transmitted to Senates 3/6/19. Advice from UIC Senate 4/24/19.

9. 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. Revised language approved by USC 3/18/14. Transmitted to Senates 3/21/14. Passed UIUC Senate 11/17/14. Passed UIC Senate as amended 1/29/15. Passed UIS Senate 4/10/15. Transmitted to President 5/12/15. Referred back to UIUC Senate USSP Committee in consultation with CAFT 2/23/17.

10. ST-79. Proposed revisions to the *Statutes*, Article II, Section 2.b, and 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. Passed UIS Senate 2/21/14. Passed UIC Senate 4/24/14. Transmitted to the President 6/11/14. USC new proposed revisions 4/27/17. Transmitted to Senates 5/11/17. Background statement to senates 9/6/17. Passed UIS Senate 9/15/17. Passed UIUC Senate with revisions 12/11/17. USC reconciled language to Senates 1/29/18. Passed UIUC Senate 4/2/18. Passed UIS Senate 4/6/18. Failed UIC Senate 4/26/18. Approved USC 5/3/18. Transmitted to President 6/1/18 with UIC response.

11. ST-81. Revisions to University of Illinois Nondiscrimination Statement. Received from Vice President Pierre 10/9/15. Transmitted to Senates 10/12/15. Passed UIC Senate 10/28/15. Passed UIS Senate 12/11/15. Passed UIUC Senate 3/7/16. UIUC Senate version transmitted to UIC and UIS Senates 3/31/16. Passed UIS Senate 4/22/16. Passed UIC Senate 9/29/16. Transmitted to Vice President Wilson 11/22/16.

12. ST-82. Revisions to the *Statutes*, Article IX, Sections 3. (Appointments, Ranks, and Promotions of the Academic and Administrative Staff) a., and 4 (Principles Governing Employment of Academic and Administrative Staffs) b. Passed UIUC Senate 5/2/16. Transmitted to UIC and UIS Senates 6/6/16. Passed UIS Senate 9/23/16. Passed UIC Senate 10/26/16. Transmitted to President 12/5/16.

13. ST-83. Revisions to the *Statutes* – new proposed revisions and proposed revisions from ST-77 that need further discussion (B File).

[Items 7-13] Professor Burbules said that he hopes all of these items can be worked through next year. He commented that the Statutes and Governance Committee is looking at the term “academic staff”.

14. 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 transmitted to UIC and UIS Senates 5/7/19.

Professor Tolliver said that the revised language has gone to the UIC and UIS Senates.

15. OT-326. USC Presentations to the Board of Trustees.

Professor Tolliver said that she would be giving the USC annual report to the Board in July. She encouraged the committee chairs to submit their annual reports to her by June 26. She said that she would send her draft annual report to the USC Executive Committee.

16. OT-123. University Senates Conference Guests.

The Conference discussed guests to invite.

17. USC Observer to Board of Trustees meeting:

18. OT-339. Audit of the University Senates Conference.

No new information.

19. University Updates.

There were no updates.

20. OT-142. Updates on External Committees: Policy on Background Checks Review Committee (Maher); DPI Academic Governance Advisory Group (De Groote, Johnson); DPI Academic Executive Committee (Karri); Enrollment Management Policy Council (Wade); President's Executive Leadership Program (Erricolo); Establish UI System Guidelines for Invited Speakers Task Force (Span); Vice President for Academic Affairs Faculty Advisory Committee for System Academic Affairs (Tolliver).

BC Review: Professor Maher said that the committee plans to meet in August.

DPI AEC: Professor Karri said that the group has had briefing sessions and added that they do not know whether AEC will sunset this academic year.

EMPC: Professor Wade said that the group plans to meet in August.

Speakers TF: Professor Tolliver noted that there was an update during the morning session.

21. Reports from USC Committee Chairs:

Academic Affairs and Research Committee
Finance, Budget and Benefits Committee
Statutes and Governance Committee

Gay Miller, Chair
Danilo Erricolo, Chair
Nick Burbules, Chair

There were no reports.

IX. Adjournment

Professor Karri moved to adjourn. The motion was seconded by Professor Brennan and approved by voice vote. The meeting adjourned at 3:20 p.m.