University Review Committee
Minutes: October 13, 2026
8:30 a.m. HOV 401D

Members present: Jennifer Sharkey, Mo Baydoun, Mahua Biswas, Yaman Erzurumlu, Patxi Lascurain Ibarlucea, Abdelmounaam Rezgui, Jamie Mahurin Smith, Elizabeth Thompson, Xiaoying Zhao, Russ Morgan (ex officio), (Vacancies: 1)

Meeting called to order by Sharkey at 8:30 a.m., seconded by Baydoun.

The agenda item was to discuss ASPT 2027 Faculty Caucus feedback. The committee decided to complete discussion before the December 9th Caucus meeting.

1. On ASPT Section XII.A.1. URC reviewed the following comment of caucus: “Should we add somewhere in new Article XII.A something about the Professor Merit Increase program (CBA 31.04) since it depends on satisfactory summative evaluations issued by DFSC/SFSC for five consecutive calendar years, but the DFSC/SFSC does not make recommendations for such allocations? Shouldn't we make it clear here since this is a specific limit on the DFSC/SFSC role?”
2. Proposed potential text proposed by the caucus was excepted, "*The Professor Merit Increase program established under the ISU-UFISU Collective Bargaining Agreement is administered by the Office of the Provost and is separate from the procedures in this Article. Eligible faculty members apply directly to the University, submitting copies of their annual overall assessments under Article VII. The DFSC/SFSC makes no recommendation regarding Professor Merit Increase allocations*."
3. Additional recommendation to add the section below in italic in XIII.A. is discussed and accepted. "Time requirements and deadlines for appeals and for other processes are found in Appendices 1 and 58. *If the University is officially closed on any date specified in this Article or in Appendix 1, the required action must be completed on the next business day after the closing.*"
4. Additional recommendation to add the section below in italic in XIII.B.1. is discussed and excepted. "A formal meeting with a DFSC/SFSC or CFSC is a preliminary step in all appeals *of a negative DFSC/SFSC or CFSC recommendation. A formal meeting is not a prerequisite to an appeal of a negative Provost tenure recommendation under XIII.F.2 and XIII.G.1.c.*"
5. Committee discussed addition of a new item labeled as G.5 for clarification of the calendar in Appendix 1 shared below. Committee decided to table it on the basis that it contradicts with specified FRC calendar requiring FRC to complete the process by April 30th. Proposed revision gives the provost another week, which requires other days to be revised before its approval.

Addition G5 to Appendix 1 is as follows. "*Following receipt of an FRC report under this Article, the Provost shall issue a recommendation in accordance with the calendar in Appendix 1.B and shall report it to the President, the faculty member, the DFSC/SFSC, and the CFSC. For appeals of negative DFSC/SFSC or CFSC recommendations, the Provost's recommendation is due April 30. For appeals of a negative Provost tenure recommendation, the Provost's final recommendation is due May 7, or within five (5) business days of receipt of the FRC report if that report is delayed because the University was officially closed on April 30.*"

6. Potential language adjustments to XIV.A.1 XIV.A.2 XIV.A.3 and XIV.B.2 are discussed. The committee revised the proposed changes and made the following decisions by voting.
    a. Approved insertion of the italic section in XIV.A.1 "Illinois State University shall provide access to personnel documents in accordance with applicable statutes. (*Human Resources retains the complete official personnel file for each faculty member. The Provost's Office, Colleges, and Departments/Schools may also maintain additional records.* Anonymous communications shall not be included in the official personnel file nor used as part of any ASPT evaluation or decision, other than student reactions to teaching."
    b. Committee approved XIV.A.2 as proposed by the Caucus. Committee approved XIV.A.3 as "Faculty members shall have the right to respond to materials contained in their official personnel files in Human Resources and additional personnel records in the Office of the Provost, in their College, and in Department/School files in accordance with University Policy 3.1.29."
    c. Committee decided XIV.B.2 being redundant wording and does not need to be added. URC decided to revisit during the 5 years review.
    d. Regarding Mirroring language in CBA in 28.01 General Principles in ASPT page 1. Committee decided to accept the proposed revision to paragraph after removing the word "salary" "…. post-tenure review, and ~~salary~~ Annual Merit Increases."
    e. Paragraph proposed in the additional comments is found to be redundant, therefore committee decided to recommend its rejection.
7. Committee decided to ask the caucus whether the reference to faculty not in the bargaining unit refers to Chairs/Directors?

Committee decided to continue reviewing the caucus's proposals at their next meeting on October 27th, 2026 or earlier if scheduled.

Sharkey moved to adjourn the meeting. Metting was adjourned at 9:50 a.m.