

The discussion held in executive session has not been approved for release to the public and has thus been deleted from these minutes.

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MEETING OF THE BOARD OF TRUSTEES
OF THE
UNIVERSITY OF ILLINOIS

November 12, 2020

This meeting of the Board of Trustees of the University of Illinois was held via teleconference¹ on Thursday, November 12, 2020, beginning at 8:02 a.m.

Chair Donald J. Edwards called the meeting to order and asked the secretary to call the roll. The following members of the Board were present: Mr. Kareem Dale,² Mr. Donald J. Edwards, Mr. Ricardo Estrada, Ms. Patricia Brown Holmes, Ms. Naomi D. Jakobsson, Dr. Stuart C. King, Mr. Edward L. McMillan, Ms. Jill B. Smart. Mr. Ramón Cepeda and Governor J. B. Pritzker were absent. Ms. Jocelyn Bravo, voting student trustee, Chicago, was present. The following nonvoting student trustees were in attendance: Mr. Ali Mirza, student trustee, Urbana; Mr. Austin Verthein, student trustee, Springfield. President Timothy L. Killeen was present.

Also present were the officers of the Board: Mr. Lester H. McKeever Jr., treasurer; Dr. Avijit Ghosh, comptroller (and vice president/chief financial officer); Mr.

¹ Per Governor J. B. Pritzker's Executive Order 2020-59.

² Mr. Dale joined the meeting at 8:07 a.m.

Thomas R. Bearrows, University counsel; and Mr. Gregory J. Knott, secretary of the Board of Trustees and of the University.

MOTION FOR EXECUTIVE SESSION

At 8:04 a.m., Mr. Edwards stated: “A motion is now in order to hold an executive session to consider discussion of minutes of meetings lawfully closed under the Open Meetings Act; University employment or appointment-related matters; and pending, probable, or imminent litigation against, affecting, or on behalf of the University.”

On motion of Ms. Smart, seconded by Mr. Estrada, this motion was approved by the following vote: Aye, Ms. Bravo, Mr. Edwards, Mr. Estrada, Ms. Holmes, Ms. Jakobsson, Dr. King, Mr. McMillan, Ms. Smart; No, none; Absent, Mr. Cepeda, Mr. Dale, Governor Pritzker.

(The student advisory vote was: Aye, Mr. Mirza, Mr. Verthein.)

EXECUTIVE SESSION

Material redacted pursuant to the Illinois Open Meetings Act (5 ILCS 120/2.06d)

EXECUTIVE SESSION ADJOURNED

The executive session adjourned at 9:25 a.m.

REGULAR MEETING RESUMED

The meeting resumed at 9:30 a.m., with all Board members recorded as being present at the start of the meeting in attendance, with the exception of Mr. Dale, who left at 8:59 a.m. Mr. Edwards acknowledged Veterans Day and asked for a moment of silence to honor those who have served.

PERFORMANCE OF THE STATE SONG

Mr. Edwards shared a virtual performance of the State song, *Illinois*, performed by Ms. Jing Wen Chui, a music business major at Chicago and student worker in the Office of the Chancellor. Mr. Edwards said Ms. Chui plans to continue her education by pursuing a master's degree in business analytics. Ms. Chui's performance was followed by a round of applause.

INTRODUCTION OF UNIVERSITY OFFICERS AND SENATE OBSERVERS

Mr. Edwards asked President Killeen to provide introductions. President Killeen welcomed everyone to the meeting and introduced Mr. Lester H. McKeever Jr., treasurer; Dr. Robert J. Jones, chancellor, University of Illinois at Urbana-Champaign, and vice president, University of Illinois; Dr. Michael D. Amiridis, chancellor, University of Illinois at Chicago, and vice president, University of Illinois; and Dr. Karen M. Whitney, interim chancellor, University of Illinois at Springfield, and vice president, University of Illinois. President Killeen then introduced other University officers and staff: Mr.

Thomas R. Bearrows, University counsel; Dr. Avijit Ghosh, comptroller (and vice president/chief financial officer); Mr. Thomas P. Hardy, executive director for University relations; Dr. Joseph T. Walsh Jr., interim vice president for economic development and innovation; Mr. Gregory J. Knott, secretary of the Board of Trustees and of the University; and Dr. Barbara J. Wilson, executive vice president and vice president for academic affairs.

President Killeen introduced the senate observers and the representative of the academic professional staff: Dr. Lynn Fisher, associate professor, Department of Sociology/Anthropology, and chair of the Springfield Senate, representing the University Senates Conference and the Springfield Senate; Dr. Adrienne D. Dixson, professor and coordinator, social science and education policy, Department of Education Policy, Organization, and Leadership, Urbana, representing the Urbana Senate; Dr. Milos Zefran, professor, Department of Electrical and Computer Engineering, representing the Chicago Senate; and Mr. Michael Wesbecher, director, communications and events, Office of the Vice Chancellor for Health Affairs, Chicago, representing the academic professional staff. Dr. Magic Wade, assistant professor, Department of Political Science at Springfield, and chair of the University Senates Conference; and Ms. Sandra De Groote, professor and scholarly communications librarian, Chicago, and chair of the Chicago Senate Executive Committee, were also introduced.

OPENING REMARKS FROM THE PRESIDENT

President Killeen remarked on the end of the semester and the epic challenge posed by the COVID-19 pandemic. He said the University of Illinois has been a model for the nation by creating and implementing its saliva test and surveillance program that resulted in no major outbreaks or classroom spread of the virus throughout the semester. He said 820,000 tests have been administered and processed to date, with positivity rates that are below state levels. He said that the responses to increasing positivity rates at each university, combined with cooperation from students, faculty, and staff, kept positivity rates low. President Killeen noted it is important to remain vigilant and referred to vaccine trials that are underway. He told the Board that Shield T3 will be expanding to the University of Wisconsin at Madison in the spring, and he said it may also be utilized at other universities, corporations, K-12 schools, and beyond. President Killeen referred to the development of a Shield mobile laboratory and said the University's Shield programs are examples of the university's execution of the land-grant mission of the future, leading the way to progress.

President Killeen noted that the University's approach to the pandemic has come at a cost, and he referred to increased expenses and lost revenue. He said that despite these impacts, the University system is ending Fiscal Year 2020 with positive finances. He thanked Dr. Ghosh, the chancellors, provosts, and many others for their efforts. President Killeen said Fiscal Year 2021 will be faced with much uncertainty, and

he expressed hope for continued State support, referring to the Fiscal Year 2022 budget request.

President Killeen commented on the 24 faculty members that have been hired through the President's Distinguished Faculty Recruitment Program. He said the second round of the initiative, "Expanding the Impact of the Arts and Humanities," is underway. He mentioned the Council of the Great Lakes Region and the University's role in creating a pipeline for innovation and economic growth, resulting in a renaissance of the Great Lakes. President Killeen concluded his remarks and thanked the Board for its support and guidance.

WELCOME FROM THE CHANCELLOR AT CHICAGO

Mr. Edwards stated that this meeting would normally be held at the University of Illinois at Chicago, and as such, asked Dr. Amiridis to give welcome remarks from Chicago. Dr. Amiridis referred to the university's origins in the Navy Pier campus that began in 1946 by welcoming student veterans. He said this legacy has continued, with more than 700 veterans currently at the university as faculty, staff, or students. He acknowledged the service of veterans, including those at the university.

Dr. Amiridis commented on the past 10 months and said he is proud and grateful for the faculty, staff, and student response to the pandemic. He referred to the shift in March to online teaching and said that laptops and hot spots were distributed to students who needed them. Dr. Amiridis said a small number of students remained on

campus because they did not have anywhere else to go. He referred to ongoing efforts by faculty and teaching assistants to improve online course content and delivery.

Dr. Amiridis then discussed the delivery of health care during the pandemic, of which he said he is proud. He referred to increased testing and efforts to save lives throughout the pandemic. Dr. Amiridis described critical research underway at the university and said that the university is in a unique position of offering excellence and inclusion. He said he is proud of the university's own COVID-19 saliva-based test that allowed the university to make informed decisions.

At 9:51 a.m., Mr. Dale returned to the meeting.

Next, Dr. Amiridis remarked on an endemic of structural racism and said that following the lead of black faculty and students, the university established a public safety review to redefine the meaning of public safety at the university. He described investments into services for black students and efforts to increase numbers of faculty from underrepresented groups. Dr. Amiridis said the university will continue to improve diversity and inclusion. He referred to a collaborative national effort to increase the number of Latinx faculty across the country, with the university leading these efforts.

Dr. Amiridis said the pandemic had demonstrated the strength of the university and its important local and national impact. He referred to access and excellence and reported on improved rankings, royalties, and research funding. Dr. Amiridis mentioned some construction projects that are underway and said he is optimistic about the university's future, despite the dark clouds surrounding State

finances. He concluded his comments by stating that he believes the university will emerge stronger than before.

FINANCIAL UPDATE

At 9:59 a.m., Mr. Edwards asked Dr. Ghosh to give a financial update (materials on file with the secretary). Dr. Ghosh told the Board that this report is based on preliminary, unaudited financial results, and he highlighted the impact of the pandemic that created many uncertainties and challenges. He gave an overview of the Fiscal Year 2020 financial summary and said that the University system was able to keep expenses below budget. Dr. Ghosh reported that the balance will be used to augment pandemic-related costs in the Fiscal Year 2021 budget. He showed the change in net position and presented Fiscal Year 2020 operating ratios. Dr. Ghosh then reported on the estimated impact of COVID-19 through June 30, 2020, which he said is \$188.5 million. He added that this does not include the hospital. He discussed the distribution and receipt of Coronavirus Aid, Relief, and Economic Security (CARES) Act funding and showed how these funds were allocated across financial aid, institutional support, and patient care. Dr. Ghosh then discussed the University's financial strength that he said is due, in part, to diversified revenue sources, and he presented key revenue changes from Fiscal Year 2019 and revenue by unit. He showed the percent of revenue derived from tuition and fees and sponsored programs at each university and presented a graph depicting revenue trends over a five-year period.

Dr. Ghosh then reported on unexpected expenses in Fiscal Year 2020 and said that expenses increased by 6.6 percent over Fiscal Year 2019. He discussed increases in compensation, which were due to the incorporation of The John Marshall Law School and costs associated with pay and overtime at the hospital. The cost of supplies and services and student aid expenses also increased. Dr. Ghosh showed that compensation is the largest expense category and instruction is the largest expense function at the University. He said the University is maintaining a strong cash position, and he concluded his presentation by stating that a difficult year was managed prudently during challenging times. He added that Fiscal Year 2021 will likely prove to be just as difficult but he is confident the University will meet these challenges.

Mr. Edwards asked how the CARES Act funding impacted expenses related to COVID-19. Dr. Ghosh explained that 50 percent was allocated to additional student grants and clarified that the \$188.5 million in estimated costs from COVID-19 does not include hospital expenses. Mr. Edwards inquired about costs related to COVID-19 for the coming year, and Dr. Ghosh said that expenses combined with revenue loss will result in an estimated impact of \$275.0 million. He added that the cost also depends on the intensity of testing at the universities for COVID-19. Mr. Edwards expressed hope for a new CARES Act and highlighted the need for financial assistance from the federal government.

FISCAL YEAR 2022 BUDGET REQUEST

At 10:17 a.m., Dr. Edwards asked Dr. Wilson to present the Fiscal Year 2022 budget request. Dr. Wilson began her presentation (materials on file with the secretary) by giving some context to the budget request, referring to the University's Fiscal Year 2016-2020 tuition freeze, increased Illinois resident enrollment, expansion of University-funded financial aid, and the need to grow faculty to meet student demand. Dr. Wilson presented a chart that showed types of undergraduate financial aid, demonstrating that the majority is derived from institutional aid, and showed there has been a 123 percent increase in institutional aid since 2009. She noted increased aid lowers the cost of tuition for Illinois residents and showed the percentage of resident undergraduate students who pay less than full tuition and fees at each university. She told the Board that this will grow with the implementation of the Illinois Commitment. Dr. Wilson stated that faculty hiring has not kept pace with the growth in enrollment and is negatively impacting student-to-faculty ratios. She stated that the Fiscal Year 2022 budget request for operations is \$673.4 million, which is an 8.3 percent increase over Fiscal Year 2021. Dr. Wilson listed the components of the operating request, which include initiatives to maintain competitiveness and quality and to support technology infrastructure. She showed the history of State appropriations to the University from 2010 to the present and noted that the total amount requested is below 2017 funding when adjusted for inflation. Dr. Wilson then provided details regarding the Fiscal Year 2022 capital request, the funds of which would be used for repair and renovation, facilities for innovation and workforce

development, and academic libraries. She listed the projects in each category and said the total capital request for Fiscal Year 2022 is \$602.3 million. Mr. Edwards thanked Dr. Wilson for the presentation.

Ms. Smart expressed support for funding to grow faculty in light of the University's student-to-faculty ratios. Mr. Edwards emphasized balancing affordability with excellence and quality and expressed concern regarding the increase in student-to-faculty ratios, adding that it is important to examine the distribution of funds to facilities versus faculty. Dr. King agreed and said that without faculty, there is no student experience. Ms. Jakobsson emphasized the need to communicate these issues through legislative channels.

PRESENTATION BY THE UNIVERSITY SENATES CONFERENCE

Addressing Systemic Racism

Mr. Edwards asked Mr. Cecil J. Hunt II, professor of law, Chicago, to give a report from the University Senates Conference (USC) on addressing systemic racism (materials on file with the secretary). Mr. Hunt referred to a USC retreat focused on systemic racism that was attended by student representatives; national scholars on race in education and criminal law; chiefs and captains of police at each university; and the head of the Police Training Institute. Mr. Hunt summarized the views discussed by each group and presented the key topics, including the difficulty and depth of these problems; obligations of higher education; special opportunities at the University system; and the need for concerted efforts and commitments.

Mr. Edwards thanked Mr. Hunt for the presentation and asked if trustees had any questions or comments. Mr. Smart stated that the discussion appeared to be focused on policing. Mr. Hunt indicated that while there were broader topics to discuss, this was the area of focus selected by the students, who had expressed concern about this subject. Mr. Hunt emphasized the role of campus policing and the ways in which it differs from municipal policing. Ms. Holmes noted that these are issues facing communities throughout the country and encouraged the consideration of a change in nomenclature for university police, stating that one possibility could be safety and security officers. She also commented on the response to mental health calls and having the appropriate individuals available for various circumstances and situations. Ms. Holmes thanked Mr. Hunt for the presentation and expressed appreciation for the collaborative environment at the University. Mr. Hunt referred to a recent mental health summit at the university and said the topic of policing was also discussed there. He said he liked the suggestion of changing the name of the university police to something that better reflects their role. Dr. King mentioned the engagement of health-care professionals, rather than police, in certain situations. Dr. Wilson told the Board that all three units at the universities are considering incorporating mental health experts into their teams. Mr. Edwards thanked everyone for the discussion and encouraged proactive leadership.

COMMITTEE REPORTS

Report from Chair,
Audit, Budget, Finance, and Facilities Committee

Mr. Edwards stated that he would give the report from the Audit, Budget, Finance, and Facilities Committee of behalf of Mr. Cepeda, who serves as chair of the committee, as Mr. Cepeda was unable to serve as chair at the last meeting. Mr. Edwards said the committee met on November 2, 2020, and that he attended the meeting with Mr. Cepeda, Dr. King, Mr. McKeever, and Ms. Bravo. He said Mr. Dale, Mr. Estrada, Ms. Jakobsson, Mr. McMillan, Ms. Smart, Mr. Mirza, and Mr. Verthein joined the meeting as guests. Mr. Edwards said the committee approved the minutes of the last meeting, held on August 31, 2020, and that the committee reviewed the recommended agenda items within the purview of the committee. He listed those items and said the committee held a robust discussion regarding the proposed contract for dining services at the University of Illinois Hospital and Clinics. Mr. Edwards said Mr. Michael B. Zenn, chief executive officer, University of Illinois Hospital and Clinics, referred to the impact of food services on patient satisfaction and told the committee that the contract should lead to an improvement in patient satisfaction ratings. Mr. Edwards told the Board that he requested reports in November 2021 and 2022 to evaluate the return on investment. Mr. Edwards reported that Ms. Julie A. Zemaitis, executive director of University audits, gave a presentation on internal audit activity through the first quarter ended September 30, 2020. Mr. Edwards stated there was no old or new business discussed. He said the committee

held a brief executive session to discuss minutes of meetings lawfully closed under the Open Meetings Act, and that the committee voted in open session to approve the recommendation to disclose certain minutes discussed in executive sessions pursuant to the Open Meetings Act. He announced the next meeting of the committee is scheduled for January 11, 2021, at 3:00 p.m.

Report from Chair,
University Healthcare System Committee

Next, Dr. King, chair of the University Healthcare System Committee, gave a report from that committee. He said the committee met the previous day and that he attended along with Mr. Estrada, Mr. McMillan, and Mr. Mirza. He said Mr. Edwards was also in attendance, and Ms. Jakobsson, Mr. McKeever, and Mr. Verthein attended as guests. Dr. King said the committee approved the minutes of the meeting held on September 9, 2020. He reported that Dr. Robert A. Barish, vice chancellor for health affairs, Chicago, recognized the efforts of the University of Illinois hospital and clinic staff in dealing with COVID-19. Dr. King said the committee reviewed the agenda items within the purview of the committee. He reported that Dr. Richard Novak, Harry F. Dowling Professor and chief, Division of Infectious Diseases, Chicago, provided an overview of COVID-19 research that has been underway at the hospital. Dr. King said Mr. Zenn gave a report that included an overview of the hospital's finances. Dr. King said Dr. Susan Bleasdale, chief quality officer, University of Illinois Hospital and Clinics, gave a COVID-19 update and noted the sharp increase in cases at the hospital over the previous two weeks. Dr.

King said Mr. Zenn updated the committee on the 3i project and that Dr. Shelly Major, chief nursing officer, University of Illinois Hospital and Clinics, provided an overview of efforts to improve nursing quality. Dr. King said the report concluded with a discussion with Dr. Bleasdale on patient safety. Dr. King reported that Dr. Raymond H. Curry, senior associate dean for educational affairs, College of Medicine, Chicago, gave the graduate medical education report. Dr. King reported that there was no old business discussed. Under new business, Dr. King said the committee members recognized Mr. McMillan, who was attending his last meeting of the committee as a trustee. Dr. King said the committee held a brief executive session to discuss minutes of meetings lawfully closed under the Open Meetings Act, and that the committee voted in open session to approve the recommendation to disclose certain minutes discussed in executive sessions pursuant to the Open Meetings Act. He stated the next meeting of the committee is scheduled for January 20, 2021, at 12:30 p.m., at a location to be determined.

Report from Chair,
Governance, Personnel, and Ethics Committee

Mr. Edwards then asked Mr. Estrada, chair of the Governance, Personnel, and Ethics Committee, to provide a report from that committee. Mr. Estrada said he attended the Governance, Personnel, and Ethics Committee meeting the previous day with Ms. Holmes, Mr. McMillan, and Mr. Verthein. He said Mr. Edwards was also in attendance, and Ms. Jakobsson attended the meeting as a guest. Mr. Estrada said the committee approved the minutes of the last meeting that was held on September 9, 2020, and

reviewed the items within the purview of the committee on the Board's agenda. Mr. Estrada said the committee heard a legislative update from Ms. Jennifer M. Creasey, senior director of State relations, and Mr. Paul Weinberger, director of federal relations, and he gave a brief summary of their reports. Mr. Estrada stated there was no old or new business. He said the committee held a brief executive session to discuss minutes of meetings lawfully closed under the Open Meetings Act, and that the committee voted in open session to approve the recommendation to disclose certain minutes discussed in executive sessions pursuant to the Open Meetings Act. He announced that the next meeting of the committee is scheduled for January 20, 2021, at 2:00 p.m., at a location to be determined.

Report from Chair,
Academic and Student Affairs Committee

Mr. Edwards then asked Ms. Smart, chair of the Academic and Student Affairs Committee, to provide a report from that committee. Ms. Smart stated that the committee met the previous day, and that she attended the meeting with Mr. Dale, Mr. Estrada, Ms. Jakobsson, Mr. McMillan, Mr. Mirza, Ms. Bravo, and Mr. Verthein. Ms. Smart said Mr. Edwards was also in attendance. Ms. Smart reported the committee approved the minutes of the meeting of September 9, 2020, and reviewed the agenda items within the purview of the committee on the Board's agenda. She listed those items. Ms. Smart said there was no old or new business discussed, and she announced that the next meeting of this committee is scheduled for January 20, 2021, at 2:45 p.m.

PUBLIC COMMENT

At 11:16 a.m., Mr. Edwards announced a public comment session and explained that the *Procedures Governing Appearances Before the Board of Trustees* allows for a maximum of six individuals to speak for five minutes each. He then invited Ms. Jackie Profit to speak. Ms. Profit commented on the recommendation to purchase dining services from Aramark and said that they will not be as committed as the hospital staff currently providing dining services. She said that safety is a priority and outsourcing during a pandemic is unwise. She told the Board that with a new directive, management, and equipment, the current staff could provide a higher level of service.

Next, Mr. Edwards called on Mr. Samuel Polyakov. Mr. Polyakov commented on anti-Jewish sentiment and asked the Board to issue a statement addressing inaccuracies about Israel and the Jewish people. He said many anti-Semitic groups single out Israel and create falsehoods and false narratives. He asked the Board to support the Jewish community.

AGENDA

At 11:25 a.m., Mr. Edwards announced that the agenda for this meeting would now be considered. All Board members recorded as present at the start of the meeting were in attendance. Mr. Edwards noted that the items were discussed extensively at meetings of

the Board committees, which are open to the public. He explained the roll call vote³ for the regular agenda would be first and that the secretary would read the titles of these items. Mr. Edwards noted that several Board members had previously discussed concerns with President Killeen and other staff members regarding these items, and he said that he would welcome further discussion at this time.

By consensus, the Board agreed that one roll call vote would be taken and considered the vote on each agenda item no. A1 and through 7 inclusive.

(The record of the Board action appears at the end of each item.)

Approve Minutes of Board of Trustees Meeting

(A1) The secretary presents for approval the minutes of the Board of Trustees meeting of September 10, 2020.

On motion of Ms. Jakobsson, seconded by Dr. King, these minutes were approved by the following vote: Aye, Ms. Bravo, Mr. Dale, Mr. Edwards, Mr. Estrada, Ms. Holmes, Ms. Jakobsson, Dr. King, Mr. McMillan, Ms. Smart; No, none; Absent, Mr. Cepeda, Governor Pritzker.

(The student advisory vote was: Aye, Mr. Mirza, Mr. Verthein.)

³ Per 5 ILCS 120/7(e), all votes are conducted by roll call.

Approve Proposed Amendments to the University of Illinois *Statutes*
and *The General Rules Concerning University Organization and Procedures*

(1) In the fall of 2012, the Board of Trustees initiated a review of the University's two governing documents, the University of Illinois *Statutes (Statutes)* and *The General Rules Concerning University Organization and Procedure (General Rules)*. The purpose of the review was to ensure accuracy and update language to reflect current practices. The process has taken several years because of leadership changes, the complex required shared governance process involving all three university Senates as well as the University Senates Conference (USC), and the need for precision and care when adjusting such pivotal documents. Moreover, in May 2016, the University of Illinois adopted the organizational structure and nomenclature of a "system" for the effective and efficient impact, operation, and administration of the institution. Intricate terminology changes involving "system" and "university" required a new set of revisions and round of consultations.

The proposed revisions to the *Statutes* and *General Rules* are attached to this item (a copy of these documents can be found in Appendix 1 and 2, respectively, of these minutes). The majority of the changes reflect the adoption of the system/university nomenclature as well as updates to the titles and roles of various system-level and university officials. Several other changes reflect updates to current procedures, especially in the area of intellectual property. A few substantive changes are proposed in the areas of the nondiscrimination statement, academic freedom, and clarifying that both the USC and the president may initiate modifications to the *Statutes*.

The proposed changes in the attached governing documents have been reviewed extensively by President Killeen, Executive Vice President Wilson, and University Counsel. Pursuant to the requirements of the *Statutes* and *General Rules*, the president has consulted with the University Senates Conference regarding these proposed amendments.

The Board action recommended in this item complies in all material respects with applicable State and federal laws, University of Illinois *Statutes*, *The General Rules Concerning University Organization and Procedure*, and Board of Trustees policies and directives.

The changes to the University of Illinois *Statutes* and *General Rules* have the support of the executive vice president and vice president for academic affairs, the university senates, and the University Senates Conference.

The president of the University of Illinois recommends approval.

On motion of Ms. Jakobsson, seconded by Dr. King, this recommendation was approved by the following vote: Aye, Ms. Bravo, Mr. Dale, Mr. Edwards, Mr. Estrada, Ms. Holmes, Ms. Jakobsson, Dr. King, Mr. McMillan, Ms. Smart; No, none; Absent, Mr. Cepeda, Governor Pritzker.

(The student advisory vote was: Aye, Mr. Mirza, Mr. Verthein.)

Appointments to the Faculty, Administrative/Professional Staff,
and Intercollegiate Athletic Staff

(2) According to State statute, no student trustee may vote on those items marked with an asterisk.

In accordance with Article IX, Section 3 of the University of Illinois *Statutes*, the following new appointments to the faculty at the rank of assistant professor and above, and certain administrative positions, are now presented for action by the Board of Trustees.

The Board action recommended in this item complies in all material respects with applicable State and federal laws, University of Illinois *Statutes*, *The General Rules Concerning University Organization and Procedure*, and Board of Trustees policies and directives.

Faculty New Hires Urbana
Submitted to the Board of Trustees November 12, 2020

Name	College	Proposed UI Job Title	Appointing Unit	Tenure Status	Job FTE	Service description	Service Begin Date	Salary	per
Leonelli, Laurie B.	College of Agricultural, Consumer and Environmental Sciences	Assistant Professor	Agricultural and Biological Engineering	Initial/Partial Term	1.00	Academic Year	01/01/2021	\$91,000.00	year
Leonelli, Laurie B.	College of Agricultural, Consumer and Environmental Sciences	Assistant Professor	Agricultural and Biological Engineering	Probationary, Yr 1	1.00	Academic Year	08/16/2021	\$91,000.00	year
Rodas Waters, Maria A.	Gies College of Business	Assistant Professor	Business Administration	Summer Appointment	1.00	Salary for Period Stated	06/16/2021	\$42,888.89	*
Rodas Waters, Maria A.	Gies College of Business	Assistant Professor	Business Administration	Probationary, Yr 1	1.00	Academic Year	08/15/2021	\$193,000.00	year
Rodas Waters, Maria A.	Gies College of Business	Shebik Centennial Faculty Fellow	Gies College of Business	Non-Tenured	0.00	Academic Year	08/16/2021	\$7,500.00	year
							Total Annual Salary	\$200,500.00	year
*Banerjee, Arindam	Grainger College of Engineering	Professor	Computer Science	Indefinite Tenure	1.00	Academic Year	01/16/2021	\$173,000.00	year
Banerjee, Arindam	Grainger College of Engineering	Founder Professor in Computer Science	Computer Science	Non-Tenured	0.00	Academic Year	01/16/2021	\$7,500.00	year
							Total Annual Salary	\$180,500.00	year

Name	College	Proposed UI Job Title	Appointing Unit	Tenure Status	Job FTE	Service description	Service Begin Date	Salary	per
Ghose, Saugata	Granger College of Engineering	Assistant Professor	Computer Science	Initial/Partial Term	1.00	Academic Year	01/16/2021	\$125,000.00	Year
Ghose, Saugata	Granger College of Engineering	Assistant Professor	Computer Science	Probationary, Yr 1	1.00	Academic Year	08/16/2021	\$125,000.00	year
Jabbarvand Behrouz, Reyhaneh	Granger College of Engineering	Assistant Professor	Computer Science	Initial/Partial Term	1.00	Academic Year	01/16/2021	\$125,000.00	year
Jabbarvand Behrouz, Reyhaneh	Granger College of Engineering	Assistant Professor	Computer Science	Probationary, Yr 1	1.00	Academic Year	08/16/2021	\$125,000.00	year
Matthews, Megan Leigh	Granger College of Engineering	Assistant Professor	Civil and Environmental Engineering	Initial/Partial Term	1.00	Academic Year	01/01/2021	\$102,000.00	year
Matthews, Megan Leigh	Granger College of Engineering	Assistant Professor	Civil and Environmental Engineering	Probationary, Yr 1	1.00	Academic Year	08/16/2021	\$102,000.00	year
Sanfilippo, Joseph Edward	College of Liberal Arts and Sciences	Assistant Professor	Biochemistry, School of Molecular and Cellular Biology	Initial/Partial Term	1.00	Academic Year	11/13/2020	\$82,000.00	year
Sanfilippo, Joseph Edward	College of Liberal Arts and Sciences	Assistant Professor	Biochemistry, School of Molecular and Cellular Biology	Probationary, Yr 1	1.00	Academic Year	08/16/2021	\$82,000.00	year
Deeke, Alexander John	University Library	Assistant Professor	University Library	Initial/Partial Term	1.00	Twelve-Month	11/16/2020	\$66,000.00	year
Deeke, Alexander John	University Library	Undergraduate Teaching and Learning Librarian	University Library	Non-Tenured	0.00	Twelve-Month	11/16/2020	\$0.00	year
Deeke, Alexander John	University Library	Assistant Professor	University Library	Probationary, Yr 1	1.00	Twelve-Month	08/16/2021	\$66,000.00	year
							Total Annual Salary	\$66,000.00	year
Doodnaught, Graeme Michael	College of Veterinary Medicine	Assistant Professor	Veterinary Clinical Medicine	Initial/Partial Term	1.00	Twelve-Month	11/16/2020	\$132,000.00	year

Name	College	Proposed UI Job Title	Appointing Unit	Tenure Status	Job FTE	Service description	Service Begin Date	Salary	per
Doodnaught, Graeme Michael	College of Veterinary Medicine	Assistant Professor	Veterinary Clinical Medicine	Probationary, Yr 1	1.00	Twelve-Month	08/16/2021	\$132,000.00	year

URBANA

Emeriti

- SUSAN AVERY, associate professor emerita, University Library, August 1, 2020
- RENEE L. BAILLARGEON, Alumni Distinguished Professor Emerita of Psychology, August 16, 2020
- WILLIAM C. BULLOCK, professor emeritus, School of Art and Design, June 1, 2020
- JULIE A. HENGST, associate professor emerita of speech and hearing science, June 1, 2020
- WEN-MEI W. HWU, AMD Jerry Sanders Chair Emeritus in Electrical and Computer Engineering, September 1, 2020
- DOUGLAS L. JONES, William L. Everitt Distinguished Professor Emeritus of Electrical and Computer Engineering, September 1, 2020
- CAROL SKALNIK LEFF, associate professor emerita of political science, September 1, 2020
- LIANG Y. LIU, associate professor emeritus of civil and environmental engineering, September 1, 2019
- WILLIAM H. MISCHO, Berthold Family Professor Emeritus in Information Access and Discovery, University Library, July 1, 2020
- RANDALL L. NELSON, professor emeritus of soybean genetics, Department of Crop Sciences, February 4, 2017
- JEROME L. PACKARD, professor emeritus of East Asian languages and cultures, School of Literatures, Cultures and Linguistics, September 1, 2020
- DOROTHEE SCHNEIDER, teaching associate professor emerita of history, May 16, 2019
- LISA J. STUBBS, professor emerita of cell and developmental biology, School of Molecular and Cellular Biology, July 16, 2020

Sabbaticals Requests Urbana
Submitted to the Board of Trustees November 12, 2020

College	Department	Name	Rank	Period of Leave	Salary	Concise Statement
College of Fine and Applied Arts	Architecture	Alejandro Lapunzina	Professor	Second Semester (Spring)	full pay	To write the manuscript of a book focusing on four universal and timeless themes of the understanding of architecture as a discipline of critical and creative reflection.
College of Media	Journalism	Charles Ledford	Associate Professor	Second Semester (Spring)	full pay	Digitize, catalog and create a searchable website of tens of thousands of images to be more broadly available for teaching & research.

Faculty New Hires Chicago
Submitted to the Board of Trustees November 12, 2020

Name	College	Proposed UI Job Title	Appointing Unit	Tenure Status	Job FTE	Service Description	Service Begin Date	Salary	per
Teague, Norman Lorenzo	College of Architecture, Design and the Arts	Assistant Professor	School of Design	Probationary, Yr 1	1.00	Academic Year	11/13/2020	\$74,000.00	year
*Sneed, Lesley H.	College of Engineering	Professor	Civil, Materials, and Environmental Engineering	Indefinite Tenure	1.00	Academic Year	01/01/2021	\$165,000.00	year
Sneed, Lesley H.	College of Engineering	Director, High Bay Lab	Civil, Materials, and Environmental Engineering	Non-Tenured	0.00	Academic Year	01/01/2021	\$15,000.00	year
							Total Annual Salary	\$180,000.00	year
*O'Leary, Erin Sanders	College of Liberal Arts and Sciences	Associate Professor	Biological Sciences	Indefinite Tenure	0.00	Academic Year	11/13/2020	\$0.00	year
O'Leary, Erin Sanders	College of Liberal Arts and Sciences	Executive Director	Center for Teaching Excellence	Non-Tenured	1.00	12-Month	11/13/2020	\$128,333.00	year
O'Leary, Erin Sanders	College of Liberal Arts and Sciences	Executive Director	Center for Teaching Excellence	Non-Tenured	0.00	12-Month	11/13/2020	\$29,667.00	year
O'Leary, Erin Sanders	College of Liberal Arts and Sciences	Adjunct Associate Professor	Microbiology and Immunology, College of Medicine	Non-Tenured	0.00	12-Month	11/13/2020	\$0.00	year
							Total Annual Salary	\$158,000.00	year
Ascoli, Christian Jose	College of Medicine at Chicago	Assistant Professor	Medicine	Initial/Partial Term	0.51	12-Month	11/16/2020	\$80,325.00	year
Ascoli, Christian Jose	College of Medicine at Chicago	Physician Surgeon	Medicine	Non-Tenured	0.49	12-Month	11/16/2020	\$77,175.00	year
Ascoli, Christian Jose	College of Medicine at Chicago	Assistant Professor	Medicine	Probationary, Yr 1	0.51	12-Month	08/16/2021	\$80,325.00	year

Name	College	Proposed UI Job Title	Appointing Unit	Tenure Status	Job FTE	Service Description	Service Begin Date	Salary	per year
							Total Annual Salary	\$157,500.00	year
Bobitt, Julie L.	College of Medicine at Chicago	Assistant Professor	Medicine	Initial/Partial Term	1.00	12-Month	11/16/2020	\$105,000.00	year
Bobitt, Julie L.	College of Medicine at Chicago	Assistant Professor	Medicine	Probationary, Yr 1	1.00	12-Month	08/16/2021	\$105,000.00	year
Hasan, Ayesha	College of Medicine at Chicago	Assistant Professor	Obstetrics and Gynecology	Probationary, Yr 1	0.51	12-Month	11/16/2020	\$142,800.00	year
Hasan, Ayesha	College of Medicine at Chicago	Physician Surgeon	Obstetrics and Gynecology	Non-Tenured	0.49	12-Month	11/16/2020	\$137,200.00	year
							Total Annual Salary	\$280,000.00	year
*Heiman, Heather Lynn	College of Medicine at Chicago	Associate Professor	Medicine	Indefinite Tenure	0.05	12-Month	11/16/2020	\$11,000.00	year
Heiman, Heather Lynn	College of Medicine at Chicago	Associate Dean for Medical Education	Administration	Non-Tenured	0.90	12-Month	11/16/2020	\$288,000.00	year
Heiman, Heather Lynn	College of Medicine at Chicago	Physician Surgeon	Medicine	Non-Tenured	0.05	12-Month	11/16/2020	\$9,015.00	year
Heiman, Heather Lynn	College of Medicine at Chicago	Associate Professor	Medical Education	Non-Tenured	0.00	12-Month	11/16/2020	\$0.00	year
							Total Annual Salary	\$308,015.00	year
John, Jobin Koshy	College of Medicine at Chicago	Assistant Professor	Surgery	Initial/Partial Term	0.51	12-Month	11/13/2020	\$60,000.00	year
John, Jobin Koshy	College of Medicine at Chicago	Physician Surgeon	Surgery	Non-Tenured	0.49	12-Month	11/13/2020	\$110,000.00	year
John, Jobin Koshy	College of Medicine at Chicago	Assistant Professor	Surgery	Probationary, Yr 1	0.51	12-Month	11/13/2020	\$60,000.00	year

Name	College	Proposed UI Job Title	Appointing Unit	Tenure Status	Job FTE	Service Description	Service Begin Date	Salary	per
							Total Annual Salary	\$170,000.00	year
Perez-Tamayo, Alejandra Mercedes	College of Medicine at Chicago	Assistant Professor	Surgery	Initial/Partial Term	0.51	12-Month	11/13/2020	\$60,000.00	year
Perez-Tamayo, Alejandra Mercedes	College of Medicine at Chicago	Physician Surgeon	Surgery	Non-Tenured	0.49	12-Month	11/13/2020	\$200,000.00	year
Perez-Tamayo, Alejandra Mercedes	College of Medicine at Chicago	Assistant Professor	Surgery	Probationary, Yr 1	0.51	12-Month	08/16/2021	\$60,000.00	yaer
							Total Annual Salary	\$260,000.00	year
Purnell, Chad A.	College of Medicine at Chicago	Assistant Professor	Surgery	Probationary, Yr 1	0.51	12-Month	11/13/2020	\$60,000.00	year
Purnell, Chad A.	College of Medicine at Chicago	Physician Surgeon	Surgery	Non-Tenured	0.09	12-Month	11/13/2020	\$87,900.00	year
							Total Annual Salary	\$147,900.00	year

CHICAGO

Emeriti

REBECCA M. HENDRICK, professor emerita of public administration, August 16, 2020

SUSAN L. HUGHES, professor emerita of community health sciences, August 16, 2020

PETER WILLIAM HYLTON, professor emeritus and UIC Distinguished Professor Emeritus
of Philosophy, August 16, 2020

ANNE KOERBER, professor emerita of oral medicine and diagnostic sciences, January 1,
2020

JOANN STUBBINGS, clinical associate professor emerita of pharmacy practice, March 1,
2020

Faculty New Hires Springfield
Submitted to the Board of Trustees November 12, 2020

Name	College	Proposed UI Job Title	Appointing Unit	Tenure Status	Job FTE	Service Description	Service Begin Date	Salary	per
Pham, Trung	College of Business and Management	Assistant Professor	Accounting, Economics and Finance	Probationary, Yr 1	1.00	Academic Year	11/13/2020	\$122,000.00	year
Hakenewerth, Timothy	College of Education and Human Services	Assistant Professor	Human Development Counseling	Probationary, Yr 1	1.00	Academic Year	11/13/2020	\$56,500.00	year
Hewitt, Amy	College of Education and Human Services	Assistant Professor	Teacher Education	Probationary, Yr 1	1.00	Academic Year	11/13/2020	\$59,000.00	year
Huang, Xiang	College of Liberal Arts and Sciences	Assistant Professor	Computer Science	Probationary, Yr 1	1.00	Academic Year	11/28/2020	\$92,000.00	year
Geras, Matthew	College of Public Affairs and Administration	Assistant Professor	Political Science	Probationary, Yr 1	1.00	Academic Year	11/13/2020	\$60,000.00	year

Administrative Professional New Hires Urbana

Faculty appointments noted, when appropriate.

Submitted to the Board of Trustees November 12, 2020

Name	College	Proposed UI Job Title	Appointing Unit	Tenure Status	Job FTE	Service Description	Service Begin Date	Salary	Per
Barros, Ana Paula	Grainger College of Engineering	Head	Civil and Environmental Engineering	Non-Tenured	0.00	Twelve-Month	02/01/2021	\$15,000.00	year
*Barros, Ana Paula	Grainger College of Engineering	Professor	Civil and Environmental Engineering	Indefinite Tenure	1.00	Academic Year	02/01/2021	\$286,000.00	year
Barros, Ana Paula	Grainger College of Engineering	Professor	Civil and Environmental Engineering	Summer Appointment****	1.00	Salary for Period Stated	TBD	\$66,888.89	**
Barros, Ana Paula	Grainger College of Engineering	Donald Biggar Willett Chair in Engineering	Civil and Environmental Engineering	Non-Tenured	0.00	Academic Year	02/01/2021	\$15,000.00	year
Shamma, Jeff S.							Total Annual Salary	\$382,888.89	year
	Grainger College of Engineering	Head	Industrial and Enterprise Systems Engineering	Non-Tenured	0.00	Twelve-Month	12/12/2020	\$15,000.00	year
*Shamma, Jeff S.	Grainger College of Engineering	Professor	Industrial and Enterprise Systems Engineering	Indefinite Tenure	1.00	Academic Year	12/12/2020	\$220,000.00	year

Name	College	Proposed UI Job Title	Appointing Unit	Tenure Status	Job FTE	Service Description	Service Begin Date	Salary	Per
Shamma, Jeff S.	Grainger College of Engineering	Professor	Industrial and Enterprise Systems Engineering	Summer Appointment****	1.00	Salary for Period Stated	TBD	\$51,111.11	**
Shamma, Jeff S.	Grainger College of Engineering	Jerry S. Dobrovolny Chair	Industrial and Enterprise Systems Engineering	Non-Tenured	0.00	Academic Year	12/12/2020	\$10,000.00	year
Shamma, Jeff S.	Grainger College of Engineering	Professor	Coordinated Science Laboratory	Non-Tenured	0.00	Academic Year	12/12/2020	\$0.00	year
							Total Annual Salary	\$296,111.11	year
Leakey, Andrew	College of Liberal Arts and Sciences	Head	Plant Biology, School of Integrative Biology	Non-Tenured	0.00	Academic Year	11/13/20	\$5,500.00	year
Leakey, Andrew	College of Liberal Arts and Sciences	Professor	Plant Biology, School of Integrative Biology	Summer Appointment***	1.00	Salary for Period Stated	TBD	\$15,555.56	**
Leakey, Andrew	College of Liberal Arts and Sciences	Head	Plant Biology, School of Integrative Biology	Summer Appointment***	0.00	Salary for Period Stated	TBD	\$611.11	**
*Leakey, Andrew	College of Liberal Arts and Sciences	Professor	Plant Biology, School of Integrative Biology	Indefinite Tenure	1.00	Academic Year	08/16/2020	\$140,000.00	year

Name	College	Proposed UI Job Title	Appointing Unit	Tenure Status	Job FTE	Service Description	Service Begin Date	Salary	Per
Leakey, Andrew	College of Liberal Arts and Sciences	Affiliate Professor	Crop Sciences, College of Agricultural, Consumer and Environmental Sciences	Non-Tenured	0.00	Academic Year	08/16/2020	\$0.00	year
Leakey, Andrew	College of Liberal Arts and Sciences	Professor	Institute of Genomic Biology, Vice Chancellor for Research and Innovation	Non-Tenured	0.00	Academic Year	08/16/2020	\$0.00	year
Leakey, Andrew	College of Liberal Arts and Sciences	Center for Advanced Bioenergy and Bioproducts Innovation Director	Vice Chancellor for Research and Innovation	Non-Tenured	0.00	Academic Year	09/01/2020	\$10,000.00	year
							Total Annual Salary	\$171,666.67	year
Nair, Satish K.	College of Liberal Arts and Sciences	Head	Biochemistry, School of Molecular and Cellular Biology	Non-Tenured	0.00	Academic Year	11/13/20	\$5,500.00	/yr
Nair, Satish K.	College of Liberal Arts and Sciences	Professor	Biochemistry, School of Molecular and Cellular Biology	Summer Appointment***	1.00	Salary for Period Stated	TBD	\$611.11	**

Name	College	Proposed UI Job Title	Appointing Unit	Tenure Status	Job FTE	Service Description	Service Begin Date	Salary	Per
Nair, Satish K.	College of Liberal Arts and Sciences	Head	Biochemistry, School of Molecular and Cellular Biology	Summer Appointment***	0.00	Salary for Period Stated	TBD	\$19,166.67	**
*Nair, Satish K.	College of Liberal Arts and Sciences	Professor	Biochemistry, School of Molecular and Cellular Biology	Indefinite Tenure	1.00	Academic Year	08/16/2020	\$160,000.00	year
Nair, Satish K.	College of Liberal Arts and Sciences	Gunsalus Professor	Biochemistry, School of Molecular and Cellular Biology	Non-Tenured	0.00	Academic Year	08/16/2020	\$7,500.00	year
Nair, Satish K.	College of Liberal Arts and Sciences	Department Affiliate	Chemistry, School of Chemical Sciences	Non-Tenured	0.00	Academic Year	08/16/2020	\$0.00	year
Nair, Satish K.	College of Liberal Arts and Sciences	Professor	Institute of Genomic Biology, Vice Chancellor for Research and Innovation	Non-Tenured	0.00	Academic Year	08/16/2020	\$0.00	year
Nair, Satish K.	College of Liberal Arts and Sciences	Director, Center for Biophysics and Quantitative Biology	Biochemistry, School of Molecular and Cellular Biology	Non-Tenured	0.00	Academic Year	08/16/2020	\$5,000.00	year

Name	College	Proposed UI Job Title	Appointing Unit	Tenure Status	Job FTE	Service Description	Service Begin Date	Salary	Per
Nair, Satish K.	College of Liberal Arts and Sciences	Professor	Materials Research Laboratory, Grainger College of Engineering	Non-Tenured	0.00	Academic Year	08/16/2020	\$0.00	year
							Total Annual Salary	\$197,777.78	year
Benson, Barry D.		Vice Chancellor for Advancement	Office of the Vice Chancellor for Institutional Advancement	Non-Tenured	0.50	Twelve Month	08/16/20	\$162,314.00	year
Benson, Barry D.		Vice Chancellor for Advancement	Office of the Vice Chancellor for Institutional Advancement	Non-Tenured	0.50	Twelve Month	02/16/20	\$180,349.00	year
Benson, Barry D.		Senior Vice President, University of Illinois Foundation	University of Illinois Foundation	Non-Tenured	0.50	Twelve Month	08/16/20	\$180,349.00	year

Name	College	Proposed UI Job Title	Appointing Unit	Tenure Status	Job FTE	Service Description	Service Begin Date	Salary	Per
Benson, Barry D.		Senior Vice President, University of Illinois Foundation	University of Illinois Foundation	Non-Tenured	N/A	Payment for Period Stated	08/16/20	\$25,000.00	*****
Benson, Barry D.		Senior Vice President, University of Illinois Foundation	University of Illinois Foundation	Non-Tenured	N/A	Payment for Period Stated	08/16/21	\$25,000.00	*****
Benson, Barry D.		Senior Vice President, University of Illinois Foundation	University of Illinois Foundation	Non-Tenured	N/A	Payment for Period Stated	08/16/21	\$50,000.00	*****
Benson, Barry D.		Senior Vice President, University of Illinois Foundation	University of Illinois Foundation	Non-Tenured	N/A	Payment for Period Stated	08/16/22	\$25,000.00	*****
Benson, Barry D.		Senior Vice President, University of Illinois Foundation	University of Illinois Foundation	Non-Tenured	N/A	Payment for Period Stated	08/16/23	\$25,000.00	*****

Name	College	Proposed UI Job Title	Appointing Unit	Tenure Status	Job FTE	Service Description	Service Begin Date	Salary	Per
Benson, Barry D.		Senior Vice President, University of Illinois Foundation	University of Illinois Foundation	Non-Tenured	N/A	Payment for Period Stated	08/16/24	\$25,000.00	*****
							Total Annual Salary	\$351,680.50	Year

**Salary reflected is for specific range of service dates
 ***Salary for one month of summer service during each summer of appointment as Head/Chair/Director
 ****Salary for two months of summer service during each summer of appointment as Head/Chair/Director
 *****Annual performance incentive/retention payments, if applicable

Administrative Professional New Hires Chicago

Faculty appointments noted, when appropriate.
Submitted to the Board of Trustees November 12, 2020

Name	College	Proposed UI Job Title	Appointing Unit	Tenure Status	Job FTE	Service Description	Service Begin Date	Salary	Per
DeBerry-Spence, Benet	College of Business Administration	Head	Marketing	Non-Tenured	0.00	Academic Year	11/13/2020	\$20,061.00	year
*DeBerry-Spence, Benet	College of Business Administration	Professor	Marketing	Indefinite Tenure	1.00	Academic Year	11/13/2020	\$250,000.00	year
							Total Annual Salary	\$270,061.00	year
Stieff, Mike	College of Liberal Arts and Sciences	Co-Director	Learning Sciences Research Institute	Non-Tenured	0.00	Academic Year	11/13/2020	\$6,000.00	year
*Stieff, Mike	College of Liberal Arts and Sciences	Professor	Chemistry	Indefinite Tenure	1.00	Academic Year	11/13/2020	\$157,000.00	year
Stieff, Mike	College of Liberal Arts and Sciences	Professor	Psychology	Non-Tenured	0.00	Academic Year	11/13/2020	\$0.00	year
Stieff, Mike	College of Liberal Arts and Sciences	Professor	Learning Sciences Research Institute	Non-Tenured	0.00	Academic Year	11/13/2020	\$0.00	year
							Total Annual Salary	\$163,000.00	year

Name	College	Proposed UI Job Title	Appointing Unit	Tenure Status	Job FTE	Service Description	Service Begin Date	Salary	Per
Superfine, Alison May	College of Liberal Arts and Sciences	Co-Director	Learning Sciences Research Institute	Non-Tenured	0.00	Academic Year	11/13/2020	\$6,000.00	year
*Superfine, Alison May	College of Liberal Arts and Sciences	Professor	Mathematics, Statistics and Computer Science	Indefinite Tenure	1.00	Academic Year	11/13/2020	\$157,000.00	year
Superfine, Alison May	College of Liberal Arts and Sciences	Professor	Learning Sciences Research Institute	Non-Tenured	0.00	Academic Year	11/13/2020	\$0.00	year
Superfine, Alison May	College of Liberal Arts and Sciences	Departmental Affiliate	Curriculum and Instruction, College of Education	Non-Tenured	0.00	Academic Year	11/13/2020	\$0.00	year
							Total Annual Salary	\$163,000.00	year
Kitajewski, Jan	Office of the Vice Chancellor for Health Affairs	Director, Cancer Center	Cancer Center	Non-Tenured	0.00	12-Month	11/13/2020	\$174,000.00	year
Kitajewski, Jan	Office of the Vice Chancellor for Health Affairs	Head	Physiology and Biophysics	Non-Tenured	0.00	12-Month	11/13/2020	\$50,000.00	year
*Kitajewski, Jan	Office of the Vice Chancellor for Health Affairs	Professor	Physiology and Biophysics	Indefinite Tenure	1.00	12-Month	11/13/2020	\$348,000.00	year

Name	College	Proposed UI Job Title	Appointing Unit	Tenure Status	Job FTE	Service Description	Service Begin Date	Salary	Per
Kitejewski, Jan	Office of the Vice Chancellor for Health Affairs	Sweeney Basic Science Professor	Physiology and Biophysics	Non-Tenured	0.00	12-Month	11/13/2020	\$0.00	year
							Total Annual Salary	\$572,000.00	year
Riley, Matthew L.	Office of the Vice Chancellor for Innovation	Associate Vice Chancellor for Innovation and Chief Information Officer	Academic Computing & Communication Center	Non-Tenured	1.00	12-Month	12/01/2020	\$240,000.00	year

Administrative Professional New Hires Springfield

Faculty appointments noted, when appropriate.
Submitted to the Board of Trustees November 12, 2020

Name	College	Proposed UI Job Title	Appointing Unit	Tenure Status	Job FTE	Service Description	Service Begin Date	Salary	Per
Johnson, Stephen R	Office of the Provost and Vice Chancellor for Academic Affairs	Director of Science Laboratories	Vice Chancellor for Academic Affairs	Non-Tenured	0.00	Academic Year	11/13/2020	\$4,725.00	year
*Johnson, Stephen R	Office of the Provost and Vice Chancellor for Academic Affairs	Associate Professor	Chemistry	Indefinite Tenure	1.00	Academic Year	08/16/2020	\$66,402.00	year
							Total Annual Salary	\$71,127.00	year

Administrative Professional New Hires University Administration

Faculty appointments noted, when appropriate.
Submitted to the Board of Trustees November 12, 2020

Name	College	Proposed UI Job Title	Appointing Unit	Tenure Status	Job FTE	Service Description	Service Begin Date	Salary	Per
Laroe, John M.	University Accounting and Financial Reporting	Assistant Controller	University Accounting and Financial Reporting	N/A	1.00	12-Month	11/16/2020	\$135,582.04	year
McCarthy, Phillip Joseph	University Accounting and Financial Reporting	Assistant Controller	University Accounting and Financial Reporting	N/A	1.00	12-Month	11/16/2020	\$138,666.04	year
Quinlan, Karen Jean	University Accounting and Financial Reporting	Director of Operations and Strategic Services	University Accounting and Financial Reporting	N/A	1.00	12-Month	11/16/2020	\$125,000.00	year
Roberts, Nicole M.	Treasury Operations	Director, Cash Management	Treasury Operations	N/A	1.00	12-Month	11/16/2020	\$120,000.00	year

*No student trustee may vote on those items marked with an asterisk

**Salary reflected is for specific range of service dates

***Salary for two months of summer service during each summer of appointment as Head/Chair/Director

Intercollegiate Athletics New Multi-Year Contracts Urbana
Submitted to the Board of Trustees November 12, 2020

Table 1 Division of Intercollegiate Athletics New Multi-Year Contracts

Name	Job Title	Multi-Year Contract Begin Date	Multi-Year Contract End Date	Job FTE	Service Description	Annual Salary	Contract Year
Fletcher, Kilee N	Assistant Strength Coach, Women's Basketball	11/13/2020		1.00	Athletics Year-Round	\$85,000.00	11/13/2020-04/30/2021
				1.00	Athletics Year-Round	\$95,000.00	05/01/2021-04/30/2022
				1.00	Athletics Year-Round	\$105,000.00	05/01/2022-04/30/2023
				1.00	Athletics Year-Round	\$115,000.00	05/01/2023-04/30/2024
			04/30/2025	1.00	Athletics Year-Round	\$125,000.00	05/01/2024-04/30/2025

Intercollegiate Athletics Multi-Year Contract Extensions Urbana

Submitted to the Board of Trustees November 12, 2020

Table 2 Division of Intercollegiate Athletics Multi-Year Contract Extensions

Name	Job Title	Multi-Year Contract Begin Date	Multi-Year Contract End Date	Job FTE	Service Description	Annual Salary	Contract Year
Fletcher, Adam	Head Strength Coach, Men's Basketball	11/13/2020		1.00	Athletics Year-Round	\$275,000.00	11/13/2020-04/30/2021
				1.00	Athletics Year-Round	\$325,000.00	05/01/2021-04/30/2022
				1.00	Athletics Year-Round	\$350,000.00	05/01/2022-04/30/2023
				1.00	Athletics Year-Round	\$375,000.00	05/01/2023-04/30/2024
			04/30/2025	1.00	Athletics Year-Round	\$400,000.00	05/01/2024-04/30/2025

Addendum Items Faculty New Hires Urbana
Submitted to the Board of Trustees November 12, 2020

Name	College	Proposed UI Job Title	Appointing Unit	Tenure Status	Job FTE	Service Description	Service Begin Date	Salary	per year	Previously approved
Oleschuk, Merin Christine	College of Agricultural, Consumer and Environmental Sciences	Assistant Professor	Human Development and Family Studies	Probationary, Yr-1 Initial/partial Term	1.00	Academic Year	08/16/2020 01/16/2021	\$73,000.00	year	Jul 2020
Oleschuk, Merin Christine	College of Agricultural, Consumer and Environmental Sciences	Assistant Professor	Human Development and Family Studies	Probationary, Yr 1	1.00	Academic Year	08/16/2021	\$73,000.00	year	
Ocasio, William Cristobal	Gies College of Business	Professor	Business Administration	Summer Appointment	1.00	Salary for Period Stated	07/01/2020 - 08/15/2020 06/16/2020	\$62,333-33 \$83,111.11	year *	May 2020
Ocasio, William Cristobal	Gies College of Business	Professor	Business Administration	Indefinite Tenure	1.00	Academic Year	08/15/2020	\$359,000.00	year	May 2020
Ocasio, William Cristobal	Gies College of Business	James F. Towey Professor of Business and Leadership	Gies College of Business	Non-Tenured	0.00	Academic Year	08/16/2020	\$15,000.00	year	May 2020
Ocasio, William Cristobal	Gies College of Business	Director, Illinois Strategic Organization Initiative	Gies College of Business	Non-Tenured	0.00	Academic Year Twelve-Month	08/16/2020	\$20,000.00	year	May 2020
							Total Annual Salary	\$394,000.00	year	

Name	College	Proposed UI Job Title	Appointing Unit	Tenure Status	Job FTE	Service Description	Service Begin Date	Salary	per	Previously approved
Wang, Yuxiong	Grainger College of Engineering	Assistant Professor	Computer Science	Probationary, Yr 1	1.00	Academic Year	08/4/6/2020 08/19/2020	\$125,000.00	year	Jul 2020
Novoa Echaurren, Magdalena Paz	College of Fine and Applied Arts	Assistant Professor	Urban and Regional Planning	Probationary, Yr 1	1.00	Academic Year	08/4/6/2020 08/18/2020	\$72,000.00	year	Jul 2020
Lueg, Christopher Peter	School of Information Sciences	Professor	School of Information Sciences	Indefinite Tenure	1.00	Academic Year	08/4/6/2020 08/16/2021	\$135,000.00	year	Jan 2020
Auerbach, Benjamin David	College of Liberal Arts and Sciences	Assistant Professor	Molecular and Integrative Physiology, School of Molecular and Cellular Biology	Probationary, Yr-1 Initial/partial Term	1.00	Academic Year	08/4/6/2020 11/16/2020	\$82,000.00	year	May 2020
Auerbach, Benjamin David	College of Liberal Arts and Sciences	Assistant Professor	Molecular and Integrative Physiology, School of Molecular and Cellular Biology	Probationary, Yr 1	1.00	Academic Year	08/16/2021	\$82,000.00	year	
Auerbach, Benjamin David	College of Liberal Arts and Sciences	Assistant Professor	Beckman Institute for Advanced Science and Technology, Office of the Vice Chancellor for Research	Non-Tenured	0.00	Academic Year	08/4/6/2020 11/16/2020	\$0.00	year	May 2020
							Total Annual Salary	\$82,000.00	year	

Name	College	Proposed UI Job Title	Appointing Unit	Tenure Status	Job FTE	Service Description	Service Begin Date	Salary	per	Previously approved
Backlund, Mikael P Paul	College of Liberal Arts and Sciences	Assistant Professor	Chemistry, School of Chemical Sciences	Summer Appointment	1.00	Salary for Period Stated	08/01/20-08/15/2020	\$4,393.94	**	Jul 2020
Backlund, Mikael P Paul	College of Liberal Arts and Sciences	Assistant Professor	Chemistry, School of Chemical Sciences	Probationary, Yr 1	1.00	Academic Year	08/16/2020	\$87,000.00	year	Jul 2020
Newman, Adam L Lee	College of Liberal Arts and Sciences	Assistant Professor	Religion, School of Literatures, Cultures, and Linguistics	Probationary, Yr 1	1.00	Academic Year	08/16/2020	\$72,000.00	year	Jul 2020
Nguyen, Oanh Oanh Thi Hoang	College of Liberal Arts and Sciences	Assistant Professor	Mathematics	Probationary, Yr 1	1.00	Academic Year	08/16/2020	\$95,000.00	year	Jul 2020
Wu, Nicholas Ching-Hai	College of Liberal Arts and Sciences	Assistant Professor	Biochemistry, School of Molecular and Cellular Biology	Initial/partial Term	1.00	Academic Year	11/01/2019	\$82,000.00	/yr	Sep 2019 Nov 2019
Wu, Nicholas Ching Hai	College of Liberal Arts and Sciences	Assistant Professor	Biochemistry, School of Molecular and Cellular Biology	Probationary, Yr 1	1.00 0.75	Academic Year	08/16/2020 09/01/2020	\$82,000.00 \$61,500.00	/yr	Sep 2019 Nov 2019
Wu, Nicholas Ching Hai	Carle Illinois College of Medicine	Assistant Professor	Carle Illinois College of Medicine	Non-Tenured	0.25	Academic Year	09/01/2020	\$20,500.00	/yr	

Name	College	Proposed UI Job Title	Appointing Unit	Tenure Status	Job FTE	Service Description	Service Begin Date	Salary	per	Previously approved
Zhang, Susu	College of Liberal Arts and Sciences	Assistant Professor	Psychology	Probationary, Yr 1	0.50 0.67	Academic Year	08/16/2020	\$44,250.00 \$55,275.00	year	May 2020
Zhang, Susu	College of Liberal Arts and Sciences	Assistant Professor	Statistics	Probationary, Yr 1	0.50 0.33	Academic Year	08/16/2020	\$44,250.00 \$27,225.00	year	May 2020
							Total Annual Salary	\$82,500.00	year	

Addendum Items Faculty New Hires Chicago
Submitted to the Board of Trustees November 12, 2020

Name	College	Proposed UI Job Title	Appointing Unit	Tenure Status	Job FTE	Service Description	Service Begin Date	Salary	per	Previously approved
Buhimschi, Catalin Sorin	College of Medicine	Professor	Obstetrics and Gynecology	Indefinite Tenure	0.51	12-Month	07/27/2020 11/16/2020	\$214,200.00	year	Jul 2020
Buhimschi, Catalin Sorin	College of Medicine	Physician Surgeon	Obstetrics and Gynecology	Non-Tenured	0.49	12-Month	07/27/2020 11/16/2020	\$205,800.00	year	Jul 2020
							Total Annual Salary	\$420,000.00	year	
Wang, Xiaowei	College of Medicine at Chicago	Professor	Pharmacology & Regenerative Medicine	Indefinite Tenure	1.00	12-Month	10/16/20	\$230,000.00	year	Sep 2020
Wang, Xiaowei	College of Medicine at Chicago	Director of Biostatistics Core Core Leader, Bioinformatics	Cancer Center	Non-Tenured	0.00	12-Month	10/16/20	\$10,000.00	year	Sep 2020
Wang, Xiaowei	College of Medicine at Chicago	Department Affiliate	Bioengineering	Non-Tenured	0.00	12-Month	10/16/20	\$0.00	year	Sep 2020
							Total Annual Salary	\$240,000.00	year	

Addendum Item Administrative Professional New Hires System Offices

Submitted to the Board of Trustees November 12, 2020

Name	College	Proposed UI Job Title	Appointing Unit	Tenure Status	Job FTE	Service Description	Service Begin Date	Salary	per year	Previously approved
Melchiorre, Geri Anne	Treasury Operations	Senior Director	Investments	N/A	1-00 0.80	12-Month	08/16/2020	\$ 126,000.00	year	Jul 2020

Addendum Item Notices of Nonreappointment Urbana Offices

Submitted to the Board of Trustees November 12, 2020

Name	Job Title	Appointing Unit	Service Begin Date	Previously approved
Franklin, Christine	POLICY COORD	School-of-Social Work	06/30/2021	Sep 2020

On motion of Ms. Jakobsson, seconded by Dr. King, these appointments were approved by the following vote: Aye, Mr. Dale, Mr. Edwards, Mr. Estrada, Ms. Holmes, Ms. Jakobsson, Dr. King, Mr. McMillan, Ms. Smart; No, none; Absent, Mr. Cepeda, Governor Pritzker. (Ms. Bravo was recorded as not voting on this item.)

(The student advisory vote was: Not voting, Mr. Mirza, Mr. Verthein.)

Establish the Bachelor of Science in Agronomy,
College of Agricultural, Consumer and Environmental Sciences, Urbana

(3) The chancellor, University of Illinois at Urbana-Champaign, and vice president, University of Illinois, with the advice of the Urbana-Champaign Senate, recommends approval of a proposal from the College of Agricultural, Consumer and Environmental Sciences to establish the Bachelor of Science in Agronomy.

The proposed Bachelor of Science in Agronomy incorporates coursework in crop sciences, plant biology, soil pest management, plant protection, environmental quality, and data analysis to provide a comprehensive education in agronomy, which is the science of agricultural production. This interdisciplinary curriculum is expected to appeal to prospective students interested in acquiring employable skillsets in sustainable agriculture production solutions to address urgent global challenges to food security and environmental sustainability.

Along with the Bachelor of Science in Plant Biotechnology proposal from the Department of Crop Sciences that was approved by the Board of Trustees in March, 2020 and by the IBHE in September 2020, the current proposal to establish the BS in

Agronomy represents consolidation of the concentrations within the existing BS in Crop Sciences. Companion report items request the elimination via phasedown of the concentrations in Crops, Plant Protection, Plant Biotechnology and Molecular Biology, and Biological Sciences within the BS in Crop Sciences. Through the establishment of the BS in Plant Biotechnology and the proposed BS in Agronomy, these concentrations are essentially consolidated and elevated to two majors. This elevation will make the areas of study more visible to prospective students and to employers. This reorganization is in alignment with recommendations from a Department of Crop Sciences self-evaluation and external review. Those reviews determined a comprehensive offering of agronomy is lacking in the current undergraduate curricular structure. This is limiting student enrollment and disadvantages key employment opportunities. The establishment of the BS in Agronomy will enhance student identity, provide greater prominence to this area of diverse expertise in crop sciences, and address student needs while preparing them with skillsets for known employment opportunities in agriculture.

Current facilities, including library resources, are adequate to support the program. Capacity exists within departmental courses that will serve as core courses for the major. These courses already exist as part of the degree requirements for the current concentration structure in the BS in Crop Sciences. The Crops, Plant Protection, Plant Biotechnology and Molecular Biology, and Biological Sciences concentrations within the Bachelor of Science in Crop Sciences will be phased out as students currently enrolled in the program graduate or transfer to the new degree program in Plant Biotechnology or to

the proposed BS in Agronomy. The concentrations will be eliminated only when there are no longer any enrolled students.

The Board action recommended in this item complies in all material respects with applicable State and federal laws, University of Illinois *Statutes, The General Rules Concerning University Organization and Procedure*, and Board of Trustees policies and directives.

The executive vice president and vice president for academic affairs concurs with this recommendation. The University Senates Conference has indicated that no further senate jurisdiction is involved.

The president of the University recommends approval. This action is subject to further review and approval by the Illinois Board of Higher Education.

On motion of Ms. Jakobsson, seconded by Dr. King, this recommendation was approved by the following vote: Aye, Ms. Bravo, Mr. Dale, Mr. Edwards, Mr. Estrada, Ms. Holmes, Ms. Jakobsson, Dr. King, Mr. McMillan, Ms. Smart; No, none; Absent, Mr. Cepeda, Governor Pritzker.

(The student advisory vote was: Aye, Mr. Mirza, Mr. Verthein.)

Establish the Doctor of Clinical Exercise Physiology,
College of Applied Health Sciences, Chicago

(4) The chancellor, University of Illinois at Chicago, and vice president,

University of Illinois, with the advice of the Chicago Senate, recommends approval of a proposal from the College of Applied Health Sciences to establish the Doctor of Clinical Exercise Physiology.

Clinical Exercise Physiologists (CEPs) are health-care professionals who work with persons with chronic diseases where exercise training has been shown to be of therapeutic benefit, including, but not limited to, cardiovascular disease, pulmonary disease, and metabolic disorders. CEPs typically hold a bachelor's or master's degree in exercise science or related fields and have a professional certification from a national organization, such as the American College of Sports Medicine (ACSM) or the American Association of Cardiovascular and Pulmonary Rehabilitation (AACVPR). With the exception of Louisiana, states do not require practitioners to be licensed or obtain private certifications. Rather, in order to deliver billable services, CEPs must practice under the supervision of a physician and bill through a physician's National Provider Identification number. Additionally, the antiquated CEP training model disproportionately focuses on the application of exercise services to patients with cardiovascular disease, with less attention given to other prevalent non-communicable diseases. These issues have contributed to reduced autonomy among licensed allied health professionals, stunted the growth of the CEP profession, and prevented CEPs from practicing and billing independently.

Accordingly, there is a growing interest in finding unique pathways to elevate the profession. The establishment of professional doctorate programs is seen as an opportunity to reimagine the delivery of CEP services and to move toward a more

autonomous profession. The leaders of nationally recognized CEP programs are considering or initiating these efforts, and national and regional organizations, including the ACSM, the Clinical Exercise Physiology Association, and the Illinois Society for Cardiopulmonary Health and Rehabilitation, have endorsed the development of a professional doctorate.

Housed in the UIC Department of Physical Therapy, the degree will be the first doctorate of its kind in the country and world. It will provide didactic and clinical training opportunities designed to elevate professional preparation beyond what is currently available for students who aspire to practice as clinical exercise physiologists. The degree will serve as a continuation of the learning provided via master's degrees in CEP or like disciplines (e.g., kinesiology, exercise physiology, or exercise science). A master's degree will be required for admission, as will be at least 100 hours of experience working in a clinical setting (e.g., in relation to cardiac or pulmonary rehabilitation, exercise stress testing, or community wellness).

The degree is comprised of 15 required, face-to-face courses, in addition to a total of 50 to 54 credit hours from the master's degree. The department estimates eight students would enroll in the first year, and 20 students per year would enroll once the program is fully implemented.

The department's budget will be adequate to support the new degree when fully implemented. One clinical teaching faculty member will be hired during the first year of the program to assist with teaching new courses. Current facilities and library resources are adequate to support the program.

The Board action recommended in this item complies in all material respects with applicable State and federal laws, University of Illinois *Statutes, The General Rules Concerning University Organization and Procedure*, and Board of Trustees policies and directives.

The executive vice president and vice president for academic affairs concurs with this recommendation. The University Senates Conference has indicated that no further senate jurisdiction is involved.

The president of the University recommends approval. This action is subject to further review and approval by the Illinois Board of Higher Education.

On motion of Ms. Jakobsson, seconded by Dr. King, this recommendation was approved by the following vote: Aye, Ms. Bravo, Mr. Dale, Mr. Edwards, Mr. Estrada, Ms. Holmes, Ms. Jakobsson, Dr. King, Mr. McMillan, Ms. Smart; No, none; Absent, Mr. Cepeda, Governor Pritzker.

(The student advisory vote was: Aye, Mr. Mirza, Mr. Verthein.)

Appoint Members to the Advisory Board,
Division of Specialized Care for Children (DSCC) in Springfield, Chicago

(5) The Division of Specialized Care for Children (DSCC) is the Illinois Title V agency that provides care coordination for families and children with special health-care needs and financial assistance for those who meet financial and medical eligibility requirements.

In 1957, the Illinois General Assembly created an advisory board for the DSCC to advise the administrators of the University of Illinois regarding DSCC. The Board of Trustees is charged with appointing members to this advisory board.

The chancellor, University of Illinois at Chicago, and vice president, University of Illinois, recommends the following appointments to the DSCC Advisory Board for the term December 1, 2020, through November 30, 2023:

CAROLYN C. FOSTER, MD, MSHS, assistant professor, Department of Pediatrics, Division of Academic General Pediatrics and Primary Care, Northwestern University Feinberg School of Medicine; staff physician, Mary Ann & J. Milburn Smith Child Health Research, Advocacy and Outreach Program, Transition to Adult Care Steering Committee, Lurie Children's Health Partners Care Coordination (LCHPCC) Quality Committee, Lurie Children's Uptown Clinic Medically Complex Care Working Group, Telehealth Programs/Care Connect, Family Advisory Board, Healthy Communities Implementation Strategy, Ann & Robert H. Lurie Children's Hospital of Chicago.

SARAH ANN SOBOTKA, MD, MSCP, assistant professor, Department of Pediatrics, Section of Developmental-Behavioral Pediatrics, fellow of Center for Health Administration Studies (CHAS), associate program director, Fellowship in Developmental and Behavioral Pediatrics, medical director of Comer Outpatient Developmental and Behavioral Pediatric Programs, Pritzker School of Medicine, University of Chicago.

The Board action recommended in this item complies in all material respects with applicable State and federal laws, University of Illinois *Statutes*, *The General Rules Concerning University Organization and Procedure*, and Board of Trustees policies and directives

The president of the University concurs.

On motion of Ms. Jakobsson, seconded by Dr. King, these appointments were approved by the following vote: Aye, Ms. Bravo, Mr. Dale, Mr. Edwards, Mr.

Estrada, Ms. Holmes, Ms. Jakobsson, Dr. King, Mr. McMillan, Ms. Smart; No, none; Absent, Mr. Cepeda, Governor Pritzker.

(The student advisory vote was: Aye, Mr. Mirza, Mr. Verthein.)

Approve Revisions to the University's Liability Self-Insurance Plan

(6) The Board of Trustees ("Board") authorized the establishment of a program of self-insurance on July 21, 1976, for the purpose of paying certain types of liability claims that may be asserted against the University, Board members, officers, employees and students arising from the scope of their University duties, relationships, or employment. Entitled the University of Illinois Liability Self-Insurance Plan (the "Plan"), was made effective August 1, 1976, and has been amended periodically to update Plan language as needed. Amendments are prepared and presented by the Vice President/Comptroller ("V.P./CFO"), approved as to form by University Counsel, and submitted to the president of the University for subsequent consideration by the Board.

The Plan covers the Board as a whole and members and officers of the Board, as well as various employees and agents acting on behalf of the University within the scope of their duties. This includes employees and students who provide health-care services at both University-owned locations and non-University locations. This aspect of the Plan constitutes a significant portion of its coverage given the large number of procedures performed at the hospital and clinics and the relatively litigious environment in Cook County.

Several months ago, University Risk Management, which, under the direction of the V.P./CFO oversees the Plan, requested that University Counsel assist in conducting a comprehensive review of the Plan. University Counsel retained outside counsel Mike Trucco of Stamos & Trucco to assist with the review. Mr. Trucco has extensive experience in insurance matters and medical malpractice defense and previously had advised the University on discrete aspects of the Plan. A working group consisting of members of University Risk Management, the Office of University Counsel, and Mr. Trucco met repeatedly to review each and every provision of the Plan.

The comprehensive review, and the proposed changes resulting therefrom, address three types of issues. First, certain provisions of the Plan were updated to reflect practices that have evolved during the 44-year history of the Plan's administration. Second, other provisions were edited slightly to provide clarity in dealing with particular situations that have arisen in recent years. Third, the entirety of the Plan language was reviewed and modified to promote precision and consistency. It is worth noting that there are no material changes to the substantive provisions of the Plan.

Following these numerous iterations, a proposed, red-lined version of the Plan was created. This again was reviewed in detail by the working group. The red-lined version then was discussed at length with the V.P./CFO. Thereafter, members of the group, along with the V.P./CFO and Mr. Trucco, met with representatives of the hospital and clinics and College of Medicine ("COM") to walk through the proposed Plan revisions. The meeting included vice chancellor for health affairs Dr. Robert Barish, University of Illinois Hospital and Clinics CEO Mike Zenn, COM dean Dr. Marc

Rosenblatt, and Anesthesiology Department head and assistant vice chancellor for health affairs for medical liability Dr. David Schwartz. A thorough and thoughtful discussion occurred, including the reasoning behind various proposed changes. There was consensus support for the proposed revisions. Following this discussion and review, members of the working group and Mr. Trucco briefed Trustee Stuart King, chair of the University Healthcare System Committee (“UHS Committee”), to which the proposed revisions would be presented prior to consideration by the full Board of Trustees. Gregory J. Knott, secretary of the Board of Trustees and of the University, attended as well.

The revised Plan document setting forth the recommended changes to be effective January 1, 2021, accompanies this item and is incorporated herein (materials on file with the secretary). In the red-lined version of the document, proposed deletions are ~~struck through~~ and proposed additions are underlined. For ease of reading, a clean version showing the Plan with the revised changes already included also is attached (materials on file with the secretary).

The Board action recommended in this item complies in all material respects with applicable State and federal laws, University of Illinois *Statutes, The General Rules Concerning University Organization and Procedure*, and Board of Trustees policies and directives.

The University counsel concurs with this recommendation to approve the revisions of the Plan as shown.

The president of the University recommends approval.

On motion of Ms. Jakobsson, seconded by Dr. King, this recommendation was approved by the following vote: Aye, Ms. Bravo, Mr. Dale, Mr. Edwards, Mr. Estrada, Ms. Holmes, Ms. Jakobsson, Dr. King, Mr. McMillan, Ms. Smart; No, none; Absent, Mr. Cepeda, Governor Pritzker.

(The student advisory vote was: Aye, Mr. Mirza, Mr. Verthein.)

Approve Revisions to Mission Statement on Graduate Medical Education,
University of Illinois College of Medicine at Chicago and
University of Illinois Hospital and Health Sciences System, Chicago

(7) The Accreditation Council for Graduate Medical Education (ACGME) requires institutions sponsoring graduate medical education programs to have, among other requirements, a written statement documenting the sponsoring institution's commitment to graduate medical education by providing the necessary financial support for administrative, educational, and clinical resources, including personnel. This is a key "institutional requirement" without which accreditation cannot be granted.

The ACGME further requires that this statement be reviewed, dated, and signed at least once every five years by the designated institutional official, a representative of the sponsoring institution's senior administration, and a representative of the governing body and thus is due for its five-year revision.

The mission statement below was approved by the designated institutional official and the Graduate Medical Education Committee and subsequently approved by the senior associate dean for education of the College of Medicine, the executive dean of

the College of Medicine, and the chief medical officer of the University of Illinois Hospital and Health Sciences System.

“Educating and training residents and fellows to meet the ever-evolving health needs of the state of Illinois, the nation, and the world is paramount to the mission of the University of Illinois Graduate Medical Education Program and Office. We strive to prepare future physicians of diverse backgrounds to serve the populace with expertise, integrity, and compassion, grounded in evidenced-based knowledge, skill, practice, and professionalism. We seek to impact and ensure the viability, quality, and advancement of our healthcare system and network by instilling in our trainees the importance of lifelong learning as a critical requirement for safe and evidence-based care of patients.

“The Graduate Medical Education Office provides a structured environment that facilitates our educational programs’ ability to assist our trainees in their personal and professional development, while fostering learning environments where our trainees can excel in clinical service, research, and teaching. All standards for our educational programs are grounded in the core competencies and milestones for each specialty articulated by the Accreditation Council for Graduate Medical Education.

“In fulfilling our commitment to Graduate Medical Education, we have the support of the Board of Trustees of the University of Illinois, deans of the College of Medicine, university and hospital administrators, faculty of the College of Medicine, and the membership of the Graduate Medical Education Committee. All are committed to providing and advocating for the necessary financial support for administrative, educational, and clinical resources, including personnel needed and required to support

graduate medical education programs in a comprehensive manner here at the University of Illinois College of Medicine at Chicago.”

The Board action recommended in this item complies in all material respects with applicable State and federal laws, University of Illinois *Statutes, The General Rules Concerning University Organization and Procedure*, and Board of Trustees policies and directives.

The chancellor, University of Illinois at Chicago, and vice president, University of Illinois, recommends approval.

The president of the University concurs.

On motion of Ms. Jakobsson, seconded by Dr. King, this recommendation was approved by the following vote: Aye, Ms. Bravo, Mr. Dale, Mr. Edwards, Mr. Estrada, Ms. Holmes, Ms. Jakobsson, Dr. King, Mr. McMillan, Ms. Smart; No, none; Absent, Mr. Cepeda, Governor Pritzker.

(The student advisory vote was: Aye, Mr. Mirza, Mr. Verthein.)

By consensus, the Board agreed that one roll call vote would be taken and considered the vote on agenda item no. 8 through 13 inclusive as listed below. The recommendations were individually discussed but acted upon at one time.

Approve Operating Budget for Fiscal Year 2021

(8) In accordance with policies established by the Board of Trustees and consistent with prudent financial management, the executive vice president/vice president

for academic affairs and the chief financial officer seek approval of the University's operating budget for Fiscal Year 2021 (FY 2021). The budget is based upon recommendations from chancellors and provosts following consultations with academic and administrative leaders across the system. This recommendation follows the Board's adoption of a preliminary FY 2021 operating budget at its May 2020 meeting.

The FY 2021 budget reflects the University's continued commitment to academic excellence and to maintain affordability for students despite the financial challenges caused by the COVID-19 pandemic. The budget ensures resources for academic priorities, including selective but appropriate programmatic enhancements. At the same time, it includes significant resources to maintain the health and safety of students, faculty, and staff and additional cost of operating during the COVID-19 pandemic. The recommended \$6.74 billion budget includes the value of benefit payments made by the state on behalf of the University. The FY 2021 budget represents a \$232.9 million, or -3.3 percent decrease compared to FY 2020 including payments on behalf; and a \$76.6 million or 1.5 percent increase without payments on behalf.

The total operating budget comprises four major categories of funds:

- i. *General operating fund* supporting the academic enterprise of the university;
- ii. *Hospital fund* related to the hospital and clinics that are part of the University of Illinois Hospital and Health Sciences System;
- iii. *Restricted fund* encompassing operations of auxiliary units (such as housing, dining, and related services), sponsored research and federal appropriations, operations supported by gift and endowment income, and the medical service plan. The use of these funds is specified by contracts, granting agencies, donors, or legislative guidelines; and

- iv. *Payments on behalf* representing health and retirement benefits paid by the state on behalf of the University.

As shown below, the total budget is apportioned among the three universities, the system offices, and system-wide programs.

	Chicago	Springfield	Urbana	System Offices & System-Wide Programs	Total	Change from FY2020
General Operating Funds	\$873,377	\$52,351	\$1,242,755	\$195,892	\$2,364,375	0.9%
Hospital Funds	\$861,261				\$861,261	2.7%
Restricted Funds	\$959,769	\$40,208	\$1,090,830	\$14,570	\$2,105,377	1.6%
Payments on Behalf	\$760,503	\$31,597	\$564,510	\$49,390	\$1,406,000	-18.0%
Total	\$3,454,910	\$124,156	\$2,898,095	\$259,852	\$6,737,013	-3.3%
Change from FY 2020	-1.9%	-5.7%	-5.5%	1.0%	-3.3%	

Due to significant additional costs incurred in combatting the COVID-19 pandemic, especially the cost of the extensive testing programs instituted at the three universities and revenue losses due to the pandemic, units anticipate having to use institutional reserve funds, totaling \$121.3 million, to augment their budget in FY 21. The one-time addition of reserve funds will increase the annual budget to \$6.858 billion or by 1.8 percent. But, as shown in the table below, the budget will still remain 1.6 percent below the FY 20 budget:

	Chicago	Springfield	Urbana	System Offices & System-Wide Programs	Total
Institutional Reserves	\$51,886	\$0	\$69,458	\$0	\$121,344
Total Including Institutional Reserves	\$3,506,796	\$124,156	\$2,967,553	\$259,852	\$6,858,357
Change from FY 2020 After Reserves	-0.2%	-5.7%	-3.3%	1.0%	-1.6%

The attachment to this item, the *Budget Summary for Operations FY 2021* (BSO) (materials on file with the secretary) presents a summary of the system-wide budget, budgets for each university, and detailed college level budget schedules. The BSO is organized into five schedules:

- Schedule A: Details university and system-level revenue by source and budgeted expenditures by function and type.
- Schedule B: Provides budgeted expenditures and revenue sources by college-level organization.
- Schedule C: Lists budgeted expenditures by college-level organization and function.
- Schedule D: Summary detail of total permanent budget by college plus institutional reserves allocated to cover expenses above available revenue.
- Schedule E: Provides department-level detail of state and institutional fund budgeted expenditures.

Schedule A, Schedule B, Schedule C, and Schedule D are university and system-level schedules (one for each university and the system) whereas Schedule E contains college-level schedules.

Subject to the foregoing and the Board's directives concerning establishment of University of Illinois budgets, authorization is also requested for the president to: (a) accept resignations; (b) make additional appointments that are necessary and approve the issuance of notices of non-reappointment, subject to all university policies, and policies and rules for Civil Service staff; (c) transfer, if necessary, funding from one object of expenditure to another, as long as total transfer does not exceed three percent of the total general fund budget; (d) make programmatic adjustments to the general fund budget in accordance with institutional priorities and needs, not exceeding three percent of the total general fund budget, exclusive of routine accounting transactions; (e) require changes to departmental allocations necessitated by any rescissions in state appropriation or shortfall in revenues; (f) allocate tuition waivers; (g) accept restricted fund revenues earned in excess of the approved budget and the corresponding expenditures; and (h) pursuant to the State Finance Act, transfer funds from the general operating budget to the restricted fund budget, if necessary.

The Board action recommended in this item complies in all material respects with applicable State and federal laws, legislative audit guidelines, terms and conditions for use of funds, University of Illinois *Statutes*, *The General Rules Concerning University Organization and Procedure*, and Board of Trustees policies and directives.

The president of the University endorses the budget and recommends approval.

On motion of Dr. King, seconded by Ms. Jakobsson, this recommendation was approved and authority was given as requested by the following vote: Aye, Ms.

Bravo, Mr. Dale, Mr. Edwards, Mr. Estrada, Ms. Holmes, Ms. Jakobsson, Dr. King, Mr. McMillan, Ms. Smart; No, none; Absent, Mr. Cepeda, Governor Pritzker.

(The student advisory vote was: Aye, Mr. Mirza, Mr. Verthein.)

Approve Requests for Operating and Capital Appropriations, Fiscal Year 2022

(9) Requests for additional funding from the state for incremental operating funds and new capital appropriations for the University of Illinois system for the fiscal year commencing July 1, 2021, are presented for action by the Board of Trustees. Following Board approval, these requests will be submitted to the Illinois Board of Higher Education for review. The accompanying tables summarize the major elements of each request, and the document, *Fiscal Year 2022 Budget Request for Operating and Capital Funds* (copy filed with the secretary of the Board), provides detailed descriptions of each program and project included in the request.

The Fiscal Year 2022 Operating Budget Request is outlined in Table 1. The University seeks \$51.4 million in new funds, an increase of 8.3 percent in state appropriations. The additional funding will allow the University to maintain its academic competitiveness, continue to provide world-class education to Illinois students, prepare the next generation of leaders, and support the state's economic development. The Fiscal Year 2022 request focuses on our need to provide additional scholarships to resident undergraduate students, to increase the number of faculty to respond to growing enrollment demands, and to maintain salary competitiveness for faculty and staff. The

request also continues prior efforts to secure resources to meet targeted operating cost increases. The request presents the most urgent funding needs confronting the University.

The Fiscal Year 2022 capital budget request, as displayed in Table 2, identifies the University's most crucial and strategic capital priorities. These priorities directly support the University's goals outlined in our Strategic Framework document and they focus on fostering innovation and workforce development. Together, these projects represent an investment of \$602.3 million, devoted to preserving and enhancing facilities already in place on the university campuses as well as supporting critically important new initiatives. Upgrades to existing facilities comprise 34 percent of the total funds requested; this amount is in line with the Illinois Board of Higher Education's recommendation that universities should annually request an investment of at least two percent of the replacement cost of state-supported facilities for repair and renovation. Additionally, three new projects that are designated as the highest priority in each university's capital plan are requested. These projects will enhance our innovation ecosystem at the universities as well as support workforce development related to STEM and health care. Finally, funding is requested for renovation and expansion of existing libraries at Urbana-Champaign and Chicago, which serve as crucial digital, collaborative learning spaces for students. Overall, the capital request underscores the importance the U of I system places on maintaining and extending the institution's physical infrastructure needed for academic programs.

Together, the operating and capital requests reflect the system's highest priority budget needs, focusing on our missions of education, research, public service,

and economic development. These requests are consistent with the priorities set forth in the University of Illinois system's Strategic Framework.

The Board action recommended in this item complies in all material respects with applicable State and federal laws, University of Illinois *Statutes, The General Rules Concerning University Organization and Procedure*, and Board of Trustees policies and directives.

The executive vice president/vice president for academic affairs and the vice president/chief financial officer and comptroller recommend approval.

The president of the University concurs.

Table 1
FY 2022 Operating Budget Request
(Dollars in Thousands)

I.	Maintaining Competitiveness and Quality	\$ 48,939.2
	A. Enhancing Undergraduate Scholarships for Illinois Residents	\$ 15,000.0
	B. Recruiting and Growing Faculty to Meet Enrollment Demand	10,000.0
	C. Competitive Compensation	23,939.2
II.	Technology Infrastructure	\$ 2,500.0
	A. Information Technology & Security Upgrades	\$ 2,500.0
	Total Request	\$ 51,439.2
	<i>% increase in state appropriated funds</i>	<i>8.3%</i>

Table 2
FY 2022 Capital Budget Request
(Dollars in Thousands)

	<u>Urbana</u>	<u>Chicago</u>	<u>Springfield</u>	<u>Total</u>
I. Repair and Renovation				
A. Repair and Renovation	\$110,401	\$85,456	\$6,395	\$202,252
II. Innovation and Workforce Development				
A. Roger Adams Lab Renovation/Addition	68,000			68,000
B. Clinical Decision Unit		65,000		65,000
C. Brookens Building Remodel			33,000	33,000
III. Library Renovations & Upgrades				
A. Library/Digital Learning Center Upgrades	100,000	134,000		234,000
Total Request	\$278,401	\$284,456	\$39,395	\$602,252

On motion of Dr. King, seconded by Ms. Jakobsson, this recommendation was approved by the following vote: Aye, Ms. Bravo, Mr. Dale, Mr. Edwards, Mr. Estrada, Ms. Holmes, Ms. Jakobsson, Dr. King, Mr. McMillan, Ms. Smart; No, none; Absent, Mr. Cepeda, Governor Pritzker.

(The student advisory vote was: Aye, Mr. Mirza, Mr. Verthein.)

Approve Project Budget,
Replace Mechanical Equipment-Biologic Resources Laboratory, Chicago

(10) The purpose of the project to Replace Mechanical Equipment-Biologic Resources Laboratory, Chicago, is to upgrade the mechanical and plumbing equipment in the facility to correct deficiencies and meet energy performance requirements. The laboratory is located at 1840 West Taylor Street, Chicago. The project will create greater

capacity and accommodate growth in UIC's murine-based cancer and metabolic research programs. The Biologic Resources Laboratory improvements will support animal-based research and permit the expansion of both the translational and clinical research programs. In the long-term, the expansion of the Biologic Resources Laboratory will sustain the program's excellence in health disparities research and drug discovery while permitting the growth of its National Institutes of Health-funded population-based research programs.

For the project to proceed, the chancellor, University of Illinois at Chicago, and vice president, University of Illinois, with the concurrence of the appropriate administrative officers, recommends that the Board of Trustees approve the Replace Mechanical Equipment-Biologic Resources Laboratory project with a project budget of \$17,024,984.

The Board action recommended in this item complies in all material respects with applicable State and federal laws, University of Illinois *Statutes, The General Rules Concerning University Organization and Procedures*, and Board of Trustees policies and directives.

Funds for this project are available from the institutional funds of the Chicago university. The University of Illinois at Chicago has applied for a National Institutes of Health grant which, if awarded, would provide funding for a portion of the project.

The president of the University concurs.

On motion of Dr. King, seconded by Ms. Jakobsson, this recommendation was approved by the following vote: Aye, Ms. Bravo, Mr. Dale, Mr. Edwards, Mr. Estrada, Ms. Holmes, Ms. Jakobsson, Dr. King, Mr. McMillan, Ms. Smart; No, none; Absent, Mr. Cepeda, Governor Pritzker.

(The student advisory vote was: Aye, Mr. Mirza, Mr. Verthein.)

Amend Professional Services Consultant and
Construction Manager Contracts for Ubben Basketball Complex Expansion,
Division of Intercollegiate Athletics, Urbana

(11) In September 2020, the Board of Trustees approved the Ubben Basketball Complex Expansion project and the design for the project with a budget of \$35.0 million. A professional services consultant contract with HNTB Corporation of Kansas City, Missouri, was approved by the University of Illinois at Urbana-Champaign in February 2020 and an amendment to the contract to continue services through the construction documents phase was approved by the Board in July 2020.

For the project to proceed, it is necessary to amend the professional services consultant contract for required ongoing professional services. The selection of the professional services consultant for this project was in accordance with the requirements and provisions of Public Act 87-673 (Architectural, Engineering and Land Surveying Qualifications-Based Selection Act).⁴

⁴ A selection committee consisting of Doug Reddington, (Facilities and Services), Jim Sims (Facilities and Services), Brett Stillwell (Division of Intercollegiate Athletics), and Chris Rogan (University Office of Capital Programs and Real Estate Services) interviewed the following firms: HNTB Corporation, Kansas City, MO; Populous, Inc.,

Accordingly, the chancellor, University of Illinois at Urbana-Champaign, and vice president, University of Illinois, with the concurrence of the appropriate administrative officers, recommends that HNTB Corporation of Kansas City, Missouri, continue to be employed and their contract amended for the professional services required for the bidding and construction administration phases of the project. The requested amendment will increase the contract value from \$1,784,175 to \$2,771,800. The amended contract is broken down as follows: firm's fixed fee will be \$1,654,400; for on-site observation on an hourly basis not to exceed \$383,780; for warranty phase on an hourly basis not to exceed \$6,500; for other supplemental services a fixed fee of \$342,520 and on an hourly basis not to exceed \$143,000; and for authorized reimbursable expenses estimated at \$241,600.

In October 2020, UIUC approved a construction manager contract with Turner-Clayco Memorial Stadium JV of Chicago, Illinois. In order for the project to proceed, it is necessary to amend the construction manager services for the bidding, and construction phases of the project. The selection of a construction manager for this project was in accordance with the requirements and provisions of the Illinois Procurement Code.⁵

Kansas City, MO; AECOM Services of Illinois, Inc., Chicago, IL; and RDG IA Inc., Des Moines, IA. The committee recommends HNTB Corporation, Kansas City, MO, as best meeting the criteria for the project.

⁵ A selection committee consisting of Jon Hasselbring (Facilities and Services), Brett Stillwell (Division of Intercollegiate Athletics), Chris Rogan (University Office of Capital Programs and Real Estate Services), and Mohamed Attalla (Facilities and Services) interviewed the following firms: Core Construction Services of Illinois, Inc., Peoria, IL; Walsh Construction, Chicago, IL; and Turner-Clayco Memorial Stadium JV,

Accordingly, the chancellor, University of Illinois at Urbana-Champaign, and vice president, University of Illinois, with the concurrence of the appropriate administrative officers, recommends that Turner-Clayco Memorial Stadium JV, Chicago, Illinois, continue to be employed and their contract amended for the construction management services required for the project for bidding, and construction administration phases of the project. The requested amendment will increase the contract value from \$349,146 to \$2,253,025. The amended contract is broken down as follows: firm's fixed fee will be \$773,438; for staff costs on an hourly basis not to exceed \$1,195,957; for general requirements a fixed fee of \$154,880; and for authorized reimbursable expenses estimated at \$128,750.

The Board actions recommended in this item complies in all material respects with applicable State and federal laws, University of Illinois *Statutes, The General Rules Concerning University Organization and Procedure*, and Board of Trustees policies and directives.

Funds for this project are available from institutional funds of the University of Illinois at Urbana-Champaign and proceeds from gift funds.

The president of the University concurs.

Chicago, IL. The committee recommends Turner-Clayco Memorial Stadium JV of Chicago, IL, as best meeting the criteria for the project.

Table 1: Diverse Business Utilization – Professional Services Consultant

Awarded Vendor	PSC Agreement \$	Subcontract Value	Subvendor % of Work
HNTB Corporation	\$2,771,800		
	MBE	\$337,050	12%
	VOSB	\$229,250	8%
	WBE	\$50,000	2%
	Total MBE (ASA)	\$76,000	3%
	Total MBE (HA)	\$261,050	9%
	Total VOSB	\$229,250	8%
	Total WBE	\$50,000	2%
	Total Diversity	\$616,300	22%

Table 2: Diverse Business Utilization – Construction Manager

Awarded Vendor	CM Agreement \$	Subcontract Value	Subvendor % of Work
Turner Clayco	\$2,253,025		
	MBE	\$117,346	5%
	VOSB	\$70,838	3%
	WBE	\$339,130	15%
Total MBE (AFA)		\$117,346	5%
Total VOSB		\$70,838	3%
Total WBE		\$339,130	15%
Total Diversity		\$527,314	23%

On motion of Dr. King, seconded by Ms. Jakobsson, these recommendations were approved by the following vote: Aye, Ms. Bravo, Mr. Dale, Mr. Edwards, Mr. Estrada, Ms. Holmes, Ms. Jakobsson, Dr. King, Mr. McMillan, Ms. Smart; No, none; Absent, Mr. Cepeda, Governor Pritzker.

(The student advisory vote was: Aye, Mr. Mirza, Mr. Verthein.)

Purchase Recommendations

(12) The president submitted, with his concurrence, a list of purchases, recommended by the directors of purchases and the vice president/chief financial officer and comptroller.

This was presented in one category—purchases from institutional funds. The term designates funds received by the University under contracts with the United States government, private corporations, and other organizations; grants from foundations, corporations, and other donors; and University revolving funds authorized by law.

The total amount of these purchases was:

From Institutional Funds

Purchases\$44,340,630

A complete list of the purchases and the change order with supporting information (including the quotations received) was sent to each member of the Board in advance of the meeting. A copy is being filed with the secretary of the Board for record.

On motion of Dr. King, seconded by Ms. Jakobsson, the purchases recommended were authorized by the following vote: Aye, Ms. Bravo, Mr. Dale, Mr. Edwards, Mr. Estrada, Ms. Holmes, Ms. Jakobsson, Dr. King, Mr. McMillan, Ms. Smart; No, none; Absent, Mr. Cepeda, Governor Pritzker.

(The student advisory vote was: Aye, Mr. Mirza, Mr. Verthein.)

Disclose Certain Minutes of Executive Sessions Pursuant to Open Meetings Act

(13) Under the Open Meetings Act passed by the General Assembly, public bodies subject to the Act that conduct business under exceptions specified in the Act must, at least every six months, determine whether the need for confidentiality still exists

with respect to each item considered under such exception. Pursuant to the Act, “[m]inutes of meetings closed to the public shall be available only after the public body determines that it is no longer necessary to protect the public interest or the privacy of an individual by keeping them confidential....” [5 ILCS 120/2.06(f)].

Items from November 1999 through March 2020 that have been heretofore unreleased are recommended for release at this time.

The University counsel and the secretary of the Board, having consulted with appropriate University officers, recommends that the following matters considered in executive session for the time period indicated above be made available to the public at this time.

The Board action recommended in this item complies in all material respects with applicable State and federal laws, University of Illinois *Statutes*, *The General Rules Concerning University Organization and Procedure*, and Board of Trustees policies and directives.

The president of the University concurs.

Executive Session Minutes Released to Public

July 12, 2001, Board of Trustees Meeting

An Employee Matter

Mr. Shea asked President Stukel to report on his activities as president during Fiscal Year 2001 (materials are filed with the secretary).

Major Accomplishments During Fiscal Year 2001

In reporting on the major accomplishments of the past year President Stukel noted that this year was singular in terms of positive outcomes for the University. He observed that with the recruitment of two new chancellors, one at Springfield and one at Urbana, that all three of the campus executive officers were quite new, since Chancellor Manning is still in her first year as chancellor at Chicago.

He also stated that a complete revamping of the administrative systems for business affairs, human resources, and student affairs had begun.

Further, he reminded the board that the largest tuition increase in the history of the University (30 percent) had been approved. He commented that this was a remarkable achievement because there was no opposition to it. He credited the thorough preparation of the public, the legislature, students, and the media for the lack of opposition. Mr. Shea remarked that in his meeting earlier in the year with colleagues from the boards of other Big Ten institutions he found that these individuals were amazed at the amount of the increase in tuition, and very admiring of the approach taken by the University of Illinois in securing this.

The president thanked all of the trustees for their assistance with the success of the budget request for the next fiscal year, noting that the efforts of many produced very successful results.

He also called the board's attention to a draft of a document titled: *New Opportunities in a New Century: Goals and Challenges for the University of Illinois 2001-2006* (on file with the secretary) and said that it would be discussed at an open

meeting in the near future. He explained that this was written in response to the board's admonitions to him to develop a strategic five-year plan for building and strengthening several areas within the University. He thanked the trustees for their guidance and vision in supporting this plan.

In addition, he thanked the board for their support and great effort in launching the new research park at the Urbana campus, and he specifically thanked Dr. Schmidt for his assistance with developments at the Chicago Technology Park.

The president next stated that a master plan for the south campus at Urbana had been completed and would be presented to the board the next day. He told the board that this was an accomplishment in many ways and especially for the plans it introduces for moving all of the College of Agriculture, Consumer and Environmental Sciences facilities.

President Stukel then turned to the Chicago campus and reported that sales of the private housing developed on the south campus at Chicago were so successful that the University's exposure for this development was greatly reduced (down to \$2.8 million now).

He also noted that the University Hospital in Chicago completed the year with a "break-even" budget, which is a significant accomplishment in the current volatile health care environment.

Further he commented on the resolution of the issue concerning whether the John Marshall Law School should be merged into UIC, and commented on the decision to not proceed with this. The president also noted that the Springfield campus

had selected the first class for the Capital Scholars Program, the program to introduce the freshmen and sophomore years to UIS. In addition, he said that the question about the graduate assistants unionizing at Urbana appears to have been settled by the Illinois Education Labor Relations Board.

In concluding the discussion of major accomplishments the President stated that the most important accomplishments of the past year were the granting of degrees to more than 15,000 undergraduate, graduate, and professional students and the generation of more than \$500.0 million in research and development support from non-State funds.

Next, the president reviewed data for each of the campuses as well as other key data for the University (materials are filed with the secretary) and noted accomplishments and concerns. He stated that the Chicago campus is the most diverse of all research universities in the country, and noted that this is an attractive characteristic; he also stated that a concern for that campus is retention of students. He described the Springfield campus as being in transition, and stated that the Urbana campus has excellent retention and graduation rates for students. He stated that the most recent University survey of students one year after graduation shows that graduates are getting jobs after graduation more quickly; the students say that they would attend the University again, and their attitude toward the University is very positive overall.

Following that President Stukel discussed the challenges he faces in State funding for higher education in Illinois. He pointed out that most of the new money for higher education in the State has gone to support the State Universities Retirement System and the Illinois Student Assistance Commission. He said that the operating

budget was still behind the cost of living, and he stated that in tracking State support for students since 1980 the support per student is \$416 less (in constant dollars) today. He added that this results in a \$30.0 million cost to the University, making support from tuition more important.

The president lauded the success of private support for the past year as well as for the past several years.

Next, he reviewed quality measures for the University and stated that the Urbana campus ranked 16th nationally in research and development expenditures and that the Chicago campus ranked 48th out of 3,500 institutions in the nation. He discussed faculty salaries and reported that State budgets for this year and last have been very helpful in providing much needed funds for salary increases.

Mr. Shea asked for an explanation of the concept that the University of Illinois is one university, yet the IBHE treats the campuses as distinct entities for their analyses and that the competition for faculty is different among the campuses. He also asked about recent advertisements for Urbana campus courses offered in Chicago and inquired if this would not make for competition between the two campuses. To this President Stukel suggested that the University should probably run advertisements presenting both campuses' offerings in Chicago, since the University is one institution.

Mr. Lamont then asked the president for explanations for the decrease in enrollment at the Springfield campus for the last six years. The president said he would ask for an analysis of this and get back to the board with more information.

There was further discussion about the campuses' needs, the importance of private sources for funds, and the appropriate peer groups for the three campuses. The president said he thought a new peer group was needed for the Springfield campus and that he would work with IBHE on this.

President Stukel then discussed the challenges for the University in the year ahead (materials are filed with the secretary). He began with comments about his responsibility to provide executive leadership development for the new chancellors, two new provosts, and other new vice chancellors. Mr. Shea asked for a description of the major responsibilities of the vice chancellors for research on the campuses and how the president might ensure that individuals appointed to these positions understand the demands for technology commercialization today and the need to be competent in interactions with business communities. The president concurred and emphasized that an individual in this position must also be able to identify sources of support for faculty researchers. The president then described the reporting lines for the position of vice chancellor for research and explained that this position at Chicago and Urbana reports to the chancellor, the vice president for economic development and corporate relations, and, at Urbana, to the board of managers of the research park that is appointed by the Board of Trustees. At the conclusion of this discussion the president and the board members agreed that Trustees Eppley, Gindorf, and Plummer would review the position description for this position since a search for a permanent vice chancellor for research was about to commence for the Urbana campus. They agreed to ascertain whether the proper skill sets for this position are specified in the description. Dr. Schmidt then

stressed that the board should hold the president and the chancellors responsible for all administrators after they are approved by the board.

Next, the board discussed what they considered high turnover for administrators within the University, and asked the president why this was occurring. President Stukel explained that the University of Illinois is an attractive place for other institutions to recruit administrators, noting that the last two provosts at Urbana are now leading major institutions, and that past chancellors have gone on to leadership positions at major institutions. The board added that they thought it might be useful to state an expectation for a certain number of years of service to new administrators. They then discussed the importance of exit interviews and asked that they have some time with Chancellor Aiken later in the day, since he is to retire from the University within a few days.

The president next briefed the board on his succession plans for the position of vice president for administration and comptroller after Dr. Bazzani's retirement, and said that Dr. Bazzani would meet with them shortly to discuss his position.

Next, he told the board that he was working to clarify the needs and responsibilities for the public relations function in the University as they had requested, and he thanked Mr. Vickrey for his advice in this area. He also encouraged the board to assist the University with corporate relations, and thanked them for their assistance in State relations.

The president told the board that he planned to recommend Dr. David Chicoine, currently dean of the College of Agriculture, Consumer and Environmental

Sciences, for the position of vice president for economic development and corporate relations as part of a reorganization of his staff. He added that he plans to ask Dr. Chicoine to help with activities related to development of the workforce in the State as well.

In closing this section of the review, the president listed some of the major issues facing the University for the year ahead. These included: Chief Illiniwek and a possible resolution to this issue; the program development plans presented in the strategic five-year plan called *New Opportunities in a New Century: Goals and Challenges for the University of Illinois 2001-2006*, and adjustment on the part of faculty and staff to the fact that the board is evolving into a more active and more managerial body. The president then added that the University Hospital is a continuing issue for attention. In addition, he noted that the appointment of a new executive director for IBHE presents the possibility that this might bring a new call for review of the governance of higher education in the State.

March 14, 2002, Board of Trustees Meeting

SPECIAL EXECUTIVE SESSION

Employee Matters

This session included members of the board, President Stukel, Dr. Bazzani, and Dr. Thompson. It was held to discuss how the various aspects of Dr. Bazzani's position would be distributed and handled after his retirement and by whom. It included statements regarding individual employees' performance. The individuals who would

take over parts of the position were identified. Further, the recommended salary for Stephen K. Rugg, the successor to Dr. Bazzani whom the board had approved at an earlier meeting, was presented by President Stukel as \$250,000 and discussed. Dr. Bazzani explained that salaries for comparable positions in the Big Ten institutions and other peer institutions suggested this level of salary was appropriate, and that this would place the salary for this position at fourth place in the Big Ten. He stated that the position of vice president for administration is usually compensated at about 97 percent of the salary for the vice president for academic affairs. Dr. Bazzani likened the position of vice president for administration to one that includes responsibilities similar to major portions of job descriptions of several State agencies' directors, because the responsibilities of this position include capital programs, administrative computing, the treasury function, the duties of treasurer of the Foundation and treasurer of the Alumni Association, all business affairs matters, and procurement. He opined that that portfolio was extensive and that in terms of risk and responsibility this position merited a salary of \$250,000.

Mr. Shea asked if any board member had a question and there were none.

Mr. Lamont then stated that he considered the salary too high and he thought it would draw criticism from State government because it is so much higher than salaries paid directors of State agencies.

January 19, 2017, Board of Trustees Meeting

Purchase or Lease of Real Property for the Use of the University

Mr. McMillan asked President Killeen to discuss conversations with The John Marshall Law School and possible land purchase associated with the investigatory phase of the law school joining the University of Illinois at Chicago. The president briefed the Board on developments of conversations to date, noting that there will be more information forthcoming to the Board.

May 11, 2017, Board of Trustees Meeting

President Killeen brought up another topic under this exception, that of the conversations now being undertaken with The John Marshall Law School and associated land that would be acquired by the University in such a transaction. He said that the University asked Huron Consulting Group to examine financial projections and expects a report to the Board in July this year. There were no questions, and Mr. Knorr and Mr. Bass left the room at this time.

July 13, 2017, Board of Trustees Meeting

Purchase or Lease of Real Property for the Use of the University

Dr. Koritz called for a discussion of the matter of The John Marshall Law School and associated property acquisition. Dr. Susan Poser, provost and vice chancellor for academic affairs, Chicago, entered the room at this time and joined Dr. Amiridis. Dr. Amiridis provided an introduction on discussions to date, and Dr. Poser relayed input

from the administration at Chicago regarding particular details of the proposed acquisition. A lengthy discussion was held. There was a consensus that the Board is supportive of continuing dialog, with the caveat that a plethora of questions remain. All agreed that this matter will remain confidential; however, there are no barriers in continuing the discussion. President Killeen will propose a plan for addressing questions and stated that for now this matter will continue to be discussed with the Board in executive session and would not yet be made public. Dr. Amiridis and Dr. Poser then left the room.

September 7, 2017, Board of Trustees Meeting

Dr. Koritz asked for a discussion of the next issue on the agenda. Dr. Amiridis provided an update on the progress of the analysis involving the possible acquisition of The John Marshall Law School and its associated property. Dr. Amiridis described the formation of three working groups to encompass all aspects of any such transaction and responded to questions about the projected decision-making timeline. Dr. Koritz thanked Dr. Amiridis for the information, and Dr. Amiridis left the room.

November 16, 2017, Board of Trustees Meeting

Purchase or Lease of Real Property for the Use of the University

Dr. Koritz called for discussion of the next item. Dr. Amiridis and Dr. Avijit Ghosh, interim comptroller (and vice president/chief financial officer), entered the room at this

time. Dr. Amiridis gave an update on the tasks of the working groups he established to achieve goals in the due diligence analysis for the possible absorption of The John Marshall Law School and the acquisition of associated real estate (materials on file with the secretary). He relayed that the next step is to state publicly that the University is exploring this opportunity and provided suggestions on how to progress. The Board discussed and agreed upon a plan to provide a public announcement in the coming days.

Dr. Koritz noted the time and requested that the remaining items on the executive session agenda be moved to an afternoon executive session following the accomplishment of the business of the public meeting.

January 18, 2018, Board of Trustees Meeting

Chair Timothy N. Koritz convened this executive session at 12:40 p.m. All of the trustees were in attendance except Mr. Fitzgerald, Mr. Montgomery, and Governor Rauner. The following were also in attendance: Mr. Lester H. McKeever Jr., treasurer; President Timothy L. Killeen; Mr. Thomas R. Bearrows, University counsel; Ms. Dedra M. Williams, secretary of the Board of Trustees and of the University; Dr. Barbara J. Wilson, executive vice president and vice president for academic affairs; and Mr. Thomas P. Hardy, executive director for University relations.

Purchase or Lease of Real Property for the Use of the University

Dr. Koritz asked for the next item on the agenda to be presented. Dr. Michael D. Amiridis, chancellor, University of Illinois at Chicago, and vice president, University of

Illinois; Dr. Avijit Ghosh, interim comptroller (and vice president/chief financial officer); Dr. Susan Poser, provost and vice chancellor for academic affairs, Chicago; and Mr. John B. Alsterda, legal counsel, Chicago, entered the room at this time. Dr. Amiridis informed the Board about progression of working group activities surrounding the acquisition of The John Marshall Law School (materials on file with the secretary), and noted that guidance from the Board will be needed on several issues, including naming of the school and real estate decisions and management. Discussion was held on the issues and concerns of various constituencies. An update will be provided at the next meeting. A request was made for the team to develop the visionary academic piece for the next conversation, including ideas for development of areas for specialization and strength.

March 15, 2018, Board of Trustees Meeting

Purchase or Lease of Real Property for the Use of the University

Dr. Koritz called for a briefing of a new public-private partnership project in the College of Engineering at Urbana that would involve the lease of property by the University. Dr. Avijit Ghosh, interim comptroller (and vice president/chief financial officer); and Dr. Andreas C. Cangellaris, vice chancellor for academic affairs and provost, Urbana, entered the room. Dr. Cangellaris provided a summary of the proposed project for a new instructional facility for computing data science and analytics, where the University would hold a long-term lease. Dr. Ghosh compared the project to a similar one in Chicago, with the exception that this proposed building will be entirely academic in

nature. He described the project as being in the request-for-proposal phase and said that the Board would be kept informed throughout the process. Dr. Ghosh and Dr. Cangellaris then left the room.

[text withheld]

Purchase or Lease of Real Property for the Use of the University

Dr. Koritz asked for an update on The John Marshall Law School and associated property acquisition. Dr. Michael D. Amiridis, chancellor, University of Illinois at Chicago, and vice president, University of Illinois; Dr. Ghosh; and Dr. Susan Poser, vice chancellor for academic affairs and provost, Chicago, entered the room. Dr. Amiridis walked through a presentation with the Board describing financials and vision for the proposed acquisition (materials on file with the secretary). The Board held discussion and requested updates on the process at the next meeting. Ms. Reyes commented on the excitement among the students at UIC about their interest in applying to UIC Law and the instilled culture of students wishing to give back to the community in their career-path plans. President Killeen asked the team to focus on making a willful case for the school with aspirations and management goals, and Dr. Amiridis agreed to do so.

May 17, 2018, Board of Trustees Meeting

Purchase or Lease of Real Property for the Use of the University

Dr. Koritz asked for an update on The John Marshall Law School and associated property acquisition. Mr. Montgomery returned to the room at this time. Dr. Avijit Ghosh, interim comptroller (and vice president/chief financial officer); Dr. Susan Poser, vice chancellor for academic affairs and provost, Chicago; and Mr. John B. Alsterda, legal counsel, Chicago, entered the room. Dr. Amiridis provided an update on the work done by working groups reporting to him (materials on file with the secretary) and the planned approach for the college over the next few years following the acquisition. He outlined three areas of focus that will be developed by leveraging existing strengths and areas of demand. Dr. Poser discussed expected scenarios, and Dr. Ghosh outlined two projected estimates of enrollment increases. The Board talked about finances, and the president summarized the five-year projections, stating that the discussion in July will be decisional for the Board. President Killeen indicated that the Board would receive his recommendation at that meeting. Mr. McMillan recommended consulting former trustee Ms. Patricia Brown Holmes on the acquisition, an idea readily accepted by the chancellor. Questions about plans for programming were posed and addressed. Mr. Alsterda relayed some information on the process of acquisition, which were outlined in the draft term sheet (materials on file with the secretary). Dr. Amiridis, Dr. Ghosh, Dr. Poser, and Mr. Alsterda left the room at this time.

September 27, 2018, Board of Trustees Meeting

Purchase or Lease of Real Property for the Use of the University

At 12:35 p.m., Dr. Koritz then asked for a discussion of the next issue. Dr. Robert J. Jones, chancellor, University of Illinois at Urbana-Champaign, and vice president, University of Illinois; Dr. Avijit Ghosh, comptroller (and vice president/chief financial officer); and Dr. Michael T. DeLorenzo, senior associate chancellor for administration and operations, joined the meeting at this time. Dr. Jones provided a summary of the proposed plan to partner with a developer who will demolish the entire block in the Daniels Street Campustown area, for construction of a mixed-use building (materials on file with the secretary). The public-private partnership project would include retail space on the first level, while the University would receive real property interests consisting of housing and office space on the other levels, and 100 parking spaces. Dr. Jones noted that the Campustown bar Kam's is planning to move into a new location and the area will see an upgrade as a result. Dr. Ghosh noted restrictions on the University's sale of land and discussed possible future options. Board members discussed details clarifying how partnerships of this type work and the associated planned timeline of specific steps.

November 14, 2019, Board of Trustees Meeting

Discussion of Minutes of Meetings Lawfully Closed Under the Open Meetings Act

At 9:06 a.m., Mr. Edwards asked Ms. Williams and Mr. Bearrows to discuss the potential release of minutes that have been previously sequestered under the Open Meetings Act. President Killeen; Dr. Barbara J. Wilson, executive vice president and vice president for academic affairs; and Mr. Thomas P. Hardy, executive director for University relations,

entered the room at this time. Ms. Williams outlined the items that were recommended for release, and Mr. Bearrows discussed the relevant provisions of the Open Meetings Act and described the review that had been undertaken and the types of minutes recommended for release. The trustees accepted the recommendation from the Board secretary and counsel.

On motion of Dr. King, seconded by Ms. Jakobsson, this recommendation were approved by the following vote: Aye, Ms. Bravo, Mr. Dale, Mr. Edwards, Mr. Estrada, Ms. Holmes, Ms. Jakobsson, Dr. King, Mr. McMillan, Ms. Smart; No, none; Absent, Mr. Cepeda, Governor Pritzker.

(The student advisory vote was: Aye, Mr. Mirza, Mr. Verthein.)

President's Report on Actions of the Senates

(14) The president presented the following report:

Establish the Undergraduate Minor in Child Health and Well-being,
College of Agricultural, Consumer and Environmental Sciences, Urbana

The Urbana-Champaign Senate has approved a proposal from the College of Agricultural, Consumer and Environmental Sciences to establish the undergraduate minor in Child Health and Well-being. Combining theoretical and practical approaches to child health and well-being, the proposed minor includes coursework in biological, psychological, and social development from birth through age 18. Development is examined in the context of children's daily experience with additional coursework

focused on medical settings and children with special needs. The minor will bridge the gap between medical knowledge/practice and social science pedagogy/skills required to work with children and their families. The Child Health and Well-being minor is expected to be of interest to students from any undergraduate program who have a goal of working with children in a health-related field.

Rename and Revise the Library and Information Sciences Concentration
in the Master of Science in Bioinformatics, School of Information Sciences
and the Graduate College, Urbana

The Urbana-Champaign Senate has approved a proposal from the School of Information Sciences and the Graduate College to rename and revise the concentration in Information Sciences in the Master of Science in Bioinformatics. The proposed name of the concentration, Information Sciences, is in alignment with the name of the School of Information Sciences. The revision to the concentration incorporates medical informatics, data mining, and data analysis, drawing on coursework available and with capacity in the School of Information Science's Master of Science in Information Management. Revising the concentration name from Library and Information Sciences to Information Sciences is more accurately representative of these broader areas of study.

Eliminate the Plant Protection Concentration
in the Bachelor of Science in Crop Sciences,
College of Agricultural, Consumer and Environmental Sciences, Urbana

The Urbana-Champaign Senate has approved a proposal from the College of Agricultural, Consumer and Environmental Sciences to eliminate via phasedown the concentration in Plant Protection in the Bachelor of Science in Crop Sciences. A

companion action item seeks the establishment of the Bachelor of Sciences in Agronomy in the Department of Crop Sciences. Companion report items seek the elimination (via phasedown) of the concentrations in Biological Sciences and in Crops within the Bachelor of Science in Crop Sciences. Establishment of the BS in Agronomy essentially consolidates the existing concentrations in Biological Sciences, Crops, and Plant Protection. By placing the concentration in phasedown, new students will not be admitted, but currently enrolled students will have the opportunity to complete the existing degree program or to switch into the BS in Agronomy, pending approvals of the Board of Trustees and the Illinois Board of Higher Education (IBHE), when it becomes available. When all currently enrolled students have either completed their degrees or switched to the BS in Agronomy, the concentration will be eliminated.

Eliminate the Crops Concentration in the Bachelor of Science in Crop Sciences,
College of Agricultural, Consumer and Environmental Sciences, Urbana

The Urbana-Champaign Senate has approved a proposal from the College of Agricultural, Consumer and Environmental Sciences to eliminate via phasedown the concentration in Crops in the Bachelor of Science in Crop Sciences. A companion action item seeks the establishment of the Bachelor of Sciences in Agronomy in the Department of Crop Sciences. Companion report items seek the elimination (via phasedown) of the concentrations in Biological Sciences and in Plant Protection within the Bachelor of Science in Crop Sciences. Establishment of the BS in Agronomy essentially consolidates the existing concentrations in Biological Sciences, Crops, and Plant Protection. By placing the concentration in phasedown, new students will not be admitted, but currently

enrolled students will have the opportunity to complete the existing degree program or to switch into the BS in Agronomy, pending approvals of the Board of Trustees and the IBHE, when it becomes available. When all currently enrolled students have either completed their degrees or switched to the BS in Agronomy, the concentration will be eliminated.

Eliminate the Plant Biotechnology and Molecular Biology Concentration
in the Bachelor of Science in Crop Sciences,
College of Agricultural, Consumer and Environmental Sciences, Urbana

The Urbana-Champaign Senate has approved a proposal from the College of Agricultural, Consumer and Environmental Sciences to eliminate via phasedown the concentration in Plant Biotechnology and Molecular Biology in the Bachelor of Science in Crop Sciences. On March 12, 2020, the Board of Trustees approved establishment of a Bachelor of Science in Plant Biotechnology in the Department of Crop Sciences, which essentially elevates this concentration to a major. This action was approved by the Illinois Board of Higher Education on August 28, 2020. By placing the concentration in phasedown, new students will not be admitted, but currently enrolled students will have the opportunity to complete the existing degree program or to switch into the newly-established Bachelor of Science in Plant Biotechnology. When all currently enrolled students have either completed their degrees or switched to the BS in Plant Biotechnology, the concentration will be eliminated.

Eliminate the Biological Sciences Concentration
in the Bachelor of Science in Crop Sciences,
College of Agricultural, Consumer and Environmental Sciences, Urbana

The Urbana-Champaign Senate has approved a proposal from the College of Agricultural, Consumer and Environmental Sciences to eliminate via phasedown the concentration in Biological Sciences in the Bachelor of Science in Crop Sciences. A companion action item seeks the establishment of the Bachelor of Sciences in Agronomy in the Department of Crop Sciences. Companion report items seek the elimination (via phasedown) of the concentrations in Crops and in Plant Protection within the Bachelor of Science in Crop Sciences. Establishment of the BS in Agronomy essentially consolidates the existing concentrations in Biological Sciences, Crops, and Plant Protection. By placing the concentration in phasedown, new students will not be admitted, but currently enrolled students will have the opportunity to complete the existing degree program or to switch into the BS in Agronomy, pending approvals of the Board of Trustees and the IBHE, when it becomes available. When all currently enrolled students have either completed their degrees or switched to the BS in Agronomy, the concentration will be eliminated.

Establish the Concentration in Criminal Law and Procedure
in the Juris Doctor, UIC John Marshall Law School, Chicago

The Chicago Senate, with the recommendation of the UIC John Marshall Law School, has approved the establishment of the concentration in Criminal Law and Procedure in the Juris Doctor.

The Juris Doctor (JD) currently has four optional concentrations in Intellectual Property Law; International Human Rights; Sustainability; and Trial Advocacy and Dispute Resolution. Students may use elective courses to complete a

concentration. The concentration in Criminal Law and Procedure builds upon two courses required of all JD students in criminal law and evidence. The concentration requires an additional 16 hours of coursework in criminal procedure, advocacy, and other related areas (e.g., expert witnesses, jury selection, cybercrime, and Illinois criminal trial litigation strategy). The concentration will support students pursuing careers in criminal law, an area in which many graduates start their careers, making them more marketable in what can be a competitive area.

Establish the Concentration in Retail and Services Marketing
in the Bachelor of Science in Marketing, College of Business Administration, Chicago

The Chicago Senate, with the recommendation of the College of Business Administration, has approved the establishment of the concentration in Retail and Services Marketing in the Bachelor of Science in Marketing.

The concentration is geared toward students interested in a career in any customer-centric industry, such as retailing or the services sector, or planning to operate a service business of their own. The concentration requires three courses (9 hours) from among the following: Principles of Retailing, Multichannel Retailing, Services Marketing, and Customer Experience Management.

Establish the Concentration in Management Consulting
in the Bachelor of Science in Management, College of Business Administration, Chicago

The Chicago Senate, with the recommendation of the College of Business Administration, has approved the establishment of the concentration in Management Consulting in the Bachelor of Science in Management.

The concentration requires 9 hours: two required courses (i.e., Structured Problem Solving for Consulting Projects, and Strategic Analysis and Reporting) and one course from a list of selectives. The concentration has been created based on the anticipated growth in jobs in the management consulting/analyst market (i.e., a 14 percent expected increase between 2018 and 2028), and the research and work experience of department faculty.

Rename the Concentration in Leadership and Managerial Skills
in the Bachelor of Science in Management, College of Business Administration, Chicago

The Chicago Senate, with the recommendation of the College of Business Administration, has approved the renaming of the concentration in Leadership and Managerial Skills in the Bachelor of Science in Management as the concentration in Leadership and Managerial Competencies.

The new name better describes student outcomes, as emphasizing “competencies” conveys that students have acquired job-related knowledge, abilities, and skills, which are a better predictor of on-the-job success than skills alone. The new name also aligns with current best practices in curriculum development in the area of human resource management. No changes to concentration requirements are proposed, and students will continue to complete three courses (9 hours).

Rename and Revise the Concentration in Marketing Research
in the Bachelor of Science in Marketing, College of Business Administration, Chicago

The Chicago Senate, with the recommendation of the College of Business Administration, has approved the renaming and revision of the concentration in Marketing Research in the Bachelor of Science in Marketing.

The new name, concentration in Data-Driven Marketing, reflects the focus on marketing research as a support function for decision-making in relation to marketing. Students will choose three courses (9 hours) from among the following: Marketing Analytics, Business Intelligence in Marketing, Advanced Marketing Research, Marketing Insights through Qualitative Research, and Digital Marketing Research.

Rename and Revise the Concentration in Marketing Promotions and Communications in the Bachelor of Science in Marketing, College of Business Administration, Chicago

The Chicago Senate, with the recommendation of the College of Business Administration, has approved the renaming and revision of the concentration in Marketing Promotions and Communications in the Bachelor of Science in Marketing.

The new name, concentration in Digital Marketing and Promotions, reflects the increased significance of digital media in marketing. Students will complete 9 hours in total, two content-specific courses (e.g., Branding, Advertising, Digital, and Social Media Marketing) and one skills-based course (e.g., Business Intelligence in Marketing, Digital Marketing Research, Content Marketing).

Rename and Revise the Concentration in Innovation and Product Management in the Bachelor of Science in Marketing, College of Business Administration, Chicago

The Chicago Senate, with the recommendation of the College of Business Administration, has approved the renaming and revision of the concentration in Innovation and Product Management in the Bachelor of Science in Marketing.

The concentration will be renamed as Innovation and Design Thinking, and it will be revised to create two ways to complete the concentration. Currently, students are required to take a year-long, two-part interdisciplinary product development course that has limited enrollment, and one course from a list of selectives. Subsequently, students will also be able to complete either an innovation management or product management course and two courses from a list of selectives.

Eliminate the Concentration in Strategic Management
in the Bachelor of Science in Management, College of Business Administration, Chicago

The Chicago Senate, with the recommendation of the College of Business Administration, has approved the elimination of the concentration in Strategic Management in the Bachelor of Science in Management.

A review of the curriculum determined that management students will be better served by a new concentration in management consulting. Students currently completing the concentration in Strategic Management will be allowed to continue, but no new students will be allowed to declare it.

Establish the Graduate Certificate in Cybersecurity Administration,
College of Business and Management, Springfield

The Springfield Senate, with the recommendation of the College of Business and Management, has approved the establishment of the graduate certificate in Cybersecurity Administration.

The graduate certificate in Cybersecurity Administration is designed to develop students' knowledge in cybersecurity practices, strategy, and threats, the ethical and legal issues in the field, and the management of cybersecurity projects and personnel. The certificate is expected to be of interest to graduate students in the College of Business and Management interested in careers related to cybersecurity, as well as to current cybersecurity professionals seeking the skills and expertise required to design and implement cybersecurity strategies.

The 9-hour certificate program will be offered in both face-to-face and online delivery modes. No additional resources are required to offer this certificate, as all of the courses required for the certificate are currently offered regularly by the College of Business and Management.

Establish the Graduate Certificate in Cybersecurity Management,
College of Business and Management, Springfield

The Springfield Senate, with the recommendation of the College of Business and Management, has approved the establishment of the graduate certificate in Cybersecurity Management.

The graduate certificate in Cybersecurity Management, which will be housed in the Management Information Systems (MIS) program, is designed to develop fundamental knowledge in cybersecurity, as well as the analytical, critical thinking,

communication, and leadership skills required of cybersecurity managers in public, private, and non-profit organizations.

The 12-hour certificate program will provide advanced knowledge and training in areas such as data communications, networking, and information security. The certificate, which will be offered in both face-to-face and online delivery modes, is expected to be of interest to students in the College of Business and Management, as well as to students external to the College of Business and Management seeking cybersecurity management skills to enhance their job marketability or to advance their career. No additional resources are required to offer this certificate, as all but one of the required courses are already offered as part of the MIS curriculum, and the new course will be covered in-load by existing faculty.

This report was received for record.

Office of Risk Management Annual Report

(15) The comptroller presented this report for Fiscal Year 2020. A copy has been filed with the secretary of the Board.

This report was received for record.

Change Orders Report

(16) On September 23, 2010, the Board of Trustees delegated the authority to the comptroller to approve change orders to University contracts and purchase agreements. Change orders related to medical center operations that exceed 25 percent of

the original Board approved contract or purchase agreement and change orders that are not related to the medical center operations that exceed 5 percent of the original Board approved contract for construction or professional services or original Board approved purchase agreements for supplies or equipment will be reported to the Board at its next scheduled meeting.

The intent of this report is to provide the Board of Trustees a review of those changes germane to the respective projects which have occurred. A copy has been filed with the secretary of the Board.

This report was received for record.

Diversity Report

(17) This report responds to the Board of Trustees' request for periodic information on diversity expenditures. The report lists expenditures by diversity vendor for the period of July 1, 2020, through September 30, 2020. A copy has been filed with the secretary of the Board.

This report was received for record.

Graduate Medical Education Report

(18) This report was submitted to the Board for record. A copy has been filed with the secretary of the Board.

This report was received for record.

Report on FY 2020 Group Purchasing Contracts

(19) The University of Illinois has a number of professional affiliations that have formed purchasing consortiums or buying cooperatives to serve its members. These consortiums or buying cooperatives seek to leverage the collective purchasing powers of its members to provide competitive pricing and terms to its members. Nongovernmental joint purchases are the subject of this report. A copy has been filed with the secretary of the Board.

This report was received for record.

Performance Metrics

(20) The University Office for Planning and Budgeting submitted the performance metric reports for the University of Illinois at Urbana-Champaign, the University of Illinois at Chicago, and the University of Illinois at Springfield. Copies have been filed with the secretary of the Board.

These reports were received for record.

Report on Compliance for the University of Illinois Hospital and Health Science System (UI Health)

(21) This report provides an update on the UI Health Compliance Operations Committee's accomplishments and findings. A copy has been filed with the secretary of the Board.

This report was received for record.

Secretary's Report

(22) The secretary presented for record changes to academic appointments for contract year 2020-21, new hires, resignations, notices of nonreappointment, and retirees rehired. A copy has been filed with the secretary of the Board.

COMMENTS FROM THE CHAIR

Mr. Edwards announced it was the last meeting for Mr. McMillan, who served as a trustee since 2009 and as chair from 2015 to 2017. He invited Mr. McMillan to comment. Mr. McMillan stated it has been an honor and privilege to serve and thanked Governor Quinn and Governor Rauner for his appointments. He recalled that his service to the University began in 1979 with the College of Agriculture, followed by the University of Illinois Foundation, the University of Illinois Alumni Association, the Research Park, and now, the Board of Trustees. Mr. McMillan said that serving on boards is an opportunity to give back to one's alma mater. He issued a challenge to emphasize excellence and continue to champion access. Mr. McMillan said excellence is the foundation of the University, and he expressed appreciation for being able to be of service to his alma mater.

Mr. Edwards expressed appreciation for Mr. McMillan's unending loyalty and said he will be greatly missed for his guidance and commitment to the people of Illinois. Mr. McKeever recalled that Mr. McMillan has always been a champion of

excellence. Ms. Holmes said she considers Mr. McMillan and ally and friend and expressed appreciation for his ability to collaborate, raise issues, and provide thoughtful input, even if they did not share the same point of view. Ms. Smart remarked that Mr. McMillan is often the voice of reason and referred to his ability to be respectful and fair, even if he disagrees. Dr. Jones commented on their shared values and concerns and said that Mr. McMillan pushed him and the University to pursue excellence. He thanked Mr. McMillan for his service. Dr. Amiridis referred to the positive outcome of their discussions regarding The John Marshall Law School. Ms. Jakobsson thanked Mr. McMillan for his service, and Mr. Edwards said he is sad to lose him as a trustee.

COMMENTS FROM THE PRESIDENT

President Killeen also thanked Mr. McMillan for his service to the University. President Killeen then thanked the Board and referred to recommendations that were approved at today's meeting. He said the University is a world leader, working on behalf of the State, and he remarked on the University as an investment for the future and for Illinois.

President Killeen commented on the approval of revisions to the governing documents and said that the changes reflect years of work, and he thanked Dr. Wilson, the University Senates Conference, the previous Board, and many members of the faculty for their efforts and contributions. He thanked Mr. Edwards, Mr. McMillan, and Ms. Holmes for attending the inaugural meeting of a new advisory council that was created to help the University system reach higher levels of excellence. President Killeen said the advisory council is chaired by Dr. Robert Samuel Langer Jr., an accomplished chemical engineer

and institute professor at Massachusetts Institute of Technology, and involves many difference-makers from universities, corporations, and business and academic associations who are sharing their time and talent. President Killeen said their participation is a testament of faith and confidence in the University system. He reflected on Thanksgiving and expressed gratitude for the unwavering support of the Board. President Killeen also thanked Mr. Edwards for his dedication.

Mr. Edwards remarked on the leadership shown by the University in confronting the pandemic and said the University's response has been admired worldwide. He noted that no major university has implemented its own testing, tracing, and modeling system like the Shield program developed at the University.

OLD BUSINESS

There was no business presented under this aegis.

NEW BUSINESS

Mr. Edwards expressed support for the State budget request for Fiscal Year 2022 and said that Governor Pritzker supports and understands the importance of the University.

ANNOUNCEMENTS

Mr. Edwards announced that the Board is scheduled to meet on January 21, 2021, in Chicago for its annual meeting; March 11, 2021, in Urbana; and May 20, 2021 in Springfield.

MOTION TO ADJOURN

At 11:50 a.m., Mr. Edwards requested a motion to adjourn the meeting. On motion of Ms. Jakobsson, seconded by Ms. Smart, the meeting adjourned by the following vote: Aye, Ms. Bravo, Mr. Dale, Mr. Edwards, Mr. Estrada, Ms. Holmes, Ms. Jakobsson, Dr. King, Mr. McMillan, Ms. Smart; No, none; Absent, Mr. Cepeda, Governor Pritzker.

(The student advisory vote was: Aye, Mr. Mirza, Mr. Verthein.)

GREGORY J. KNOTT
Secretary

DONALD J. EDWARDS
Chair

Appendix 1

UNIVERSITY OF ILLINOIS

Statutes



AS AMENDED: NOVEMBER 12, 2020

<http://www.bot.uillinois.edu/governance/statutes>

University of Illinois

PREAMBLE

The University of Illinois, as a state university created by statutory edict of the Illinois legislature, is subject to the control of the Illinois General Assembly. It includes the University of Illinois Urbana-Champaign; the University of Illinois Chicago and its affiliated regional campuses in Peoria, Rockford, and the Quad Cities; and the University of Illinois Springfield. The General Assembly, subject to the limitations of the state constitution and to such self-imposed restraints as are essential to the maintenance of a free and distinguished University, exercises control by virtue of its authority to change the laws pertaining to the University and its power to appropriate funds for the maintenance and improvement of the University. Under existing state law, the University of Illinois is a public corporation, the formal corporate name of which is “The Board of Trustees of the University of Illinois.” Although there has been no formal, legal name change to the institution, as of May 20, 2016, the University of Illinois has adopted the organizational structure and nomenclature of a system for the effective and efficient impact, operation, and administration of the institution. The term “system” recognizes common components among the universities as well as their organization under a single governing board. Accordingly, the University of Illinois shall be referred to in this document and other governance and administrative documents as either the “University of Illinois System,” the “U of I System,” the “system,” or the “University of Illinois.”

Within the limits fixed by the Illinois constitution and laws, the Board of Trustees exercises final authority over the University of Illinois System. For the proper use of funds appropriated by the General Assembly and for the proper administration and government of the system, the board is responsible to the people of Illinois, on whose behalf its members are appointed. The board is the governing body of the system and exercise jurisdiction in all matters except those for which it has delegated authority to the president, other officers, or bodies of the system.

The educational policy, organization, and governance of the University of Illinois System as delegated by the Board of Trustees are promulgated in these *Statutes*. When acting on such matters, the board relies upon the advice of the university senates transmitted to it by the president of the system. The president’s role is to set policy for system-wide endeavors and provide leadership at the state, national, and international levels for collective activities across the universities. In these matters each senate has a legitimate concern which justifies its participation in the enactment and amendment of the *Statutes*. The Board of Trustees reserves the power to initiate and make changes in the *Statutes*, but before making any change it will seek the advice of the senates.

The General Rules Concerning University Organization and Procedure document supplements the *Statutes*. *The General Rules* are subordinate to the *Statutes* and deal with administrative organization, with the powers, duties, and responsibilities of officers of the University of Illinois System, and with various administrative matters.

The Board of Trustees delegates to the president of the University of Illinois System the authority to promulgate regulations and rules implementing *The General Rules Concerning University Organization and Procedure*. These are printed in the *Business and Financial Policies and Procedures* manual and other documents subordinate to the *Statutes* and *The General Rules* setting forth established policies and procedures. Led by a president, the University of Illinois System also comprises central administrative functions such as: (a) overseeing common fiduciary and compliance responsibilities; (b) providing certain shared services across the universities; and (c) coordinating system-wide data collection and reporting. The offices that provide services related to these activities are referred to as “system offices” and staff within these offices are referred to as “system administration” or “system leaders.”⁶ The adjectival form for references to such activities is “system-level.” To avoid confusion, these offices are not referred to as “the system.”

The three U of I System universities (University of Illinois Urbana-Champaign, University of Illinois Chicago, and University of Illinois Springfield) are where the primary academic work of the system takes place, including: (a) research, scholarship and creative activities; (b) teaching, mentoring and degree granting; (c) public and professional service and engagement; and (d) economic development. Each university is separately accredited and is led by a chancellor who also serves as a vice president for the system. Accordingly, each institution is referred to in the governing documents as a “university,” reserving the terms “campus” and “university campus” for references to their physical location and environment.

When referenced in the governing documents, “University of Illinois” and “University of Illinois System” refer to the institution as a whole, which includes the three universities as well as the system offices, and any other units associated with the institution as a whole. This larger organization is a single entity from the standpoint of state law and budgetary allocation. In shorthand, it is referred to as the U of I System or simply “the system.” The adjectival form is “system-wide.”

The University of Illinois System serves the state and the nation as a leader in public higher education.

⁶ In a few instances, such as University Counsel, offices have both a system-level and university footprint

University of Illinois System

NONDISCRIMINATION STATEMENT

The commitment of the University of Illinois System to the most fundamental principles of academic freedom, equality of opportunity, and human dignity requires that decisions involving students and employees be based on individual merit and be free from invidious discrimination in all its forms.

The University of Illinois System will not engage in discrimination or harassment against any person because of race, color, religion, sex, national origin, ancestry, age, marital status, order of protection status, genetic information, disability, pregnancy, sexual orientation including gender identity, unfavorable discharge from the military or status as a protected veteran and will comply with all federal and state nondiscrimination, equal opportunity and affirmative action laws, orders and regulations. This nondiscrimination policy applies to admissions, employment, access to and treatment in the programs and activities of the University of Illinois System.

Complaint and grievance procedures provide employees and students with the means for the resolution of complaints that allege a violation of this Statement. Members of the public should direct their inquiries or complaints to the appropriate equal opportunity office.

UNIVERSITY OF ILLINOIS STATUTES

The regulations of the Board of Trustees for the guidance of the staff of the University of Illinois were called Bylaws until 1901, when the term *Statutes* was applied. In 1908, the board adopted a revision of the *Statutes* which was much more comprehensive than anything that preceded it; from 1908 to 1931, separate articles were amended and new articles were added, but no general consideration was given to the regulations as a whole. During the period of 1931 to 1934, the board adopted certain statutes relating particularly to the educational and administrative organization of the University. In 1935, the Board of Trustees appointed a committee of its members to consider the *Statutes*, including various administrative regulations, which had been adopted from time to time, as a whole, and to present a revised code. This compilation was approved by the Board of Trustees on March 10, 1936, as the *University of Illinois Statutes*, and all previous editions were declared to be superseded.

On January 16, 1957, the Board of Trustees adopted a revised version of the *Statutes*, upon recommendation of the University Senate and the president of the University. Preliminary to this formal action, a special committee of the Board of Trustees worked with a committee of the University Senate in preparing the final draft.

Preliminary drafts of the present *Statutes* were prepared cooperatively by committees of the three senates and administrative officers. The final draft, adopted on May 17, 1972, by the Board of Trustees upon recommendation of the senates, the University Senates Conference, and the president of the University superseded all previous versions and editions of all corresponding *Statutes*. This edition contains all amendments approved since May 17, 1972.

In 2012-2020, a thorough review of the *Statutes* was undertaken to revise and clarify provisions that were out of date or inconsistent with changed system and university practice.

Statutes on the Web: <http://www.bot.uillinois.edu/governance/statutes>

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ARTICLE I. SYSTEM ADMINISTRATION

Section 1. Functions of the Board of Trustees

The Board of Trustees approves university policies but leaves the execution of those policies to its administrative agents, acting under its general supervision. It is the responsibility of the board to secure the needed revenues for the University of Illinois System and to determine the ways in which system funds shall be applied.

Section 2. The President of the University of Illinois System

The president is the chief executive officer of the University of Illinois System and is a member of the faculty. The president shall be elected by the Board of Trustees, after consultation with a committee appointed for the purpose of recommending appropriate candidates. On the occasion of a formal review of the president for the purpose of renewal of a term of office, the University Senates Conference may, if it so elects, submit its advice to the Board of Trustees. The president's term of office shall be at the pleasure of the board. The president shall attend the meetings of the board and participate in its deliberations; may act with freedom within the lines of general policy approved by the board; shall prepare the annual budgets for presentation to the board; and shall recommend to the board suitable persons for positions in the system, including appointments to appropriate administrative positions, other than academic, which are not provided for in the *Statutes*. In case of exigencies, it is within the proper jurisdiction of the president to make appointments so that the work of the system shall not be interrupted, but such appointments shall be subject to confirmation by the board. The president is responsible for the enforcement of the rules and regulations of the University of Illinois System; shall make such recommendations to the board and to the senates as the president may deem desirable for the proper conduct and development of the system; and shall issue diplomas conferring degrees, but only on the recommendation of the appropriate senate and by authority of the Board of Trustees. The president may designate the administrative officer(s) who shall exercise the functions of the president during the absence of the president from duty, which designation(s) shall be subject to change by the Board of Trustees.

Section 3. The University of Illinois System Officers

The University of Illinois System officers are identified in *The General Rules Concerning University Organization and Procedure*. Prior to recommending to the Board of Trustees the initial appointment of any system officer, except the president and the chancellor/vice president, the president shall seek the advice of the University Senates Conference. On the occasion of the reappointment of any system officer, the University Senates Conference may submit its advice if it so elects.

Section 4. Other System Administrative Officers

There may be additional administrative officers with system-wide responsibilities and duties as delegated by the president. The president may make changes in titles and assignment of responsibilities of these officers and may recommend to the Board of Trustees additional administrative positions as provided for in Section 2 of this Article.

Section 5. Chancellors/Vice Presidents

There shall be a chancellor at each university of the University of Illinois System who shall also be a vice president of the system (chancellor/vice president). The chancellor/vice president, under the direction of the president, shall serve as the chief executive officer for the university. The chancellor/vice president shall perform such duties as may be delegated and assigned by the president and may be consistent with the *Statutes* of the University of Illinois System, *The General Rules*, and actions of the Board of Trustees. As system officers, the chancellors/vice presidents have responsibility for advising and working with the president and other system officers to advance the well-being of the entire system as well as their own individual university.

The chancellor/vice president shall be appointed annually by the Board of Trustees on the recommendation of the president. On the occasion of the appointment of a new chancellor/vice president, or a formal review of an incumbent chancellor/vice president, the president shall have the advice of a committee selected by the senate of the university concerned.

Section 6. *The General Rules Concerning University Organization and Procedure*

The General Rules supplement the *Statutes*. *The General Rules* are subordinate to the *Statutes* and deal with administrative organization, with the powers, duties, and responsibilities of officers of the University of Illinois System, and with employment policies, property, and other matters. *The General Rules* are adopted by the Board of Trustees acting on the advice of the president. The board reserves the right to make changes in *The General Rules* after consultation with the president. Before providing such advice or consultation, the president shall consult with the University Senates Conference, with due regard for the provisions of Article XII, Section 5. However, consultation with the conference is not required when because of exceptional circumstances a proposed action of the Board of Trustees would authorize a deviation from *The General Rules* for a specific transaction.

ARTICLE II. LEGISLATIVE ORGANIZATION

Section 1. University Senates

a. A senate shall be constituted at each university of the University of Illinois System. The basic structure of a senate, including its composition, shall be provided for in its constitution. The constitution and any amendments thereto shall take effect upon adoption by the senate concerned and approval thereof by the Board of Trustees.

b. Each senate exercises legislative functions in matters of educational policy affecting its university. No such senate action shall take effect until it has been submitted to the University Senates Conference as provided in Article II, Section 2, and either approved by the Board of Trustees itself or approved in a manner agreed to by the board.

c. Except as otherwise provided in these *Statutes*, each senate shall determine for its university matters of educational policy including but not limited to: requirements for admission to the several colleges, schools and other teaching divisions; general requirements for degrees and certificates; relations among colleges, schools and other teaching divisions; the academic calendar; and educational policy on student affairs. Neither the powers conferred on the senates by this paragraph (c) nor the powers conferred by Article II, Section 1b shall extend to matters over which the college is given jurisdiction by Article III, Section 2c.

d. Each senate shall recommend candidates for honorary degrees and shall determine for its university the manner in which the faculty shall recommend to the chancellor/vice president candidates for earned degrees, diplomas, and certificates to be conferred by the president under the authority of the Board of Trustees.

e. No changes to general educational policy shall be established at any university except upon approval of the senate concerned and except as elsewhere provided in these *Statutes*.

f. Each senate may propose amendments to these *Statutes* through the University Senates Conference to the president and the Board of Trustees as provided in Article XIII, Section 8.

g. Each senate shall adopt bylaws which, except as otherwise provided in these *Statutes*, shall govern its procedures and practices, including such matters as committee structure and duties, calling of meetings and establishment of agenda, and selection of officers. The bylaws of each senate shall provide for committees or other bodies to exercise those statutory duties specified in other sections of these *Statutes*, e.g., academic freedom and tenure, student discipline, and student affairs. The bylaws and any changes thereto shall be reported to the Board of Trustees through the chancellor/vice president and the president.

Section 2. University Senates Conference

a. Organization

(1) The University Senates Conference shall be made up of twenty members. The basic representation shall be two members from each university senate. Additional members shall be apportioned to each senate, at least one from each senate, in numbers proportional to the number of faculty members at each university. The apportionment shall be recalculated every five years. Each senate shall elect its own representatives from its membership.

(2) Senators whose senatorial terms expire before their conference terms expire shall complete their conference terms. Any faculty senator or faculty senator-elect shall be eligible for election to the conference. The term of office shall be three years beginning on the first day of the next academic year following the election.

(3) The conference officers shall be a chair and a vice chair, who shall not be from the same senate and who shall be elected for one-year terms by and from the conference. The chair shall not be from the same senate in two consecutive years.

(4) The executive committee of the conference shall consist of two members from each senate: the conference chair, the conference vice chair, and four additional members elected annually by and from the conference. The conference may authorize the executive committee to act on behalf of the conference between scheduled meetings.

(5) The University Senates Conference shall adopt bylaws, except as otherwise provided in these Statutes, shall govern its procedures and practices, including such matters as committee structure and duties, calling of meetings and establishment of agenda, election of officers, and definition of quorum. The bylaws shall provide for procedures to exercise those statutory duties specified in Article II, Section 2 (b). The bylaws and any changes thereto shall be reported to the university senates and to the Board of Trustees through the president.

b. Functions

The University Senates Conference shall review all matters acted upon by each university senate. The conference shall determine whether senate actions requiring implementation or further consideration by officials or other groups within the University of Illinois System have been referred to the appropriate officials or groups. The conference itself may make any original or additional referral it deems advisable, and may append its comments and recommendations. Should the conference find a matter acted upon by one of the senates to be of concern to another senate, it shall refer the matter and the action to that senate. If two or more senates have acted differently on a subject, the conference shall attempt to promote agreement or consistency. Where agreement or consistency cannot be effected within a reasonable period of time, the conference shall transmit the related actions of the senates together with its own recommendations to the appropriate officials or groups within the University of Illinois System and shall simultaneously notify the clerk or secretary of each senate of its action. Any senate may record and transmit its further comments to the same addressees and to the conference.

The University Senates Conference shall assist the senates to communicate with one another, with system and university administrative officials, and with the Board of Trustees through the president, and may develop and implement procedures to enhance such communication.

c. The conference may act and may authorize its executive committee to act as an advisory group to the Board of Trustees (through the president), the president, other administrative officials, and the several senates on matters of system-wide concern. It shall be a special concern of the conference executive committee to aid in maintaining harmonious relations among such officers and the units of the University of Illinois System.

Section 3. Faculty Role in Governance

a. (1) The faculty of the University of Illinois System and any of its units except for the Graduate College consists of those members of the academic staff with the rank or title in that unit of professor, associate professor, or assistant professor who are tenured or receiving probationary credit toward tenure, and those administrators in the direct line of responsibility for academic affairs (persons who hold the title director or dean in an academic unit, provost or equivalent officer, chancellor/vice president and president). Administrative staff members not in the direct line of responsibility for academic affairs are members of the faculty only if they also hold faculty appointments. The bylaws of any academic unit may further mandate a minimum percent faculty appointment in that unit for specified faculty privileges, such as voting privileges.

(2) The bylaws of a unit may grant specified faculty privileges to selected faculty of other units. The bylaws may also grant specified faculty privileges to members of the academic staff of the unit or of other units who are not included in subsection 1 above (i.e., neither tenured nor receiving probationary credit toward tenure), and who have the rank or title of professor, associate professor, assistant professor, instructor, or lecturer. The bylaws may also grant specified faculty privileges to members of the academic staff of the unit or of other units who have the rank or title of professor, associate professor, assistant professor, instructor, or lecturer modified by the terms “research,” “adjunct,” “clinical,” “visiting” and/or “emeritus” (e.g., “research professor,” “adjunct assistant professor,” “clinical associate professor,” “visiting professor”). Only academic staff with titles listed above may be extended faculty privileges. Voting on these provisions of the bylaws is limited to those named in subsection (1) above.

b. As the responsible body in the teaching, research, and scholarly activities of the University of Illinois System, the faculty has inherent interests and rights in academic policy and governance. As such, faculty members are encouraged to consider, review, analyze, critique, discuss, address, and debate academic policy and governance.

c. Each college or other academic unit shall be governed in its internal administration by its faculty, as defined in Section 3a (1) above. Governance of each academic unit shall be based on unit bylaws established and amended by the faculty of that unit. The bylaws shall provide for the administrative organization and procedure of the unit, including the composition and tenure of executive or advisory committees. Except that they may not conflict with these *Statutes*, or other specific actions of the Board of Trustees, or with the bylaws of a unit which encompasses it, the details of the bylaws are left to the faculty of the unit.

Section 4. Faculty Advisory Committee

Faculty advice and recommendations on university governance are traditionally provided to the administration through standing and ad hoc committees and representation in the senate. In addition, at each university the faculty shall elect a Faculty Advisory Committee. The committee shall consist of nine faculty members on the Chicago and Urbana-Champaign campuses, three of whom shall be elected each year. The committee shall consist of seven faculty members on the Springfield campus, two of whom shall be elected each year and the seventh every third year. The three-year terms will commence on the first day of the academic year following the election.

Each senate shall determine eligibility for membership on the Faculty Advisory Committee for its university from among the members of the Faculty Advisory Committee electorate, excluding those who hold administrative appointments. Any eligible person may be nominated as a committee member by a petition signed by three members of the electorate and filed with the clerk or secretary of the senate. The deadline for filing shall be set by each senate. The clerk or secretary of the senate shall conduct the election as soon as possible thereafter. The eligible nominees for the number of seats to be filled receiving the highest number of votes shall be declared elected. If vacancies arise between regular elections, the eligible nominee with the next highest number of votes at the most recent election shall be declared a member of the committee. In the absence of any such nominee willing and able to serve, the vacancy shall be filled at the next regular election.

No more than two members of the committee may hold paid appointments in the same college or in the same unit organized independently of a college.

The committee shall elect its own chair at its first meeting of each academic year. The committee shall adopt its rules of procedure, copies whereof shall be sent to all members of the academic staff (as defined in Article IX, Sections 4a and 3c) and to the chancellor/vice president and the president. The committee shall make such reports to the chancellor/vice president, the president, the senate, and the faculty as it deems appropriate at least once a year.

The committees shall provide for the orderly voicing of suggestions for the good of the university, afford added recourse for the consideration of grievances, and furnish a channel for direct and concerted communication between the academic staff (as defined in Article IX, Sections 4a and 3c) and the administrative officers of the university, its colleges, schools, institutes, divisions, and other administrative units on matters of interest or concern to the academic staff (as defined in Article IX, Sections 4a and 3c) or any member of it. Academic staff members who are members of the Professional Advisory Committee electorate shall use the procedures outlined in Section 5 of Article II.

In performing its functions, the committee upon the request of the chancellor/vice president, the president, or any member of the academic staff (as defined in Article IX, Sections 4a and 3c), or upon its own initiative shall make such investigations and hold such consultations as it may deem to be in the best interest of the university. A member of the academic staff (as defined in Article IX, Sections 4a and 3c), or upon its own initiative shall make such investigations and hold such consultations as it may deem to be in the best interest of the

university. A member of the academic staff (as defined in Article IX, Sections 4a and 3c) or a retired member shall be entitled to a conference with the committee or with any member of it on any matter properly within the purview of the committee.

Section 5. Professional Advisory Committee

At each university, the academic professional staff whose appointments as academic professionals require at least 50 percent (50%) of full-time service shall elect a professional advisory committee. The academic professional staff consists of those staff members on academic appointment whose positions have been designated by the president and the chancellor/vice president as meeting specialized administrative, professional, or technical needs in accordance with Article IX, Sections 3a, 3c, and 4a.

Any member of the professional advisory committee electorate shall be eligible for membership. System-level administration staff shall be members of the electorate of the university at which their principal office is located. Each chancellor/vice president (or the president in the case of system-level administration staff members) after consultation with the body may identify senior administrative officers to be excluded from the electorate.

Bylaws and articles of procedure covering such matters as name of the body, nomination and election of members and officers, size of the body, and terms of office shall be developed at each university and after approval by the chancellor/vice president made available to the members of the electorate.

The body shall provide for the orderly voicing of suggestions for the good of the university, afford added recourse for the consideration of grievances, and furnish a channel for direct and concerted communication between the academic professional staff and the administrative officers of the university, its colleges, schools, institutes, divisions, and other administrative units on matters of interest or concern to the academic professional staff or any member of it. The body shall report to the chancellor/vice president, the president, and the academic professional staff at least once a year.

In performing its functions, the body upon the request of the chancellor/vice president, the president, or any member of the academic professional staff, or upon its own initiative shall make such investigations and hold such consultations as it may deem to be in the best interest of the university. Any member or retired member of the academic professional staff shall be entitled to a conference with the body or with any member of it on any matter properly within the purview of the body.

ARTICLE III. UNIVERSITIES, COLLEGES, AND SIMILAR UNIVERSITY UNITS

Section 1. The University

a. The university is the largest educational and administrative group. It is composed of colleges, schools, institutes, and other educational units in conjunction with administrative and service organizations.

b. The legislative body for the university shall be the campus senate, as provided in Article II, Section 1.

c. The transfer of any line of work or any part thereof from one university to another shall be made on the recommendation of the senates and chancellors/vice presidents of the universities involved, the University Senates Conference, and the president upon approval by the Board of Trustees.

d. The chancellor/vice president, under the direction of the president, shall be the chief executive officer of the university, as provided in Article I, Section 5.

e. At each university, there shall be a provost and vice chancellor for academic affairs or equivalent officer who will serve as the chief academic officer under the chancellor/vice president and who will serve as chief executive officer in the absence of the chancellor/vice president.

f. There may be additional vice chancellors with university-wide responsibilities and other administrative officers with responsibilities and duties as delegated by the chancellor/vice president.

g. Vice chancellors shall be appointed annually by the Board of Trustees on the recommendation of the chancellor/vice president and the president. The chancellor/vice president shall on the occasion of each appointment seek the advice of the executive committee of the senate. The executive committee may seek the counsel of other university bodies in preparing its advice.

Section 2. The College

a. The college is an educational and administrative group comprised of departments and other units with common educational interests.

b. The faculty of a college shall be constituted as specified in Article II, Section 3a (1). The college shall be governed in its internal administration by its faculty under bylaws established by the faculty, as specified in Article II, Section 3b.

c. Subject to the jurisdiction of the senates as provided in Article II, Section 1, the college shall have jurisdiction in all educational matters falling within the scope of its programs, including the determination of its curricula, except that proposals which involve budgetary changes are subject to the approval of the chancellor/vice president. The college has the fullest measure of autonomy consistent with the maintenance of general university educational policy and correct academic and administrative relations with other divisions of the university. In questions of doubt concerning the proper limits of this autonomy between the college and the senate, the college shall be entitled to appeal to the chancellor/vice president for a ruling.

d. The transfer of any line of work or any part thereof to or from a college or to or from some other educational or administrative group within a university shall be made on the recommendation of the appropriate senate and the chancellor/vice president and on approval of the president.

e. The faculty of a college shall elect its secretary and committees.

f. An executive committee of two or more members elected annually by and from the faculty of the college by secret written ballot shall be the primary advisory committee to the dean of the college. It shall advise the dean on the formulation and execution of college policies and unless otherwise provided by the faculty of the college on appointments, reappointments, nonreappointments, and promotions. It shall also transact such business as may be delegated to it by the faculty. The faculty may determine the size of its executive committee and may choose to elect its members for two- or three-year staggered terms. Not more than one-half of the membership of the executive committee shall be from one department or comparable teaching unit of the college. The dean is *ex officio* a member and chair of the committee. While the executive committee is in session to prepare its advice on appointment of the dean or to review the dean's performance, the dean shall not be a member and the committee shall be chaired by a committee member elected by the committee for that purpose.

Section 3. The Dean

a. The dean is the chief executive officer of the college, responsible to the chancellor/vice president for its administration, and is the agent of the college faculty for the execution of college educational policy.

b. The dean shall be appointed annually by the Board of Trustees on recommendation by the chancellor/vice president and the president. On the occasion of each recommendation, the chancellor/vice president shall seek the prior advice of the executive committee of the college concerned. The performance of the dean shall be evaluated at least once every five years in a manner to be determined by the college faculty.

c. On recommendation of the dean and the chancellor/vice president, the president may appoint annually associate or assistant deans as required.

d. The dean shall (*I*) call and ordinarily preside at meetings of the college faculty to consider questions of college and departmental governance and educational policy at such times as the dean or the executive committee may deem necessary but not less frequently than once in

each academic year; (2) formulate and present policies to the faculty for its consideration, but this shall not be interpreted to abridge the right of any member of the faculty to present any matter to the faculty; (3) make reports on the work of the college; (4) oversee the registration and progress of the students in the college; (5) be responsible for the educational use of the buildings and rooms assigned to the college and for the general equipment of the college as distinct from that of the separate departments; (6) serve as the medium of communication for all official business of the college with other university authorities, the students, and the public; (7) represent the college in conferences, except that additional representatives may be designated by the dean for specific conferences; (8) prepare the budget of the college in consultation with the executive committee of the college; and (9) recommend the appointment, reappointment, nonreappointment, and promotion of members of the academic staff. Regarding appointments, reappointments, nonreappointments, and promotions, the dean shall consult with the appropriate departmental chair(s) and executive committee(s), or department head(s) who shall provide the dean with the advice of the advisory committee or other appropriate committee as specified in the department bylaws. Recommendations to positions on the academic staff shall ordinarily originate with the department, or in the case of a group not organized as a department with the person(s) in charge of the work concerned and shall be presented to the dean for transmission with the dean's recommendation to the chancellor/vice president. In case a recommendation from a college is not approved by the chancellor/vice president, the dean may present the recommendation to the president, and, if not approved by the president, the dean with the consent of the Board of Trustees may present the recommendation in person before the Board of Trustees in session.

Section 4. The School and Similar University Units

a. In addition to colleges and departments, there may be other units of a university, such as a school, institute, center, hospital, and laboratory, of an intermediate character designed to meet particular needs.

b. Such a unit organized independently of a college shall be governed in the same manner as a college.

c. The school organized within a college is an educational and administrative unit composed primarily of academic subunits. The subunits are related and have common interests and objectives but emphasize academically distinct disciplines or functions. The faculty of each subunit shall have the power to determine such matters as do not so affect relations with other subunits of the school or with units outside the school that those relations properly come under the supervision of larger administrative units.

d. Governance of schools and similar units within a college:

(1) The internal structure, administration, and governance of a school within a college shall be determined by its faculty under bylaws established by the faculty. Bylaws of the school shall be consistent with those of the college.

(2) The school has the fullest measure of autonomy consistent with the maintenance of general college and university educational policy and with appropriate academic

and administrative relations with other divisions of the University. In questions of doubt concerning the proper limits of this autonomy, the school may appeal directly to the dean and the executive committee of the college and shall be entitled to appeal subsequently to the chancellor/vice president.

(3) An executive committee selected according to the bylaws of the school shall be the primary advisory body to the director of the school. The director is *ex officio* a member and chair of the committee. The executive committee shall advise the director on the formulation and execution of school policies and unless otherwise provided by the faculty of the school on appointments, reappointments, nonreappointments, and promotions. It shall advise the director on the preparation of the budget. The committee shall provide for the orderly voicing of suggestions for the good of the school, recommend procedures and committees that will encourage faculty participation in formulating policy, and perform such other tasks as may be assigned to it by the faculty of the school. Any faculty member shall be entitled to a conference with the executive committee or with any member of it on any matter properly within the purview of the committee. If the committee is in session to prepare its advice on appointment of the director or to review the director's performance, the director shall not be a member, and the committee shall be chaired by a committee member elected by the committee for that purpose.

(4) Departments within a school shall be governed as specified in Article IV except that communications and recommendations to the college, university, or the system shall be transmitted through the school for approval, comment, or information as appropriate. Other subunits shall be governed by regulations set forth in the school bylaws.

(5) Executive officers of departments or subunits of a school shall be evaluated at least once every five years in a manner to be determined by the faculty of the school and college.

(6) An intermediate unit within a college, such as an institute, center, hospital, or laboratory in which academic staff appointments are made in accordance with Article X, Section 1, shall be governed as a department as specified in Article IV. Other intermediate units within a college shall be governed as stated in the bylaws of the college.

Section 5. The Dean or Director of a School or Similar University Unit

a. In a school or similar unit independent of a college, the executive officer shall be a dean or director appointed annually by the Board of Trustees on the recommendation of the chancellor/vice president and the president. On the occasion of each recommendation, the chancellor/vice president shall seek the prior advice of the executive committee of the faculty concerned. Within the school or similar unit, the duties of a director or a dean shall be the same as those of the dean of a college. The performance of the dean or director shall be evaluated at least once every five years in a manner to be determined by the faculty of the unit.

b. In a school or similar unit included within a college, the chief executive officer shall be a director appointed annually by the Board of Trustees on the recommendation of the dean of the college, the chancellor/vice president, with concurrence of the president. On the occasion of each recommendation, the dean shall seek the prior advice of the executive

committee of the unit. The director shall (1) call and ordinarily preside at meetings of the school faculty to consider questions of school and subunit governance and educational policy at such times as the director or the executive committee may deem necessary but not less frequently than once in each academic year; (2) formulate and present policies to the faculty for its consideration, but this shall not be interpreted to abridge the right of any member of the faculty to present any matter to the faculty; (3) make reports on the work of the school; (4) have general supervision of the work of students in the school; (5) be responsible for the educational use of the buildings and rooms assigned to the school and for the general equipment of the school as distinct from that of the separate subunits; (6) serve as the medium of communication for all official business of the school with the college, the students, and the public; (7) represent the school in conferences except that additional representatives may be designated by the director for specific conferences; (8) prepare the budget of the school in consultation with the executive committee of the school; and (9) recommend the appointment, reappointment, nonreappointment, and promotion of members of the academic staff. Regarding recommendations of appointments, reappointments, nonreappointments, and promotions of the members of the faculty, the director shall consult with the department's or subunit's executive officer who shall provide the director with the advice of the appropriate committee(s). Such recommendations shall ordinarily originate with the subunit or in the case of a group not organized as a subunit with the person(s) in charge of the work concerned and shall be presented to the director for transmission with the director's recommendation to the dean of the college. The performance of the director shall be evaluated at least once every five years in a manner to be determined by the faculty of the school and college.

ARTICLE IV. DEPARTMENTS

Section 1. The Department

a. Within the University of Illinois System, the department is the primary unit of education and administration. It is established for the purpose of carrying on programs of instruction, research, and public service in a particular field of knowledge. The staff of a department includes persons of all ranks who upon the recommendation of its head or chair are appointed or assigned to it. The faculty of a department shall be as specified in Article II, Section 3a of these *Statutes*. All appointments which carry academic rank, title, or tenure indicative in any way of departmental association shall be made only with the concurrence of the department(s) concerned.

b. The department has the fullest measure of autonomy consistent with the maintenance of general college and university educational policy and correct academic and administrative relations with other divisions of the university. Should a dispute arise between the department and another unit of the university concerning the proper limits of this autonomy, the department may appeal for a ruling directly to the dean and the executive committee of the college and, when the chancellor/vice president considers it proper, to the chancellor/vice president, who shall make a decision after appropriate consultation.

c. A department may be organized either with a chair or with a head. A reorganization of the administration structure of a department from a chair to a head, or a head to a chair, may be accomplished only by Section 4 of this Article.

Section 2. Department Organized with a Chair

a. The chair shall be appointed annually by the Board of Trustees on recommendation of the chancellor/vice president with the concurrence of the president after consultation with the dean of the college and with the executive committee of the department concerned. The performance of the chair shall be evaluated at least once every five years in a manner to be determined by department, school, or college bylaws. As one component of this evaluation, views shall be solicited from the entire department faculty in such a way as to preserve confidentiality.

b. In each department organized with a chair, the executive committee shall recommend individuals for academic appointment in the department. With the consent of the executive committee or as specified in the department bylaws, persons who are not members of the department faculty may be invited by the chair to attend meetings of the department faculty but such persons shall have no vote.

c. The faculty of the department shall have power to determine such matters as do not so affect relations with other departments or colleges that they properly come under the supervision of larger administrative units.

d. In each department organized with a chair, there shall be an executive committee elected annually by and from the faculty of the department by secret written ballot. At least one-half of the members of the departmental executive committee shall be elected from those faculty members who have at least a 50-percent salaried appointment in the University of Illinois System. The faculty may choose to elect members of the executive committee for staggered two- or three-year terms. The chair of the department is *ex officio* a member and chair of the executive committee. The chair and the executive committee are responsible for the preparation of the budget and for such matters as may be delegated to them by the faculty of the department. In a department which has a faculty of not more than five members, the executive committee shall consist of the entire faculty. In all other cases, the size of the executive committee shall be determined by the faculty of the department. If the executive committee is in session to evaluate the chair's performance, the chair shall not be a member and the committee shall be chaired by a committee member elected by the committee for that purpose.

e. In each department organized with a chair, that officer shall be responsible for the formulation and execution of departmental policies and the execution of system, university, and college policies insofar as they affect the department. The chair shall have power to act independently in such matters as are delegated to the chair by the executive committee. The chair shall (1) report on the teaching and research of the department; (2) have general oversight of the work of students in the department; (3) collaborate with the executive committee in the preparation of the budget and be responsible for the expenditure of departmental funds for the purposes approved by the executive committee; and (4) call and preside at meetings of the executive committee and at meetings of the department faculty of which there shall be not fewer than one in each academic year for consideration of questions of departmental governance and

educational policy. The chair together with the executive committee is responsible for the organization of the work of the department and for the quality and efficient progress of that work. Any faculty member shall be entitled to a conference with the executive committee or with any member of it on any matter properly within the purview of the committee.

f. In the administration of the office, the chair shall recognize the individual responsibility of other members of the department for the discharge of the duties committed to them by their appointments and shall allow proper scope to the ability and initiative of all members of the department.

Section 3. Department Organized with a Head

a. The head of a department shall be appointed without specified term by the Board of Trustees on recommendation by the chancellor/vice president with the concurrence of the president after confidential consultation with the dean of the college and all members of the department faculty. The head may be relieved of title and duties as head of the department by the chancellor/vice president on the recommendation of the dean of the college. The performance of the head shall be evaluated at least once every five years in a manner to be determined by department, school, or college bylaws. As one component of this evaluation, views shall be solicited from the entire department faculty in such a way as to preserve confidentiality.

b. In each department organized with a head, the head in consultation with the advisory committee shall recommend individuals for academic appointment in the department. In consultation with the advisory committee or as specified in the department bylaws, the head may invite other persons who are not members of the department faculty to attend meetings of the department faculty, but such persons shall have no vote.

c. The head of the department shall have the power to determine such matters as do not affect other departments or properly come under the supervision of larger administrative units.

d. In each department organized with a head, the head shall have general direction of the work of the department. The head shall (1) consult with the departmental advisory committee in regard to departmental policy; (2) consult with each member of the department regarding the nature and scope of the work in the charge of that member; (3) call and preside at meetings of the departmental faculty for explanation and discussion of departmental policies, educational procedure, and research, of which there shall be at least one in each academic year for consideration of departmental governance and educational policy; (4) be responsible for the organization of the work of the department, for the quality and efficient progress of that work, for the formulation and execution of departmental policies, and for the execution of University and college policies insofar as they affect the department; (5) report on the teaching and research of the department; (6) have general supervision of the work of students in the department; (7) prepare the departmental budget in consultation with the departmental advisory committee; and (8) be responsible for the distribution and expenditure of departmental funds and for the care of departmental property.

e. In the administration of the office, the head shall recognize the individual responsibility of other members of the department for the discharge of the duties committed to them by their appointments and shall allow proper scope to the ability and initiative of all members of the department.

f. In each department organized with a head, there shall be an advisory committee elected annually by and from the faculty of the department by secret written ballot. The department faculty may choose to elect members of the advisory committee for staggered two- or three-year terms. In a department which has a faculty of not more than five members, the advisory committee shall consist of the entire faculty. In all other cases, the size of the advisory committee shall be determined by the faculty of the department. The functions of the committee shall be to provide for the orderly voicing of suggestions for the good of the department, to recommend procedures and committees that will encourage faculty participation in formulating policy, and to perform such other tasks as may be assigned to it. Any faculty member shall be entitled to a conference with the committee or with any member of it on any matter properly within the purview of the committee. If the advisory committee is in session to evaluate the head's performance, the head shall not be a member and the committee shall be chaired by a committee member elected by the committee for that purpose.

Section 4. Change of Departmental Administrative Organization

On the written request of at least one-fourth of the faculty of the department, as defined in Article II, Section 3a(1), and in no case fewer than two faculty members, that the form of the administrative organization of the department be changed from a chair to a head, or a head to a chair, the dean shall call a meeting to poll the departmental faculty by secret written ballot. The names of those making the request shall be kept confidential by the dean. The dean shall transmit the results of the vote to the departmental faculty and to the chancellor/vice president together with the dean's recommendation. If a change of organization is voted, the chancellor/vice president shall thereupon transmit this vote of the faculty along with the recommendation of the dean and of the chancellor/vice president to the president for recommendation to the Board of Trustees. Faculty of the department may communicate with the Board of Trustees in accordance with Article XIII, Section 4 of these *Statutes*.

ARTICLE V. GRADUATE COLLEGES

Section 1. The University Graduate College

a. At a university with a Graduate College, the Graduate College shall have jurisdiction over all programs leading to graduate degrees as determined by senate action and approved by the Board of Trustees. It is the responsibility of the Graduate College to develop and safeguard standards of graduate work and to promote and assist in the advancement of research in all fields.

b. Except as otherwise provided in this section, the Graduate College shall be governed by the same regulations as govern other colleges.

c. The faculty of the Graduate College consists of the president, the chancellor/vice president, the provost or equivalent officer, the dean, and all those who on the recommendation of the departments or of other teaching or research divisions have been approved by the executive committee and the dean of the Graduate College to assume appropriate academic responsibilities in programs leading to graduate degrees. Other administrative staff members are members of the faculty of the Graduate College only if they also hold faculty appointments and have been recommended and approved as provided above.

d. An executive committee shall be the primary advisory committee to the dean of the Graduate College. It shall advise the dean on the formulation and execution of policies and on other activities of the Graduate College. The executive committee consists of fourteen members holding office for staggered two-year terms: eight elected members, four elected annually for two-year terms by the faculty of the Graduate College and six members, three appointed each year for two-year terms by the chancellor/vice president on the recommendation of the dean of the Graduate College in consultation with the members elected that year. The dean of the Graduate College is *ex officio* a member and chairs the committee. When meeting to give advice on the appointment of the dean, the senior faculty member (in terms of service with the University of Illinois System) on the executive committee shall be chair and the dean shall not be a member of the committee.

e. The principal administrative head of the Graduate College is the dean, who shall be appointed in the same manner as are the deans of other colleges.

f. On the recommendation of the dean of the Graduate College and the chancellor/vice president, the president may appoint annually associate or assistant deans of the Graduate College as required.

g. At a university with a Graduate College, the recommendation of its dean shall be secured for the appointment to or promotion on the staff of any unit of a person who may be expected to assume or who has academic responsibilities in programs leading to graduate degrees.

h. At a university without a Graduate College, the provost or equivalent officer shall be responsible for the functions of the graduate dean.

Section 2. Special Units of the Graduate College

a. On the recommendation of the Campus Research Board, the executive committee and the dean of the Graduate College with approval by the president and the chancellor/vice president, the Board of Trustees may create special units of the Graduate College for the purpose of carrying on or promoting research in areas which are broader than the responsibility of any one department. Any such unit may be abolished by similar action.

b. Persons shall be appointed to the staff of such special units by the Board of Trustees on the recommendation of the unit concerned, the dean of the Graduate College, the chancellor/vice president, and the president. Appointments of persons who already have

academic rank and title indicative of departmental association shall be made only after consultation with the department concerned. Appointments which carry academic rank and title indicative of departmental association of persons who do not already have departmental association shall be made only after concurrence of the department concerned.

ARTICLE VI. THE UNIVERSITY LIBRARY

a. A university library is an academic unit serving the entire university. Its collection includes all books, pamphlets, serials, maps, music scores, photographs, prints, manuscripts, micro-reproductions, and other materials purchased or acquired in any manner and preserved and used by it to support instruction and research. Such materials may include sound, electronic and magnetic recordings, motion picture films, slides, filmstrips, other appropriate audiovisual aids, and computer files.

b. The university library shall be in the charge of the university librarian who, as the chief executive officer of the library, is responsible to the chancellor/vice president for its administration and service.

c. As specified in Article II, Section 3, the library shall be governed internally under bylaws established by its faculty. Except as otherwise stated in this Article, the library shall be governed by the same provisions as govern a college.

d. With the approval of the chancellor/vice president, the university librarian may establish branches on the campus when efficiency in reference work, circulation, cataloging, ordering, and other matters of library service and administration, and the general welfare of the university, college, school, department, or other unit will thereby be promoted. Appointments to the academic staff of branch libraries established under this subsection and the advancement of such staff will be recommended to the chancellor/vice president with the advice of the executive officer(s) of the unit(s) served by such libraries.

e. The university librarian shall be appointed annually by the Board of Trustees on the recommendation of the chancellor/vice president with the concurrence of the president. On the occasion of each such appointment, the chancellor/vice president shall seek the advice of the library committee of the university senate and of the library executive committee. The performance of the university librarian shall be evaluated at least once every five years in a manner to be determined by the faculty of the university library and the library committee of the university senate. As part of the evaluation, views shall be solicited from the library committee of the university senate, from other concerned faculty, and from the entire faculty of the university library.

f. The library committee of the university senate shall advise the university librarian regarding the allocation of book funds and other policies of the university library.

ARTICLE VII. SPECIALIZED UNITS

Section 1. General Considerations

In addition to the university units described in the previous Articles, there are special purpose educational and administrative units whose responsibilities and roles extend substantially beyond one university. The organization and mission of such units, including clearly defined lines of responsibility to system or university officers, shall be specified in these *Statutes*, in *The General Rules Concerning University Organization and Procedure*, or in such other documents as shall be deemed appropriate by the president. These specialized units may include but need not be limited to organizations designated as bureaus, councils, departments, divisions, institutes, and services. The staffs of these units shall have university membership and status upon recommendation of the appropriate chancellor/vice president or chancellors/vice presidents subject to the *Statutes* and *The General Rules* governing the university operations.

Section 2. University Press

a. The University Press is responsible for developing and conducting a program of publishing books, monographs, and journals.

b. The director of the University Press shall be appointed annually by the Board of Trustees on the recommendation of the president. The director shall be the principal administrative officer of the press and shall be responsible to the president.

c. There shall be a University Press Board composed of the director of the press, the deans of the Graduate Colleges or their representatives, and six appointed faculty members. Appointments to the board shall be made by the president after consultation with the director of the University Press and the vice president for academic affairs. The University Press Board shall advise the director of the press regarding policies and administration. The chair shall be elected from among the faculty membership.

Section 3. Councils on Teacher Education

a. At each university engaged in teacher education, there shall be a Council on Teacher Education composed of the deans and directors of the respective colleges, schools, and similar units at that university which offer curricula in the preparation of teachers for the elementary and secondary schools. The chair of the council shall be named by the chancellor/vice president.

b. The duties of the council are to formulate policies and programs of student selection, retention, guidance and preparation, and placement in elementary and secondary schools in conformity with educational policies established by the senate.

c. At each university, the council is authorized to appoint area-of-specialization committees in each of the major teaching fields, committees on teacher placement, and such other committees as may be needed. These committees shall be composed of representatives

from the College of Education or comparable program and from major subject-matter fields represented in any given curriculum.

The area-of-specialization committees shall be responsible for the improvement of their respective teacher-education curricula, counseling procedures in their areas, and other activities related thereto. Each committee shall recommend action to the Council on Teacher Education at its university.

d. Students shall not be eligible for university approval of their status as prospective teachers unless they have elected a curriculum approved by the Council on Teacher Education at their university.

e. All curricula in teacher education shall be approved by the area-of-specialization committee, by the departments, by the respective colleges offering the curricula, by the appropriate Council on Teacher Education, and by the respective senates.

Section 4. Agricultural Experiment Station

The Agricultural Experiment Station shall be administered by a director, who shall be appointed annually by the Board of Trustees on the recommendation of the president.

The Agricultural Experiment Station of the University of Illinois was established in 1888, under the provisions of acts of Congress, "to aid in acquiring and diffusing among the people of the United States useful and practical information in subjects connected with agriculture, and to promote scientific investigation and experiment respecting the principles and applications of agricultural science."

Section 5. Cooperative Extension Service in Agriculture and Home Economics

a. The Cooperative Extension Service in Agriculture and Home Economics shall be administered by a director appointed annually by the Board of Trustees on the recommendation of the president, concurred by the Secretary of Agriculture.

b. Under the provisions of the Smith-Lever Act, approved by the president of the United States on May 8, 1914, and of subsequent acts of Congress, and under the provisions of a concurring joint resolution of the Illinois General Assembly, the University of Illinois is designated the agency in Illinois responsible for cooperative agricultural and home economics extension work.

This work shall consist of the giving of instruction and practical demonstrations in agriculture and home economics to persons not attending the University of Illinois and of imparting to such persons information on these subjects through field demonstrations, publications, and otherwise. This work shall be carried on in such a manner as may be mutually agreed upon by the Secretary of Agriculture and the University of Illinois.

ARTICLE VIII. CHANGES IN ACADEMIC ORGANIZATION

Section 1. Definitions

a. *Unit.* For the purposes of Article VIII, a unit is a division of the system to which academic appointments can be made and to which resources can be allocated, including departments or similar units, centers, institutes, schools, and colleges.

b. *Tenure Home.* For the purposes of Article VIII, a tenure home is an academic unit (a) whose academic staff includes the group eligible to vote on promotion and tenure decisions within the unit; and (b) that provides the unit-specific standards that, in compliance with higher-level standards, apply for promotion and tenure decisions for a member of the academic staff with the rank or title of professor, associate professor, or assistant professor who is tenured or receiving probationary credit toward tenure.

Section 2. Appointment of Faculty to Units

A member of the academic staff with the rank or title of professor, associate professor, or assistant professor who is tenured or receiving probationary credit toward tenure must have a tenure home that has been approved through the procedures in Article VIII, Section 3a through 3c, below. A faculty member may have a tenure home in more than one academic unit, but must have a tenure home in at least one academic unit. *If* any member of a proposed or existing unit's academic staff with the rank or title of professor, associate professor, or assistant professor who is tenured or receiving probationary credit toward tenure does not already have or will not otherwise have an appointment in one of the following types of units:

- i. another department or similar academic unit that has been approved through these Article VIII procedures;
- ii. an intermediate unit that is not divided into departments or similar units and that has been approved through these Article VIII procedures; or
- iii. a school or college that is not an intermediate unit, that is not further divided into academic departments or similar units and that has been approved through these Article VIII procedures; *then* formation of the proposed unit as, or conversion of the existing unit into, a unit that will provide a tenure home must be approved through the procedures in Article VIII, Section 3a through 3c, below, as applicable.

Any change in academic organization such as the termination, separation, transfer, merger, change in status (e.g., department to school), or renaming of an academic unit to which are made appointments of faculty with the rank or title of professor, associate professor, or assistant professor who are tenured or receiving probationary credit toward tenure must be approved through the procedures in Article VIII, Section 4, below.

If all members of a proposed or existing unit's academic staff with the rank or title of professor, associate professor, or assistant professor who are tenured or receiving probationary credit toward tenure do have or will have an appointment in another unit that is described within items (i) through (iii), above, then formation or change of organization of the proposed or existing unit is not required to be approved through the procedures in Article VIII, Sections 3 and 4, below, but may be approved through the procedure in Section 5, below.

Section 3. Formation of New Units

a. *Departments.* The formation of a new department or similar academic unit within a school or college may be proposed by the faculty or executive officer of that school or college. The president shall submit the proposal for the new unit together with the advice of the faculty of the school or college of each higher unit, taken and recorded by a vote of the faculty by secret written ballot in accordance with the bylaws of that unit, of the appropriate senate, taken and recorded by a vote of the senate, of the appropriate chancellor/vice president, and of the University Senates Conference to the Board of Trustees for action.

b. *Intermediate Units.* An academic unit of intermediate character, such as a school organized within a college, may be proposed by the faculty or the executive officer of the higher unit. The president shall submit the proposal for the intermediate unit together with the advice of the higher unit, taken and recorded by a vote of the faculty by secret written ballot in accordance with the bylaws of that unit, of the appropriate senate, taken and recorded by a vote of the senate, of the appropriate chancellor/vice president, and of the University Senates Conference to the Board of Trustees for action.

c. *Colleges and Independently Organized University Units.* A college or other independently organized university unit, such as a school, institute, center, or similar university unit not within a school or college, may be proposed by the appropriate senate or chancellor/vice president. The president shall submit the proposal for the unit together with the advice of the appropriate senate, taken and recorded by a vote of the senate, of the appropriate chancellor/vice president, and of the University Senates Conference to the Board of Trustees for action.

d. *Units Organized at the University of Illinois System Level.* Units organized at the system level, such as institutes, councils, and divisions, may be formed for the development and operation of teaching, research, extension, and service programs which are statewide or interuniversity in their scope and which cannot be developed under a single university administration. Such an organization may be proposed by a senate, a chancellor/vice president, the University Senates Conference, or the president. The president shall submit the proposal for the new organization together with the advice of the appropriate senates, taken and recorded by a vote of each such senate, of the appropriate chancellors/vice presidents, and of the University Senates Conference to the Board of Trustees for action.

e. *Universities.* The formation of a new university may be proposed by the president, by a senate, or by the University Senates Conference. The president shall submit the proposal for the new university together with the advice of the senates, taken and recorded by a vote of each

senate, of the chancellors/vice presidents, and of the University Senates Conference to the Board of Trustees for action. If the proposal is adopted, the University Senates Conference shall serve as an advisory body to the president in developing procedures to implement the action of the board.

Section 4. Changes in Existing Units

From time to time, circumstances will favor changes in academic organization such as the termination, separation, transfer, merger, change in status (e.g., department to school), or renaming of the academic units specified in Section 1. The procedures for the various changes shall be the same as those specified for formation of such a unit, except that the proposal may originate in the unit(s) or at any higher administrative level. The advice of each unit involved shall be taken and recorded by vote of the faculty by secret written ballot in accordance with the bylaws of that unit. For transfer, merger, separation, and change in status (e.g., department to school), the procedures shall be those applicable to the type of unit which would result. Units affected may communicate with the Board of Trustees in accordance with Article XIII, Section 4, of these *Statutes*.

A change in departmental organization from a chair to a head, or from a head to a chair, may be accomplished only as specified in Article IV, Section 4 of these *Statutes*.

Section 5. Academic Units Not Requiring Board of Trustees Approval

Any proposal for creation or change in organization (such as termination, separation, transfer, merger, or change in status) of any unit engaged in academic activities the creation of which does not require Board of Trustees approval shall be referred to the executive committee of the relevant university senate for its information and advice prior to approval by the appropriate administrator. If the unit is not organized within one university of the system, the proposal shall be referred to the University Senates Conference rather than to a senate executive committee. Academic staff appointments in such units may not be made to ranks subject to the provisions of Article X, Section 1, governing appointments for an indefinite term as defined in Article IX, Section 3c.

ARTICLE IX. ACADEMIC AND ADMINISTRATIVE STAFFS

Section 1. Criteria for Employment and Promotion

The basic criteria for employment and promotion of all university staff, whether or not subject to the act creating the State Universities Civil Service System, shall be appropriate qualifications for and performance of the specified duties. The principles of equal employment opportunity are a part of the general policy of the University of Illinois System. All applicable federal and state laws related to employment and selection, as well as the University of Illinois System Non-Discrimination Statement, must be followed when selecting candidates for

employment and when selecting employees for promotional opportunities. In addition, unless otherwise provided by law, candidates for employment and employees are to be selected for promotional opportunities without regard to political affiliation or citizenship.

Section 2. Employment of Relatives

No individual shall initiate or participate in institutional decisions involving a direct benefit (initial employment, retention, promotion, salary, leave of absence, etc.) to a member of the individual's immediate family. "Immediate family" includes an individual's spouse, civil union partner, ancestors and descendants, all descendants of the individual's grandparents, and the spouse or civil union partner, of any of the foregoing. Each chancellor/vice president shall develop, for the approval of the president, university procedures to insure against such conflict of interest.

Section 3. Appointments, Ranks, and Promotions of the Academic and Administrative Staff

a. All appointments, reappointments, and promotions of university academic staff, as defined in Article IX, Section 4a, and university administrative staff, shall be made by the Board of Trustees on the recommendation of the chancellor/vice president concerned and the president. All appointments, reappointments, and promotions of system-level academic or administrative staff shall be made by the Board of Trustees on the recommendation of the president.

b. Appointments shall be made solely on the bases of the special fitness of the individual for the work demanded in the position and other policies and guidelines regarding recruitment, selection, and promotion.

c. The following ranks, and only these ranks, of the academic staff as defined in Article IX, Section 4a, are subject to the provisions of Article X, Section 1: professor, associate professor, and assistant professor. Modifying terms such as "adjunct," "clinical," "research," "teaching," and "visiting" may be used in conjunction with these academic ranks (e.g., "research professor," "adjunct assistant professor," "clinical associate professor," "visiting professor"); but no appointment for an indefinite term may be made in which a modifying term is used in the academic rank. Furthermore, an appointment in which a modifier is used in the title will not count toward completion of the probationary period, as provided in Article X, Section 1, unless specially recommended by the executive officer of the unit and approved by the dean and by the chancellor/vice president or an officer authorized to act for the chancellor/vice president.

Other academic ranks recognized within the academic staff are: (1) instructor, senior instructor, lecturer, and senior lecturer, which may be modified by "adjunct," "clinical," or "visiting"; (2) clinical associate, research associate (which may be modified by "postdoctoral"), and teaching associate, each of which may be modified by "adjunct" or "visiting"; (3) clinical assistant, research assistant, teaching assistant, and other graduate assistants.

Appropriate academic rank, with the rights and privileges pertaining thereto, may be accorded members of the administrative staff. This means that in addition to being members of the administrative staff selected administrative officers may also hold appointments with academic titles chosen from the ranks listed in the two preceding paragraphs.

Special classes of positions within the academic staff may be established to meet specialized professional or technical needs, in accordance with Article IX, Section 4a.

d. Recommendation to positions on the academic staff shall ordinarily originate with the department or in groups not organized as departments with the officers in charge of the work concerned and shall be presented to the dean of the college for transmission with the dean's recommendation to the chancellor/vice president. Before making a recommendation on the appointment or promotion of members of the academic staff, the dean shall consult the chair or the head of the department after confirming that intra-departmental consultation procedures have been satisfied; if the college has no departments, the dean shall consult the executive committee of the college. If the appointment involves a person who may be expected to offer courses carrying graduate credit, the dean of the college shall consult the dean of the Graduate College, who shall have the right to make an independent recommendation to the chancellor/vice president, and to the president.

e. In determining appointments to, and salaries and promotion of the academic staff, special consideration shall be given to the following: (1) teaching ability and performance; (2) research ability and achievement; and (3) ability and performance in continuing education, public service, committee work, and special assignments designed to promote the quality and effectiveness of academic programs and services.

Section 4. Principles Governing Employment of Academic and Administrative Staffs

The following principles shall govern the employment of the academic and administrative staffs of the University of Illinois System.

a. The academic staff which conducts the educational program shall consist of the teaching, research, scientific, counseling, and extension staffs; deans and directors of colleges, schools, institutes, and similar university units; editors, librarians, and such other members of the staff as are designated by the president and the chancellors/vice presidents.

b. The members of the academic and administrative staffs shall be employed, and salaries fixed by the Board of Trustees, except that members of the academic staff below the rank of assistant professor may be employed by the universities. These appointments shall be reported to the board by the president prior to the start of said appointments.

c. Minimum salaries for the various ranks shall be determined by the chancellor/vice president of each university and reviewed by the Board of Trustees. The minimum for eleven months' service shall be approximately two-ninths greater than the minimum for the academic year.

d. The terms of employment for all members of the academic and administrative staffs shall be stated explicitly in the contract of employment.

e. The academic year shall consist of that period of the year so determined by the appropriate senate and approved by the appropriate chancellor/vice president, the president, and the Board of Trustees.

Section 5. Services Rendered the University of Illinois System

a. No person employed on a full-time basis on the instructional or administrative staffs of the University of Illinois System shall be assigned any other work which does not naturally come within the scope of that person's duties and for which additional compensation is to be paid without the prior approval of the president or chancellor/vice president.

b. No person employed by the University of Illinois System shall have any interests incompatible with that person's obligations to the University of Illinois System. If an employee's outside activities pose real or potential conflicts of commitment or interest with the employee's obligations to the University of Illinois System, those activities must be disclosed, reviewed, and, if appropriate, managed under applicable system and university policies.

c. Full-time employees shall not receive compensation for services with the University of Illinois System in excess of a normal schedule except for a reasonable amount of instruction in continuing education and public service programs, or for the grading of special examinations (outside regular course work) stipulated by an appropriate administrator, all to be done at a time that does not conflict with other official duties. Exceptions may be made to this rule in special cases which are approved by the dean of the college of which the employee is a member provided that if such additional payments exceed a nominal amount the advance approval of the chancellor/vice president shall be secured. These exceptions shall be held to a minimum.

d. The responsibilities to the University of Illinois System of full-time members of the academic staff are fulfilled by the performance appropriate to rank and terms of appointment of teaching, scholarly research, continuing education and public service, and committee work and special assignments. Such staff members may carry on some outside professional or business activities of an income-producing character so long as such activities are compatible and not in conflict with University of Illinois System interests. The executive officer of the department of which the employee is a member should know and approve of these outside activities.

Section 6. Severe Sanctions Other Than Dismissal for Cause for Members of the Faculty

a. Severe sanctions other than dismissal for cause may be imposed on a member of the faculty, as defined in Article II, Section 3a(1) of the *Statutes*, provided that procedures at a university adopted by the chancellor/vice president in consultation with that university senate are followed. In all cases, the chancellor/vice president or the chancellor/vice president's designee shall exercise the duties assigned to the president for academic staff who are members of

university units, and in all cases the process to be followed will be that of the university in which the unit resides.

b. University procedures shall include, at a minimum,

(1) A determination by the provost or equivalent university officer, in consultation with a committee identified by the senate, that cause exists to initiate proceedings that may result in the imposition of serious sanctions,

(2) Notice to the faculty member of the charges and initiation of the sanction proceedings,

(3) Opportunity for a hearing before an elected committee specified by the senate,

(4) Provision that a recommendation by the elected committee against sanction will be final,

(5) The opportunity for the faculty member to file an appeal with the chancellor/vice president within 20 days following the provost's or equivalent officer's decision to impose sanctions,

(6) An appeal process encompassing both substantive and procedural objections, and

(7) A process wherein the chancellor/vice president's decision on the merits of an appeal is final.

These university procedures are the exclusive process for determining whether severe sanctions other than dismissal for cause may be imposed.

c. These university procedures will be initiated only after discussions are held between the faculty member and appropriate administrative officers looking toward a mutual settlement. The initiation or pendency of proceedings under this Section 6 shall not be deemed to prevent or delay the University of Illinois System or any other person from pursuing any other remedy available to such person against the faculty member for conduct allegedly violating Section 6d below.

d. Adequate due cause for severe sanctions other than dismissal shall be restricted to actions clearly related to University of Illinois System activities and shall be limited to the following:

(1) Engaging in professional misconduct in the performance of system duties or academic activities,

(2) Neglecting or refusing to perform reasonable assigned academic duties,

(3) Violating senate-approved university or system regulations or policies related to conduct of academic duties,

(4) Acting outside the appropriate exercise of University of Illinois System responsibilities so as willfully to physically harm, threaten physical harm to, harass or intimidate a visitor or a member of the system community with the effect of interfering with that person's performance of system duties or academic activities,

(5) Willfully damaging, destroying, or misappropriating property owned by the University of Illinois System or any property used in connection with a system function or approved activity, or

(6) Conviction in a court of law for a felony that is clearly related to the performance of University of Illinois System duties or academic activities.

Findings of fact made in prior proceedings under policies established by the president with the advice of the senates and University Senates Conference under procedures described in Article XIII, Section 8 of the *Statutes* shall be presumed to have been established subject to rebuttal on grounds *inter alia* of the thoroughness and fairness of the proceeding giving rise to them.

e. When misconduct is determined to have occurred, a severe sanction other than dismissal consists of suspension with or without salary (full or partial) for a period not to exceed one-half of the individual's normal appointment period. During the suspension period, health and retirement benefits shall be maintained.

Section 7. Sabbatical Leaves and Unpaid Leaves of Absence for Members of the Faculty

a. On the recommendation of the head or chair of a department with the concurrence of the dean of the college or on recommendation of the dean or director of an independent university unit and subject to approval by the chancellor/vice president, the president, and the Board of Trustees a member of the faculty who has the rank of professor, associate professor, or assistant professor and who has served the University of Illinois System for the periods indicated below on full-time appointment as an assistant professor or in higher rank since the faculty member's original appointment or since the termination of that faculty member's last leave on salary is eligible to apply for and may be granted a sabbatical leave of absence with pay for the purpose of study, research, or other pursuit, the object of which is to increase the faculty member's usefulness to the system. The following options are available:

(1) After completion of eight appointment years of full-time service:

Two semesters at 2/3 salary

Or

One semester at full salary

(2) After completion of six appointment years of full-time service:

Two semesters at $\frac{1}{2}$ salary
Or
One semester at full salary

(3) After completion of three or four appointment years of full-time service, in cases where the interest of the department and the University of Illinois System would clearly be served thereby, and provided that granting of leave does not involve expense to the system in excess of the portion of salary which is released in consequence of taking such leave, the following options are available:

After three years: One semester at $\frac{1}{2}$ salary

After four years: One semester at $\frac{2}{3}$ salary

(4) Faculty on "Y" (11 month) appointments may be granted sabbatical leaves, subject to the other general conditions of this section as follows: After completion of nine years of full-time service, three-fourths of an appointment year at full pay; after completion of eight years of full-time service, one appointment year at two-thirds pay or two-thirds of an appointment year at full pay; after completion of six years of full-time service, one appointment year at half pay or one-half appointment year at full pay; after completion of four years, one-half appointment year at two-thirds pay; after completion of three years, one-half appointment year at half pay or one-fourth appointment year at full pay.

b. In recommending a leave with pay according to any of the options provided above, it shall be understood by all recommending officers concerned that the department in which the applicant is teaching or working undertakes, so far as is practicable, to carry on during the applicant's absence without increase in the departmental budget such part of the applicant's work as the interests of the department and of the rest of the system require to be continued without interruption during the period of absence.

c. Service credit for leave of absence with pay is not cumulative unless otherwise provided for in special cases. Each person who has been on leave of absence shall on the termination of the leave make a report through the usual official channels of communication to the chancellor/vice president concerning the nature of the studies, research, or other work undertaken during the period of absence.

d. A member of the faculty to whom any such leave of absence has been granted shall agree to return to the system on the expiration of the leave and to remain in its service for at least one year thereafter; and the system, on its part, shall agree to retain the faculty member in its service for the period of one year after the faculty member's return.

e. Leaves of absence granted in accordance with the foregoing terms and conditions, with the privileges pertaining thereto, are given to members of the faculty primarily for the purpose of enabling them to acquire additional knowledge and competency in their respective fields. No one to whom a leave of absence with pay has been granted shall be permitted while on such leave to accept remunerative employment or engage in professional practice or work for which pecuniary compensation is received. This prohibition, however, shall not be construed to forbid a faculty member while on leave from giving a limited number of lectures or doing a

limited amount of work. But, in such cases, the approval of the chancellor/vice president to the giving of the lectures or the doing of other work shall be required. Nor shall the prohibition be interpreted to forbid the acceptance by a faculty member, while on leave, of a scholarship or fellowship carrying a stipend for the purpose of study, research, or scientific investigation or the acceptance of a grant of money made for such purposes, provided that the acceptance of the grant does not impose on the recipient duties and obligations the performance of which would be incompatible with the pursuit of the general purpose for which leaves of absence are granted.

f. The president shall establish regulations and procedures necessary for the administration of these provisions and is authorized to make appropriate adjustments in the terms of leave with pay to ensure equitable benefits for members of the faculty in exceptional cases where special consideration is warranted.

g. Leaves of absence without pay. On the recommendation of the head or chair of a department with the concurrence of the dean of the college or on the recommendation of the dean or director of an independent university unit, a member of the faculty may be granted a leave of absence without pay by the chancellor/vice president for a period of one year or less. Such a leave may be renewed in special circumstances ordinarily for not more than one year. As recommended and agreed upon in advance, time spent on a leave of absence without pay under circumstances which allow for the pursuit of academic activities ordinarily counts toward the probationary period of a faculty member on definite tenure, while time spent on a leave of absence without pay under circumstances which do not allow for the pursuit of academic activities does not ordinarily count toward the probationary period of a faculty member on definite tenure. As recommended and agreed upon in advance, time spent on a leave of absence without pay under circumstances which do not provide service to the system does not ordinarily count in establishing eligibility for a sabbatical leave with pay.

Section 8. Graduate Work of Academic Staff Members

No person shall be admitted to candidacy for an advanced degree in a department or division of the system who holds an appointment as professor, associate professor, or assistant professor in that department or division. Likewise, no person while engaged in graduate study shall be appointed to the rank of assistant professor or higher in the department or division of that graduate study.

A person in or accepting the rank of assistant professor or higher at a university within the University of Illinois System may continue in or be admitted to advanced degree candidacy in a department or unit other than the person's appointing department or unit upon the special approval of the executive officer of each department or unit involved and the executive committee of the Graduate College if one exists at the university.

Section 9. Privileges of Retired Members of the Academic Staff

a. A retired staff member who is provided with research assistance shall at the end of each academic year report to the chancellor/vice president, in at least general terms, on the work accomplished during the year. In no case may a research assistant be provided to a retired staff

member for a longer period than one year at a time and such assistant may be continued only if the annual report of work shows progress or promise.

b. With the approval of the department head or chair and of the dean of the Graduate College and of the chancellor/vice president, a retired faculty member may offer conferences with graduate students if such retiree had offered similarly related graduate courses before retirement.

c. Retired faculty members may participate in meetings of their college or school faculties, if provided for in the bylaws of the unit, but shall have no vote.

Section 10. Dismissal of Administrative Officers

a. In the exercise of its authority to dismiss or request the resignation of administrative officers from their administrative positions, the Board of Trustees may take such action in respect to such officer prior to the expiration of the term for which the individual was appointed only after presentation by the board to the officer affected of a statement of the reasons accompanied by the facts in support thereof upon which the proposed action is based, together with notice served by registered mail of the time and place of the hearing thereon which shall be not less than 30 days after the date of notice. A copy of the statement and notice shall be sent by registered mail to each member of the Board of Trustees at least 30 days prior to the hearing.

b. The officer shall have the right to appear at the hearing, with counsel if desired, to comment on the reasons and to present evidence. The board shall not be bound by formal or technical rules of evidence and its decision shall be final.

c. In designating the effective date of dismissal or requested resignation, the board shall give due consideration to the time reasonably required for the adjustment of the officer's personal affairs.

Section 11. Employment of Academic Professional Staff

Employment policies and practices applicable to an academic professional employee at one of the three universities shall be those of the campus at which the employee's principal office is located. Employment policies and practices applicable to an academic professional employee located in a system-level office shall be those of the system-level human resources office.

a. Notice of nonreappointment to the full-time academic professional staff, as defined in Article II, Section 5, shall be given as follows:

1. Except as provided in 2 and 3 below, written notice of nonreappointment shall be given by the Board of Trustees to academic professional employees in accordance with the following schedule:

Length of Full-Time Service to the University (in full appointment years completed)	Minimum Notice of Nonreappointment
Less than 4 years	6 Months
4 years or over	12 Months

2. Written notice of nonreappointment shall be given by the Board of Trustees to an academic professional employee on an appointment which notes that it is subject to receipt of funds in accordance with the following schedule:

Length of Full-Time Service to the University (in full appointment years completed)	Minimum Notice of Nonreappointment
Less than 4 years	2 Months
4 years or over	6 Months
Plus 1 additional month for each additional full appointment years of service to a maximum of 12 months' notice	
10 years	12 Months

3. Written notice of nonreappointment shall be given by the Board of Trustees to an academic professional employee who is the director of intercollegiate athletics or a coach of an intercollegiate athletic team in accordance with the following schedule:

Length of Full-Time Service to the University (in full appointment years completed)	Minimum Notice of Nonreappointment
Less than 4 years	3 Months
4 years or over	6 Months

4. In cases where the time remaining in the appointment year is less than the required minimum notice period, the notice of nonreappointment shall be accompanied by an offer from the Board of Trustees of a terminal contract for an additional appointment which will extend the current appointment through the period of minimum notice, *viz.*, 2 months, 6 months or 7-12 months.

5. Computation of length of service will be on the basis of continuous employment in university academic administrative and professional positions (or similar service at the system level for employees of the system administration). On a case-by-case

basis, credit may be given for all or part of their relevant experience in another University of Illinois System position.

6. Excepted from the above provisions are the following administrative officers: the president; chancellors/vice presidents, other vice presidents, provosts or equivalent officers, and vice chancellors; the officers of the Board of Trustees who are University of Illinois System employees; other system officers; and the deans, directors, heads, and chairs of academic units. Academic professional staff whose title includes “visiting,” “acting,” “interim,” or “adjunct” are also excepted from the above provisions.

Section 12. Dismissal of Academic Staff with Multi-Year Appointments Under Article X, Section 1(a), Paragraphs (6) and (7)

a. Members of the academic staff with multi-year appointments, as defined under Article X, Section 1(a), Paragraphs (6) and (7), of the *Statutes*, may be dismissed for cause prior to the conclusion of the multi-year appointment in accordance with the procedures of the relevant university, which shall be adopted by each chancellor/vice president in consultation with the applicable senate. In all cases, the chancellor/vice president or the chancellor/vice president's designee shall exercise the duties assigned to the president for academic staff who are members of university units, and in all cases the process to be followed will be that of the university in which the unit resides.

b. University procedures shall include, at a minimum, notice and opportunity for a hearing before the university provost or equivalent officers or the provost's or equivalent officer's designee.

c. Adequate cause for dismissal shall be limited to the following:

(1) Failing to perform contractual duties or related activities in a professional manner, whether from incompetence, neglect or willful refusal;

(2) Failing to follow all applicable university or system regulations or policies, and all applicable laws related to the conduct of contractual duties;

(3) Acting outside the appropriate exercise of system responsibilities so as to willfully cause or threaten to cause physical harm to, harass or intimidate a visitor or a member of the University of Illinois System community;

(4) Willfully or negligently damaging, destroying, or misappropriating property owned by the University of Illinois System or any property used in connection with a system function or approved activity; or

(5) Being convicted of or pleading guilty to a felony.

ARTICLE X. ACADEMIC FREEDOM AND TENURE

Section 1. Tenure of Academic Staff

a. Except under unusual circumstances evidenced by a special written agreement approved by the president of the University of Illinois System and the appointee, the tenure status for the academic ranks of professor, associate professor, and assistant professor shall be as provided in this section. The parts of Article X, Sections 1a and 1b, hereof relating to the probationary period or indefinite tenure do not apply to academic ranks other than those mentioned in the preceding sentence; nor to appointments at any rank which involve no salary or obligation to render services; nor to appointments for fifty percent (50%) or less of full-time service at ranks other than professor or associate professor; nor to appointments for less than seventy-five percent (75%) of full-time service during any period when the appointee is a candidate for a degree at this University.

In the case of academic staff positions authorized in Article IX, Sections 3c and 4a other than appointments at the rank of professor, associate professor, assistant professor, dean, director, department head, and department chair, appointments shall be for not longer than the terms specified in this Section. Contracts shall be renewable at the discretion of the hiring unit. Except as provided in Sections 7 and 8, below, notice of nonreappointment is not required. Dismissal prior to the end of the contract term shall be governed by Article IX, Section 12.

Each chancellor/vice president shall, with the advice and consent of the appropriate senate, develop implementing procedures for multi-year contract appointments governed by this Section. Such implementing procedures shall include, at a minimum, (i) a binding ceiling, on a university-wide basis, on the proportion of multi-year contract appointments to the sum of multi-year contract appointments and appointments that are tenured or earning probationary credit toward tenure; (ii) assignment of oversight responsibility to the appropriate senate committee; and (iii) the procedures for dismissal required under Article IX, Section 12(b), above.

(1) An appointment as professor or associate professor shall be for an indefinite term except that first appointments or temporary appointments may be made for shorter periods. An appointment at either of these ranks for fifty percent (50%) or less of full-time service shall be for an indefinite term at the specified percentage except that such first appointments or temporary appointments may be for definite terms.

(2) During the probationary period defined in Article X, Section 1b (1), an appointment as assistant professor shall be for not more than two years.

(3) An appointment for an indefinite term may require full-time service or some percentage of full-time service by the appointee. Completion of a probationary period shall entitle the appointee to indefinite tenure status at the lowest percentage (more than 50%) of full-time service counted toward completion of the probationary period. An appointee for an indefinite term and the Board of Trustees may at any time agree in writing to increase or to decrease the percentage of full-time service to be required of the appointee and the indefinite tenure status shall then apply to the new percentage of full-time service. An agreement that a full-time appointee for an indefinite term shall thereafter serve on a part-time basis shall specify

either (a) that the appointment for an indefinite term will thereafter relate solely to service on the agreed part-time basis; or (b) that the appointee will return to full-time service for an indefinite term on a specified date.

These agreements are subject to modification by written consent of the appointee and the Board of Trustees. An appointee who has previously been on indefinite tenure status within the University of Illinois System shall not be required to serve a probationary period in order to regain that status.

This subsection, 1a (3), does not apply to sabbatical leaves of absence or to leaves of absence without pay.

(4) An appointment with the rank of clinical assistant, research assistant, or teaching assistant shall be for not longer than one year and notice of nonreappointment is not required. Appointments at these ranks may be conditional upon the availability of funds if so, specified in the notice of appointment.

(5) An appointment which includes in the title the term “visiting,” as authorized in the first paragraph of Article IX, Section 3c, shall be for not longer than one year.

(6) An appointment which includes in the title the term “adjunct,” “clinical,” “research,” “teaching,” and “visiting” modifying the term “professor,” “associate professor” or “assistant professor,” as authorized in the first paragraph of Article IX, Section 3c, or an appointment with the rank of lecturer or senior lecturer, or instructor, clinical instructor, or senior instructor, shall be for not longer than three years.

(7) An appointment with the rank of teaching associate, research associate, clinical associate, or which includes in the title the term “research” modifying the term “professor,” “associate professor” or “assistant professor,” as authorized in the first paragraph of Article IX, Section 3c, shall be for not longer than three years. The duration of the appointment shall be specified in the Notification of Appointment. Where no duration is specified, appointment shall be for one year. Written notice of nonreappointment is required in the case of full-time appointments at these ranks other than appointments that are for no more than one year, nonsalaried, part-time, or conditional upon the receipt of nonappropriated funds (as specified in the Notice of Appointment). The notice need not be accompanied by an offer of a terminal contract if the notice is given not later than six months before the end of an annual appointment or by March 1 in the case of an academic-year appointment. If notice of nonreappointment in such cases is given later than six months before the end of an annual appointment or after March 1 in the case of an academic-year appointment, it shall be accompanied by an offer from the Board of Trustees of a terminal contract for one additional year of service. In the case of multi-year contracts, notice, as described above, is required only in the final year of the contract. If no notice is given before the end of an appointment that exceeded one year, the renewal appointment shall have a duration of one year.

(8) An appointment at the rank of any of the other special classes of academic staff authorized under Article IX, Sections 3c and 4a, shall be for not longer than one year and shall be governed by the conditions prescribed in the preceding subparagraph, 1a.

b. Upon the completion of a probationary period as hereafter defined, any reappointment shall be for an indefinite term, subject to the following:

(1) An appointee receiving a first contract for more than fifty percent (50%) of full-time service within the University of Illinois System as assistant professor enters a probationary period not to exceed seven academic years of service except when, by special written agreement between the appointee, the unit administrator and the chancellor/vice president, the appointee is granted a one-year interruption of the probationary period before the year in which a decision on the appointment to indefinite tenure is expected to be made. Ordinarily no more than two such interruptions will be granted. Prior academic service at other academic (or equivalent) institutions may be counted up to a maximum of three years toward the fulfillment of the probationary period. The amount of any such service counted may be negotiated as may other terms of the appointment and shall be stated in the first appointment contract, as provided for all contracts for definite terms in subparagraph 1b(5) below. An initial appointment that begins after the eighth week of the academic year ordinarily does not count toward the probationary period of a faculty member on definite tenure nor does it ordinarily count as service in establishing eligibility for a sabbatical leave with pay, unless recommended and agreed upon in advance.

(2) No appointment at the rank of assistant professor shall be for an indefinite term.

(3) An appointee for a definite term shall be given in the sixth year of the probationary period either written notice offering appointment for an indefinite term or written notice of nonreappointment no later than August 15 at all three universities.

(4) At any time except during the last year of the probationary period, an assistant professor on a definite-term appointment may be given written notice of nonreappointment. Except in the case of an assistant professor who is in the first year of academic service within the University of Illinois System, *(a)* written notice of nonreappointment shall be given not less than twelve months before the expiration of the appointment; or *(b)* if given less than twelve months before the expiration of the appointment, written notice of nonreappointment shall be accompanied by an offer from the Board of Trustees of a terminal contract for one additional year of academic service. In the case of an assistant professor on a definite-term appointment who is in the first year of academic service within the University of Illinois System, written notice of nonreappointment shall be given not later than March 1 and need not be accompanied by an offer of a terminal contract; if written notice of nonreappointment is given after March 1, it shall be accompanied by an offer from the Board of Trustees of a terminal contract for one additional year of service.

(5) The total amount of service counted toward completion of the probationary period, including both service at other institutions and prior service within the University of Illinois System, shall be stated in every contract for academic service for a definite term. In the event that an appointee for a definite term is not given notice of appointment for an indefinite term or notice of nonreappointment as required by subparagraph 1b (3) above, but instead is given notice of reappointment for a definite term beginning after or extending beyond the expiration of the probationary period, such reappointment shall be for a term extending to the end of the academic year following the academic year in which either *(a)* the Board of Trustees gives the appointee written notice of nonreappointment as specified above in subparagraph

1b(4), or (b) the appointee gives written notice to the dean or department head that the appointee is about to complete or has completed the probationary period and either is or will be entitled to have any reappointment be for an indefinite term.

(6) An appointment for a definite term does not carry any guarantee or implication that the Board of Trustees will renew the appointment even though the duties of the appointee may have been discharged satisfactorily. An appointment for a definite term, if accepted, must be accepted with this stipulation.

c. Tenure may be terminated by (1) honorable retirement; (2) acceptance of resignation; (3) dismissal for due cause.

d. Due cause for dismissal shall be deemed to exist only if (1) a faculty member has been grossly neglectful of or grossly inefficient in the performance of the faculty member's duties and functions within the University of Illinois System; or (2) with all due regard for the freedoms and protections provided for in Article X, Section 2, of these *Statutes*, a faculty member's performance of university duties and functions or extramural conduct is found to demonstrate clearly and convincingly that the faculty member can no longer be relied upon to perform those duties and functions within the University of Illinois System in a manner consonant with professional standards of competence and responsibility; or (3) a faculty member has while employed within the University of Illinois System illegally advocated the overthrow of our constitutional form of government by force or violence.

e. Proceedings seeking the dismissal before the expiration of the term of appointment of an appointee to the academic staff who is on definite tenure or of an appointee to the academic staff who is on indefinite tenure shall comply with the procedures described in the following provisions of this section:

(1) *Charges.* When it shall appear to the president that cause for the dismissal of an appointee may exist, the president shall consult with the Faculty Advisory Committee. The president, after such consultation, shall determine whether dismissal proceedings should be instituted. Charges looking to dismissal shall be preferred by statement in writing by the president or the president's designee and shall be filed with the clerk or secretary of the relevant university senate within thirty days after the consultation with the Faculty Advisory Committee. The statement shall be sufficiently specific reasonably to inform the appointee of the nature of the charges and enable the appointee to present a defense to them.

(2) *Service.* The clerk or secretary of the senate shall cause a copy of the statement of the charges and a copy of Article X, Sections 1 and 2, of the *Statutes* to be delivered to the appointee personally or mailed to the appointee's last known post office address by registered mail within five days after they have been filed with the clerk or secretary of the senate.

(3) *Request for Hearing.* Within fifteen days after such service of a copy of the statement of charges, the appointee may file with the clerk or secretary of the senate a request for a hearing before the Committee on Academic Freedom and Tenure of the appropriate university; and within ten days after filing such request, the appointee shall file with the clerk or secretary of the senate a detailed written answer to the statement of grounds for dismissal. The clerk or secretary of the senate shall promptly transmit the statement of charges, the answer thereto, and

the request for a hearing to the chair of the Committee on Academic Freedom and Tenure and copies of the answer and request for a hearing to the president.

(4) *Notice of Hearing.* Notice of the time and place of the hearing before the Committee on Academic Freedom and Tenure, which hearing shall be not less than twenty days after the filing of the appointee's request, shall be delivered on the same date to the appointee and the president, either personally or by registered mail. The date of the hearing shall be not less than fifteen days from the date of such delivery or of such mailing of the notice of hearing.

(5) *Hearing.* At the time and place fixed, the Committee on Academic Freedom and Tenure shall hold a closed hearing on the charges. No member of that committee shall sit in a case that involves a colleague of that committee member's department, school, institute, or division, whichever represents the smallest administrative unit, nor shall a member sit in a case if the member has previously acted on another committee while it considered the pending matter. A majority of the members of the committee shall constitute a quorum for the conduct of the hearing and the chair of the committee may appoint another member of the committee to preside over the hearing. If vacancies occur, as many members as are necessary to constitute a quorum shall be appointed in accordance with the bylaws of the appropriate senate. Except as hereinbefore or hereinafter provided, the hearing shall be conducted according to such rules as the committee may from time to time establish. The committee shall not be bound by technical rules of evidence, but all findings, conclusions, and recommendations of the committee shall be supported by and be in accord with substantial evidence. The appointee shall be entitled to be present at all sessions of the committee when evidence is being received and to be accompanied by an adviser of the appointee's choice who may act as counsel. Likewise, the president or the president's designee, together with counsel if the president desires counsel, shall be entitled to be present at all sessions of the committee when evidence is being received. Each party shall have the right within reasonable limits to question witnesses and, when all the evidence has been received, to make an argument in support of its position, either in person or by counsel. A full stenographic transcript shall be made of the hearing unless both parties agree to the making of a record in a briefer form.

(6) *Findings, Conclusions, and Recommendations.* Following the conclusion of the hearing, the committee shall promptly make its explicit findings of fact on each charge, its conclusions, and its recommendations. Reasonable opportunity shall be given to each party to file a written statement setting forth objections to these findings, conclusions, and recommendations and setting forth the grounds for such objections. A copy of one party's objections shall be given to the other party. The originals of the findings, conclusions, and recommendations, and of the hearing transcript shall be forwarded by the committee to the president and copies shall be promptly transmitted by the committee to the appointee.

If ultimately the appointee requests a hearing before the Board of Trustees, the originals or copies of the statement of charges filed by the president or the president's designee with the clerk or secretary of the senate, the request for a hearing, the answer to the statement of charges, the notice of the time and place of hearing, the transcript or briefer record of the hearing, any exhibits received in evidence, the findings, conclusions, and recommendations of the committee, and any objections to such findings, conclusions, and recommendations shall constitute the record before the Committee on Academic Freedom and Tenure to be submitted to the board. The record shall be available to the Board of Trustees, to counsel for the appointee, and to counsel for the University of Illinois System, but shall not be available to other persons prior to

the hearing before the board. If the committee recommends that charges be dropped and the president concurs, the case shall be considered closed.

(7) *Hearing by Board of Trustees.* Within thirty days after transmittal of the findings, conclusions, and recommendations of the Committee on Academic Freedom and Tenure, or if the appointee filed no request for a hearing before that committee within fifteen days after the expiration of the period specified in subparagraph 1e(3) for the filing of such a request, the president may cause the charges to be filed with the Secretary of the Board of Trustees along with the findings, conclusions, and recommendations, if any, of the Committee on Academic Freedom and Tenure and the record of the hearing before the committee, if one was held. Notice of such filing of charges shall be delivered to the appointee personally or shall be mailed to the appointee by the Secretary of the Board of Trustees by registered mail within five days after such filing. Within ten days after such delivery or mailing of notice of the filing of the charges with the Secretary of the Board of Trustees, the appointee may file with the Secretary of the board a written request for a hearing before the Board of Trustees. Notice of the time and place of the hearing which hearing shall be not less than twenty days after the date of the filing of the appointee's request shall be delivered to the appointee personally or mailed to the appointee by registered mail. The date of the hearing shall be not less than fifteen days from the date of such delivery or mailing of the notice of hearing to the appointee. The appointee shall have the right to appear at the hearing, with counsel if desired, to reply to the charges and to present evidence. Counsel for the University of Illinois System shall represent the system administration at the hearing and shall have the right to present evidence in support of the charges. The board shall not be bound by technical rules of evidence in hearing and deciding the case.

The board will give due consideration to the findings, conclusions, and recommendations of the Committee on Academic Freedom and Tenure, and the remainder of the record relevant to the charges before said committee, and in all cases where a report was made by the committee will invite a member of the committee designated by its chair to attend the hearing and make a statement before the board.

If the board concludes that the appointee should be dismissed or asked to resign, the effective date of such dismissal or resignation shall not be less than one year from the date of the board's decision unless the board, in its discretion, determines that an earlier effective date is justified by the gravity of the appointee's conduct in question.

(8) *Reassignment of Duties.* Under exceptional circumstances and when such action is clearly necessary and justified, the president may direct that a faculty member be relieved of some or all of the faculty member's duties and functions within the University of Illinois System and reassigned to others without prejudice and without loss of compensation pending the final decision of the case, subject to the following provisions: (a) the president may reassign duties before the filing of any charges only after giving notice to the chair of the Faculty Advisory Committee of the appropriate university, or, in the absence of the chair, to some member of the Faculty Advisory Committee, that the president believes that cause for dismissal may exist; (b) if the president reassigns duties after so giving notice to the chair or some member of the Faculty Advisory Committee, such reassignment shall terminate within thirty days after that committee has made its recommendations to the president unless the president initiates dismissal proceedings by the filing of charges for dismissal within that thirty-day period; and (c) if the president initiates dismissal proceedings by filing charges for dismissal, the president may

reassign duties or extend a previous reassignment of duties until the termination of those proceedings or until the effective day of dismissal if the proceedings should result in dismissal.

(9) *Publicity.* So far as possible public statements about a case under consideration should be avoided until completion of the proceedings.

Section 2. Academic Freedom

a. It is the policy of the University of Illinois System to maintain and encourage full freedom within the law of inquiry, discourse, teaching, research, and publication and to protect all members of the academic staff against influences, from within or without the University of Illinois System, which would restrict the member's exercise of these freedoms in the member's area of scholarly interest. Academic freedom includes the right to discuss and present scholarly opinions and conclusions both in and outside the classroom. The right to the protection of the University of Illinois System shall not, however, include any right to the services of the University of Illinois System counsel or the counsel's assistants in any governmental or judicial proceedings in which the academic freedom of the staff member may be in issue.

b. As a citizen a member of the academic staff may exercise the same freedoms as other citizens without institutional censorship, discipline, or restraint. A member of the academic staff should be mindful, however, that accuracy, forthrightness, and dignity befit association with the system and a person of learning and that the public may judge that person's profession and the system by the individual's conduct and utterances.

c. If, in the president's judgment, a member of the academic staff exercises freedom of expression as a citizen and fails to heed the admonitions of Article X, Section 2b, the president may publicly disassociate the Board of Trustees and the University of Illinois System from and express their disapproval of such objectionable expressions.

d. A member of the academic staff who believes that he or she does not enjoy the academic freedom which it is the policy of the University of Illinois System to maintain and encourage shall be entitled to a hearing on written request before the Committee on Academic Freedom and Tenure of the appropriate university senate. Such hearing shall be conducted in accordance with established rules of procedure. The committee shall make findings of facts and recommendations to the president and, at its discretion, may make an appropriate report to the senate. The several committees may from time to time establish their own rules of procedure.

ARTICLE XI. STUDENT AFFAIRS AND DISCIPLINE

Section 1. Student Affairs

a. The senates shall be responsible for the development of appropriate recommendations regarding policies on student affairs at their respective universities. Each senate shall ensure the opportunity for substantial student involvement in the development of these recommendations.

b. Upon recommendation of the chancellor/vice president and the president, the Board of Trustees may appoint annually a vice chancellor or other officer who shall have general supervision over those services provided at that university to assist students in their personal and social development. The responsibility and authority of this officer shall be determined by the chancellor/vice president. On the occasion of each appointment of any such officer, the chancellor/vice president shall seek the advice of the executive committee of the university senate. The executive committee shall ensure the opportunity for substantial student involvement in the development of its advice.

c. Under the general supervision of the officer provided for in Section 1b above, the colleges comprising post-baccalaureate students shall be responsible respectively for the supervision of student affairs excluding discipline in those colleges.

Section 2. Student Discipline

a. Each senate shall establish a committee or other body concerned with student discipline. This body may appoint one or more subcommittees on which unless the senate determines otherwise there shall be voting student representatives. These subcommittees shall have original jurisdiction to hear and render decisions in all disciplinary cases unless the body determines to exercise original jurisdiction. The decision of a subcommittee not appealed to the body shall be final. The body shall hear and take action for the senate in cases in which it exercises original jurisdiction and in cases appealed to it from its subcommittees. The body shall formulate and adopt after consultation with the legal counsel disciplinary and hearing procedures which shall be followed in all undergraduate student disciplinary proceedings. In hearing and deciding any appeal, this body may conduct a hearing *de novo* or may act solely upon the record in the case before the subcommittee as the body, in its discretion, may determine.

b. Discipline for students enrolled in graduate and graduate-professional colleges shall be administered by this body which, after consulting the dean of the college concerned, shall appoint a subcommittee on discipline for the students enrolled in that college. These subcommittees are to act in accordance with the provisions of Article XI, Section 2a.

c. In disciplinary proceedings stemming from group infractions involving more than one category of student (undergraduate, graduate, professional), the hearing and review bodies as well as the procedures employed shall be common to all categories of students involved.

ARTICLE XII. RESEARCH AND PUBLICATION

Section 1. Campus Research Board

a. Each university shall maintain a Campus Research Board, whose functions shall include: (1) making recommendations concerning policies for distribution of research board funds; (2) making assignments of research board funds to individual and group research projects;

(3) advising the chancellor/vice president and the vice chancellor responsible for research on any other matters submitted to the board. The members of the Campus Research Board shall be appointed by the chancellor/vice president after consultation with the vice chancellor responsible for research, the executive committee of that university's senate, and, at universities with graduate colleges, the dean of the graduate college. The vice chancellor responsible for research shall chair the committee or designate a chair for the committee.

Section 2. Sponsored Research, Gifts, and Grants

a. It is the policy of the University of Illinois System to encourage research on the part of all persons and groups within the several faculties. Such encouragement includes the endorsement and support of acceptable proposals for contracts or grants by sponsoring external agencies and groups.

b. Such outside support must be integrated with the regular educational and research functions of the University of Illinois System. The acceptance of contracts or grants involves substantial indirect costs, physical plant operating costs, and the use of departmental, college, and general system facilities. Funds to meet these indirect costs must be provided either by the sponsors, by tax funds, or by special arrangement approved by the system chief financial officer or designee. In the case of tax funds, because such activities come into direct competition for funds with other interests within the system, careful consideration shall be given the acceptance of such contracts.

Section 3. Patents on Inventions

The results of research or development carried on within the University of Illinois System by any of its faculty, employees, students, or other users of its facilities and having the expenses thereof paid from system funds or from funds under the control of the system, belong to the system and are to be used and controlled in ways to produce the greatest benefit to the University of Illinois System and to the public.

An inventor whose discovery or invention is subject to the conditions of the previous paragraph is required to disclose the discovery or invention to the system and may be required to patent the discovery or invention. In such case, the inventor shall execute any documents necessary to perfect the assignment of such patent to the system, the expenses connected therewith to be borne by the system.

This section shall not apply to questions of ownership of inventions made by members of the staff outside of their regular duties and without the use of University of Illinois System funds or funds under the control of the system and without the use of system facilities.

Section 4. Scientific and Scholarly Publications and Creative Work

It is the policy of the University of Illinois System to foster the publication of scientific and scholarly periodicals which are edited, published, and subsidized by the system. Authors and

artists who are members of the academic ranks recognized in Article IX, Section 3, may copyright their works except works specifically commissioned by the system in writing and works prepared under terms of a system grant or contract which provides otherwise.

Section 5. Rules about Research, Patents, and Publications

The General Rules Concerning University Organization and Procedure shall contain rules and regulations governing patents, copyrightable works, recordings, sponsored periodicals, and the acceptance of contracts, gifts, and grants for research, and the procedures to be followed.

Proposed changes in *The General Rules* related to patents, copyrightable works, or recordings shall be sent to the University Senates Conference which shall move as expeditiously as practicable and, if necessary, reconcile the views of the senates and advise the president and through the president the Board of Trustees before such a rule change is adopted.

ARTICLE XIII. GENERAL PROVISIONS

Section 1. Exchange Professors

On the recommendation of the head or the chair of a department and with the approval of the dean, the chancellor/vice president, the president, and the Board of Trustees, a professor, associate professor, or assistant professor may be permitted for a period of not more than one year to exchange positions with a professor of approximately equal rank in another university provided the arrangement does not involve substantial increase in the cost of instruction. The professor with whom the exchange is made shall during the period of service within the University of Illinois System be subject to the rules governing appointments and conditions of service applicable to regular members of the faculty.

Section 2. Privileges for Scholars from Other Universities

The chancellors/vice presidents may extend the privilege of working without charge in the various laboratories or libraries of the respective university to members of the faculties of other colleges or universities, provided that they are recognized as authorities in their respective fields and come to the university with written credentials from the faculties of their institutions or from their governments asking that they be received as guests.

Section 3. Annual Reports

On or before the first day of September in each year, each dean and director and the chief executive officer of each department or equivalent unit at each university shall make to the chancellor/vice president an annual report, treating fully the work of the college, school,

institute, division, or department. Any of these officers may make reports or advance suggestions at any time and shall report to the chancellor/vice president and to the president whenever requested to do so. Officers of the system-level administration and chancellors/vice presidents shall make such reports as the president shall require.

Section 4. Reports and Communications

a. Members of the academic staff have the obligation to respond to requests for information from the Board of Trustees and from administrators to whom they have responsibilities. Ordinarily, intermediary administrators should be made aware of these requests. Unless the requestor has directed otherwise, a written response shall be transmitted through and by the intermediary administrators so that they may be properly informed and may comment. If the response contains recommendations, the staff member shall be informed of all comments with respect thereto and may append additional comments to the recommendations.

b. Academic staff may initiate direct communication with any member of the administration. Ordinarily, intermediary administrators shall be kept informed about such communications so that they may be properly informed and may comment. Whenever appropriate, the academic staff member shall be informed of all comments and may respond to them.

c. Proposals which originate from academic units, as enumerated in Article VIII, shall be promptly considered, and transmitted to the final authority through and by appropriate intermediaries. Academic units affected by the proposal shall be kept informed of comments, revisions, and recommendations by intermediary authorities so that they may respond to them.

d. All communications from members of the staff to be presented as part of the agenda at a meeting of the Board of Trustees or transmitted to the Board of Trustees or any committee thereof shall first be presented to the chancellor/vice president where appropriate and to the president for their examination, comment, and recommendation. Whenever appropriate, the staff member shall be informed of all such reactions and may respond to them.

Section 5. Rules of Procedure

Unless otherwise specified by a deliberative body of the University of Illinois System, the latest revision of *Robert's Rules of Order* shall govern.

Section 6. Recommendations of Committees and Councils

Whenever these *Statutes* provide for the advice or recommendations of a committee or council as a basis for or aid to officer or agency decision, the advice or recommendation shall be secured only through a meeting of the committee or council duly convened in group session.

Section 7. Reservation of Powers

The Board of Trustees is charged by law with full responsibility for administering the University of Illinois. Although the board may properly delegate authority to its duly designated officers and agencies, in practical recognition of its own limitations to determine and resolve, in the first instance, complex and continuing problems of internal organization and educational policy, it cannot divest itself of the ultimate responsibility, imposed upon it by law, of governance of the University of Illinois. Accordingly, the board expressly reserves to itself the power to act on its own initiative in all matters affecting the University of Illinois, notwithstanding that such action may be in conflict or may not be in conformance with the provisions of these *Statutes*. However, the board will not so act upon its own initiative in any case in which senate participation and recommendation is provided for by these *Statutes* until it has first sought the advice and recommendation of the appropriate senate, or senates, the University Senates Conference and the president.

Section 8. Amendments

a. *Initiation of amendment.* Proposed amendments to the *Statutes* can be initiated by a senate, the University Senates Conference, the president, or the Board of Trustees. In the case of proposals initiated by a senate, the University Senates Conference, or the president, the process review is the same. Specific procedures for each entity are below.

1. Initiation by a Senate

Each of the senates may propose amendments to these *Statutes*. Each senate may act on the proposed amendment in accord with its own established procedures, including the right to concur, to modify, or to reject any proposed amendment or proposed statutory text. Final action in each senate on the proposed amendment may be taken by a majority of all members present and voting at a regular or special meeting held not earlier than the next meeting following the one at which it was introduced in that senate.

The proposed amendment shall be referred to the University Senates Conference for its consideration and transmission to the other senates for action; the conference may append its comments and recommendations. The proposed amendment shall be placed promptly on the agenda of the other senates.

If every senate acts affirmatively on the proposed amendment and concurs as to its text, the conference shall send the proposed amendment to the president for transmission to the Board of Trustees and shall simultaneously notify the senates of its action; the conference may append its comments. If the senates do not agree as to the proposed amendment, the conference shall endeavor to promote agreement of the senates. Where agreement cannot be effected among all the senates within a reasonable period of time, but the text of a proposed amendment has been agreed upon by all but one of the senates, the conference shall send that proposed amendment, the recommendations of the dissenting senate, and its own recommendations to the president for transmission to the Board of Trustees and shall simultaneously notify the senates of its action. A senate may record and send its further comments to the president for transmission to the Board of Trustees.

2. Initiation by the University Senates Conference

The University Senates Conference by vote of a majority of all members present and voting at a regular or special meeting may propose amendments to these *Statutes*. The proposed amendment shall be transmitted to the senates for such action as each of them shall see fit; the conference may append its comments.

The proposed amendment shall be placed promptly on the agenda of each senate. Each senate may act on the proposed amendment in accord with its own established procedures, including the right to concur, to modify, or to reject any proposed amendment or proposed statutory text. Final action in each senate on the proposed amendment may be taken by a majority of all members present and voting at a regular or special meeting held not earlier than the next meeting following the one at which it was introduced in that senate.

If every senate acts affirmatively on the proposed amendment and concurs as to its text, the conference shall send the proposed amendment to the president for transmission to the Board of Trustees and shall simultaneously notify the senates of its action; the conference may append its comments. If the senates do not agree as to the proposed amendment, the conference shall endeavor to promote agreement of the senates. Where agreement cannot be effected among the senates within a reasonable period of time, but the text of a proposed amendment has been agreed upon by all but one of the senates, the conference shall send that proposed amendment, the recommendations of the dissenting senate, and its own recommendations to the president or transmission to the Board of Trustees and shall simultaneously notify the senates of its action. A senate may record and send its further comments to the president for transmission to the Board of Trustees.

3. Initiation by the President

The president may propose amendments to these *Statutes* and refer them to the University Senates Conference for its consideration, comment, and transmission to the senates for action. The proposed amendment shall be transmitted to the senates for such action as each of them shall see fit; the conference may append its comments.

The proposed amendment shall be placed promptly on the agenda of each senate. Each senate may act on the proposed amendment in accord with its own established procedures, including the right to concur, to modify, or to reject any proposed amendment or proposed statutory text. Final action in each senate on the proposed amendment may be taken by a majority of all members present and voting at a regular or special meeting held not earlier than the next meeting following the one at which it was introduced in that senate.

If every senate acts affirmatively on the proposed amendment and concurs as to its text, the conference shall send the proposed amendment to the president for transmission to the Board of Trustees and shall simultaneously notify the senates of its action; the conference may append its comments. If the senates do not agree as to the proposed amendment, the conference shall endeavor to promote agreement of the senates. Where agreement cannot be effected among all the senates within a reasonable period of time, but the text of a proposed amendment has been agreed upon by all but one of the senates, the conference shall send that proposed amendment, the recommendations of the dissenting senate, and its own recommendations to the president for transmission to the Board of Trustees and shall simultaneously notify the senates of its action. A senate may record and send its further comments to the president for transmission to the Board of Trustees.

4. *Initiation by the Board of Trustees*

The Board of Trustees may initiate proposals to amend the *Statutes*, but the board shall not finally adopt any such proposal without first seeking the advice of the president, the senates, and the University Senates Conference. Any proposal to amend the *Statutes* which is initiated by the Board of Trustees shall be transmitted through the president to the University Senates Conference and transmitted by the conference, with its recommendations, to the senates for consideration and advice.

The proposed amendment shall be placed promptly on the agenda of each of the senates. Each senate may act on the proposed amendment in accord with its own established procedures, including the right to concur, to modify, or to reject any proposed amendment or proposed statutory text. Final action in each senate on the proposed amendment may be taken by a majority of all members present and voting at a regular or special meeting.

If the senates do not agree on their advice concerning the proposed amendment, the conference shall endeavor to promote agreement; where agreement cannot be achieved within a reasonable period of time, the conference shall send the advice of the senates and its own recommendations to the president for transmission to the Board of Trustees and shall simultaneously notify the senates of its action. A senate may record and send its further comments to the president for transmission to the Board of Trustees.

b. An amendment shall become effective when approved by the Board of Trustees or at such later time as the board may specify.

UNIVERSITY OF ILLINOIS

THE GENERAL RULES CONCERNING UNIVERSITY ORGANIZATION AND PROCEDURE



AMENDED: NOVEMBER 12, 2020

PREAMBLE

The University of Illinois, as a state university created by statutory edict of the Illinois legislature, is subject to the control of the Illinois General Assembly. It includes the University of Illinois Urbana-Champaign; the University of Illinois Chicago and its affiliated regional campuses in Peoria, Rockford, and the Quad Cities; and the University of Illinois Springfield. The General Assembly, subject to the limitations of the state constitution and to such self-imposed restraints as are essential to the maintenance of a free and distinguished University, exercises control by virtue of its authority to change the laws pertaining to the University and its power to appropriate funds for the maintenance and improvement of the University. Under existing state law, the University of Illinois is a public corporation, the formal corporate name of which is “The Board of Trustees of the University of Illinois.” Although there has been no formal, legal name change to the institution, as of May 20, 2016, the University of Illinois has adopted the organizational structure and nomenclature of a system for the effective and efficient impact, operation, and administration of the institution. The term “system” recognizes common components among the universities as well as their organization under a single governing board. Accordingly, the University of Illinois shall be referred to in this document and other governance and administrative documents as either the “University of Illinois System,” the “U of I System,” the “system,” or the “University of Illinois.”

Within the limits fixed by the Illinois constitution and laws, the Board of Trustees exercises final authority over the University of Illinois System. For the proper use of funds appropriated by the General Assembly and for the proper administration and government of the system, the board is responsible to the people of Illinois, on whose behalf its members are appointed. The board is the governing body of the system and exercises jurisdiction in all matters except those for which it has delegated authority to the president, other officers, or bodies of the system.

The educational policy, organization, and governance of the University of Illinois System as delegated by the Board of Trustees are promulgated in the *Statutes*. When acting on such matters, the board relies upon the advice of the university senates transmitted to it by the president of the system. The president’s role is to set policy for system-wide endeavors and provide leadership at the state, national, and international levels for collective activities across the universities. In these matters each senate has a legitimate concern which justifies its participation in the enactment and amendment of the *Statutes*. The Board of Trustees reserves the

power to initiate and make changes in the *Statutes*, but before making any change it will seek the advice of the senates.

The General Rules Concerning University Organization and Procedure document supplements the *Statutes*. *The General Rules* are subordinate to the *Statutes* and deal with administration organization, with the powers, duties, and responsibilities of officers of the University of Illinois System, and with various administrative matters.

The Board of Trustees delegates to the president of the University of Illinois System the authority to promulgate regulations and rules implementing *The General Rules Concerning University Organization and Procedure*. These are printed in the *Business and Financial Policies and Procedures* manual and other documents subordinate to the *Statutes* and *The General Rules* setting forth established policies and procedures. Led by a president, the University of Illinois System also comprises central administrative functions such as: (a) overseeing common fiduciary and compliance responsibilities; (b) providing certain shared services across the universities; and (c) coordinating system-wide data collection and reporting. The offices that provide services related to these activities are referred to as “system offices” and staff within these offices are referred to as “system administration” or “system leaders.”⁷ The adjectival form for references to such activities is “system-level.” To avoid confusion, these offices are not referred to as “the system.”

The three U of I System universities (University of Illinois Urbana-Champaign, University of Illinois Chicago, and University of Illinois Springfield) are where the primary academic work of the system takes place, including (a) research, scholarship and creative activities; (b) teaching, mentoring and degree granting; (c) public and professional service and engagement; and (d) economic development. Each university is separately accredited and is led by a chancellor who also serves as a vice president for the system. Accordingly, each institution is referred to in the governing documents as a “university,” reserving the terms “campus” and “university campus” for references to their physical location and environment.

When referenced in the governing documents, “University of Illinois” and “University of Illinois System” refer to the institution as a whole, which includes the three universities as well as the system offices, and any other units associated with the institution as a whole. This larger organization is a single entity from the standpoint of state law and budgetary allocation. In shorthand, it is referred to as

⁷ In a few instances, such as University Counsel, offices have both a system-level and university footprint

the University of Illinois System or simply “the system.” The adjectival form is “system-wide.”

The University of Illinois System serves the state and the nation as a leader in public higher education.

University of Illinois System

NONDISCRIMINATION STATEMENT

Policy Council/REVISED: November 12, 2020

The commitment of the University of Illinois System to the most fundamental principles of academic freedom, equality of opportunity, and human dignity requires that decisions involving students and employees be based on individual merit and be free from invidious discrimination in all its forms.

The University of Illinois System will not engage in discrimination or harassment against any person because of race, color, religion, sex, national origin, ancestry, age, marital status, order of protection status, genetic information, disability, pregnancy, sexual orientation including gender identity, unfavorable discharge from the military or status as a protected veteran and will comply with all federal and state nondiscrimination, equal opportunity and affirmative action laws, orders and regulations. This nondiscrimination policy applies to admissions, employment, access to and treatment in the programs and activities of the University of Illinois System.

Complaint and grievance procedures provide employees and students with the means for the resolution of complaints that allege a violation of this Statement. Members of the public should direct their inquiries or complaints to the appropriate equal opportunity office.

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ARTICLE I. UNIVERSITY OF ILLINOIS SYSTEM ORGANIZATION

SECTION 1. THE SYSTEM AND THE UNIVERSITIES

Through its three universities and other units of the system, the University of Illinois System serves the state and the nation as a leader in public higher education. Through their commitment to teaching, scholarship, and discovery, the three universities within the system promote the public good for the entire state of Illinois and beyond. The three universities feature distinctive identities and cultures working closely together to achieve synergies that benefit each one as well as the whole. Each university shares the core missions of education, research, public engagement, and economic development. The universities are also alike in the broad nature of their public responsibilities, in their basic educational policies and in their institutional quality. Each of the universities also makes unique contributions to the strength of the system through its individual strengths and priorities and a high degree of self-governance.

In their pursuit of both common and distinct goals, the universities are supported by a system-wide organization designed to maximize their effectiveness and efficient use of resources. The University of Illinois System administration oversees the budget for the institution as a whole, advocates for the system's public policy and legislative interests, fosters wide-ranging collaboration among the universities in education and research, and provides the framework for an overarching institutional commitment to excellence. The system administration also provides a number of shared services that reduce costs and avoid unnecessary duplication of functions across the universities.

SECTION 2. FUNCTIONS OF THE SYSTEM ADMINISTRATION

(a) The University of Illinois System administration has general responsibility for the operation of the system and has the following specific functions to be executed consonant with the policies and actions of the Board of Trustees:

- (1) The enunciation of the mission of the University of Illinois System; the development of long-range, comprehensive plans for the attainment of that mission; and the development of a plan of evaluation on a regular basis of the success of the system in meeting that mission.
- (2) Seek to obtain the resources necessary to permit the support of plans and the development of facilities to meet the mission of the system.
- (3) Recommend the allocation of resources, as available, to the universities and to other units of the system within the requirements and the priorities of the long-range, comprehensive plan for the attainment of the mission of the system.

- (4) The development of relationships both within Illinois and elsewhere to ensure that the system plays its appropriate role as a member of the larger educational community.
- (5) The coordination of the operation of the various components of the system to ensure that the system functions in an interrelated manner rather than as an aggregation of unrelated universities, and in so doing capitalizes upon the advantages of its resources as a system.
- (6) The administration of system-wide education and support programs. Examples include the Institute of Government and Public Affairs and the University of Illinois Press.
- (7) The management of tasks which should be accomplished at the system level either for efficiency or to ensure the consistency necessary to permit the system and the Board of Trustees to meet their responsibilities.
- (8) The development of public information programs to accomplish understanding of and support for the mission and activities of the universities and the system as a whole.

(b) In addition to the president, the system officers are the following: the executive vice president and vice president for academic affairs, the vice president/chief financial officer and comptroller, the vice president for economic development and innovation, the chancellors/vice presidents, the university counsel, the secretary of the University, all of whom report directly to the president, and such additional administrative officers as shall be designated by the president after consultation with the University Senates Conference. On the occasion of the initial appointment of any system officer except the president and the chancellors/vice presidents, and prior to recommending that appointment to the Board of Trustees, the president shall seek the advice of the University Senates Conference. On the occasion of the reappointment of any system officer, the University Senates Conference may submit its advice if it so elects.

(c) Functioning under authority delegated by the president, the executive vice president and vice president for academic affairs is the senior academic and operating officer of the system, serving as advisor to the president on matters of educational policy, academic programs, academic personnel actions, capital and operating budget developments including the establishment of criteria for judgments as to priorities for resource allocation and multi-university initiatives, and on such other matters as the president may designate. The executive vice president and vice president for academic affairs is also responsible for the overall coordination of planning and budgeting at the system level and works closely with academic leaders at each university, the academic

senates and with other system and university officers to assist in the advancement of academic programs, to foster shared governance and to ensure overall coordination. The executive vice president also acts on behalf of the president when the president is not available.

(d) Reporting directly to the president, the vice president for economic development and innovation is the senior officer of the system serving as an advisor to the president on matters of research, intellectual property, technology commercialization, and related economic development activities, and assumes other responsibilities and duties as delegated by the president. The vice president for economic development and innovation is responsible for identifying system-wide research engagement opportunities, facilitating and coordinating research and its technology commercialization and related economic development initiatives, and, in doing so, exercises direct line authority over relevant offices, policies, and programs. The vice president for economic development and innovation works closely with the president, chancellors/vice presidents, and vice chancellors for research to facilitate the system's research agenda and activities across all of its universities and, under the direction of the president, communicates the system's research and economic development priorities to local, state, and federal authorities and agencies.

(e) The chancellors/vice presidents, under the direction of the president, are the chief executive officers for the universities and carry out duties delegated by the president of the system. Among the primary responsibilities of the chancellors/vice presidents are: overseeing the long-term strategic planning and direction of the universities; recruiting and managing teams of administrative and academic leaders to oversee university operations; overseeing the university budget and maintaining university fiscal stability and sustainability; fundraising for the university; overseeing university athletics; and serving as the state, national, and international representative of the university, particularly in national associations of which the university is the constituent member. In addition, as system officers, the chancellors/vice presidents have responsibility for advising the president and working with each other as well as the other vice presidents to advance the well-being of the entire system as well as of their own universities.

(f) There may be additional administrative officers with system-wide responsibilities and duties as delegated by the president of the system. The president may make changes in titles and assignment of responsibilities of these officers and may recommend to the Board of Trustees additional administrative positions as provided for in Article 1, Section 2 of the *Statutes*.

ARTICLE II. BUSINESS ORGANIZATION AND POLICIES

SECTION 1. THE COMPTROLLER

As an officer of the Board of Trustees, and in accordance with the Bylaws of the board, the comptroller shall:

- (a) Approve for the board all expenditures for which a general or specific appropriation has been made by the board.
- (b) Assist the finance and audit committee of the board in matters pertaining to the handling of funds and investments.
- (c) Report to the board quarterly the financial condition and operation of the system and on other matters at times as the board may direct.
- (d) Sign contracts to which the Board of Trustees is a party unless otherwise ordered by the board in specific cases.
- (e) Perform such other functions as may be assigned by the Board of Trustees.

SECTION 2. THE VICE PRESIDENT/CHIEF FINANCIAL OFFICER

Functioning under authority delegated by the president, the vice president/chief financial officer shall: be the general business officer of the University of Illinois System and be responsible for the business and financial functions of the universities of the system, including the business and finance components of all capital project development and implementation.

SECTION 3. BUSINESS POLICIES AND PROCEDURES

- (a) No financial obligation shall be entered into except on authority delegated by the board or on authority of the board after a general or specific appropriation has been made by the board allocating funds therefore, as evidenced by its records, and after having been approved by the vice president/chief financial officer. All allocations of funds made by the Board of Trustees, including those made from funds appropriated to the system by the State of Illinois, shall expire at the end of the fiscal year, June 30, unless otherwise especially ordered.
- (b) For accounting purposes, the fiscal year of the system shall begin with the first day of July of each year and end on the thirtieth day of June next succeeding.
- (c) No department or unit shall receive any monies directly unless authorized by the vice president/chief financial officer to do so. All monies shall be accounted for and paid over in such manner as the vice president/chief financial officer shall direct. The

vice president/chief financial officer is authorized to establish and administer petty cash funds where necessary for the prompt and efficient handling of system business.

(d) The vice president/chief financial officer is permitted to act as treasurer of student and other organizations affiliated with the system, but in so doing shall not thereby create any liability on the part of the Board of Trustees of the University of Illinois. In all cases, the accounts of these organizations shall be kept separate from the system accounts, and the funds of such organizations shall be kept apart from system funds.

(e) All employees shall be bonded in adequate amount and form, to be determined by the board, the expense thereof to be paid by the system.

SECTION 4. AWARD AND EXECUTION OF SYSTEM CONTRACTS

(a) All contracts shall be awarded by the Board of Trustees in accordance with applicable state and federal law and system policies and rules. Contracts involving major changes in or deviations from system policies and rules shall be approved specifically by the Board of Trustees.

(b) All contracts, other than purchase orders, shall be executed at least in duplicate, and the original thereof shall be filed with the secretary of the Board of Trustees and remain in the custody of the secretary. A report shall periodically be made to the Board of Trustees by the comptroller of all contracts executed on behalf of the system, as the Board may require.

(c) Contracts relating to appointments to the staff may be executed by the secretary of the Board of Trustees. Agreements providing for the appointments of resident physicians and dentists may be executed by the chief of staff of the University of Illinois Hospital. Purchase orders issued pursuant to awards made by the Board of Trustees may be executed by the University official in charge of the purchasing activity as designated by the comptroller. Assurances and certifications related to research may be executed by the university vice chancellor for research or, where there is no vice chancellor for research, the chancellor, or their delegates. Unless otherwise ordered by the Board of Trustees in specific cases, other contracts to which the system is a party shall be executed by the comptroller of the system.

(d) The awarding of procurement contracts involving expenditures of system funds are governed by state procurement law.

(e) The Board of Trustees shall specifically authorize procurement contracts (excluding change orders) and leases involving payments by the system in one fiscal year in excess of such dollar amounts as the Board of Trustees may specify from time to time (“the Board limit”) unless in the president’s opinion necessity requires immediate action. The president, after consulting with each member of the executive committee of the Board who can reasonably be contacted, may approve emergency transactions in excess of the Board limit on behalf of the Board of Trustees and report the same promptly to the Board. If the amount of the emergency transaction exceeds such dollar amounts as the Board of Trustees may specify from time to time the president must consult with all Board members who can reasonably be contacted before approving the emergency action.

(f) The comptroller is authorized to approve on behalf of the Board of Trustees procurements, intergovernmental contracts, leases, and other contracts and contract change orders not expressly requiring prior specific Board authorization and shall report such approvals to the Board as the Board may direct. The requirement for specific Board approval above the Board limit does not apply to, or supersede previous actions of the Board authorizing, the execution of those types and classes of contracts that the Board of Trustees has authorized to be executed without its prior specific approval, such as farm leases; purchases of food products, grain, livestock, fertilizer, and natural gas; procurements of generic commodities on joint bids with other State institutions; group procurement contracts deemed to offer economic benefit to the system that comply with State law; purchases for resale to students and others; procurements of other commodities that the Board may exempt; contracts for cultural and entertainment presentations; subcontracts and subgrants for research, gifts or grants awarded by the Board; contracts involving University Press publications; and any other transactions that the Board may specify.

(g) The seal of the University of Illinois shall be in the custody of the secretary of the Board of Trustees.

(h) The comptroller and secretary are authorized to delegate authority to sign contracts in the name of the comptroller and the secretary of the Board, as the case may require.

(i) All bids received for a specific item or project may be rejected, without referral to the Board of Trustees in accordance with state law.

SECTION 5. DRAFTING AND APPROVAL OF SYSTEM CONTRACTS

(a) Contracts shall be drafted in tentative form by the University of Illinois System administrator best acquainted with the subject matter and in whose unit rests the responsibility for performance and shall be approved by the comptroller or his/her delegate unless otherwise provided by the *Statutes* or by other action of the Board of Trustees.

(b) Contracts are subject to review and approval as to legal form and validity by the University counsel in accordance with system policies and rules. The policies and rules shall reflect best business practices and shall be subject to modification from time to time as warranted.

SECTION 6. RESEARCH GIFTS, GRANTS, AND CONTRACTS

(a) Sponsored Research. Research conducted under the auspices of the system may be supported in whole or in part through funds provided by outside entities in the form of research gifts, research grants, or research contracts. Third-party offers to fund research activities by gift, grant of financial assistance, or contract must be reviewed and approved by the appropriate administrative offices before formal acceptance by the president (or his/her delegate) in the case of gifts, and by the comptroller (or his/her delegate) in the case of grants and contracts. Faculty and staff may conduct preliminary negotiations with prospective research sponsors with the prior knowledge and approval of the department head or other appropriate administrative officer and the dean or director if required by college policy but have no authority to bind the system or universities to a contract. Staff within the relevant unit will direct and conduct the sponsored research. The administrative coordination of research programs shall be under the Agricultural Experiment Station for units in the College of Agricultural, Consumer and Environmental Sciences and under the Office of Vice Chancellor for Research (OVCR) or the Chancellor's Office where there is no OVCR.

(b) Research Results. Contracts for research shall conform to the rules regarding intellectual property as specified in Article III. The sponsor may receive preferential consideration in the disposition of the invention or discovery as provided in Article III, Section 7(q). Unless otherwise permitted by the Board of Trustees, the system shall not permanently grant or convey to a sponsor the exclusive benefits of the results of any investigation or research. The system will retain original records of investigation and research and may furnish reports or copies of such records to the sponsor. The sponsor may not use any system trademark, service mark, trade name or other such property without the prior approval of the president or his/her delegate.

(c) Policy Waivers. If the sponsor conditions its award of funding on the waiver of established system policies, such as reimbursement of indirect cost, rights of publications, or rights to intellectual property generated by the research, the system may accept such conditions if required by law or if a waiver is found to be clearly in the interests of the system and the public. Waivers related to intellectual property rights must be approved by the vice president for economic development and innovation. The determination of all other waivers must be made by either the vice chancellor for research (VCR) or the chancellor if no university VCR exists, or his/her delegate.

(d) Research Funding Proposals. All sponsored research proposals must be prepared by the staff who will supervise the research and must contain at a minimum a scope of work and budget providing for all direct and indirect cost recovery in

accordance with system and university policy. All research proposals must be reviewed, approved, and executed by the appropriate administrative staff and officials before formal submission as an offer. Final approval of all proposals is the responsibility of the vice chancellor for research (VCR), or the chancellor where there is no university VCR, or his/her delegate.

(e) Expenditure of Funds. The expenditure of funds received as indirect cost recovery as cost-of-education allowances, as general-support grants or as any other unrestricted gift or grant must be authorized by the Board of Trustees either as part of the system's annual budgets for operations or for capital improvements, or during the fiscal year as an addition to the annual budget for operations or for capital improvements.

SECTION 7. OTHER GIFTS AND GRANTS, SCHOLARSHIPS AND ENDOWMENTS, NONMONETARY GIFTS

(a) **Gifts and Grants**. Gifts and grants for purposes other than research may be accepted from entities outside the University of Illinois System under conditions specified in this Section. Staff members may conduct preliminary negotiations with prospective donors or grantors with the prior knowledge and approval of the department head or other appropriate administrative officers, but are not authorized to bind the system to accept a gift or grant. Gifts are accepted by the president who may delegate the acceptance authority to others.

(b) **Scholarships and Fellowships**. Scholarships are gratuitous payments to students to provide financial assistance during the period of their training. Fellowships are awards involving cash stipends for graduate students. In certain exceptional cases, fellowships may be granted to postdoctoral scholars. Fellowships are intended to assist the recipient pursuing educational objectives; they are not awarded for carrying on specific research, and no services shall be required of a fellow.

The president is authorized to accept funds for scholarships and fellowships. The president may delegate authority for accepting scholarships and fellowships to the chancellors/vice presidents or to the chancellors'/vice presidents' designees.

Funds for scholarships and fellowships shall not be accepted under terms which require prohibited discrimination.

When funds are received from a donor for fellowships or scholarships, the system, universities, and the student recipients shall not be obligated to the donor in any way except to comply with the terms of the gift and to ensure that established academic requirements are met. The recipient of a scholarship or fellowship shall be chosen by appropriate university units in accordance with established criteria based upon scholastic attainment and financial need unless the funds are accepted under other terms.

The vice president/chief financial officer may receive and disburse funds for a donor who wishes to designate the recipient of a grant for financial assistance. In such

circumstances, the vice president acts only as the agent of the donor; the funds thus received are not system funds; and the funds thus administered, although perhaps designated as a scholarship or fellowship by the donor, have no official system status.

(c) ***Endowment Gifts.*** The conditions of the gift as stated by the donor ordinarily specify the use to which the principal and income shall be put although the determination may be left to the Board of Trustees. Gifts may be received and accepted with the condition that the principal sum thereof shall be either held intact as an endowment or expended upon authorization of the Board of Trustees. The system may temporarily transfer funds to an endowment status to be invested and only the income expended. Such funds are designated as "funds temporarily functioning as endowment" or as "quasi-endowment funds."

The terms of an offer of a gift to create an endowment shall be reviewed by the department concerned, the appropriate university administrator, the university counsel, and the vice president/chief financial officer. The president may accept offers of endowment funds, reporting the gift when received to the Board of Trustees as the trustees may direct. The president may delegate authority to act on such offers to the chancellors/vice presidents. No endowment fund money may be accepted under terms which require prohibited discrimination.

(d) ***Nonmonetary Gifts.*** Every offer of a non-monetary gift shall be reported by the unit involved to the chancellor/vice president of the university concerned who is authorized to accept the gift on behalf of the president and who shall report it to the president, who shall report it to the Board of Trustees as the trustees may direct.

No object of art shall be accepted until its artistic quality has been determined.

Loans of nonmonetary property are accepted subject to the condition that the system will take reasonable care of the property but will not be responsible for loss or damage thereto unless otherwise agreed to in writing and approved by the vice president/chief financial officer.

SECTION 8. TECHNICAL TESTS

(a) The University of Illinois System may undertake specified tests using its unique or special facilities on a contractual service basis for individuals, institutions, or commercial entities (applicants). In general, such tests are justified when the desired facilities do not exist elsewhere or are not readily accessible and when the work to be performed involves only established, preexisting methods of a primarily technical nature which can be specified in advance. A technical testing contract should not be used if the work entails original, creative research. The system will not perform testing for external parties if equivalent service is known to be available and feasibly obtainable from a commercial entity.

(b) The unit executive officer is responsible for determining the appropriateness of the work before the system accepts the contract. Such work will be arranged by the unit executive officer with the involved members of the staff in accordance with the nature of their employment as part of their service to the system unless such work is done at times when services are not required by the system. When necessary or desirable, special assistants may be employed to conduct a specified testing project. Subject to conflict of interest review and prior written approval of the unit executive officer and college dean, testing using system equipment and facilities may also be undertaken by individual members of the faculty or academic professional employees on their own time and responsibility.

(c) A fee shall be assessed for each testing project sufficient to cover all direct and indirect costs of service rendered, including any and all facilities of the system used in carrying out the test and the technical support personnel necessary to operate it.

(d) Both the testing methods and the objectives toward which they will be applied shall be specified in writing as part of the agreement covering the testing work. The system makes no claim of ownership in observational data, measurements, or other results from such specified testing. In general, it is not anticipated that any new science or technology (and resulting intellectual property) would result from such specified testing. However, in special situations, such as when the proposed testing involves an applicant's proprietary technology or specimens or if a specific objective or application of interest to the applicant which is potentially patentable can be identified in advance, the system may agree not to seek a proprietary position in the applicant's intellectual property. Otherwise, inventions and discoveries (hereafter, "inventions") shall belong solely or jointly to the system and/or to the applicant in accordance with the U.S. laws of inventorship and Article III, Section 3. For any such invention in which the system has an ownership interest, the system will grant the applicant a limited first option to negotiate a license to use the system invention on reasonable commercial terms.

(e) The name of the University of Illinois System shall not be used in publicity concerning the tests or test results without its prior written permission.

(f) Technical testing agreements shall be approved and executed in accordance with Article II, Section 5, and the policies and procedures provided for each university.

SECTION 9. DELEGATION OF SIGNATURES

An administrative officer is authorized to delegate to another responsible staff member authority to sign official documents under conditions approved by the vice president/chief financial officer and comptroller. Such delegation does not relieve the administrative officer of responsibility for what is done there under.

ARTICLE III. INTELLECTUAL PROPERTY

SECTION 1. OBJECTIVES

Technical information, inventions, discoveries, copyrightable works and other creative works that have the potential to be brought into practical use may result from the activities of University of Illinois System employees in the course of their duties or through the use, by any person, of system resources such as facilities, equipment, or funds.

The first purpose of this intellectual property policy is to provide the necessary protections and incentives to encourage both the discovery and development of new knowledge, its transfer for the public benefit and its use for development of the economy; a second purpose is to enhance the generation of revenue for the system and to provide financial and reputational benefits for the creator(s); and a third purpose is to preserve the freedom to conduct research and to use the intellectual property created by that research or pursuant to an institutional initiative. The University of Illinois System is guided by the following general objectives:

- (i) To optimize the environment and incentives for research and for the creation of new knowledge within the system;
- (ii) To ensure that the educational mission of the system is not compromised;
- (iii) To bring technology into practical use for the public benefit as quickly and effectively as possible;
- (iv) To protect the interest of the people of Illinois through a reasonable consideration for the system's investment in its intellectual property.

SECTION 2. DEFINITIONS

(a) Intellectual Property. The term "intellectual property" is broadly defined to include inventions, discoveries, know-how, show-how, processes, unique materials, copyrightable works, original data and other creative or artistic works which have value. Intellectual property includes that which is protectable by statute or legislation, such as patents, registered or unregistered copyrights, registered or unregistered trademarks, service marks, trade secrets, mask works, and plant variety protection certificates. It also includes the physical embodiments of intellectual effort, for example, models, machines, devices, designs, apparatus, instrumentation, circuits, computer programs and visualizations, biological materials, chemicals, other compositions of matter, plants, and records of research and experimental results.

(b) Traditional Academic Copyrightable Works. “Traditional academic copyrightable works” are a subset of copyrightable works created independently and at the creator’s initiative for academic purposes. Examples may include syllabi, class notes, books, theses and dissertations, instructional materials and software that creators may design for courses, articles, non-fiction, fiction, poems, musical works, dramatic works including any accompanying music, pantomimes and choreographic works, pictorial, graphic and sculptural works, or other works of artistic imagination that are not created as an institutional initiative (as specified in Section 4(a)(2) below).

(c) Creator. “Creator” refers to an individual or group of individuals who make, conceive, reduce to practice, author, or otherwise make a substantive intellectual contribution to the creation of intellectual property. “Creator” includes the definition of “inventor” used in U.S. patent law for patentable inventions and the definition of “author” used in the U.S. Copyright Act for copy written works of authorship.

(d) University of Illinois System Resources Usually and Customarily Provided. When determining ownership and license rights in copyrightable works, “University of Illinois System resources usually and customarily provided” includes office space, library facilities, ordinary access to computers and networks, or salary. In general, it does not include the use of students or employees as support staff to develop the work, or substantial use of specialized or unique facilities and equipment, or other special subventions provided by the system unless approved as an exception.

Exceptions are expected in units where the tradition is to provide subvention to some faculty in the form of graduate assistants to help prepare traditional academic copyrightable works. Exceptions are also expected in situations where creators use system-provided facilities and resources in the creation of works of artistic imagination, for example, use of studios, pottery wheels, or kilns for the creation of paintings, sculpture or ceramics; use of high end computer hardware and software in the creation of artistic graphical images; and so on. Other individual exceptions may be approved on a case-by-case basis [see section 7(k)].

SECTION 3. APPLICATION

This policy is considered a part of the conditions of employment for every employee of the University of Illinois System, and a part of the conditions of enrollment and attendance by its students. It is also the policy of the University of Illinois System that individuals (including visitors), by participating in a sponsored research project and/or making significant use of system-administered resources, thereby accept the principles of ownership of intellectual property as stated in this policy unless an exception is approved in writing by the appropriate university or system-level officer (or designee). All such creators of intellectual property shall execute appropriate assignment

and/or other documents required to perfect, confirm, or determine ownership and rights as specified in this policy.⁸

This policy applies only to intellectual property developed after the effective date of the policy (September 3, 1998).

SECTION 4. COPYRIGHTS

(a) Ownership. Unless subject to any of the exceptions specified below or in Section 4(b) and 4(c), creators retain copyright rights to traditional academic copyrightable works as defined in Section 2(b) above. (See, in particular, Sections 4(b)(2) below.)

The University of Illinois System shall own copyrightable works as follows, and by operation of this Article, such works are hereby assigned to and the property of the system:

(1) Works created pursuant to the terms of a University of Illinois System agreement with a third party, or

(2) Works created as a specific requirement of employment or as an assigned duty that may be specified, for example, in a written job description or an employment agreement. Such specification may define the full scope or content of the employee's duties comprehensively or may be limited to terms applicable to a single copyrightable work.⁹

(3) Works specifically commissioned by the University of Illinois System. The term "commissioned work" refers to a copyrightable work prepared under an agreement between the system and the creator when (1) the creator is not a system employee, or (2) the creator is a system employee but the work to be performed falls

⁸The creator's obligation to assign rights to the system is subject to the provisions of the Illinois Employee Patent Act, which provides in part:

A provision in an employment agreement which provides that an employee shall assign or offer to assign any of the employee's rights in an invention to the employer does not apply to an invention for which no equipment, supplies, facilities, or trade secret information of the employer was used and which was developed entirely on the employee's own time unless (a) the invention relates (i) to the business of the employer, or (ii) to the employer's actual or demonstrably anticipated research or development, or (b) the invention results from any work performed by the employee for the employer. Any provision which purports to apply to such an invention is to that extent against the public policy of the state and is to that extent void and unenforceable. The employee shall bear the burden of proof in establishing that his invention qualifies under this subsection.

⁹Provisions (1) and (2) above define those works that fall within the scope of University of Illinois System employment as that term is used in the definition of "work made for hire" in the U.S. Copyright Statute (see Title 17, USC, Section 101).

outside the normal scope of the creator's system employment. Contracts covering commissioned works shall specify that the author convey by assignment, if necessary, such rights as are required by the system.

(4) Works that are also patentable. The University of Illinois System reserves the right to pursue multiple forms of legal protection concomitantly if available. Computer software, for example, can be protected by copyright, patent, trade secret and trademark.

(b) University of Illinois System Rights in Creator-Owned Works

(1) Traditional academic copyrightable works created using system resources usually and customarily provided are owned by the creators. Such works need not be licensed to the system.

(2) Traditional academic copyrightable works created with use of system resources over and above those usually and customarily provided shall be owned by the creators but licensed to the system. The minimum terms of such license shall grant the system the right to use the original work and to make and use derivative works in its internally administered programs of teaching, research, and public service on a perpetual, royalty-free, non-exclusive basis. The system may retain more than the minimum license rights when justified by the circumstances of development.

(c) Student Works. Unless subject to the provisions of paragraph (a) or provided otherwise by written agreement, copyrightable works prepared by students as part of the requirements for a degree program are deemed to be the property of the student but are subject to the following provisions:

(1) The original records (including software) of an investigation for a graduate thesis or dissertation are the property of the University of Illinois System but may be retained by the student at the discretion of the student's major department.

(2) The University of Illinois System shall have, as a condition of awarding the degree, the royalty-free right to retain, use and distribute a limited number of copies of the thesis, together with the right to require its publication for archival use.

(d) Copyright Registration and Notice. System-owned works shall be protected by copyright notice in the name of the Board of Trustees of the University of Illinois. Such copyright notice shall be composed and affixed in accordance with the United States Copyright Law. Registration of the copyright for system-owned works shall be in accordance with the operational guidelines and procedures established by the vice president for economic development and innovation, pursuant to Section 7(k) below. The system may also decide to release a work to the public domain and if so, should so indicate.

(e) University Press Publications. The University Press shall be responsible for copyright registration of works owned by the University of Illinois System and published by the Press and for administering contracts with its authors. Such contracts shall define the rights and obligations of the author and the system and shall be processed as other system contracts.

(f) Compliance with the Copyright Act. System units that administer activities involving any usage regulated by the Copyright Act are responsible for having a reasonable knowledge of applicable regulations, monitoring their continuing evolution, and conducting programs in full compliance with the applicable laws and regulations.

SECTION 5. OTHER INTELLECTUAL PROPERTY

Ownership. Except as otherwise specified in this Article or by the University of Illinois System in writing, intellectual property shall belong to the system and by operation of this Article is hereby assigned to and the property of the system, if made: (1) by a system employee as a result of the employee's duties or (2) through the use by any person, including a system employee, of system resources such as facilities, equipment, funds, or funds under the control of or administered by the system. (See also Section 4(a)(4) above.)

SECTION 6. TRADEMARKS

Trademarks and service marks are distinctive words or graphic symbols identifying the source, product, producer, or distributor of goods or services. Registration of trademarks or service marks, at the state or federal level, shall be approved by the appropriate university or system level officer (or designee). Proceeds received from commercialization of a registered or unregistered mark that is related to an intellectual property license for associated intellectual property will be shared with all creator(s) of the associated property as specified in Sections 8(b) and 8(c) below. For proceeds received from commercialization of a mark that is licensed independently and is not directly related to an intellectual property license, the share that would normally be distributed to the creator(s) will be assigned to the unit(s) from which the trademark or service mark originated. Except as provided herein or subject to prior written agreement between the creator(s) and the system, the system will not share the proceeds from commercialization of a mark with the individual(s) who created the mark.

SECTION 7. INTELLECTUAL PROPERTY ADMINISTRATION

(a) Disclosure. All intellectual property in which the University of Illinois System has an ownership interest under the provisions of this policy and that has the potential to be brought into practical use for public benefit or for which disclosure is required by law shall be reported promptly in writing by the creator(s) to the appropriate university or system-level officer (or designee) through the appropriate unit employee using the disclosure form provided by that unit. The disclosure shall consist of a full and complete description of the subject matter of the discovery or development and identify all persons participating therein. The creator(s) shall furnish such additional information and execute such documents from time to time as may be reasonably requested.

(b) Evaluation and Exploitation Decisions. After evaluation of the intellectual property and review of applicable contractual commitments, the University of Illinois System may develop the property through licensing, to an established business or a start-up company, may release it to the sponsor of the research under which it was made (if contractually obligated to do so), may release it to the creator(s) if permitted by law and current system policy, or may take such other actions considered to be in the public interest. Exploitation by the system may involve statutory protection of the intellectual property rights, such as filing for patent protection, registering the copyright, or securing plant variety certification. All agreements regarding intellectual property must be executed by the vice president/chief financial officer and comptroller or his or her designees.

(c) Questions Related to System Ownership. In the event there is a question as to whether the system has a valid ownership claim in intellectual property, such intellectual property should be disclosed in writing to the appropriate university or system-level officer (or designee) by the creator(s) in accordance with Section 7(a). Such disclosure is without prejudice to the creator's ownership claim. The system will provide the creator with a written statement as to the system's ownership interest.

(d) Informing Creators of Decisions. The appropriate university or system-level officer (or designee) will inform principal creators of its substantive decisions regarding protection, commercialization and/or disposition of intellectual property which they have disclosed. However, specific terms of agreements with external parties may be proprietary business information and subject to confidentiality restrictions.

(e) University of Illinois System Abandons Intellectual Property. Should the system decide to abandon development or protection of system-owned intellectual property, ownership may be assigned to the creator(s) as allowed by law and current system practice, subject to the rights of sponsors and to the retention of a license to practice for system purposes. The minimum terms of the license shall grant the system the right to use the intellectual property in its internally administered programs of teaching, research, and public service on a perpetual, royalty-free, non-exclusive basis. The system may retain more than the minimum license rights, and the assignment or license may be subject to additional terms and conditions, such as revenue sharing with

the system or reimbursement of the costs of statutory protection, when justified by the circumstances of development.

(f) Commercialization. The system may, at its discretion and consistent with the public interest, license intellectual property on an exclusive or non-exclusive basis. The licensee must demonstrate technical and business capability to commercialize the intellectual property. The licensee may include clear performance milestones with a provision for recapture of intellectual property if milestones are not achieved. The licensee may be required to assume the cost of statutory protection of the intellectual property.

(g) Conflict of Interest and Commitment. Commercialization activities involving University of Illinois System employees will be subject to review of potential conflict of interest and commitment issues and approval of a conflict management plan in accordance with applicable system policy.

(h) University of Illinois System's Acceptance of Independently Owned Intellectual Property. The University of Illinois System may accept assignment of intellectual property from other parties provided that such action is determined to be consistent with the public interest. Intellectual property so accepted shall be administered in a manner consistent with the administration of other system-owned intellectual property.

(i) Consulting Agreements. System employees engaged in external consulting work or business are responsible for ensuring that agreements emanating from such work are not in conflict with system policy, with the system's contractual commitments or with system policies regarding system-owned intellectual property. Such employees should make their non-system obligations known to the appropriate university officer and should provide other parties to such agreements with a statement of applicable system policies regarding ownership of intellectual property and related rights.

(j) Statement by Creators. The creators of system-owned intellectual property may be required to state that to the best of their knowledge the intellectual property does not infringe on any existing patent, copyright or other legal rights of third parties; that if the work is not the original expression or creation of the creators, the necessary permission for use has been obtained from the owner; and that the work contains no libelous material nor material that invades the privacy of others.

(k) **Administrative Responsibility.** The president has ultimate authority for the stewardship of intellectual property developed within the University of Illinois System. Pursuant to Article I, Section 2, Paragraph (d) the vice president for economic development and innovation has direct line authority for system offices and entities involved in technology commercialization and related economic development. With the advice of the chancellors/vice presidents, or their designees, and in consultation with the executive vice president and vice president for academic affairs and the university vice chancellors for research, or their designees, the vice president for economic development and innovation shall establish operational guidelines and procedures for the administration of intellectual property, including but not limited to determination of ownership, assignment, protection, licensing, marketing, maintenance of records, oversight of revenue or equity collection and distribution, approval of individual exceptions, and resolution of disputes among creators and/or unit executive officers.

(l) **University Responsibility.** Each university may establish an office which has responsibility for administering system policies regarding intellectual property as defined in this Article.

(m) **Contractual Authority.** Licenses, options for licenses and other agreements related to commercialization or exploitation of intellectual property shall be granted in the name of the Board of Trustees of the University of Illinois. All such contracts shall be executed in accordance with the policies described in this Article.

(n) **General Administrative Guidelines and Procedures.** General guidelines and procedures for the administration of intellectual property shall be established by the president in consultation with the University of Illinois System Intellectual Property Committee (“Intellectual Property Committee,” as specified in Section 7(o) below) and the universities. Detailed operational guidelines and procedures for the administration of intellectual property shall be established pursuant to Section 7(k).

(o) **Intellectual Property Committee.** The Intellectual Property Committee shall be appointed annually by the president to make recommendations to the president regarding procedures, guidelines, and responsibilities for the administration and development of intellectual property and such other matters as the president shall determine.

(p) **Appeals.** After following the operational administrative guidelines and procedures established pursuant to Section 7(k), the creator or unit executive officer may appeal to the Intellectual Property Committee to seek resolution of complaints or questions regarding the matters addressed in this Article. When resolution is not possible, recommendations for exceptions to the operational guidelines and procedures shall be made by the Intellectual Property Committee to the president for his or her decision.

(q) **Preferential Treatment of Sponsors.** Sponsored research agreements shall provide that all intellectual property developed as a result of the sponsored research project shall belong to the University of Illinois System unless otherwise specified in writing. The sponsor may receive an option to license the resulting intellectual property on terms to be negotiated, with the option to be exercised within a specified period following the disclosure of the intellectual property. When the nature of the proposed research allows identification of a specific area of intellectual property or application which is of interest to the sponsor, the appropriate university or system-level officer (or designee), in accordance with guidelines established pursuant to Section 7(k), may accept research agreements with terms which entitle the sponsor to reasonable specific commercial rights within the defined field of interest. Otherwise, the specific terms of licenses and rights to commercial development shall be based on negotiation between the sponsor and the appropriate university or system-level officer (or designee), in accordance with guidelines established pursuant to Section 7(k), at the time the option is executed by the sponsor and shall depend on the nature of the intellectual property and its application, the relative contributions of the system and the sponsor to the work, and the conditions deemed most likely to advance the commercial development and acceptance of the intellectual property. In all cases where exclusive licensing is appropriate, such license agreements shall be executed apart from the sponsored research agreement and shall require diligent commercial development of the intellectual property by the licensee. The appropriate university or system-level officer (or designee), in accordance with guidelines established pursuant to Section 7(k), may also determine, on a case-by-case basis and only if allowed by law, that it is in the system's interest to assign ownership of resulting intellectual property to the sponsor as an exception to this policy when circumstances warrant such action, in accordance with guidelines established pursuant to Section 7(k), above.

(r) **Exceptions to Policy.** Recommendations for exceptions to the provisions of the policy in this Article shall be made by the System Intellectual Property Committee to the president for presentation to the Board of Trustees. [For individual exceptions, see Section 7(k).]

SECTION 8 PROCEEDS DISTRIBUTION¹⁰

(a) **Proceeds.** For purposes of this policy, "proceeds" shall refer to all revenue and/or equity, as defined below, received by the University of Illinois System from transfer, commercialization, or other exploitation of system-owned intellectual property.

¹⁰These proceeds distribution provisions shall apply only to revenue and equity received from agreements for commercialization that are executed subsequent to the effective date of this policy (September 3, 1998). Unless otherwise agreed in writing between the System and the creator(s), distribution of income for commercialization prior to the effective date of this policy shall be in accordance with the policy in effect at the time the agreement was approved. Where no policy exists (e.g., for equity), this policy shall prevail.

(1) Revenue. "Revenue" shall mean cash from payments including, but not limited to, royalties, option fees, license fees, and/or fees from the sale of the system's equity interest.

(2) Equity. "Equity" shall include, but not be limited to, stock, securities, stock options, warrants, buildings, real or personal property, or other non-cash consideration.

(b) Revenue Distribution. When revenue is received by the system, all out-of-pocket payments or obligations (and in some cases, a reasonable reserve for anticipated future expenses) attributable to protecting (including defense against infringement or enforcement actions), marketing, licensing or administering the property may be deducted from such income. The income remaining after such deductions is defined as net revenue. In the case of multiple intellectual properties licensed under a single licensing agreement, the system, pursuant to Section 7(k), above, shall determine and designate the share of net income to be assigned to each intellectual property.

(1) Creator's Share. The creator (or creator's heirs, successors, and assigns) normally shall receive forty percent (40%) of net revenue. If there are joint creators, the net income shall be divided among them as they shall mutually agree. Should the creators fail to agree mutually on a decision, the vice chancellors for research, or chancellor's designee, in consultation with the vice president for economic development and innovation, shall determine the division.

(2) Originating Unit's Share. The originating unit normally shall receive twenty percent (20%) of net revenue. If a creator is affiliated with more than one originating unit or if there are joint creators from different units, the originating unit(s) share shall be divided among such units as agreed in writing by the responsible unit executive officers. Should the units fail to agree mutually on a decision, the vice chancellors for research, or chancellor's designee, in consultation with the vice president for economic development and innovation, shall determine the division.

(3) System-Level and University Shares. The system offices normally shall receive forty percent (40%) of net revenue. These funds shall be allocated, pursuant to Section 7(k), in support of the technology transfer activities and academic and research programs at the university where the intellectual property was generated.

(c) Equity Distribution. In any instance wherein the University of Illinois System executes an agreement with a corporation or other business entity for purposes of exploiting intellectual property owned by the system and the system receives or is entitled to receive equity, revenue from the equity shall be shared among the creator(s), the originating unit(s), and the system offices in the same proportions as revenue distributions (except as specified in Section 8(d) below).

(d) **Exceptions When the Creator(s) Have No Entitlement.** If the University of Illinois System accepts research support in the form of a sponsored research agreement or unrestricted grant as part of the consideration in an intellectual property license in lieu of an option fee, license fee or royalty, the creator(s) shall have no entitlement to receive a share as personal income. For the subset of equity that is buildings, real or personal property, or other non-cash consideration, the creator(s) shall have no entitlement to receive a share as personal income.

(e) **Special Distributions.** Special facts or circumstances may warrant a different distribution of proceeds than specified above and such distributions will be determined on a case-by-case basis under the authority of the appropriate university or system-level officer (or designee), in accordance with guidelines established pursuant to Section 7(k).

(f) **Revenue from Actions for Defense or Enforcement of Intellectual Property Rights.** When the system offices receive revenue from third parties that results from successful actions for the purpose of defending or enforcing the system's rights in its intellectual property, such revenue may first be used to reimburse the system (or the sponsor or licensee, if appropriate) for expenses incurred in such actions. The creator(s) and their originating unit(s) shall be entitled to recovery of lost royalties from the remaining net revenue, in the same proportions as specified in Section 8(b) above. The remaining net revenue shall be allocated, pursuant to Section 7(k), in support of the technology transfer activities and academic and research programs at the university where the intellectual property was generated.

ARTICLE IV. EMPLOYMENT POLICIES

SECTION 1. TERMS OF EMPLOYMENT OF ACADEMIC AND ADMINISTRATIVE STAFF

(a) The terms of employment of the academic and administrative staff, as defined in the University of Illinois *Statutes* shall be explicitly stated by the nominating officer, indicating that services are required for:

- (1) The academic year, which shall consist of two semesters.
- (2) Twelve months, including allowable vacation.
- (3) The summer session.
- (4) Other stated periods.

(b) The teaching staff shall be appointed with services required for either the academic year or for twelve months. Those who are appointed for the academic year

shall be free for other employment, either in the system or elsewhere, during the summer months, except that they shall report for any departmental meetings before registration and render all services requested of them in connection with registration and the preparation of materials and reports for the academic year. No vacation benefits accrue on appointments with services required for the academic year.

(c) The administrative, research, and extension staffs generally shall be appointed with services required for twelve months, including allowable vacation. Allowable vacations for those appointed for twelve months shall be accrued at the rate of 24 working days per appointment year prorated based on FTE. Accrued vacation leave shall be granted at the beginning of the academic year. Vacation shall be arranged to accommodate the convenience of the staff member and the requirements of the unit. Vacation may be accumulated up to a maximum of 72 working days; however, only a maximum of 48 working days may be carried over from one academic year to the next. During a partial-year appointment, vacation shall be prorated. Vacations taken during the holiday recesses, other than the actual holidays recognized by the system, shall be considered a part of the annual vacation allowance of 24 days. Holidays recognized by the system shall be New Year's Day, Martin Luther King Day, Memorial Day, Independence Day, Labor Day, Thanksgiving, Christmas, and such other days as may be determined by the president.

(d) Procedures for the determination of compensation for services for periods less than the full academic year shall be approved by the appropriate chancellor/vice president and by the president.

(e) Members of the staff required to render services during the academic year may be employed in the summer session or to perform research or other services during a period not exceeding two months and receive for each month of such service additional compensation at the monthly rate of one-ninth of the full-time rate paid for services required during the preceding academic year. Such employment may be for longer periods during the summer only upon the advance approval of the chancellor/vice president. Staff members required to render services for twelve months, with allowable vacation, shall not receive additional compensation for services rendered during the summer. For staff members rendering services partly on a twelve-month basis and partly on an academic-year basis, this regulation applies only to the twelve-month portion.

(f) Full-time employees shall not receive compensation for services in excess of a full-time appointment within the University of Illinois System, except under provisions of each university policy on service in excess of 100%. Work should be performed at a time that does not conflict with other system or university duties. Exceptions may be made to this rule only with advance approval of the appropriate administrator or chancellor/vice president. These exceptions should be held to a minimum.

(g) All staff members rendering services on a twelve-month basis with allowable vacation shall be compensated in twelve equal monthly installments.

(h) Staff members with the exception of assistants rendering services during the academic year shall be compensated in twelve monthly installments or on a pro rata basis for shorter periods. Assistants shall be compensated in monthly installments during the period over which services are rendered.

(i) In case of termination of service of members of the academic and administrative staff, the following rules shall govern the determination of salaries:

(1) Services required for twelve months, with allowable vacation:

- a) After the first month of service, a pro rata share of earned but not taken vacation shall be paid out, up to a maximum of 48 days,
- b) A pro rata reduction in final salary payment shall be made for any vacation taken but not earned based on the separation date and monthly vacation accrual schedule.

(2) Services required for the academic year: Total payments shall equal a percentage of the annual salary determined by the services rendered in relation to the academic year established for the university.

(j) All employees unless excepted by the president or chancellor/vice president are required, upon request, to present medical evidence of their capability to safely perform the duties necessarily associated with the position that is being sought. The form in which this evidence is to be presented will be prescribed by the university or system human resources office and the director of the health service at each university or other appropriate medical provider. Employees securing a rating of "unemployable" may not be employed except on approval of the president or chancellor/vice president or his/her designee. As deemed necessary by the directors of the health services or other appropriate medical provider, new employees are required to be immunized against communicable diseases. Employees whose duties require them to handle food products shall be subject to periodic medical examinations given under the supervision of the directors of the health services, and no individual shall be employed in duties of this nature who shows evidence of any communicable disease.

(k) Failure on the part of an employee to take any required physical examination after being notified to do so shall serve to make the employment contract inoperative and salary payments shall cease.

(l) Upon request, an academic staff member shall be granted, without loss of salary, bereavement/funeral leave of up to three consecutive scheduled work days due to the death of a member of his or her immediate family or household member, and one work day to attend the visitation, funeral or memorial service due to the death of a relative outside the immediate family. Leave beyond these amounts may be approved

under special circumstances. However, such additional leave will normally be taken without pay or may be charged to accrued vacation. Substantiation of the reason for bereavement/funeral leave may be required.

Under the Illinois Child Bereavement Leave Act, employees otherwise eligible for Family and Medical Leave are eligible for an additional seven (7) unpaid days to attend the funeral, or an alternative to a funeral; to make arrangements necessitated by the death of the child; or to grieve the death of the child. Employees may use accrued leave benefits to remain in pay status while taking leave under this Act. The Act does not create a right for an employee to take unpaid leave that exceeds the unpaid leave time available under FMLA; therefore, employees who have exhausted their 12-week FMLA entitlement may not take the additional seven days under this Act. Leave provided under this Act must be used within 60 days after the employee receives notice of the death of his/her child. If an employee suffers the death of more than one child in any 12-month period, the employee is entitled to take up to six weeks of unpaid bereavement leave in the 12-month period.

“Immediate family” shall be interpreted to be: father, mother, sister, brother, spouse, domestic partner, civil union partner, and child of the employee. If unborn child, gestational age must be 20 or more weeks. Also included as immediate family are mother-, father-, brother-, sister-, son-, and daughter-in-law, as well as grandchildren and/or grandparents (includes great grandparents, great grandchildren, and grandparents-in-law). Biological, adopted, foster, legal wards, step or *in loco parentis* relationships are considered as immediate family under this policy and for the definition of a child for purposes of the Child Bereavement Leave Act. “Relative outside the immediate family” shall be interpreted to be: aunt, uncle, niece, nephew, or cousin of the employee. Great aunt, great uncle, great niece, and great nephew are included in the definition of relative outside the immediate family. Such relatives are regarded as members of the immediate family only if in residence in the employee’s household. In-law relationships are not included in the definition for other relatives. For purposes of application of the Bereavement Policy, relationships existing due to marriage will terminate upon the death or divorce of the relative through whom the marriage relationship exists. Current marital status will be defined in accordance with Illinois State law.

(m) Upon request, an eligible academic staff member shall be granted, without loss of salary, parental leave of up to two weeks immediately following the birth of a child, or upon either the initial placement or the legal adoption of a child under 18 years of age prorated based on FTE. An employee must have completed six continuous months of employment in order to be eligible for parental leave, which is limited to one leave per academic appointment year. An employee who resigns employment before or at the expiration of the parental leave normally shall be required to reimburse the system for the cost of wages paid during the leave. Parental leave is automatically counted toward the 12-week family and medical leave entitlement for eligible staff members.

SECTION 2. TERMS OF EMPLOYMENT OF CIVIL SERVICE EMPLOYEES

All employment of civil service employees is controlled by the law and the rules governing the State Universities Civil Service System of Illinois. These include provisions for employment on merit through a system of examinations, the establishment of job classifications and the assignment to such classifications of all positions, and the establishment of appropriate salary rates or ranges for each classification. Detailed system rules and regulations for civil service staff members are promulgated and published in the *Policy and Rules*, as adopted and amended by the Board of Trustees.

SECTION 3. WAGES OF STUDENT EMPLOYEES

All student employees are to be paid on the basis of classification and scale of wages approved by the chancellor/vice president at each university.

SECTION 4. RETIREMENT, DEATH, SURVIVOR, DISABILITY, AND SICK LEAVE BENEFITS

System policy provides for sick leave with the payment of salary in case of illness or other disability for specified periods as described below. In addition to the benefits provided by the system, retirement, death, survivor, and disability benefits are established by the law creating the State Universities Retirement System of Illinois, a state agency separate and distinct from the University of Illinois System.

(a) **Participation in State Universities Retirement System.** With certain exceptions, eligible employees are required to participate in the State Universities Retirement System.

(b) **Sick Leave Benefits.** The system provides sick leave benefits as follows:

- (1) **Civil Service Employees.** Sick leave with full pay is granted in the amounts and in accordance with eligibility criteria set forth in the *Policy and Rules* for those employees subject to the act creating the State Universities Civil Service System.
- (2) **Academic or Administrative Staff.** Sick leave with full pay is granted in the amounts and in accordance with eligibility criteria set forth in the System Academic Sick Leave Policy.

(c) **Death, Disability, and Survivor Benefits.** For employees of the system, other than students paid on an hourly basis and personnel whose principal employment is outside the system with at least six months' service who are not members of the State Universities Retirement System or any other publicly supported retirement system which pays a death benefit, a death benefit of an amount set by an appropriate authority is

payable by the system. For employees who are members of the State Universities Retirement System, death, disability, and survivor benefits are provided by that system.

SECTION 5. REGISTRATION OF STAFF MEMBERS IN UNIVERSITY CLASSES

With approval of the head of the employing unit, members of the academic, administrative, and civil service staffs of the system and of approved system-related agencies may register in university courses for which they are eligible for admission and in which space is available. Under certain conditions in degree granting programs that participate, such employees may be exempt from payment of one or more of the usual charges for tuition or fees.

Waiver of tuition and service fees is granted for all members of the academic and administrative staff, excluding graduate assistants, whose appointments are 25 percent or more of full-time service. Academic and administrative staff members who qualify for tuition waivers are exempt from the service fee. Under this practice, such staff members will not have access to the benefits provided by the fee unless they wish to pay for them as do other faculty and staff who wish to gain access to these services.

For graduate assistants, waiver of base-rate tuition, i.e., the in-State graduate (not professional) tuition rate, is granted for all university graduate assistants on appointment for at least 25 percent but not more than 67 percent of full-time service; a waiver of service fees is granted to those graduate assistants on appointment for at least 25 percent of full-time service.

The Board of Trustees has authorized the president of the system or his or her designee(s) to award a limited number of tuition and fee waivers for graduate students and report to the board on the number authorized, by each university, as part of the annual budget and tuition setting process.

Tuition and fee waivers are also extended to members of the civil service staff in accordance with the rules and policies set forth in the *Policy and Rules*.

SECTION 6. GRIEVANCE PROCEDURES FOR COMPLAINTS OF DISCRIMINATION

Procedures shall be developed for each university and for system administration offices in accordance with guidelines approved by the Board of Trustees for the prompt, fair, and definitive resolution of grievances concerning alleged violation of the system's Nondiscrimination Statement.

ARTICLE V. UNIVERSITY OF ILLINOIS PROPERTY

SECTION 1. USE OF PREMISES AND FACILITIES

(a) The use of system premises and facilities shall be subject to all applicable State and Federal laws and shall also be in accord with the actions of the Board of Trustees.

(b) The use of system premises and facilities by individuals other than in connection with educational or research programs will be permitted only under regulations formulated and administered by the appropriate chancellor/vice president and approved by the president. A facility use agreement, articulating the terms of use, should reflect the conditions deemed most likely to advance the development and acceptance of the intellectual property.

(c) The president is authorized to make such traffic and parking regulations and such changes therein as conditions may warrant and may delegate such authority to the chancellors/vice presidents.

SECTION 2. CUSTODIANSHIP OF PROPERTY

(a) Under the State Property Control Act, the president is accountable to state officials for the supervision, control, and inventory of all system property subject to that act. In discharging these and other responsibilities, the president is authorized to specify or to deputize the chancellors/vice presidents and other system officers to specify procedures and responsibilities for the supervision, control, and inventory of all system property.

(b) Unless otherwise specified, the supervision, control, and inventory of personal property shall be the responsibility of the head of the unit to which the property is assigned. An inventory of all such property shall be maintained in a manner determined by the vice president and chief financial officer/comptroller and the vice president and chief financial officer/comptroller may require reports concerning the same. The individual responsible shall report to the comptroller all items of personal property that are of no further use to the department, and the vice president and chief financial officer/comptroller may transfer the same to another unit or direct other disposition.

(c) Land that has been assigned by the Board of Trustees to a college or department for particular use or for a definite period may not be used for any other purpose or beyond the period designated without authorization by the Board of Trustees. The assignment of land, equipment, or any other property to a department or division does not give the department a title to the same, but only the right to use as long as necessary for accomplishing the function of the department or division; and the use of land or equipment or other property shall not exclude its use, at the same time, for other purposes by other departments or divisions of the system on approval of the president provided that any such second use shall not interfere with the efficient utilization of said land, equipment, or other property for the purpose for which it was first assigned.

SECTION 3. PRIVATE USE OF UNIVERSITY OF ILLINOIS PROPERTY

No one connected with the University of Illinois System in any capacity shall use for any personal purpose any system property of whatever description, and no one shall be permitted to remove from the buildings or grounds any property belonging to the system, even though it may seem to be of no value, unless it be temporarily removed pursuant to some well-established regulation, or with the approval of the appropriate chancellor/vice president or the vice president/chief financial officer in the instance of system-level property.

SECTION 4. NAMING OF SYSTEM AND UNIVERSITY FACILITIES AND PROGRAMS; COMMEMORATIVE PLAQUES AND TABLETS

(a) System and university “facilities” refers to any building, structure, street, drive, landscaped area, open space, physical improvement, or other property under the administrative control of the University of Illinois. “Programs” refers to any academic or non-academic program, school, college, institute, center, etc., but does not include endowed faculty positions such as chairs or professorships.

(b) Insofar as consistent with State law, the naming of facilities and programs lies within the authority of the Board of Trustees and shall require Board approval except as specifically described in paragraph (e) below.

(c) Facilities and programs may be named for the following:

(1) Donors who have made substantial contributions toward financing the construction, renovation or remodeling of a Facility or an addition thereto; or establishing, advancing, or maintaining a Program;

(2) An honoree nominated by such a donor and approved by the Board of Trustees;

(3) Distinguished persons in the public life of the State of Illinois or the nation;

(4) Distinguished former members of the Board of Trustees; or

(5) Former members of the faculty, staff, or administration.

In addition, the Board may approve the naming of a facility or program in situations other than those described above when the Board, in its discretion, determines that the interests of the University are served in doing so.

(d) Buildings should be named in such a way as to denote their general use; such names may include a designation such as auditorium, gymnasium, hall, laboratory, or school.

(e) Notwithstanding the above provisions, commemorative plaques or tablets may be installed inside buildings near spaces such as rooms, lounges, laboratories, performance spaces and lecture halls in recognition of:

(1) Distinguished members of the faculty, staff, administration, alumni, or students whose services were identified with the functions of said spaces; or

(2) Donors of funds (or an honoree designated by the donor) where the contribution was substantial in financing the renovation or remodeling of said spaces. Any such plaque or tablet must be approved by the appropriate chancellor/vice president but does not require Board approval.

(f) The chancellors/vice presidents may develop procedures for their respective universities for internal review and approval prior to the submission of items to the Board for its consideration.

ARTICLE VI. GENERAL PROVISIONS

SECTION 1. SYSTEM COUNCILS AND COMMITTEES

The president is authorized to establish and to appoint members of system councils and committees to serve as advisers on educational, research, and engagement initiatives and other service programs affecting all universities and to provide for interuniversity relationships in such matters.

SECTION 2. ADMINISTRATIVE COMMITTEES

The president of the University of Illinois System is authorized to appoint such administrative and other committees or boards as are necessary for assistance in discharging the president's duties.

SECTION 3. UNIVERSITY AND SYSTEM ARCHIVES

(a) The university archives, divisions of the libraries under the direction of an archivist at each university, are the depositories for records having research or historical value and includes records transferred to its custody. The university archives also include professional and personal manuscripts of members of the academic and administrative staffs and records of faculty and student organizations that may be given to the system or university for preservation and use.

(b) Records produced or received by any agency or employee of the system in the transaction of university business become system property.¹¹ For the purposes of this paragraph and consistent with the Illinois State Records Act (5 ILCS 160/2), “records shall be defined as ‘all books, papers, born-digital electronic material, digitized electronic material, electronic material with a combination of digitized and born-digital material, maps, photographs, databases, or other official documentary materials, regardless of physical form or characteristics, made, produced, executive, or received’” by any unit of the university in pursuance of state law or in connection with the transaction of university or system business and preserved or appropriate for preservation by the university or system as evidence of its organization, function, policies, decisions, procedures, operations, or other activities or because of the informational data contained therein.

No university or system records shall be discarded or destroyed except upon the prior approval of the archivist pursuant to the finding and recommendation by the administrative unit involved that such records have no further administrative value. The archivist shall withhold the approval of any such action until satisfied that the records involved have no value for other administrative offices and that they need not be retained for legal reasons, as determined by appropriate officers. Where appropriate, the archivist may arrange for the transfer of records to the University Archives as an alternative to destruction.

(c) Pursuant to the State Records Act, Illinois Compiled Statutes, 5 ILCS 160/16, /17, and /18, January 3, 2003, the university archivist shall forward approved requests for permission to discard or destroy records to the president and to the State Records Commission for their approvals.

(d) The archives of the system administration shall be under the jurisdiction of the archivist at the University of Illinois Urbana-Champaign.

ARTICLE VII. AMENDMENTS

The General Rules Concerning University Organization and Procedure document supplements and is subordinate to the *Statutes*. In the event of conflict between the provision of *The General Rules* and the *Statutes*, the *Statutes* shall prevail.

¹¹ Nothing in this Section shall affect copyright ownership, including without limitation, as provided in Article III, Section 4.

The General Rules are adopted by the Board of Trustees acting on the advice of the president of the University of Illinois System. The board may make changes in *The General Rules* after consultation with the president. Before providing such advice or consultation, the president shall consult with the University Senates Conference, which shall give due regard to the provisions of Article XII, Section 5 of the *Statutes*. However, consultation with the conference is not required when because of exceptional circumstances a proposed action of the Board of Trustees would authorize a deviation from *The General Rules* for a specific transaction. When changes to *The General Rules* are approved, the University Senates Conference should inform the university senates about such changes.

Note:

The University of Illinois *Statutes* <http://www.bot.uillinois.edu/governance/statutes> and *The General Rules Concerning University Organization and Procedure* http://www.bot.uillinois.edu/governance/general_rules make reference to and/or are supplemented by a variety of internal policy documents as well as federal and state statutes and regulations. Policy documents internal to the University exist in various forms: some printed as pamphlets, e.g., *Policy on Patents and Copyrights* and *Policy and Procedures on Academic Integrity in Research and Publication*; some as extensive, comprehensive publications such as *Policy and Rules (Civil Service)*; some updated yearly, e.g., *Guidelines for Sabbatical Leaves of Absence*; some unique to each university, e.g., *Campus Administrative Manual*. Internal policy documents may be identified by using the web site maintained by the Office of the Vice President for Academic Affairs which offers links to policy documents developed by various offices and officials within the system.