

Resolution on Shared Governance and Accreditation Compliance

July 28, 2026

WHEREAS

Illinois Tech's shared governance model has been praised by accreditors even as other aspects of the institution have raised concern and properly applied brings faculty in as management partners rather than simply contract workers;

WHEREAS

The institutional failures documented in this 2026 session of the Faculty Senate point to a deep need for greater oversight by the Board of Trustees of senior leadership and engagement across the campus leadership and community;

WHEREAS

Actions of the administration, including failure to extensively consult Deans on the restructuring plan and Associate Chairs/Chairs on any formal level, and including communication with faculty that was deeply uneven across academic units and in general narrow, have compromised this shared governance model;

WHEREAS

The declaration of exigency long after serious financial problems emerged and the short notice of this declaration that resulted from administrative delay combined to compromise the faculty consultation about this procedure, effectively preempting the seven-day notice requirement of the Faculty Senate;

WHEREAS

The *Faculty Handbook* constitutes a binding governing document, as stated in faculty employment contracts, explicitly mandating faculty governance engagement in any separation process, yet the administration is currently executing faculty layoffs without this required consultation, representing a direct violation of these provisions;

WHEREAS

This situation is apparently resulting in a mass layoff and all the instability for students, staff, and faculty that causes on the eve of a critical fall site visit from accreditors and thereby places the university at immediate risk of regulatory sanction;

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WHEREAS

The short notice of this situation invalidates the data, faculty counts, and program structures in the university's prepared Assurance Argument only a month before “lock-in” is required for this argument;

WHEREAS

Executing this restructure without a finalized workload plan mathematically cripples our ability to demonstrate Faculty Sufficiency (Criterion 3), Assessment (Criterion 4), and Systemic Planning (Criterion 5), risking a Probationary or Show-Cause order;

WHEREAS

Current and ongoing structural and operational changes to Illinois Tech are having, and will continue to have, significant impact on continuing and incoming students, staff and faculty; and those impacts remain largely unknown and unknowable to those most directly and profoundly impacted;

WHEREAS

Faculty and staff have primary responsibility for fulfilling the promises made by the university to its students regarding the content, value and outcomes of their programs;

WHEREAS

Under this administration, the Office of Research has suffered a catastrophic diminishment in operational capability, leading to severe failures in the proper handling of both pre- and post-award research documentation, stalling critical projects, and risking the direct loss of hundreds of thousands of dollars in research funding;

WHEREAS

Retention has sharply dropped in the past year in the context of winding up key programs aimed at boosting student retention, with resulting compounding revenue impacts; and

WHEREAS

A confidential administrative document (the March 2026 Illinois Tech 2.0 Change Management Plan) suggests that administration assurances to the Board of Trustees differed significantly from what was carried out, and further that planning was already well advanced even as administrative leaders informed the faculty that there was as yet no plan as late as the April 23 Full Faculty Meeting, the last mass communication of the spring semester;

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BE IT RESOLVED THAT

Shared governance, as assured to accreditors by the university, is the path forward toward enhancing a culture of faculty responsibility and building a lasting partnership between faculty, administration, and trustees for the good of Illinois Tech's students and its mission and for the sake of enabling the institution to attain long-term success;

BE IT FURTHER RESOLVED THAT

The Faculty Senate urgently requests that the Board of Trustees acknowledge this departure from institutional policy and accreditation assurance, and intervene to pause the current faculty layoff process until such time as the administration fully complies with the shared governance separation protocols mandated by the *Faculty Handbook*;

BE IT FURTHER RESOLVED THAT

The Board of Trustees work in consultation with the Faculty Senate to assess the current state of shared governance at Illinois Tech, mediate unresolved concerns between faculty and administration, and recommend structural safeguards to prevent further erosion of faculty consultation; and

BE IT FURTHER RESOLVED THAT

The university should redouble advancement efforts and revive the suspended fundraising campaign as soon as possible.