

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

DATE: Friday, June 22, 2018

PLACE: I Hotel and Conference Center, Champaign

PRESENT: Brennan, Burbules, DeBerry-Spence\*, De Groote\*, Francis, Johnson, Kalita, Karri\*, Li, Maher, Miller\*, Novak (Vice Chair), Rao (Chair), Tolliver, Vincent, Weech\*, Wheeler

ABSENT: Erricolo, Razfar

GUESTS: John Dallesasse, Timothy Killeen, Timothy Koritz, Magic Wade, Barbara Wilson

\*Participated by phone

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

I. Meeting with President Killeen, Executive Vice President Wilson, and Chairman Koritz

Professor Rao thanked President Killeen, Executive Vice President Wilson, and Chair Koritz for all of their work on securing the University's budget and advancing the Discovery Partners Institute (DPI).

Chair Koritz said that the budget will include operating funds and money for capital projects and deferred maintenance. He commented that DPI has great potential for all three universities and the state. The University has been entrusted to be the lead player in the endeavor and this is an opportunity to shine.

Chair Koritz mentioned that over 20,000 degrees were conferred in May. He said that it is important to not lose sight of the significance of providing quality education on a large scale. He commented that Engineering at UIUC is ranked number five, but confers more degrees than the first four combined.

Chair Koritz commented that increasing enrollment will allow more students from Illinois to be admitted to the University, which is important to many legislators. He added that the state has significant problems, many of which could be addressed by growing the economy. He sees DPI as one way to contribute to this effort. Chair Koritz said that, while he has seen other institutions work in silos, he is impressed with the collaborations that take place at this institution.

Chair Koritz said that the Board looks forward to future interactions with the faculty. He welcomed USC members to attend any Board or Board committee meetings. The group discussed ways to increase and improve interactions between the Board and the faculty. The group also discussed the role of Board members as advocates for all three universities within the system.

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<sup>1</sup>Subject to approval at the University Senates Conference meeting of August 29, 2018

President Killeen said that funding levels for next year can be set now that the state has passed a budget, which gives the University System a 2% increase. The addition of capital funds is very significant since there has not been a capital budget in around ten years. The three universities have invested over \$1B dollars in capital from their own resources over the past four years. The President lauded the work of the bipartisan legislative caucus that has advocated for the University of Illinois. He commented that the system concept has helped the three universities feel like they have their own destiny, while benefiting from being in the system. He said that DPI could not have come out of one campus, and we need to continue to look for synergies. President Killeen praised the faculty for getting through the past few years with spirit and strength. He added that the Board has been very helpful. The President said that the future of higher education in Illinois needs the University to be the thought leader.

Vice President Wilson stressed the importance of the core mission of the University. She said that enrollment is up at two universities, UIC and UIUC. The fundraising campaigns are going terrifically. Student scholarships is one of the primary focuses of the campaign. Bond ratings are good. There will be an increase of freshman students this fall.

President Killeen commented that the \$500M towards DPI is good news. The University's lead of the initiative is an important responsibility to the state. He said that DPI is part of the Illinois Innovation Network (IIN). The DPI main site will be in the south loop of Chicago, but he was clear in stating that DPI is a system initiative. The President said that DPI has its first corporate sponsor. Its first international sponsor, Tel Aviv, has been announced. Other international partnerships are in the works. An entrepreneurship class will be taught in the fall.

Vice President Wilson discussed the salary program. The overall average increase will look like more than 2% due to the CMER (compression, market, equity, and retention) percentage increase, which will not be identified separately this year.

Vice President Wilson said that changes made by the State University Civil Service System (SUCSS) will cause the University to lose some flexibility, but not lose exemption authority. She and the President gave thanks to the three Board members who serve on SUCSS for actively working for the best interest of the University. Vice President Wilson said that she would defer to Jami Painter to give specifics about the changes. USC members discussed some of the difficulties caused by the civil service system, such as losing good people due to uncertainties for academic professionals, losing private partnerships and large amounts of money because of the hoops that have to be jumped through, and the very slow process of being able to hire people.

Vice President Wilson provided an update on the process for revising the *Statutes* and the *General Rules*. The system/university language is almost finished. The goal is to send the proposed revisions to the Board as a package, rather than sending in piecemeal. She hopes that this will happen in the fall. There are other substantive issues that will take more time. The group discussed the particular challenges of revising the section of the *Statutes* on academic freedom.

Professor Rao said that it had been a privilege and an honor to serve as USC Chair and run the meetings. She said that she appreciated the open dialogues with President Killeen and Executive Vice President Wilson at each meeting, as well as the times when Vice Presidents Ghosh and Seidel have met with USC. She also appreciated the hospitality of the three chancellors. Professor Rao thanked Chair Koritz for meeting with USC.

## II. Meeting with Jami Painter, Interim Associate Vice President for Human Resources

Ms. Painter discussed the State University Civil Service System (SUCSS) changes that will go into effect this fall. Each campus HR office is working on implementation. She meets with the HR leaders of each university on a regular basis, and they are all members of the SUCSS HR Directors Advisory Committee. She also meets occasionally with members of a higher education consortium on human capital.

Ms. Painter said that SUCSS conducts reviews every two years to look at whether each campus is following procedures. A big piece of the review is to see if we are exempting positions correctly. She explained that the University of Illinois was given permission to exempt positions from civil service in the 1990s. Prior to that time, requests to exempt a position had to be submitted to SUCSS for its decision. The University developed a system, Principal Administrative Position Exemption (PAPE), which used criteria and definitions from SUCSS to determine whether a position could be classified as academic professional rather than civil service.

Ms. Painter commented that, in 2008-2009, UIC had some serious audit findings. A review process that has lasted almost ten years has resulted in around 700 to 750 positions being reclassified from academic professional to civil service. UIC is the only campus that went through the conversion process, but when an academic professional position within the University system becomes vacant, it must be reviewed.

The SUCSS Merit Board was involved in developing the new procedures. The board includes members of the University of Illinois Board of Trustees: Stuart King, James Montgomery, and Jill Smart. They worked very hard to make sure the procedures were something we could live with. One of the priorities was to maintain exemption authority. Starting October 1, each university must follow the new criteria for exempting positions from the civil service system. There will no longer be approved standard titles. Some positions that have historically been academic professional will now be civil service. The HR systems, including PAPE, are being changed. The HR offices at each university are communicating with deans and directors and meeting with the HR staff in units. Urbana was scheduled to begin its regular SUCSS audit in October, but it will be postponed so that the campus will have time to implement the changes.

Ms. Painter said that academic professional positions that are determined to be civil service under the new criteria must be converted within 16 months from the original report date. There is an appeals process within 30 days of the final report. The Merit Board makes the final decision. Notice rights will not be affected. Bumping will not be permitted in civil service positions with a specialty factor unless the person doing the bumping has those skills. A pilot program at UIC does not permit bumping from outside of a grant.

The group discussed the need for updating civil service rules. Ms. Painter responded that some classifications might be going away and others are being changed to be more modern and relevant. Some tests are being updated and some are using credential assessments rather than testing skills. Ms. Painter commented that the new SUCCS director is moving quickly to help us. Responding to a question, she said that they are working on being able to hire people from out-of-state for civil service positions. Academic advisors will still be AP. Certain titles were added to the list of exempted positions.

Ms. Painter said that there are around 1,600 civil service classifications, with around 1,100 of those currently being used. The HR people can help determine the appropriate classification. She added that, when AP employees are converted to CS, there is not less value in their positions.

Concerns were expressed that the civil service system is too slow and not flexible, noting the need to be competitive when trying to get grants from entities such as the Department of Defense, NIH, and NSF. Ms. Painter encouraged the group to work with the HR offices as they are redesigning processes to address those issues. The chief HR officers are working diligently to make it possible to recruit and hire the best people.

Professor Burbules moved to recess from the regular meeting at 2:00 p.m. in order to hold the 2018-19 Organizational Meeting. The regular meeting resumed at 2:40 p.m.

### III. Presentation of Plaques

Professor Rao presented plaques of appreciation to Professors Novak and Wheeler. Professor Rao mentioned that plaques would be given to Professors LaDu and Weech, who were not present. Professor Novak presented Professor Rao with a plaque and thanked her for her service. The Conference responded with a round of applause to the recipients.

### IV. Remarks from the USC Chair

Professor Rao encouraged the Conference to continue the momentum of meeting with people from DPI and making sure there are representatives from all three universities on committees and working groups. She thanked Professors De Groote, Francis, and Karri for attending the DPI press conference along with her earlier in the week.

Professor Rao also encouraged the group to review the USC committee structure and to continue to pursue a stronger relationship with the Board committees. She commented that the Board retreat would be primarily for Board members, but added that she would have the opportunity to talk with former-president Dr. Joseph White, who would be moderating the retreat. Professor Rao asked Conference members for suggestions of faculty-related matters that the BOT should be cognizant of as they seek ways to govern the system.

Professor Rao said that Executive Vice President Wilson welcomes a nomination from USC for the President's Executive Leadership Program. In addition, Sarah Zehr from Dr. Wilson's office is looking for faculty to participate in some TEM (Travel Expense Management) focus groups.

Professor Rao thanked the group for a tremendous year. She commented on some of the progress and successes made over the past year.

V. Approval of University Senates Conference Minutes of May 24, 2018

Professor Burbules moved to approve the minutes with some editorial amendments that had been mentioned. The motion was seconded by Professor Vincent and approved by voice vote with two abstentions.

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

USC discussed the Discovery Partners Institute (DPI), including questions and concerns about funding sources, the course approval process, fundraising, and how the arts and humanities fit in.

The group also discussed the civil service issues that were discussed with Ms. Painter and the difficulties of dealing with an antiquated system while trying to function at an elevated level. The University must be efficient in order to be competitive when working with outside companies and competing for grants.

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

VII. New Business

None

VIII. Old Business - Action Items

None.

IX. Old Business – Information and Discussion Items

1. 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.

Professor Burbules said that there needs to be one more meeting on the A File, which will include completing the changes to the system/university language. The document will need

to go back to the senates in the fall. Other statutory changes that have been in the pipeline, ST-79, ST-81, and ST-82, will be included. If ST-72 is ready, it can go as well. ST-83, the B File, will take a while.

2. 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).

Professor Burbules said that the *General Rules* document is more operational. The only part that needs to go through the senates is the section on intellectual property, which needs additional work. Professor Rao mentioned that Vice President Wilson has been asked to convene a group that includes USC members to look at the language.

3. 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.

Professor Rao commented that additional work is needed on this section. It was clarified that the document would need to go back to the senates.

4. 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.

5. 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.

6. 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.

(Items 4-6) Professor Rao noted that these items would go to the Board as part of the overall review of the *Statutes*.

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

Professor Burbules said that the B File would not be considered until the A File was finished. The B File includes redefinition of faculty, changing the scope and mission of the Faculty Advisory Committees, sanctions short of dismissal, and other changes that were too controversial to include in the A File.

8. NC-24. Nominating Committee for 2018-19 Officers, Executive Committee, and USC Committees.

Professor Rao thanked the members of the Nominating Committee: Professor Novak, Chair; Professor De Groote; and Professor Francis.

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

Professor Rao commented that she would look to the Executive Committee to review the draft presentation of her report, which will be given to the Board in July.

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

Professor Rao said that USC will need to respond to the recommendations in the audit report. Professor Francis commented that the Urbana Senate is going through an audit.

11. OT-340. Search for a Vice President/Chief Financial Officer.

USC decided to remove this item from the agenda now that the search is complete.

12. OT-342. Policies on Conflicts of Commitment and Interest. Transmitted to Senates 1/31/18. Endorsed UIS Senate 4/6/18. Endorsed UIC Senate 4/26/18. UIUC Senate advice 4/30/18. Comments to Vice President Wilson 5/29/18.

Professor Rao noted that comments from USC and the UIUC Senate have been sent to Executive Vice President Wilson.

13. OT-343. Proposed Revision to the University Senates Conference *Bylaws*, Section 3, 3.5 – Term Limits. Approved by USC 2/21/18.

14. OT-344. Proposed Revision to the University Senates Conference *Bylaws*, 4.3.1 – Chair of the Nominating Committee.

(Items 13-14) Professor Rao said that the bylaws revisions would be sent to the Board.

15. OT-345. UIC Proposal to establish a school of law by acquiring the John Marshall Law School. USC advice to President 5/25/18.

Professor Rao noted that the advice from USC had been sent to the President.

16. OT-123. University Senates Conference Guests.

The Conference discussed guests to invite.

17. Designation of USC Observer to Board of Trustees meeting:

Thursday, July 18, 2018

Urbana

Bettina Francis

18. Campus Updates.

Professor Francis reported that this year's and next year's SEC met with University Audits. She also noted that the College of Engineering is interviewing for a new dean.

Professor Rao reported that there is an external search for a College of Medicine dean. There will be Urbana students until 2022.

Professor Novak reported that UIS has a new Associate Provost for Enrollment Management.

19. OT-142. Updates on External Committees: Enrollment Management Policy Council (Novak); President's Executive Leadership Program (Johnson); Vice President for Academic Affairs Faculty Advisory Committee (DeBerry-Spence, Novak, Tolliver); Vice President for Economic Development and Innovation Faculty Advisory Committee (TBD).

Professor Novak provided a report on the EMPC meeting. Professor Rao commented that she would like to see the council look at the UIC peer group used in dashboards and perhaps consider other urban institutions with Colleges of Medicine.

20. Reports from USC Committee Chairs:

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

Kathy Novak, Chair  
Harley Johnson, Chair  
Nick Burbules, Chair

There were no committee reports.

## X. Adjournment

Professor Novak moved to adjourn. The motion was seconded by Professor Brennan and approved by voice vote. The meeting adjourned at 4:35 p.m.