

University Review Committee
Minutes: September 22, 2025
3:00 p.m. HOV 401D

Members present: Yun-Ching Chung, Amanda Cullen, Craig Gatto (ex officio), Jennifer Howell, Jamie Mahurin Smith (Vacancies: three; Absent: Abdelmounaam Rezgui, Jennifer Sharkey, Lily Thompson)

Meeting called to order by Gatto at 3:01 p.m.

The first agenda item was to complete the selection of URC officers. Chung nominated herself and Howell to serve as Co-Chairs; the nomination was seconded by Smith. With no additional nominations, the motion was approved unanimously.

The second agenda item was to begin reviewing university policies related to faculty working conditions to determine their consistency with the Collective Bargaining Agreement (CBA).

The following are our notes per policy reviewed

- <https://policy.illinoisstate.edu/conduct/1-1-8/>; integrity in research, scholarly, and creative activities seems to be consistent with CBA because CBA explicitly refers to 1.8; Gatto noted that the Conflict of Interest policy is currently being rewritten.
- <https://policy.illinoisstate.edu/conduct/1-1-10/>; security and confidentiality of data and info policy seems to be consistent. CBA refers to HR retaining personnel files, which is consistent with 1.10 policy that HR is the data custodian for employment records and verification.
- <https://policy.illinoisstate.edu/conduct/1-15/>; whistleblower policy not explicitly referred to in CBA so existing policy governs
- <https://policy.illinoisstate.edu/employee/general/3-1-4/> acting/interim compensation policy; suggested rephrasing: "Any **across the board** increases associated with the original base salary/compensation (e.g., 2% ~~merit~~ increase to the employee) will be retained."
- <https://policy.illinoisstate.edu/employee/general/3-1-10/>; worker's compensation policy; does not seem to affect faculty. They would have FMLA leave (or SURS disability)
- <https://policy.illinoisstate.edu/employee/general/3-1-11/>; leave of absence policy for Jury Duty, Voting, Attending School Conferences as a Guardian, etc.; not explicitly referred to in CBA so existing policy governs

Commented [CA1]: Section 25.02: An Employee who accepts a position outside of the bargaining unit who subsequently returns to the bargaining unit, shall, upon the Employee's return, be paid a monthly salary no less than the monthly salary the Employee would have been paid had the Employee remained in the bargaining unit, not including discretionary (i.e., merit) raises.

Discussion concluded with an agreement to pause and independently review policies, beginning with Policy 3.1.30: Criminal Background Investigation Policy.

Howell moved to adjourn the meeting; the motion was seconded by Cullen.

Adjourned 4:11 p.m.