

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

DATE: Tuesday, December 3, 2019

PLACE: Excellence Room, I Hotel and Conference Center, Champaign

PRESENT: Brennan, Burbules, Dallesasse, Danziger\*, De Groote (Chair), Erricolo, Fisher, Francis, Jenkins, Kar, Razfar, Span, Strahle, Stroschio, Tolliver, Vincent, Wade (Vice Chair), Zhan

ABSENT: Campbell, Hunt

GUESTS: Avijit Ghosh, Timothy Killeen, Barbara Wilson, Julie Zemaitis

\* Participated by phone.

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

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

President Killeen briefly discussed visits with the University of Toronto and the National Taiwan University, which included efforts to partner with and learn from other institutions. He commented that there are opportunities for economic development.

President Killeen welcomed Vice President Ghosh, commenting that he is a problem-solver who has taken on many tasks and worked towards moving the system forward.

Vice President Ghosh addressed the Conference's questions about Tier II pensions. Tier II is currently consistent with Social Security requirements for institutions that have their own pension systems, but could possibly fall out of compliance within the next six to seven years. However, the University System aims to do better than Social Security for its employees. Of the 3,400 employees who have joined the University System since the Tier II option started, 70% are in Tier II and 30% are in the self-managed plan. Vice President Wilson reported that recruitment surveys of people who chose not to accept a position within the system have never included the Tier II pension as one of the top five reasons for not wanting to work here, and it only came up once in the top ten reasons. She directed members to a website that the University System provides with information to help new employees decide which option to pick when they accept a position.

Vice President Ghosh described his job as helping the academic leadership in meeting their goals through better financial planning, structuring financial instruments, and providing better quality information in order to make decisions. He said that budgeting has moved to multi-year planning. In addition, there is a long-term program to regenerate physical infrastructures. Efforts are being made to control spending. There are state restrictions and rules that cost us money and make it more difficult to move quickly on projects.

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<sup>1</sup>Subject to approval at the University Senates Conference meeting of January 23, 2020

Another part of his job is managing the system's almost \$7B budget and making the money more productive. Vice President Ghosh said that investment income was one of the biggest sources of revenue for the system this past year. Being prudent ensures that funds are going to our strategic priorities. He added that the system is in good financial health. Having a diversity of income helps.

Vice President Ghosh discussed systems that run behind the scenes, such as issuing paychecks. Since rules constantly change, his operation makes sure that there is an infrastructure, both physical and people, that can constantly adapt. They are working more closely with department business managers and trying to simplify rules, some imposed internally and some by the state. There has been a full review of Banner, which he described as a very good system. He commented that Hire Touch will be replaced. There is always the need for improved cybersecurity and assurances that our system could recover within 24 hours.

The group discussed the importance of the guiding principles and disseminating them so that they are carried out in our actions. The group also briefly discussed various topics, such as the need for different budgeting models for different units, public/private partnerships for new construction, the importance of building and remodeling facilities in a way that they do not become dated quickly, and pursuing a systematic effort to improve financial literacy and budget transparency for employees.

Executive Vice President Wilson discussed with the Conference materials she provided regarding salary and benefit comparisons for each universities' peer group. Each peer group has been redefined in the last two years. The comparisons also include an adjustment for cost of living. Some Conference members expressed concern that some departments are not using CMER funds as intended. She noted that the average tenure system faculty salary increase was slightly higher than RAMP administrator salary increases.

Executive Vice President Wilson said that the sexual misconduct guidelines did not receive much feedback. She thanked USC members for their contributions to the process. The next step will be for small working groups to draft policies around critical areas. She indicated that there will be a system-wide policy about relationships.

President Killeen provided an update on the search for a Secretary of the Board of Trustees. He said that he would seek input from USC when he knows who the candidate will likely be.

President Killeen said that he has asked Executive Vice President Wilson to take a holistic look at mental health issues for students. There is an increasing need for student counselors and suicide prevention. There will be a summit with all three universities.

President Killeen commented that he has asked Vice President Ghosh to look into safety in parking structures.

President Killeen provided an update on the Discovery Partners Institute. Upcoming activities will include identifying a new interim director, receiving state funding, and releasing the economic impact plan and the business plan.

## II. Meeting with Julie Zemaitis, Executive Director of University Audits

Ms. Zemaitis commented that she is a 1985 UIUC Accounting graduate who worked in public accounting, but has been back working at the university for twenty years.

Ms. Zemaitis said that the Office of University Audits follows professional auditing standards. There are standards specific to the audit of governance structures. She explained that a governance audit includes, in part, the coordination of information among the entities in the governance structure, as well as looking at objectives, responsibilities, reporting lines, scope and assessment risk control. The overarching purpose is to help protect, strengthen, and serve the system.

The auditors use risk categorizations to rate their recommendations as high, moderate, and low. The criteria are listed in the report. While recommendations are for the purpose of helping units make decisions, units can choose to accept risk. Some USC members expressed the opinion that the interactions with the auditors did not always come across as being helpful. Ms. Zemaitis responded that this information provided an opportunity to try to better communicate. Some USC members felt that the auditors were trying to impose their version of best practices, which often seemed not to be in line with shared governance, when the senates had discussed and settled their best practices already. Ms. Zemaitis said that governance audits look at the Open Meetings Act, state statutes, and governing documents at all levels. The auditors could have a different interpretation of complex pieces of shared governance. She felt that it was not their intention to appear to be taking sides.

Ms. Zemaitis explained that audit reports are exempt from FOIA. The reports are to provide information within the university to help make decisions. Some members expressed concerns that audit recommendations could have a chilling effect on shared governance. Some recommendations were not due to non-compliance, but rather a different opinion on shared governance process. There were also concerns that the person signing off on the audit should first be able to consult more widely with the constituency of the body being audited. Ms. Zemaitis indicated that the draft report is vetted first, and then the final audit report is issued along with expected implementation dates, which are agreed upon with the person signing off on the audit report.

Ms. Zemaitis commented that University Audits is audited to ensure they are conforming with professional standards, state law, their own rules, and adding value in the process.

### 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

(The following item was discussed out of agenda order.)

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

1. 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 (Dallesasse); Establish UI System Guidelines for Invited Speakers Task Force (Span); Vice President for Academic Affairs Faculty Advisory Committee for System Academic Affairs (Tolliver); System-wide Committee to develop a process for identifying terminated employees who are not eligible for rehire (Strahle, Stroschio, Tolliver).

Professor William Maher, former USC member, joined the meeting to provide an update on the background check policy review committee. He commented that he is the USC faculty representative to the task force set up by Human Resources to fulfill the three-year review as mandated in the background check policy. The group was provided with a revised policy with suggested changes in August. Most of the revisions addressed the new system/university language. An updated revised document was distributed to the task force in November.

One concern Professor Maher raised with the task force was the lack of a role for shared governance in the process. Another concern he raised was over a proposal to remove the annual reporting process that is in place. Professor Maher mentioned that Professor Tolliver suggested that the task force keep the word "conditional" in the second paragraph under II, rather than change the word to "contingent." She had also suggested that the last section, Confidentiality, reference compliance with state laws. Professor Maher said that he would like to see a reference to the Illinois State Records Act in that paragraph.

Professor Vincent asked what the annual reporting process includes. Professor Maher responded that the reporting only includes policy and procedures. He raised to the task force in August a full range of concerns with how the policy might affect hiring, and that it would be good to have statistics. Professor Burbules said that UIUC receives a report every year. He asked whether USC might want to request data from the system each year; no confidential information, just aggregate numbers.

Professor Burbules confirmed that the term "system offices" is used in the *Statutes*. He also noted "system" should be preceded by "University of Illinois" or "U of I."

Following up from the discussion on the use of "contingent" or conditional," Professor Brennan said that "contingent" is used for employment.

Professor Maher asked direction from USC on how to respond to Jami Painter, who is leading the task force. Professor De Groote suggested that USC could send its advice. Professor Maher said that he would transmit to USC the revisions discussed today.

### IV. Approval of University Senates Conference Minutes of October 29, 2019

Professor Burbules moved to approve the minutes. The motion was seconded by Professor Brennan and approved by voice vote.

V. 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.
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 Burbules moved to approve the classification of senate minutes. The motion was seconded by Professor Brennan and approved by voice vote.

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

1. University of Illinois at Springfield, November 8, 2019

Res 49-08    Addition of Middle School Education Major

2. University of Illinois at Urbana-Champaign, November 11, 2019

EP.20.01    Establish a Master of Veterinary Science (MVS) Degree

EP.20.03    Establish a Major in Livestock Systems Health, Master of Veterinary Science

EP.20.04    Establish a New Graduate-level Concentration Titled "Data Analytics in Finance" in the Department of Finance in the Gies College of Business

EP.20.11    Revise the Computer Science + Crop Sciences Major for the Bachelor of Science Degree, in the Department of Crop Sciences, College of ACES, and the Department of Computer Science, College of Engineering

- EP.20.19 Establish Joint Program in the Department of Crop Sciences for BS/MS
- EP.20.22 Proposal to rename the Illinois Program for Research in the Humanities and establish the “Humanities Research Institute” as a permanent institute
- EP.20.23 Revision of the Speech and Hearing Science (SHS) Undergraduate Major
- EP.20.24 Establishing a 5-year BS/MS option in the Department of Recreation, Sport and Tourism (RST)
- EP.20.25 Establish a Master of Public Health in Epidemiology Major
- EP.20.26 Proposal to Rescind the Restructuring of College of Veterinary Medicine PhD Programs into a Single Doctoral Program Named “Comparative Biomedical Sciences” and to Continue the Existing PhD programs in Comparative Biosciences and Pathobiology
- EP.20.27 Proposal to Continue the Existing PhD Programs in Comparative Biosciences
- EP.20.28 Proposal to Continue the Existing PhD Programs in Pathobiology
- EP.20.30 Revision of the Speech and Hearing Science (SHS) Undergraduate Major and Concentrations, BS (Neuroscience)
- EP.20.31 Revision of the Speech and Hearing Science (SHS) Undergraduate Major and Concentrations, BS (Audiology)
- EP.20.32 Revision of the Speech and Hearing Science (SHS) Undergraduate Major and Concentrations, BS (Language Pathology)
- EP.20.33 Revision of the Speech and Hearing Science (SHS) Undergraduate Major and Concentrations (Cultural-Linguistic Diversity)

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

3. University of Illinois at Urbana-Champaign, November 11, 2019

uNc,s

- SC.20.06 Resolution to Support Implementation of the Report and Recommendations on Faculty Sexual Misconduct
- RS.20.01 Resolution to Produce Information on Sexual Harassment Cases
- SP.20.02 Revision to the Standing Rules 2, 3, 5, 9, 10, 12, 14, and 16

SP.20.03 Revision to the Bylaws, Part D.1 – Senate Executive Committee and Standing Rule 11 – Election of a Senate Executive Committee Member from the Committee on the University Senates Conference

SP.20.04 Revision to the Standing Rules – Setting Time Limits for Introduction and Discussion of Senate Items

4. University of Illinois at Springfield, November 22, 2019

sNc,u Res 49-09 Request to Alter Date of BOT Meeting at UIS (1<sup>st</sup> reading)

Res 49-10 Proposed Revisions to the Statutes, Article II, Section 3 and Article X, Section 2 (1<sup>st</sup> reading)

VI. Remarks from the USC Chair

None.

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

There was no follow-up discussion.

VIII. Old Business - Action Items

2. 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. Passed UIC Senate with amendments 10/24/18. Passed UIS Senate with amendment 11/9/18. Passed UIUC Senate with amendments 10/14/19.

Professor Burbules reported that all three senates have provided feedback on the proposed revisions to the *Statutes*. The USC Statutes and Governance Committee worked with Executive Vice President Wilson and Legal Counsel to review the recommendations from the senates and adopt as many as they could. He said that the revised document should go back to the senates for information. If any of the senates want to reiterate any of their recommendations that did not get accepted or comment on any of the new edits, they can append their comments. He suggested that the senates be asked to respond with any comments they might have by the beginning of March.

Professor Burbules moved to transmit the revised ST-77 document, along with the document that details which changes were accepted, to the senates with the request that any appendices be sent to USC by March 1. Professor Brennan seconded the motion. The motion was approved.

IX. New Business

## 3. USC Observer to Board of Trustees meeting:

Thursday, January 16, 2020

Chicago

Aria Razfar

(III. Old Business – Information and Discussion Items – continued)

## 4. OT-326. USC Presentations to the Board of Trustees.

The group discussed future topics for presentations to the Board.

5. 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.

The group discussed DPI topics to raise with the President and Executive Vice President at the next meeting. Topics included DPI bylaws, 0% appointments, protecting intellectual property, and the role of USC in shared governance.

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

No new information.

## 7. OT-363. Recognizing and Rewarding Faculty Participation in Shared Governance.

The group had a brief discussion on the differences among the three universities. The UIS members discussed recent changes on their campus.

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. Advice from the UIUC Senate 9/16/19. Passed UIS Senate 10/11/19. Transmitted to President 11/4/19.

Professor Burbules said that the *General Rules* are done and have been transmitted to the President.

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. Passed UIUC Senate 10/14/19. Transmitted to UIC and UIS Senates 11/4/19.

Professor Burbules commented that the revisions approved by the UIUC Senate have been transmitted to the UIC and UIS senates.

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.

[Items 10-12] Professor Burbules said that ST-79, ST-81, and ST-82 would be folded into ST-77 when it is transmitted to the President.

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

Professor Burbules reported that the Statutes and Governance Committee is still working on clarifying how “academic staff” is used in the *Statutes*.

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. Passed UIS Senate 8/30/19.

Professor Burbules said that this item is still being considered by the UIC Senate. If this item gets finished in time, it will be folded into ST-77.

15. OT-123. University Senates Conference Guests.

The Conference discussed guests to invite.

16. Report of USC Observer to Board of Trustees meeting:

Thursday, November 14, 2019

Chicago

Ann Strahle

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

No new information.

18. University Updates.

Professor Burbules discussed the work of two UIUC task forces on sexual misconduct and how some of the recommendations could entail statutory revisions.

Professors Strahle reported that the UIS Senate passed a resolution on university employees in the press being subject to mandatory reporting.

Professor Vincent commented on the tragic loss of a UIC student.

19. Reports from USC Committee Chairs:

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

Aria Razfar, Chair  
Roy Campbell, Chair  
Nick Burbules, Chair

There were no reports.

X. Adjournment

Professor Vincent moved to adjourn. The motion was seconded by Professor Strahle and approved by voice vote. The meeting adjourned at 3:50 p.m.