

MINUTES¹
UNIVERSITY SENATES CONFERENCE

DATE: Monday, February 28, 2005

PLACE: Room 206 UIC Student Center West, Chicago

PRESENT: Bodenhorn, Finnerty, Ford, Grossman (Chair), Gupta, B. Jones, W. Jones, E. Kaufman, L. Kaufman, Langley, Mallory, Massat, Tolliver, Wheeler, Wood, Yu

ABSENT: Chambers, Henson, Schacht, Strom

GUESTS: Chester Gardner, Kenneth Schmidt, Joseph White

Professor Grossman, Chair, called the University Senates Conference to order at 9:00 a.m.

I. Approval of University Senates Conference Minutes of January 25, 2005

Professor Tolliver noted that she was present at the January 25 meeting but her name was not included in the list of those present. The minutes were approved as amended.

II. 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.

¹Subject to approval at the University Senates Conference meeting of March 31, 2005

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

1. University of Illinois at Chicago, January 27, 2005

- PR-05.27 Revision of the Concentration in Exercise and Fitness, Bachelor of Science in Movement Sciences
- PR-05.28 Revision of the Bachelor of Arts in Liberal Arts and Sciences, Major in Latin American and Latino Studies and the Revision of the Minor in Latin American and Latino Studies
- PR-05.29 Revision of the Bachelor of Science in Liberal Arts and Sciences, Major in Mathematics
- PR-05.31 Revision of the Minor in Bioengineering
- PR-05.32 Revision of the Bachelor of Arts in Architectural Studies Program
- PR-05.33 Establishment of the Software Engineering Concentration, Bachelor of Science in Computer Science
- PR-05.34 Establishment of a New Course Rubric (Subject), ENTR (Entrepreneurship), within the College of Business Administration, Department of Managerial Studies
- PR-05.36 Establishment of Two New Graduate Degrees, the Master of Science in Neuroscience and the Doctor of Philosophy in Neuroscience
- PR-05.37 Revision of the Doctor of Public Health Degree (DrPH)
- EP-05.03 Establishment of Guidelines and Definitions for Certificate Programs

2. University of Illinois at Urbana-Champaign, February 14, 2005

- EP.05.11 Revised Degree Requirements for Bachelor of Science in Statistics
- EP.05.12 Revision to the Graphic Design Undergraduate Curriculum within the School of Art and Design in the College of Fine and Applied Arts
- EP.05.13 Proposal to Change the Name of the Department of Veterinary Pathobiology to the Department of Pathobiology
- EP.05.16 Proposal to Rename the Department of Cell and Structural Biology to the Department of Cell and Developmental Biology and to

EP.05.19 Rename the Corresponding PhD Degree
 Joint Doctor of Veterinary Medicine (DVM) and Masters of Public
 Health (MPH) Program

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

3. University of Illinois at Chicago, January 27, 2005

Proposed Amendments to the University *Statutes*, Article IX and X,
 to provide optional multi-year contracts, and related dismissal
 procedures, for certain academic staff (First Reading)

4. University of Illinois at Urbana-Champaign, February 14, 2005

SP.04.03 Revisions to the *Statutes*, Articles IX and X, to provide optional
 multi-year contracts, and related dismissal procedures, for certain
 academic staff

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

5. University of Illinois at Springfield, January 28, 2005

sNc,u	R34-7	Goals for Baccalaureate Education
sNc,u	R34-9	Clarification of Language on Sabbatical Leaves
sNc,u	R34-10	Clarification of Personnel Policies on Workload for Faculty in the Center for Teaching and Learning, Applied Study Office and Library; and on Overload Compensation for All Faculty

Explanation of File Numbers

ST - University of Illinois *Statutes*

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

BG - University Administration Budget and Benefits Study Committee

NC - Nominating Committee

OT - All other items

III. Old Business – Action Items

None.

IV. New Business

1. OT-215. Discussion of University-Wide Committee to Address Issues Relating to Administrative Computing System.

Professor Grossman asked for comments regarding a draft document from Professor David Ruzic titled *Possible structure and purpose of a Senates Advisory Committee on Administration*. Professor Wood thought that “administration” was too broad and should be more narrowly defined, such as “committee on administrative systems.” Professor Grossman mentioned that Interim Chancellor Herman was preparing a statement in regards to UI-Integrate and how the faculty are being represented on the various committees. Professor L. Kaufman said that he was the only faculty member on the Information Technology Priorities Committee (ITPC). He added that there are some faculty members on the ITPC subcommittees. However, sometimes items for consideration do not go through the subcommittees, but rather go directly to ITPC. Professor E. Kaufman said that projects over a certain dollar amount approved by ITPC come to AAMT, but at that point there is little to discuss or decide.

The Conference agreed that it is very important to have faculty involved, but did not decide whether there should be a new committee. Professor Langley suggested letting each campus determine how faculty should be involved in decision-making processes and then the Conference can review whether the processes are working. Professor E. Kaufman suggested that each campus report back to the Conference on how faculty are involved and what faculty members are involved.

2. OT-216. Policies and Practices Pertaining to Academic Professional Employees in the University Administration.

Professor Finnerty said that there was a movement about twenty years ago to try to unify how academic professionals were treated across the campuses. The measure failed and each campus determined its own policies for academic professionals.

A situation arose recently where some academic professionals in University Administration (UA) who were located on the Urbana campus were let go. Some of these employees had been hired at the campus level and felt they had should have had certain rights that they were denied. UA determined that they had no such rights because there were no policies for academic professionals at the UA level. Grievances were filed and subsequently settled when President Stukel determined that UA units should apply HR policies in place at the campus at which their employees reside. President Stukel also said that there should be more consistency among the campuses in defining and implementing HR policies and practices to ensure the equitable treatment of all University employees. Professor Finnerty said that, while he does not believe there would be a lot of support for the centralization of HR policies and practices, applying campus HR policies to UA employees at the campus where they reside seems very important.

Professor Finnerty said that the UIUC Council of Academic Professionals (CAP) put forth

a proposal to revise the *Statutes* by adding the following sentence, "Employment policies applicable to an academic professional employee at the university level shall be those of the campus at which his or her principal office is located." Professor Finnerty commented that even though the University recognizes this as an operating policy, there is no guarantee that it will be followed in the future. He added that it usually is not a good idea to change the *Statutes* to handle operating procedures, but it is probably appropriate in this case.

The Conference discussed how to handle situations where an employee is hired on one campus and then relocated to another campus. Professor Langley suggested that there be some uniformity among the campuses for big issues such as due process. Professor B. Jones asked if this was a matter that should be dealt with by the UA human resources person. Professor Finnerty responded that the situation moved beyond that level due to conflicts among those involved. Professor Jones said that the academic professional seems to be the most vulnerable class of employees at the University. However, the notification right is a big benefit.

Professor Finnerty told the Conference that the proposed statutory revision is in various UIUC Senate committees. Eventually it will go before the UIUC Senate, to the other senates, and then to the Senates Conference.

V. Old Business – Information and Discussion Items

3. OT-213. Five-Year Review of the Position of Vice President for Technology and Economic Development.

Professor E. Kaufman reported that Professors Ford and Wheeler would join him in conducting the review of the office. He said that the office was in the process of reorganizing and the review would coincide with that process, perhaps allowing the Conference to be of assistance in the reorganization.

4. ST-47. Proposed Revisions to the *Statutes* -- Multi-Year Contracts for Full-Time Non-Tenured Faculty. Passed UIC Senate 10/27/99. Rejected UIS Senate 3/3/00. Multi-Year Contracts Task Force Charged 4/11/02. Request to Senates to Consider MYC Issues 2/13/04. Passed UIUC Senate 2/14/05.

Professor Grossman reported that proposed statutory language had been approved by the UIUC Senate. Professor Finnerty added that the item passed without comment. Professor E. Kaufman reported that the UIC Senate had a first reading of a document that was the same as the UIUC Senate's document except the background information had been modified. He said that there appears to be support for multi-year contracts. However, the document has been pulled from the March agenda due to some minor concerns raised, but it should be back on the agenda in April. Professor Langley said that the UIS administration wants multi-year contracts but the faculty do not. The campus has very

few non-tenure-track instructors and the faculty want to keep it that way. Professor Ford expressed concern regarding the language that says each chancellor shall develop implementing procedures in consultation with the campus senate. She felt that the senates should approve the procedures. Other members of the Conference agreed, but there was concern that the language would not pass with that requirement. Professor Finnerty said that there needs to be some good faith involved between the chancellors and the faculty.

The Conference recessed from the business meeting at 10:00 a.m. and went into Executive Session.

VI. Executive Session

(Text suppressed due to confidential nature of material discussed.)

The Conference recessed from the Executive Session at 11:00 a.m. in order to meet with Trustee Kenneth Schmidt.

VII. Guest

Professor Grossman congratulated Trustee Schmidt on his reappointment to the Board of Trustees. He also thanked him for meeting with the faculty observers the day before the Board meeting.

Trustee Schmidt said that he was an undergrad at the Urbana campus and went to the UIC medical school.

Trustee Schmidt mentioned that Trustee Frances Carroll was also reappointed to another six-year term. Trustee Gindorf did not seek reappointment, and there has been no word of his replacement.

Trustee Schmidt said that he felt the meeting with the faculty observers was valuable. Professor Grossman said that the faculty members who met with him appreciated him taking their views to the Board.

Trustee Schmidt discussed the federal budget. He said the proposed increase for Pell Grants is still not enough to keep up with rising tuition costs. Vice President Gardner said that federal funding for research will be lean over the next few years. He also reviewed FY 2006 additional costs and revenues, noting that necessary reallocations may be less than previously thought.

Trustee Schmidt commented on a project he has been working on for the past four years

that would combine the University's and the state's efforts to improve education. The efforts include programs for funding education, early childhood development, the P-16 initiative, and a data base for state scholarships. He said that the U of I is the most reliable source in the state to provide support for these programs, especially early childhood development and the P-16 initiative. There would be reciprocal support by the state and the University.

Another project Trustee Schmidt has been involved in is the Illinois Bill of Health. He said that UIC has the only medical center in Illinois that covers all major areas of health care – medical, dentistry, pharmacy, nursing, public health, and the health sciences. The University also has unique programs in rural and community health care. Trustee Schmidt stressed that a reliable funding source is needed for all the medical programs that benefit the state and the state relies on the University to provide.

Trustee Schmidt said that the Board has had ongoing meetings with the head of the Peoria Nation and the Native American community in Chicago on the use of symbols.

Trustee Schmidt said his main efforts will be 1) a compact with the state so there is funding for the healthcare services the University provides (the Illinois Bill of Health), 2) making the University a leader in education initiatives in the state, and 3) economic development activities.

The Conference thanked Trustee Schmidt for coming to the meeting.

The Conference resumed the Executive Session and met with Vice President Gardner at 12:10 p.m.

(VI. Executive Session)

Vice President Gardner discussed pension issues. The Governor is seeing enormous resistance to his proposed pension reform from unions representing state employees.

The group briefly discussed legislation that has been proposed in several states commonly referred to as the "academic bill of rights." The issue has not had much attention in Illinois.

Vice President Gardner said that Banner implementation is winding down. There will be \$6M in contingency funds that will not be needed. He mentioned possible uses for some of the money, such as upgrading the network infrastructure for intercampus technology.

The Conference asked ways in which faculty could be more involved in post-implementation Banner decisions. Vice President Gardner responded that the Information Technology Priorities Committee and its subcommittees could have more faculty representatives.

Vice President Gardner said that the Banner, which is an enterprise resource planning system, can easily interface with other software with its messaging architecture. Testing will be done in the fall.

The University did not have a human resources system prior to Banner, but rather a payroll system with HR layered over. Vice President Gardner said that SCT, the maker of Banner, was chosen because of its superior student component, but acknowledged that its HR component is not world class. The University is looking into ways to make the HR system more user-friendly and efficient in order to provide relief for staff members who have been overloaded with extra work. The Conference asked that the faculty be involved in the decision-making process.

Vice President Gardner said that there would be an update on UI-Integrate at the next Board of Trustees meeting.

The Conference resumed the business meeting at 1:20 p.m.

(V. Old Business – Information and Discussion Items)

5. BG-15. 2004-05 University Administration Budget and Benefits Study Committee.

There was a discussion of the charge to the committee. The Conference felt that the structure of the membership was appropriate, but thought that there could be revisions to the charge. Professor E. Kaufman thought it would be a good idea for the committee to do an annual comparison of benefits. Professor W. Jones said that, in the past, the committee has produced reports that show how the University's benefits compare to peer institutions. Professor B. Jones said that the UIUC Senate's benefits committee is looking at issues related to health benefits, such as whether there are less costly options. Professor Langley described problems with the same-sex domestic partner health benefits available to University employees. Obtaining insurance for domestic partners can be very difficult and some cannot even get insurance. There are often large deductibles and strict filing rules. The benefits for domestic partners are separate and not equal. She also mentioned that some employees have been denied bereavement leave for their domestic partners.

The Conference decided that charge should be reviewed. Professor E. Kaufman and B. Jones agreed to perform the review and rewrite the charge if necessary.

6. OT-214. Flexible Tenure.

Professor Grossman referred to a report and a document that was distributed to Conference members. Professor E. Kaufman said that there are a couple of issues at UIC regarding flexible tenure. One is pro-rated tenure where someone with a 50% appointment could have up to 12 years before a tenure decision is made. Some say that a

longer period is sometimes necessary due to the length of research projects. Two UIC senate committees thought the proposal was a good idea. He said that the issue could eventually come to the Conference.

7. OT-123. Discussion of University Senates Conference guests.

The Conference discussed possible guests to invite to future meetings.

8. Campus Updates.

Professor E. Kaufman said that UIC had series of budget presentations with deans and administrators. One outcome of the meetings was that the provost is redoing the formula for the distribution of ICR funds so that units will have more flexibility with how money is spent. Professor W. Jones said that the report of the 2010 Vision committee is on the web. Professor Mallory reported that the UIUC Chancellor search is on track. She said that the search should conclude in late March or early April. Professor Grossman said that the UIUC Senate Executive Committee met with the President. Professor Langley said that UIS has an interim provost, Harry Berman. A search committee is being put together this spring but the search will not begin until the fall. Professor Langley said that UIS passed a camera surveillance policy that allows the chief of police to have the final say on how and where cameras can be installed on campus. Not only were faculty not involved in making the policy, faculty were not told about the policy. Professor Langley also reported that the campus began working on a strategic plan in the fall. There is disagreement between the administration and faculty over what issues faculty should be involved in under shared governance.

9. OT-142. Update on the Management Teams: Academic Affairs; Business Administration and Human Resources; External Relations; Governmental Relations; Technology and Economic Development; University Technology.

Report:

AAMT February 17, 2005 Professors Grossman, E. Kaufman, and Langley

10. Designation of Future Observer of Board of Trustees Meeting:

University of Illinois at Urbana-Champaign
Thursday, March 10, 2005

Professor Barclay Jones

VIII. Adjournment

The meeting adjourned at 2:25 p.m.

Pending USC Items
February 28, 2005

ST-54. Amendment to the *Statutes*, Article IX, Section 10 – Nonreappointment of Academic Professional Staff. Passed UIUC Senate 3/19/01. Transmitted to Senates 5/18/01. Passed UIC Senate 9/28/01. Passed UIS Senate 11/30/01. Transmitted to the President 2/14/02.

ST-61. Proposed Changes to the Process for Amending the *Statutes*.

OT-89. Evaluation of Ability to Work. Passed UIUC Senate 2/24/97. Passed UIC Senate 4/23/98. Passed UIS Senate 9/24/99. Transmitted to Senates 10/8/02. Passed UIS Senate 10/18/02. Passed UIC Senate 12/5/02. Passed UIUC Senate 7/7/03. Transmitted to the President 8/29/03. Revisions approved by USC 1/23/04. Transmitted to Senates 3/3/04. Presented to UIUC Senate 4/26/04. Passed UIC Senate 4/29/04. Passed UIS Senate 5/7/04. Transmitted to the President 6/14/04. President's letter to the Chancellors 7/19/04.

OT-157. Chief Illiniwek.

OT-161. Non-Tenure-Track Academic Staff Appointments.

OT-167. Faculty Representation to the Board of Trustees. UIUC Resolution 9/27/99. UIS Resolution 11/5/99. UIC resolution 12/2/99. USC Resolution to Senates 2/3/00. Endorsed by UIS 2/18/00. Endorsed by UIC 3/9/00. Endorsed by UIUC 4/24/00. Transmitted to the President 6/30/00. Transmitted to the Board 7/6/00. Letter from Trustee Eppley 12/1/04.

OT-185. Senate Resolutions on Benefits for Domestic Partners. Passed UIUC Senate 4/23/01; Passed UIS Senate 9/14/01. Letter of reaffirmation of USC support transmitted to the President 11/14/01. Benefits approved by the Board of Trustees 7/17/03.

OT-187. UI-Integrate/Support Services Strategy (S3) Related Issues.

OT-191. Severe Sanctions Less Than Dismissal -- Follow-up and Senate Procedures. Implementation Passed UIUC Senate 4/28/03. Implementation Passed UIS Senate 10/24/03.

OT-192. Update on the UI-Integrate Steering Committee and Faculty Advisory Committee.

OT-201. University-wide Human Resources Committee.

OT-202. Review of the *University Senates Conference Organization and Functions*.

OT-208. E-Mail Security Policy.

OT-210. Tuition and Fees Executive Committee.

OT-211. Process for Selecting Board of Trustees Members.

OT-212. Proposed Draft Resolutions from the UIUC Senate General University Policy Committee.