

## University of Illinois at Urbana-Champaign AAUP Chapter

<http://www.aaup-ui.org/Documents/index.html>

To: Professor Mark Criley (Illinois Wesleyan University)

From: Harry H. Hilton, UIUC AAUP Chapter president (h-hilton@illinois.edu)

Subject: AAUP Censure Removal

Date: April 19, 2017

Thank you for taking time from your busy schedule and for accepting the demanding fact finding task regarding conditions at the University of Illinois. Also present today is the chapter vice-president David J. O'Brien, Professor of Art & Design, Art History and of French. David also chaired the UIUC Senate's Committee on Academic Freedom & Tenure during 2014 – 2016.

### **1 – Brief history**

The June 13, 2015, AAUP UoI censure resolution did not carry any suggestions as to requirements for removal from the list. Joerg Tiede, AAUP associate secretary, indicated that the following items needed to be observed:

“The process of censure removal has usually three elements:

1. Some measure of redress toward the person or persons affected,
2. Changes to policies that would prevent a recurrence of the issue that brought about the censure,
3. An assessment of the climate for academic freedom from a representative of the Association.”

The following is a short summary of the current status of these pertinent topics:

#### **1 - Salaita settlement**

Last year's mutually agreed to settlement between Dr. Salaita and the University satisfies Item 1.

#### **2 - University hiring policies**

On May 2, 2016, the UIUC Senate approved original amendments to the University Statutes that would correct certain current deficiencies. New hiring protocols include:

- a. No one is now allowed to perform university services prior to receiving a Notice of Appointment (NOA) with an appropriate prior starting date.

- b. Detailed hiring procedures and time tables have been issued and are being enforced.<sup>1</sup>
- c. Proposed statute revisions call for approval of appointments below the rank of dean to be delegated by BoT to the president who in turn will delegate this authority to the three chancellors. These amendments were also subsequently approved by the other two academic senates and the Senates' Conference. They were forwarded to President Killeen on December 5, 2016, for his recommendations to the Board of Trustees (BoT). To date, this action has not yet taken place. The delegation of appointment authority stems from a recommendation by the UIUC Senate's Committee on Academic Freedom and Tenure and is not an AAUP censure removal condition.

Before disapproval of a proposed tenured or tenured track individual appointment by the provost, chancellor and/or president is announced proper consultations should take place with the committees and unit heads that forwarded the recommendation. The UI and UIUC administrations have agreed to follow these shared governance procedures.

In 2016, the UIUC provost issued appropriate procedural directives to implement additional definitive hiring procedures and timetables. These are currently operational and will prevent any reoccurrences of past temporal deficiencies. (See 2a and 2b)

### **3 – Academic freedom**

Official written policy statements have been issued by the UIUC chancellor, UI president and the Board of Trustees president reaffirming their individual and institutional support of the AAUP principles of academic freedom as spelled out in the AAUP RED BOOK.

### **4 - Shared governance**

Provost Feser, in conjunction with the UIUC Senate, created Provost's Communication No. 27, Shared Governance for Academic Units.<sup>2</sup> Additionally, the president, vice-president for academic affairs, chancellor, provost and vice-provost for academic affairs have been extremely outgoing and frequently meet with faculty, staff and student groups, and separately with UIUC AAUP chapter representatives. Our concerns have been listened to and many suggestions have been implemented.

Chapter officers and the policy committee members have met with BoT members, President Killeen, Vice-President for Academic Affairs Barbara Wilson,

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<sup>1</sup> See Provost Communications at <http://provost.illinois.edu/policies/provosts-communications/> particularly Nos. 2, 3, 25 and 26.

<sup>2</sup> <http://provost.illinois.edu/policies/provosts-communications/communication-27-shared-governance-for-academic-units/>

the new Chancellor Robert Jones, Interim Provost Feser (recently succeeded by John Wilkin) and Associate Provost Benmamoun. We thank them all for their cooperative efforts, their willingness to implement corrective measures and for listening to our concerns and recommendations.

I have asked the Interim Provost Feser – and he agreed - to implement the following: When units file their promotion dossiers the provost should require certification by the unit head that shared governance procedures are specifically included in the unit's bylaws and cite examples where these procedures were applied and observed by the unit.

I also draw your attention to the fact that UIUC has had an interim chancellor (Barbara Wilson) and interim provost (Ed Feser) who have worked tirelessly and successfully to improve conditions on the Urbana campus. However most importantly in my opinion, former chair Chris Kennedy has departed from the BoT and with him are gone his misplaced micromanagement style and his much too frequent preemptive interferences in traditional faculty decision making prerogatives. Parenthetically, let me add that this criticism is by no means politically motivated as I worked on his uncle's and father's presidential campaigns.

An ad hoc committee of the chapter policy committee has prepared an extensive questionnaire on current shared governance procedures, unit bylaws and associated conditions at UIUC. It was sent to the academic unit heads by the provost's office with a response deadline of April 14, 2017. The responses are currently being evaluated and will be reported as soon as they are available.

As a follow-up, it is also planned to send this questionnaire to all UIUC faculty.

## **5 - Removal of the University of Illinois and UIUC administrations from the AAUP censure list**

On December 6, 2016, an open chapter membership meeting was held. After lengthy discussions, the members present voted to recommend to the national AAUP delegates to remove in June 2017, the University of Illinois administration from the AAUP censure list. The chapter policy committee and officers unanimously concur with this recommendation and I plan to make this recommendation to my fellow delegates at the 2017 convention.