

**Academic Senate
University Policy Committee Meeting Minutes
Wednesday, September 27, 2023
6:00 P.M.
4 EAST LOUNGE, BONE STUDENT CENTER
6:50PM Hard Stop**

Call to Order: Committee Chair Kate Sheridan called the meeting to order at 6:01pm

Roll Call

- **Present:** Eric Peterson, CAS Faculty; Angela Bonnell, MIL Faculty; Tyler Bever, Student Senator; John McHale, CAS Faculty; Braxton Myers, Student Senator; Kate Sheridan, CAS Faculty & UPC Chair; Quanisha Kumi-Darfour, CS Council Senator; Janice Bonneville, Provost Designee; Dean Andy Morgan, VP Student Affairs Designee; Ryan Russell, Student Senator; Michael Barrowclough, CAST Faculty
- **Not Present:** Lauren Bounds, Student Senator;

Public Comment: All speakers must sign in with the UPC Committee Secretary prior to the start of the meeting.

Presentation: None

Current Business

1. Discussion of Policy 1.15 Whistleblower Policy with Rob Blemler, Director of Internal Auditing and University Ethics Officer, and Deputy General Counsel, Alice Maginnis

a. The intent of the policy was to increase awareness of reporting obligations on campus.

Q: If a student held a certain job title, are they considered an employee?

A: Yes, if they are working full time, part time, or on a contract they are considered employees.

Q: What if it is a student that is a RSO leader and they witness their advisor doing something unethical, would they be protected?

A: They would be protected under the employment ethics act

Q: Are student athletes considered employees?

A: They are not considered employees, however they are protected under the ethics act and the NCAA has some sort of policies that protects them too

**Committee Chair Kate Sheridan moves to approve the minutes from the 9/13/23 meeting.
Seconded by Senator Myers**

2. Review 3.1.52 Personal Plus Time; Info item on Oct. 11; Action item on Oct. 25

a. Personal plus time is 40 hours of leave to be used for any purpose, it does not have to be scheduled in advance, the employee cannot be required to get a substitute for the time they are absent, the employee cannot be discipline for abuse, it is available the day the employee arrives

on campus, it is not payable when the employee leaves, it is not bankable, you get 40 hours every fiscal year, employees cannot be denied. Again, 40 hours to use however you would like on whatever you want per fiscal year. This allows for brand new employees to have 40 hours off paid right when they are hired. Senate Bill 2-08 was the state bill and it was passed. It becomes law on January 1st. Title of the bill is "Paid leave for all workers". This does not apply to state employees. It does not apply to K-12 schools. It does apply to universities. Right now, for sick reporting even if you have one class on the day you were sick, you still must utilize 7.5 hours of leave. You can break this up however you want to. There is a potential that people could take advantage of this unfortunately. This will begin on January 1st. To not put it in policy and procedures would not make as much sense because the faculty and their bosses need to see it. There is nothing on this that is not in the Illinois law that was passed. This really is for the places where individuals work, and they do not have much of an opportunity to miss if a child is sick because they need the job.

Why do we have to have a policy if there is a law in place?

It is so the word can get across campus, and everyone knows how it will be implemented.

Exec recommended that they change the order of the classification of employees. Could potentially find a way to retitle a section so it is not a procedure. Graduate Assistants are students first and they are excluded from the leave, even if they have an employee position here.

3. Review new UPC Committee Issues Pending list

4. Revisit selection of the order of review of the following policies

Policy 1.15 Whistleblower Policy

Policy 1.17A Professional Relationships

Policy 1.19 Protection of Minors

Policy 3.2.11 Employment in Excess of Full Time Appointment

Policy 3.3.12 A. Appendix to Code of Ethics - Faculty Responsibilities to Students

Policy 3.3.12 C. Appendix to Code of Ethics - Involvement in Political Activities

Policy 8.1.1 Television Programming

Policy 9.2 and 9.2.1 Information Technology Appropriate Use Policy and Procedures for Violations

Policy 9.5 Policy on Creation of University Web Sites and associated procedures 9.5.1, 9.5.2, 9.5.3, 9.5.4 and 9.9.5

Salary Adjustments

Personal Plus Time

Adjournment: Senator Meyers moved to adjourn the meeting and Senator McHale seconded. Meeting adjourned at 6:52PM.

Respectfully submitted by:

Senator Ryan Russell