

MINUTES¹
UNIVERSITY SENATES CONFERENCE

DATE: Tuesday, October 28, 2003

PLACE: Public Affairs Center, Springfield

PRESENT: Bodenhorn, Finnerty, Ford, Grossman (Secretary), Gupta, B. Jones, Langley (Chair), Massat, O'Brien, Schacht, Sisson, Strom, Weller, White, Wood

ABSENT: Chambers, Herricks, W. Jones, Kaufman, Yu

GUESTS: Mary Beastall, Chester Gardner, James Stukel

Professor Langley, Chair, called the University Senates Conference to order at 10:00 a.m.

I. Executive Session

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

II. Guest – Ms. Mary Beastall

Ms. Beastall discussed her various roles. She is the Equal Opportunity administrator, University Counsel on Equal Opportunity, and coordinator for affirmative action compliancy, including compliancy on construction projects. She also handles civil service grievances and appeals, and other grievances.

Ms. Beastall said that a survey was done that revealed a lot of people need clarification of the non-discrimination policy. She added that, when policies are written, it is difficult to foresee the actual effects. The addition of sexual orientation in the non-discrimination statement came about in 1987. Specific procedures were not developed at that time. Rather, issues were dealt with on an ad hoc basis. Each campus worked out how students would be covered under the statement.

Ms. Beastall reviewed a chart that indicated whether or not specific benefits were provided for employees with domestic partners. Using sick leave for the care of a domestic partner is permitted. Bereavement leave can be used for a domestic partner, but it is unclear whether bereavement leave can be used for the immediate family of the employee's domestic partner. An employee cannot take leave under the Family and Medical Leave Act to care for a domestic partner. If the University were to provide similar leave for the care of a domestic partner, the employee would also be entitled to leave under FMLA for the care of a child or parent. Professor Langley mentioned that the University policy

¹Subject to approval at the University Senates Conference meeting of November 19, 2003

could state that the employee waived the right to use FMLA in the same 12-month period if the University benefit were used. Ms. Beastall said that another issue would be that CMS guarantees health insurance coverage while an employee is on Family and Medical Leave. This would not be the case for a University-controlled benefit for domestic partners. Tuition waivers cannot be used for the child of a domestic partner. The parental leave policy uses broad language and the consistency of the implementation is not clear.

Ms. Beastall said that a committee is putting together a list of institutionally-controlled benefits that could be changed to include use for domestic partners. Professor Langley offered assistance from the Senates Conference.

Professor Langley thanked Ms. Beastall for meeting with the Conference.

III. Approval of University Senates Conference Minutes of September 26, 2003

The minutes were approved as distributed.

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.
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.

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

1. University of Illinois at Urbana-Champaign, September 29, 2003

I 09/29/03 EP.03.34, Revision to the Campus *Code*, Section 86, the Dean's List

- I 09/29/03 EP.04.02, Singapore Joint Program Option in the Ph.D. in Chemical Engineering
- I 09/29/03 EP.04.03, Bachelor of Arts/Master of Urban Planning 4+1 Program in Urban and Regional Planning
- I 09/29/03 EP.04.04, Master's Degree Program in Bioinformatics
- I 09/29/03 EP.04.06, Proposal to Discontinue the Undergraduate Economics Major in the College of Business

2. University of Illinois at Springfield, October 10, 2003

- I 10/10/03 R33-5, Change the Name of the Abraham Lincoln Presidential Center for Governmental Studies

3. University of Illinois at Springfield, October 24, 2003

- I 10/24/03 R33-6, Change the Name of the Center for Public Policy and Civic Education

4. University of Illinois at Chicago, October 30, 2003

- I 10/30/03 Request for New Administrative Unit, The Graduate School of Business, A Unit of the College of Business Administration, University of Illinois at Chicago*

*Pending approval of the UIC Senate on October 30

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

5. University of Illinois at Springfield, October 10, 2003

- II 10/10/03 R33-3, Amendments to the Information Security Policy

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

6. University of Illinois at Urbana-Champaign, September 29, 2003

- uNc,s 09/29/03 RS.04.01, Resolution to Endorse the IBHE/FAC's Recommendation to add a 7th Goal to *The Illinois Commitment*.

7. University of Illinois at Springfield, October 10, 2003

sNc,u 10/10/03 R33-2, Distinguished Scholar Policy

8. University of Illinois at Springfield, October 24, 2003

sNc,u 10/24/03 R33-4, Severe Sanctions Other Than Dismissal for Cause Campus Process

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

V. Old Business – Action Items

No action items.

VI. New Business

1. OT-200. Committee Nominations and Procedures.

The Conference discussed procedures to be used in nominations for committees.

2. OT-201. University-wide Human Resources Committee.

Professor Langley said that Mr. John Loya is creating a task force to look at best business practices and he would like for a USC member to be on the committee. Professor Massat was nominated and agreed to serve.

3. ST-60. Review of the *University Senates Conference Organization and Functions*.

Professor Grossman said that the USC Executive Committee discussed whether there was a need to review the USC document since a review had not been done for some time. One specific recommendation from the Executive Committee was to consider whether the position of USC Secretary would better be described as USC Vice Chair. Professor Strom moved to refer review of the *Organization and Functions* to the USC Statutes Committee. The motion was seconded, voted on, and approved.

VII. Old Business – Information and Discussion Items

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.

This item was discussed with Vice President Gardner during the Executive Session. Several Conference members discussed instances in which multi-year contracts would be useful. The Conference decided to keep the item on the agenda for further consideration.

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

This item was discussed with Vice President Gardner during the Executive Session. The Conference decided to discuss the report of the committee at the next meeting.

6. 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.

The Conference discussed domestic-partner benefit issues with Ms. Mary Beastall during the guest session.

7. 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.

Professor Grossman reported that Mr. Tom Eakman, Executive Assistant Vice President in Vice President Gardner's office, told him that Legal Counsel is reviewing the proposed policy. There are some concerns with the policy regarding how it relates to the Americans with Disabilities Act and workers' compensation.

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

The Conference discussed possible guests to invite to future meetings.

9. Campus Updates.

Professor Ford discussed the unprecedented government involvement in attempting to move long-standing Lincoln programs off of the UIS campus. One such program is the Lincoln Legal Papers which the campus has been involved in for sixteen years. The Conference discussed ways it could support the campus.

Professor Grossman reported that Trustees Schmidt and Sodemann had recently met with the UIUC Senate Executive Committee. Trustee Schmidt has been asked to consider having a faculty member, or faculty liaison, on the Board's Academic Affairs Committee. The UIUC Senate Executive Committee has been invited to meet with the trustees for lunch during the November Board meeting.

Professor Strom said that UIC is making sure its fire safety code is up-to-date.

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

Report:

AAMT October 8, 2003 Professors Grossman, Langley, and Strom

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

University of Illinois at Urbana-Champaign
Thursday, November 13, 2003 Professor Yu

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

Professor O'Brien reported on the meeting of the UI-Integrate Faculty Advisory Committee. She said that some changes to the system are being made based on faculty input. The Committee noted that it is important for people to send in Banner problem reports. The registration module is scheduled to go-live in March.

VIII. Adjournment

The meeting adjourned at 2:40 p.m.

Pending USC Items
October 28, 2003

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-57. Proposed Revisions to the *Statutes*, Article II, Section 5 – Professional Advisory Committee. Passed UIUC Senate 9/30/02. Transmitted to Senates 11/15/02. Passed UIC Senate 3/27/03.

ST-58. Review of the Statutes, Article II, Section 5 – Faculty Advisory Committee.

BG-10.a. Proposed Supplemental Retirement Option. Passed UIUC Senate 4/19/99. Passed UIC Senate 1/27/00. Passed UIS Senate 2/18/00.

BG-10c. Resolution on Faculty Salary and Benefits. Passed UIUC Senate 5/1/00. Passed UIS Senate 6/16/00. Passed UIC Senate 9/28/00. USC Resolution Transmitted to the President 1/11/01.

BG-14. 2003-04 University Administration Budget and Benefits Study Committee.

OT-157. Chief Illiniwek.

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.

OT-184. Committee on Vice Presidential Search Procedures, Processes for Commenting on the Reappointment of University Officers and (formerly OT-176) Periodic Vice President-Level Reviews. Periodic Vice President-Level Reviews approved by USC 11/28/00; Transmitted to the President 1/19/01. Recommended Principles to be Used in Searches for Major Administrative Positions transmitted to the President 11/14/01; President transmitted to Board of Trustees 11/27/01.

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-193. *Interim Information Security Policy*. Transmitted to Senates 11/15/02. Passed UIUC Senate 4/28/03 (modified). Passed UIS Senate 10/10/03 (modified).

OT-198. USC Retreat 2003.