

Spring 3-3-2010

Senate Meeting, March 3, 2010

Academic Senate
Illinois State University

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Academic Senate Minutes
Wednesday, March 3, 2010
(Approved)

Call to Order

Senate Chairperson Dan Holland called the meeting to order.

Roll Call

Senate Secretary Susan Kalter called the roll and declared a quorum.

Approval of Minutes of February 17, 2010

Motion XXXXI-70: By Senator Dawson, seconded by Senator Mackey, to approve the Senate Minutes of February 17, 2010. The minutes were unanimously approved.

Alcohol Task Force Presentation (Kerri Calvert, Health Promotions Coordinator)

Kerri Calvert, Alcohol Task Force Chairperson: The topic of the presentation is reducing high-risk alcohol use at Illinois State University. You have got some supporting materials. Typically, every two years, our office undertakes the Core Alcohol and Drug Survey. We have recently gotten several grants. One of the requirements of the grant is that we conduct the survey every year. The data that we are looking at is from 2009. The Core Survey is actually going on right now, so soon we will have 2010 data. The red bar is ISU, so those are ISU students reporting back to us some of the consequences that they are having related to alcohol use. The blue bars are the national reference group that the Core Survey uses and that is about 96,000 students from across the nation at various four-year institutions. The red bar is considerably higher than the blue bar across each of those categories. So we have students saying that they are performing poorly on a test due to alcohol and drug use, about 34%. About 28% are getting hurt or injured and about 48% are fighting. We have also seen an up tick in our females fighting. You can see at the bottom that it says we had 1,700 students answer the survey last year.

We survey 7,000 students. It goes out anonymously through CISS. We send it to 50% on and 50% off campus and to 60% female and 40% male. It is sent to only undergraduates. They respond online and last year we got about a 24% response rate. About 80% said that they had had a hangover; close to 50% said they had done something that they regretted under the influence of alcohol. 52% had forgotten where they were or what they had done, which essentially is a blackout, and about 44% had made missed a class due to alcohol and drug use.

There are other negative consequences, but we thought that these would be the most compelling for this group. Many of them are directly related to academic success. We also looked at the average number of drinks per week by GPA. You can see the GPA goes down as the number of drinks goes up. We collect a lot of data and we use it to drive our efforts. We also have some concepts that I am not sure everyone is familiar with. We work from the harm-reduction philosophy. The ISU Alcohol Policy is written with that philosophy in mind. So what we do is try to help students make choices around alcohol that will help minimize their risks and maximize their success, especially their academic success.

Many of the environmental management activities that we undertake look not only at the individual but what in our environment either supports and promotes a healthy environment or what may detract or make it more challenging for our students to be successful academically. It's important to have interventionists here to meet with our students. It's important to have counseling staff meeting with our students, but you don't meet lots

and lots of students on an individual basis. You might have 300 to 400 a year. By working for the whole population, we can reach hundreds and thousands of students with our efforts, so a lot of our efforts are at the population-based level.

Vice President Adams created the alcohol task force in January 2008. We have representatives from the Academic Senate, U-College, Mennonite, the Dean of Students, Health Promotion and Wellness, police, Athletics, University Housing and Army ROTC and we continue to bring in members. We have a three-year strategic plan and we are about half way through that plan. Some of our accomplishments include a \$250,000 Department of Education Grant. We are just finishing up the first year of that grant.

The social norms marketing campaign, the “Think About It”, was one of the activities that the task force undertook. We have also had a series of posters, toilet talk and banners this year promoting healthy choices. We developed a gatekeeper training for faculty and staff. We had our first training February 16th in U-College. It talks about how to recognize a student in distress, what some of the signs might be, not just for alcohol, but many other features, things to look for, how to hold a conversation with a student who is in distress and how to get them the resources that they need. We have a manual and a group of trainers who will be going out to do those trainings. If you are interested, please let us know. We would be happy to come to your departments and speak.

We also had a baseline alcohol policy knowledge survey because we realized we didn’t know what our incoming students knew about our Alcohol Policy, or their parents. So we did a survey last year, thanks to the Preview staff. We also surveyed new faculty at the new faculty orientation about their knowledge of the ISU Alcohol Policy. We added an alcohol brochure to the parent packet and a flyer to the student Preview packet. We distributed 2,000 planners to off-campus students. This is a door-to-door activity that we do the week of Passages. We go around to off-campus apartments, especially highlighting those where there have been sanctions the previous year. Each of the planners contains information on how to identify alcohol poisoning and how to hold a safe and responsible party. There is more information as well about how to hold a lease and how to get your deposit back. If you are interested, we would be happy to have you come out in the middle of August and distribute the planners.

The ISU Police Department was recently awarded an on-campus enforcement grant. That grant has allowed for them to hire back two officers between 10:00 p.m. and 2:00 a.m. two to three nights a week to do mainly drug and alcohol enforcement. There are only two officers on the night shift and it is hard for them to do other things if they are spending all of their time focusing on drug and alcohol activities. We have seen an increase in policy violations with that grant. Lastly, we conducted a forum in the fall called “Breaking the Seal”. It was student focused and student led. We had over 300 students attend and the feedback was very positive. We are thinking about doing a similar one in the fall.

In terms of faculty, what we would really like to do is to reach out to faculty. We have been doing a lot of good work, but we really need to partner with our faculty and we want to let you know that we have some opportunities available. We collect a lot of data, but we are not researchers by training. So we would like to let faculty know that there are some opportunities that exist for you to partner with us and to possibly get published, but also help drive our efforts on campus in a more meaningful manner. So please contact us and let us work with you.

The student performance issues that you see in your classrooms are directly related to the work that we are doing. Your perspective as a faculty member is important and valued because you are on the front lines. We

want to work with you and we want to hear from you about what we can do to help you. Faculty have a big role in normalizing the culture. What faculty say matters. Students listen. What can we supply to you to help you and what myths, as a community, might we be perpetuating that working together we can help debunk and help promote a healthier, safer campus community? Also, recognize the power of academic requirements on student behavior. When we raise the bar for their behavior, they rise to it.

In conclusion, high-risk alcohol use and related consequences impact our students' academic success and we want to work with you to help improve our students' academic success. We want you to know that we are using theory in best practices to inform what we do and that our task force members are committed to working hard and making our campus better. This is a campus and community issue and we want to know how we can work with you.

President Bowman: I have opinions about why I think our numbers are higher, but I would be interested in why you think our numbers are so different than the rest of the population.

Ms. Calvert: I don't know if I have the answer. We are seeing more affluent students and certainly our more affluent students have more disposable income. If we are not studying lots of hours and if we have lots of unstructured time, it is perhaps easier to participate in behaviors that are more high risk. Maybe, too, we are just collecting better data because we have been collecting it for several years in a row now.

Senator Holland: Do you have information about how we compare to the other schools in the area, such as Wesleyan, Champaign or Springfield?

Ms. Calvert: I don't think you want to compare us to Wesleyan. Their numbers are significantly lower. I have the 2006 Illinois State data. I don't have anything more recent than that and we are sort of on a par with the others, maybe slightly higher in some categories, but pretty closely similar.

Senator Van der Laan: I was curious about how many people were involved in the data collection. How many people were surveyed?

Ms. Calvert: Last spring, we sent it out to 7,000 students online and we had 1,700 respond.

Senator Holland: Do you have anything specifically that faculty could do in their classroom that might be beneficial?

Ms. Calvert: One of the easiest things might just be moderating what we say...not making jokes about what we are doing on the weekends, challenging students and when they say we are all going out tonight and just speaking up when conversations arise in classrooms. We have done some curriculum infusion with faculty in the past providing them with data and information from across the nation related to alcohol and drug use. We would certainly be happy to provide that to faculty. Holding quizzes and tests on days of the week when students tend to be absent more and things like that.

President Bowman: I have, on occasion, been questioned in Springfield about our light utilization of classrooms on Fridays. The preferred class pattern on our campus tends to be a Tuesday-Thursday period. If you want to devote large blocks of time to scholarly activities, there are good reasons to go with the Tuesday-Thursday schedule. The downside is that we have an awful lot of students who don't have class responsibilities on Fridays.

Senator Adams: If I am not mistaken, there is some information and initiatives that are taking place in the Dean of Students Office through your task force in regard to alternative activities.

Ms. Calvert: We recently submitted for a grant from the NCAA. It's a 'choices grant' for \$30,000 and the focus would be on late night activities, specifically Friday night activities between 10:00 p.m. and 2:00 a.m. We are hoping to get that grant. We have been pretty successful with our grant writing so far. From my understanding, the Dean of Students is going to be securing some funding to promote late night activities throughout the weekend and that may include Thursday. We are really recognizing that that has been a void on our campus. There have not been a lot of really interesting late night activities for students to go to beyond off-campus parties.

Senator Glasscock: I was wondering if there is some way to try to find out what some of the causes might be for our average being higher than the national average because unless you know the causes, it would be hard to know how to address the problem.

Ms. Calvert: Some of it is that there are no late night activities, so that is one gap we are trying to fill. Some of it is an enforcement issue, but we are working really hard to enforce that in the halls on campus and in the community. There is really good feedback between the Town of Normal and our discipline office at this time that we have worked to build up. If students get violations in the town, we know about it and they are held accountable for those. We are working to reduce access. We try to work on a lot of different levels to try to address a lot of different issues.

Senator Holland: This might a good opportunity for faculty researchers to get involved.

Senator Liechty: Did your task force look at other substances or only alcohol?

Ms. Calvert: At this point, we are focusing on alcohol because it is the drug of choice for our students. 80% of our students drink alcohol. Our marijuana numbers are rising. They are in the 30s at the moment. Alcohol is a drug. When our numbers start going down, we can move on to other substances.

Senator Waterstraat: I am not sure that this is just an ISU problem, but that it is a culture-wide problem and a problem associated with those going into higher education. I am not sure what those issues are. I just don't want to lay the burden that it happens to be our institution.

Senator Kalter: You mentioned some things about punishment. I am wondering if people who have severe or moderate issues are referred to SCS and if the emotional issues behind drinking are addressed.

Ms. Calvert: First, I want to say that what Dr. Waterstraat said is true. This is not an ISU only issue; this is a nationwide issue at institutions of higher education. I am not on the discipline staff, but after the second violation for alcohol, they do meet with an alcohol interventionist, who is within the Student Counseling Center, for a brief intervention. It's two one-hour sessions. If they get a third alcohol violation, they go and see a counselor in Counseling for a more full-blown assessment and if they deem that that individual needs treatment, they are referred out to some of the facilities in the community or, if need be, at home.

Senator McGinty: I was having a conversation today about the mixed signals that students feel like they are getting. Here, we are talking about how Illinois State has higher occurrences of certain things based on alcohol use. Is the "Think About It Campaign" to highlight the positive behaviors so students just don't think it's an issue?

Ms. Calvert: The “Think About It Campaign” is to highlight positive behaviors so that students realize that most students are drinking in a moderate, responsible fashion and that when we hear students say, ‘everybody I know drinks 12 to 18 drinks’, for students to start challenging each other and say, ‘I don’t think so.’ The “Think About It” is a behavioral norms campaign for students to feel validated. So really we are trying to support students who engaging in moderate, responsible behavior.

Senator Van der Laan: Last year in the news, there were reports about several university presidents who were working to change the drinking age as one remedy. Does that provide some sort of solution?

President Bowman: I did not sign on to that particular initiative. I wasn’t convinced that it would help address the problem. It would address the number of violations, but in terms of having any impact over consumption, it didn’t help at all.

Senator Klitzing: I opened a dialogue about this in one of my classes. Students thought that the newer data that they had seen out was inaccurate, that it was way too low. They thought the 2006 data was probably closer. It seems to me that our numbers are going up. I am not sure what the causes are.

Senator Palmer: Do you have any information about how the schools with the bar age of 19 do and with the bar age of 21?

Ms. Calvert: I don’t know that we have any statistics. We do talk with the police at U of I and they don’t like it. It makes their job really hard because how do you know who is 19 or 21? The fact that our bar entry age here is 21 makes their job much easier.

Senator Hoelscher: Do you have a brown bag session where maybe I could get a good perspective on how to deal with this? Not just when their conversation comes up, but to make sure and moderate my conversation. If you do, I would love to know when. If you don’t, I would suggest it.

Ms. Calvert: We are hoping to pitch a three-series event to Claire Lamonica from CTLT in the fall. We are thinking about classroom management issues and just the data—letting people know about the data. But that would be a great ending of it: how we can all start the conversation.

Senator Solberg: Are these statistics being shared with parents? I would be interested to know if they react like, ‘kids will be kids’ or if are they shocked.

Ms. Calvert: The past few years, we have had a flier at Expo called How to Talk to Your Student about Alcohol. It had some of our core statistics in it and it had several bullet points, hold your student accountable, if they are having trouble, let them know what the resources are. It was a one-pager for parents that did include some of our data. That was at Expo for the Preview parents. For other parents, I am not sure. The data is on our website. Starting late summer after Preview, we will be requiring students to take an online education program for all of our new, incoming students. There is a parent component in that that parents could take. We can certainly push that. That may be an option that we have not had in the past to get parents to look at it with their student.

Senator Dawson: Is there an AA chapter on campus that is easily accessible for students or Alanon or some of the groups associated with that?

Ms. Calvert: As far as I know, there isn't one on campus, but there is one at First United Methodist, which is, essentially, on campus. It is promoted through PATH. It is possibly promoted through Student Counseling. When we get calls, we refer students to PATH because there are many AA groups in town that meet at all times of the day and night.

Information Items:

12.17.09.01/02 Academic Impact Fund Recommendations (Administrative Affairs and Budget Committee)

02.17.10.01 Academic Impact Fund Authorizations (Administrative Affairs and Budget Committee)

02.17.10.02 Academic Impact Fund Data Dashboard (Administrative Affairs and Budget Committee)

Senator Holland: Vice President Wilson is here to help with the discussion on the Information Item. She has to leave very early to catch a train to a conference, so we are going to move the Information Item on the Academic Impact Fund recommendations up so that she is available to answer questions for us.

Senator Kalter: You were given a couple of different things. One is a set of recommendations coming out of our committee and the other is a set of numbers from the Provost's Office. I am going to start with the numbers. There is a sheet that has a black bar on the bottom with a box and entitled FY10 AIF. What we are looking at here is basically the cash flow in the AIF budget. The AIF budget is the budget mechanism through which we hire and rehire tenure-track faculty and also funds non-tenure track faculty and other things. I am going to start with the top number, which is \$5,332,000. On July 1st of each year, we have a beginning balance of a certain amount and that amount is an amount that has been used in the previous year to fund instructional capacity, sick leave payouts and other items. But ultimately, it is derived from dollars that came into the fund from permanent tenure-track lines that had been vacated in the past year. That's why it says, "Beginning Balance, Permanent" there. This past year on July 1, 2009, the FY10 was that \$5,332,000.

To that beginning balance is added the salaries of all tenure-track faculty who resign or retire in the ongoing calendar year and that is why this information is coming to you now instead of a couple of months ago because, up until December, they are still putting money into that number. So in calendar year 09, the amount coming into that fund was about \$2,404,000 or the total of the 32 lines that entered the fund, which are in the first paragraph on the other side of that page. You will notice on the other side of the page that we had four people vacating lines in CAST, 11 in CAS, etc. That's where that number comes from. We also add that to the dollars from non-reappointed positions. I think I am saying this right, but I am not entirely sure. Those are the positions that have been permanently reabsorbed back into the fund and this year, that was about \$360,000. That meant that we ended calendar year 09 with about \$8 million to fund fiscal year 10. Just to remind you all, fiscal year 10 is the 2009-10 academic year. Any additions after August 15th after people get appointed would go into spring spending, as I understand it.

Of this \$8 million, about \$3,177,000 was used to fund new permanent tenure-track faculty that had already been hired and started work on August 15, 2009. Another about \$355,000 was allocated to permanent counter offers, returns to the faculty and about \$5,000 to the Distinguished Professors. So the remainder of \$4,559,000 is going to be the beginning balance for fiscal year 11, and right now is being used during fiscal year 10 to fund the sick and vacation leave payouts of exiting tenure-track faculty and other items that I am going to leave to Dr. Everts and Dr. Wilson to explain in the amount of about \$1,395,000. But since those costs of sick leave and vacation are only about 31% of that \$4.5 million, the majority is being used to fund the instructional capacity and that is in the amount of \$3,158,000 and we have \$5,499 left.

If you go back to page one, the other side of that sheet, you will see that the Provost and the President were able to authorize searches that are going on during this fiscal year for 43 tenure-track faculty to start on

August 15, 2010. That is an extraordinary announcement in a budget year like this nationally. I do have one suggestion. The committee, itself, has not been able to look very much at this calendar year/fiscal year thing, but I want to recommend that we at least reconsider if whether it would be better to go to a fiscal-year-only system by shifting the July through December retirements to the balance for following fiscal year so that we are not always waiting in the spring for solid numbers to emerge as late as December 31 as to how we are going to fund the spring. What that would mean is that we would have to pick a year where we can tighten the belt one spring, but it would help us plan for future years. It's just a suggestion coming from me as the chair, not from the committee.

Now I am going to turn to the committee's recommendations and the accompanying table. The first paragraph is just an explanation of what the Academic Impact Fund is and one of the first things that we wanted to say is that we were pleased to see an increase in the tenure-track searches authorized for 2008-09. As a result of that, we have a slight increase in the tenure-track faculty over the numbers we had at the inception of the AIF when these monies were centralized. It represents about 13 additional faculty on campus compared to the previous year and, as Dr. Bowman let us know, this is an extraordinary accomplishment in this recession year.

The first recommendation of the committee has to do with Milner Library and the way tenure-track authorizations are allocated. What we said was that when the fund was redesigned in 2008, it increased the focus on things like credit hours, fall head counts, degrees granted and other more complex kinds of productivity analysis. In general, that seems so far to have been working well, but we are concerned about whether the mission of Milner is being adequately addressed, because Milner is not like a traditional college that generates a lot of credit hours, has a lot of classes and students. So what we are recommending is that the Provost, Vice President of Finance and Planning and the Dean of Milner, the incoming as well as the outgoing dean, devise a model for allocating tenure-track lines that doesn't depend on this data as much as in previous years. We suggested that a couple of ways that one might look at that is, 'is there a certain number of tenure-track faculty that we need in the library in order to support the faculty in the other colleges?' 'Do we need a certain number of personnel in the library overall to ensure the proper functioning of the library?'

The second recommendation was a carryover from a previous year where we had noticed a number of salary inversion issues and we had recommended that about \$325,000 be put into the fund to correct for that. But one of the things I want to point out is that we did not have firm numbers, so a lot of that was a guesstimate and we say there, 'if we get numbers that firms those numbers up, we will look at that and reconsider whether that should go up or down.'

The third bullet item is connected to the table and is a request for the Provost's Office to look at the departmental deficits in tenure-track lines as compared to increased demand in terms of student numbers and/or high absolute numbers of non-tenure track faculty. We have seen an increase in some departments of as many as three times the number of tenure-track faculty as there had been at the beginning of the fund. There is a list of departments that are affected. There are other considerations that may go into why lines are being allocated to particular departments, but we wanted to call particular attention to those numbers.

On the back is number four. In previous years' recommendations, we had also recommended that the Provost's Office work with departments to try to figure out what is the best mix in each department of tenure-track, non-tenure track, grad students, AP, etc., who are teaching and doing other things. We are just saying there that that can't happen all at once. This is something that is probably best done during program reviews and in an ongoing way, as matter of fact, that as you get reviewed one year, eight years from then, you probably want to revisit that.

In number five, we say we renew our recommendation from last year that the Provost's Office work with the Vice President of Finance and Planning and the deans to devise an expedited authorization process and possibly an alternative budget mechanism in preparation for the decline in sick leave payouts that were the main impetus for the creation of the fund. You may have noticed that when I reported the numbers before, only 30% now of the budget during a particular fiscal year is being used for sick leave payout and that is going down every year as the sick leave goes away.

In number six, we were saying that we appreciated the data that we got. We got a ton of data from the Provost's Office and what we said at the end of that statement was thank you to the Provost's Office for all that. We recommend that all of the unfilled vacancies due to failed searches following tenure denial, non-reappointment and death should be reported to the Senate so that we eventually get those numbers.

The final numbered point was that it would be very helpful, since we did get so much data, to see some trend analysis because I, from the English Department, had to do a lot of that to make this chart for you. If you see mistakes, it's because I didn't do the numbers correctly.

The last two paragraphs we were actually talking about today before the committee meeting started. I am just going to read what we said. "The faculty on the committee observed that the data in the accompanying report table, some of which was used to allocate lines, do not capture crucial productivity components, workload distribution needs and instructor-student ratios within departments and schools." One of the issues with the fund is that there are often very different kinds of faculty members on the tenure-track or non-tenure track within a department, not just between them, and we can't look at that uniformly, so we encourage the Provost, as announced in the Faculty Caucus back in November, to continue to work with more complex quantitative as well as qualitative formulas towards allocation. We also felt that explicit clarification to chairs and directors about how to make the best case for faculty needs is critical as we move away from the old AIF model. It used to be that when somebody vacated a line, that line would stay in the department and the money would go into the fund. Now, with the new AIF model, the money and the line both go back into the fund, so no department can count on having that line back and refilled. We felt that many chairs and directors were not entirely sure of how to make the best case. I think that almost all departments have legitimate needs and that they are asking for those, but they are not really sure how to make that case. So if they could have explicit clarifications about that, that would be terrific. I won't say anything about the accompanying table unless people have questions about it, but you can see on the back of the table explanations about why certain things were highlighted.

Senator Bonnell: As Milner's senator, I wanted to thank the committee for all of the hard work that went into this. We particularly appreciate the attention you paid to Milner in the first goal. In that last series of points after item number seven, do you know if there has been any progress from what was reported at the November 18th caucus on creating a more complex quantitative or qualitative formula for allocations?

Provost Everts: Not in terms of formula, but speaking specifically to item one, I would mention that we have ongoing conversations with Vice President Layzell and the new dean of the library and Dean Elzy in regards to what's appropriate in that category. So those issues especially will deal with the appropriate position numbers and measures as appropriate for the library. That one, I think, is going to be one that definitely deals with a different sort of matrix.

Senator Bonnell: Whatever you come up with, will that be something formulized? Will that be on a piece of

paper or will that be something that is kind of in flux?

Provost Everts: I would suspect that we would have it on a piece of paper so that we can certainly communicate it to everyone. I know that Dean Elzy has shared several ideas thus far and there are ongoing conversations with the new dean. We have started those conversations as well in the vice presidents' offices, too.

Senator Glasscock: I had a question about the 43 faculty positions. Did you say that that represented an increase over the previous year?

Senator Kalter: No, sorry if I misspoke. I think that last year, there were 53 positions that were authorized for search, so the actual number of searches is down. What was the increase was the total number of faculty on campus over the past 12 or 13 years. It goes back even further; from the beginning of the AIF until now, it's up and maybe Mardell can give more detail on that.

Mardell Wilson, Assistant Vice President of Academic Financial Management: Yes, to reiterate in terms of how those are calculated based upon reclaims. The reclaims are resignations, retirements, not death, tenure denial, etc., so we are actually at a plus two because we had 32 reclaims and we were able to allocate of those 43 positions, 34 of them, which are reflective of resignations and retirement dollars. Seven of those, and there is a plus two in there that is explained in the document, but seven positions were for non-reappointment, so we are running at a net gain based upon what was reclaimed back into the fund versus what was allocated out.

Senator Glasscock: So it seems like there was an increase in positions from the previous year.

Dr. Wilson: There was an increase in total positions based upon if you look at it from number of positions and, as we say, all positions are new. In the old system, if you put in 32, you would often just replace those position numbers. But the new system allows us to look at dollar figures and a reallocation of dollars, repurposing of those where the needs are, and we were able to essentially buy 34 positions with 32 retirements.

Senator Holland: It is absolutely fabulous that we are at an all-time high on the number of faculty right now at 710, but there is this persistent belief among a number of departments that we are bound to be down in positions. So when I tell them that we are at an all-time high, there is this concern that things are being reallocated between colleges/departments and it would be very good if somehow it was communicated that yes, obviously, this is indeed happening, but why it is happening and that there is indeed central planning, if central planning is a good thing or bad thing, and somehow to have input into that.

Dr. Wilson: I think we can use that potential question as a commercial message. Much of the work that goes into how positions are allocated is really done at your college level and those are presented in the annual budget presentations for Academic Affairs, which will occur at the end of the month. So if you are curious about how your college is prioritizing positions that may become available to them, attending those budget presentations or at least viewing those on line, and they will be up after those dates on the Provost's website, is a great way to see potentially how your dean is prioritizing the requests that are made and what numbers are bubbling up to the top. Certainly, that is the number one place that the Provost turns to. I know in terms of last year's 43, there was only one case where one position was discussed with the dean about looking a little bit further down the list and that was a decision made by the dean and the Provost.

Provost Everts: I am pleased that Dr. Wilson mentioned a commercial because we are hoping for the days in the budget hearings where there is standing room only for the end of March presentations. I will do just one additional commercial and that will be that Vice President Layzell will kick off the day with a kind of overview of budgets and the wildly popular presentation by Dr. Wilson and Barb Blake from the CTLT January meeting of Budgeting 101 will follow that session, so there will be additional information as well as this piece, too.

Senator Marquis: Are those meetings open to students?

Provost Everts: Yes, absolutely.

The recommendations will come before the Senate as an Action Item at the next meeting.

Chairperson's Remarks

Senator Holland: Basically, this is the time for the university as a whole to make a statement about public funding of education and the budget process and lack thereof. In the past few decades, the support for this university and universities in general has dropped dramatically. When I was in school, they were paying \$60 to \$70 that came in. This year, it has dropped to 23%; next year, I wouldn't be surprised if it were around 20%. The net result of this is the privatization of universities, loss of opportunities for students and pushing the bulk of the responsibility of education onto individuals and basically denying the public good that education actually does.

With that in mind, we need, as a community, to communicate to our senators and representatives and the public in general this problem and to emphasize the public good that results from higher education. It's not just a jobs training program. Part of our problem right now is that for years we did sell university education as way to get a better job. It is indeed that, but there are also a lot of very positive things that come out of it. It is the economic engine that drives just about any society.

Last fall, we heard that budget processes for trying to correct the state budget wouldn't happen until after the primaries because somebody might not like what somebody had to say. Then they wouldn't get the opportunity to run for office. Now they are saying that they are not going to do anything until after the general elections. So we have put off trying to deal with an absolutely critical situation now for well over a year. In my mind, this borders on criminal negligence. They are putting off taking care of what they are supposed to be doing for personal gain and being afraid that they won't be re-elected.

At this point, I don't want to vote for any of them unless they stand up and have the courage to actually do what needs to be done and not wait until whether it's going to be popular or not. I don't think anyone here wants to pay higher taxes; on the other hand, we all tend to enjoy the benefits of civilization. As it stands right now with the budget deficits we are facing, any politician that says that they are going to balance the budget in this state without raising taxes is being disingenuous at best because of constitutional limitations on what you can cut. Unless they violate the Constitution, they are not going to do it just by pure cuts.

A message went out from the AAUP today emphasizing that tomorrow, California has declared March 4th to be a day of action for higher education where they are encouraging people to get out, contact their representatives, let them know what is on our minds. This isn't just a faculty issue here; it is also a student issue. U of I is contemplating raising tuition up to 20%. In all likelihood, it will be in the mid teens. This is a

significant hit. I don't believe that it is in the process right now that we are going to hit close to that, but just to make budgets balance, we have no choice but to raise tuition at a much higher rate than inflation. So my suggestion right now is, let's get out, call our representatives, email our representatives, write our representatives, tell them that how much we care about this issue. If we don't, they have no incentive to actually do anything. They will wait until after the election, at which point, it's just going to be eight months worse with even fewer possibilities.

Student Body President's Remarks

Senator Spialek: At our last meeting, the Student Government Association voted on the proposed student fee increases for the incoming freshmen class and that did pass. We will now present that to Vice Presidents Layzell and Adams. On Friday, we launched a new portion of our website on the College Affordability Resource or CAR. It is pretty much, as the name says, a resource dealing with anything regarding college affordability, including legislation that is being voted on both at a state and federal level, as well financial aid terminology, a link to the Office of Financial Aid website, and then also just simply how to budget on a student salary. There have already been a thousand hits since Friday thanks to the *Vidette* reporting it. Finally, when we come back from spring break, the student election process will be in full swing. However, this may be the last year that there is the famous or infamous ticket system that has dominated the Student Government elections for quite some time. The Student Elections Committee has submitted a proposal to the Student Government Association and the Association of Residence Halls to abolish the ticketed system and so if that is passed by the Student Government Association, that would go into effect starting next year.

Administrators' Remarks

· President Al Bowman

President Bowman: Dan Layzell and I will meet tomorrow morning with Governor Quinn's budget director. We expect him to reiterate their commitment to fulfill the appropriation for all public universities this year. I do expect to hear some conversation about how the administration plans to get through the next couple of months, particularly the summer. It is summer that we are particularly concerned about relative to cash flow. You have probably seen media reports about Governor Quinn's latest proposal to cut \$2 billion, including \$900 million from elementary and high school spending, \$400 million from public universities. If that were enacted, ISU would lose about \$11.8 million or almost 14% of our appropriation. We don't think that that will happen. This is part of what happens every spring. It is simply one scenario.

It is difficult to know where this will go. Most of the experts believe that the General Assembly will pass a six-month budget. They will adjourn in early May and they will come back after the election and "fix it". In terms of cash flow, I mentioned at the last meeting that I was here, that with the beginning of spring, our cash flow position had certainly changed. We have gotten a portion of our spring MAP awards. Fall MAP awards have been paid to us. We are getting close to seeing our way through July and that is without any additional state appropriation. We expect to receive stimulus dollars relatively soon. The paperwork has finally worked its way through the system. We signed off on it a couple of days ago. I assume the holdup has been the governor's office. That work should have been done before Christmas. That will be another \$4.7 million that will come to us. We have received to date about 33% of our total appropriation.

We had talked about Standard and Poor's and its negative outlook for all public universities in the state. That has been affirmed, but our bond rating will stay at A+. The report from Standard and Poor's was very complimentary of the institution, the way it has managed its resources, student demand, graduation rates, selectivity and so forth and our low debt burden, which is certainly helping us get through this difficult period. There is a lot of positive news, not the least of which is demand for the fall semester. We have had a

lot of freshman applications, over 13,000. Over 1,800 enrollment deposits have been paid to date and that is running way ahead of where they were a year ago. Another strong ACT profile it looks like for the fall freshman class, so that is very good news.

We had a great visit to Washington, D.C. last week and met with a number of members of congress talking about Illinois State and public higher ed in general. Last month, President Obama presented his new federal budget, a \$3.8 trillion federal budget. That budget includes significant increases in spending on education, including Pell Grants, significant increases for NIH and NSF. The Pell Grants, if this were enacted, would go up from \$5,500 to \$5,700. That increase would not be funded with higher taxes, but instead would be funded with savings from moving the student loan programs to direct lending as opposed to bank-based lending. The bill that would trigger that, the Student Aid and Fiscal Responsibility Act, is sitting in congress and it can't pass through the Senate because it is caught in the health care net. Until health care moves forward, it is likely that that student aid bill won't get called for a vote.

This morning, Arne Duncan testified before the House Education Committee on the direct lending part of that bill. If this bill passes, it will be the largest single increase in student financial assistance in U.S. history, about \$70 billion. I had a long conversation with Senator Durbin about that bill and about challenges Illinois State is facing and he obviously is very sympathetic and supportive and equally frustrated with the political landscape in the State of Illinois.

You may have seen an article in today's *Vidette* from the Humane Society. The Humane Society is targeting a number of selected universities across the country accusing us of not adopting policies that ensure that animals in our labs aren't subjected to the worst levels of pain and distress. The ad encourages people to contact my office and express their concern. Our animal labs meet all state and federal requirements. We are very careful to not subject our lab animals to severe suffering. A group of faculty and administrators very carefully deliberate on our policies relative to the treatment of animals and so I assure the campus that we are doing everything we are supposed to do by law and we are looking for opportunities to improve on our current practices, but we are certainly not in violation of any standards that we are required to follow.

You probably received an erroneous text message early this morning. It was an error and we want to apologize and we are working through some protocols so that won't happen again. Steve has some details on that. Our private giving has continued on a very strong pace. We are nearing the \$10 million mark and that is where we were for all of last year and I think we will get well beyond that and hopefully set a record for private gifts to Illinois State.

Senator Kalter: I have been hearing more discussion among the faculty about not getting raises because now we know that we are not getting salary increases. I am wondering, in the worst case scenarios, given how the late the state is in paying us and that is probably going to continue into the next fiscal year, what you are anticipating in terms of next year.

President Bowman: We have to figure out a way to make it happen. Certainly part of that package involves being very judicious with the dollars that will be generated by continuing students moving through the system. We will generate some new revenue as our upper classmen graduate and are replaced by students paying higher rates. We will also have to do some level of tuition and fee increase, but we can't allow the campus to go two years without an increase. I think that happened in the early 1980s. I was here and it is extremely demoralizing. It's difficult to know what sort of reduction we will receive. The best guess right now is that we are likely to lose our stimulus dollars, but potentially not much beyond that, in part, because it's an election year and there is a reluctance to do too much. I am relatively optimistic. I think we will still

have our cash flow issues, but we will try to figure out how to make the cash flow work so that we can do some level of raise going into next year. Prices are going up. Faculty and staff have accomplishments that need to be rewarded and we will turn every stone over to make sure we don't go a second year. I don't want my legacy to be one of the few presidents in modern history here to go two years without a raise. I don't want that to be a chapter in my book.

Senator Stier: Given the current financial situation, do you foresee any problems with offering summer school?

President Bowman: No, I think we will be able to move forward with summer school. The worst case scenario, we hit July and we are still waiting on payment from the state. We would have to use our borrowing authority to borrow that portion of the appropriation that would get us close enough to August that we could start collecting fall tuition. It's interesting that the University of Illinois has decided to sign on to the bill that allows short-term borrowing. Their reason for it not signing on initially was that they thought it was poor public policy. So did we, but at the end of the day, if the state just doesn't have the money, we need an alternative to get us through the summer.

· ***Provost Sheri Everts***

Provost Everts: I have a couple of additional details associated with the comments President Bowman introduced in regards to the upcoming freshman class. We are on track for another first-class class for fall of 2010. Given the financial climate, that is really a testament to the academic excellence that you have created here at ISU. The new freshmen applications remain steady with an ACT of 24.6 and an average GPA of 3.46. Numbers are also up for underrepresented students, both in applications and admitted students. They are up 5% for applications from underrepresented students and up 13% over this time last year for underrepresented admitted students. We also have a compliance site visit by North Central's Higher Learning Commission in late April or early May. North Central is focusing on off-campus degree programs, as they are throughout the region. We have 16 off-campus degree programs, 15 of them are from the College of Education. We will have one site visitor and they will be visiting the Peoria, Oak Forrest and Joliet programs.

Senator Kalter: There is a new opening now for an Assistant Provost, who is going to be in charge of the University Assessment Office. The reason I am asking about it is because that person is also apparently involved in program review, which is obviously linked to the budgetary issues that I talked about earlier. I understand from our triangular email conversation that you were welcome to having Dan send out an announcement to all the chairs to beat the bushes for candidates.

I would like us see on this campus having us set up an opt-in system among the faculty and staff who are interested in professional growth and who might want to apply for positions like this when they open up. Since I have been here, about ten years, I haven't seen much of those announcements going around on campus. We are always talking about how we want to develop our faculty and staff to allow them to enter into various administrative or just higher faculty roles, but we don't often see a cooperation among HR and the offices on campus.

These are very important roles that affect a lot of people, particularly one like this, which is about resource allocation. I think a lot of people in the departments want to know when those open up. So that was a request and a thank you about the earlier email that went around that chairs are going to be informed, but I think also individual faculty and staff would really like to have that. I would like to see some system where they can get on an email list or something to have those announcements sent to them.

Provost Everts: This is a brand new offering, so I would also mention that we shared this this morning with the deans so that they would also share it across their colleges as well.

· ***Vice President of Student Affairs Steve Adams***

Vice President Adams: President Bowman mentioned the test message that went out in a number of forms this morning at 5:00 a.m. It was human error. All of the police officers are required once a month to test the system and know how to operate the system in case they are placed in an emergency predicament. In this case, instead of sending it to one other police office, it went to the entire university community. I felt that Chief Swan did an excellent job in handling what happened and giving a full explanation of that in the email blast that he sent through the President's Office to all of the people in the campus community.

I want to say a few things about this building. You may have noticed all of the traffic at the end of the hall for Einstein Brothers Bagels. It sets the stage for the closing of Cage II. It is under construction and I believe it began today or yesterday. The reception to Einstein and the products that they are selling has been fantastic. When the new facility is completed, there will be a fireplace, comfortable chairs, hangout space, grab and go and all kinds of opportunities presented. We have a commitment for that store to be completed in April. We are looking at mid April for the opening.

Along with that, the revitalization of Bone Student Center/Braden Auditorium is in full swing. We collected a lot of information and got a lot of input from a lot of different people. The architects are now on site. They will be on site four times and they will be speaking with different groups to try to draw some feedback from some of their ideas. I don't think they are any longer interested in what you think this place should be. I think that they are more interested in saying, 'these are our ideas and we are putting them out there before you and we want your reaction to that.' It's Perkins and Will, which is a very highly regarded architectural firm. We should have something by summer from the architectural firm to phase in what we think we can afford as far as the numbers are concerned.

Watterson Commons dining center has really undertaken an evolution. The students have been very positive. There, of course, here and there, have been comments that have not been positive. You will not recognize Watterson Commons compared to what that facility looked like at the beginning of the academic year. We would hope that by the beginning of the next semester that we would be fully completed with that project and we will begin work then on the exterior of Watterson Towers.

Your H1N1 update: there is not much to report. We know last semester that there were periods of time when there were peak cases of influenza symptoms that went to the Student Health Services and other places as well. Through the seventh week of last semester, there were over 200 cases that had been reported to the Student Health Services. This semester, through seven weeks, there have been only 32. I am not going to say that we are out of the woods, but it is becoming less of a concern at this point.

Senator Bagnuolo: It definitely was surprising to wake up to the text messages and the phone calls today. As a student, I want to say that I appreciate your office, the President's Office and Chief Swan for responding to the students instead of hoping that it was a mistake that we forgot about. It just shows that you are all honest and transparent in your actions.

Senator Mackey: I wanted to express gratitude for asking students for their input on the Bone Student Center. I was one of the students that got to sit in with the architects. It's really cool that you are collecting input on what we want our Student Center to look like.

Senator Palmer: Will there still be an express line in Einstein's for students just walking by?

Vice President Adams: There will be an express line, a grab and go type of line.

President Bowman: I know the answer, but I would like to have Steve explain this. Occasionally, we get questions about how is it that the university can have cash flow challenges and continue to work on Watterson Towers, continue to build a student fitness building. Could you give just a brief answer? I would like to have that in the record.

Vice President Adams: The reason behind that is that the Bone Student Center and all of our residence halls are self-supporting. In other words, the amount of room and board charges that students pay go back into renovating the buildings. The same is true for the Bone Student Center. When you pay your fees, those are not state dollars; those are dollars that come directly into supporting this building. That is the case as well with the student fitness building where the students voted on that referendum back in 2002.

President Bowman: We are prevented by law from using those dollars for the academic side of the house.

· ***Vice President of Finance and Planning Daniel Layzell***

Vice President Layzell: We finished this week the interview process for the four AVP Human Resources finalists. Some of you had a chance to get to the public forums. The feedback has been generally pretty good. We feel good with the finalists that were brought in. At this point, the search committee has come back together and will be delivering their report to me over the next few days and then we will be doing further consultation and making a final decision over the next few weeks.

President Bowman touched on our current cash flow situation and the fiscal year 10 situation, so I won't go into that much further, but in terms of fiscal year 11, which is the budget that we will be going into on July 1st, that process is underway. President Bowman, myself and Provost Everts will be going to Springfield tomorrow to appear before the House Appropriations Committee for our first legislative hearing. Going forward, the Governor's budget will be released on March 10. That, typically, at least in Illinois, is the point from which the legislative budget deliberations begin. We go before the Senate Appropriations Committee on March 24th and, as President Bowman mentioned, there is some thought the legislature may finish up and try to get out of here by mid May, which we are all hopeful of.

On the facilities side, we are finishing up the third and fourth floor restrooms of Stevenson Hall soon. In terms of the entire project, we should be complete by the end of May with the remaining units that are in Williams Hall moved back at that point. We are on schedule with the Student Fitness and Kinesiology Building. We are in the process of working with Vice President Adams and his staff in terms of determining the furnishings and the equipment that need to be in place. We will be in that building by January of 2011. Finally, even though we are nearing spring break, for those of you who are going to be around next week, we are beginning the work on Hovey Hall. The first phase of that is to actually take down one of the remaining columns...take the concrete off of that for the purpose of having engineers examine what may have been the cause of the other collapse so that we know when we are putting it back together what to be mindful of. That project will take place starting on Friday and working through next week to take advantage of spring break.

Committee Reports:***Academic Affairs Committee***

Senator Stewart: We met briefly tonight to talk about policy 2.1.2, Equitable Treatment of Students. We revisited that. If you recall, we passed a revision of that policy earlier in the year and we need to make clear that volunteer emergency workers are highlighted. So we are looking at pulling that out and presenting it as a separate policy. It is a state law that requires that we give special deference to volunteer emergency workers in case they are pulled out and required to be absent from classes that they be allowed to make up their work. We are working on a re-write of that policy. We are going to vote by email and get it on to Exec as soon as possible, and it should probably wind up as an Information Item sometime before the end of the year and hopefully an Action Item.

Administrative Affairs and Budget Committee:

Senator Kalter: We have polished off the wording for the revision for policy 1.7, the Use of Electronic Equipment for Surveillance Purposes, so we will be forwarding that to Exec for the next Exec meeting. We discussed very briefly and approved the changes by Jon Rosenthal to policy 1.11, the Academic Calendar Policy, which is a little bit different from our Blue Book changes later tonight. With his changes, plus the addition of one very small thing from the committee, that will also go to Exec for the next time we meet and we then spent the rest of the time talking about the commentaries on the vice presidents in their areas.

Faculty Affairs Committee:

Senator Liechty: We continued our work on the ombudsman document that we hope to have it in some kind of shape for presentation by the end of the school year.

Planning and Finance Committee

Senator Fazel: Tonight, we had a very lively discussion about issues related to our priorities report for 2011-12 that we will be bringing to the Senate later this semester.

Rules Committee:

Senator Solberg: In addition to discussing our two items that are set for Information Items, we also discussed the possibility of NTT faculty joining the Academic Freedom, Ethics and Grievance Committee. We will continue that discussion later.

Action Items:

01.11.10.01 *Context for Constitution Exam Requirement (Distributed In 2/17/10 Senate Packets)*
(Academic Affairs Committee)

02.09.10.01 *Constitution Exam – Policy Change (Distributed In 2/17/10 Senate Packets)* *(Academic Affairs Committee)*

Motion XXXXI-71: By Senator Stewart to eliminate policy 2.1.9, section J, which requires the Constitution Exam as a prerequisite for graduation.

Senator Holland: You may remember at our previous meeting, we had fairly extensive discussion about the reasons for that.

Senator Kalter: I am going to encourage everybody to vote yes, but I am personally going to cast a symbolic no vote for two reasons. I want to get rid of the exam, but one thing I am wishing is that we could close the

loophole that we are creating with this where a very small number of students are going to be graduating without any requirement to look at the Constitution or the U.S. government. I also wish that we would reform that curriculum first before getting rid of the exam. I often feel we are doing it in the opposite way.

Senator Stewart: I would like to reiterate that we are not getting rid of Gen Ed requirements for students to take classes that deal with the Constitution, civics and the like. ISU students who are here from their freshman year take those classes and many, many of the transfer students who are required to take the Constitution Exam have courses on their transcripts that would meet those requirements, but it's hard to go through and find out whether or not those courses meet the specific course requirements that we have. They probably do. If there are any people getting through the cracks, it's a handful.

The motion to eliminate the Constitution Exam was approved by the Senate. There were four no votes.

08.26.09.03 *Creation of Policy Policy (Distributed In 2/17/10 Senate Packets) (Administrative Affairs and Budget Committee)*

Senator Kalter: The Creation of Policy Policy says, "When creating policy that affects the academic area broadly understood, the President will seek the advice of the academic community through its principal representative body, the Academic Senate." The committee is recommending no changes to that sentence or the policy.

Motion XXXXI-72: By Senator Kalter to approve the continuation of the policy. The motion was approved. There was one no vote.

Information Items:

12.17.09.01/02 *Academic Impact Fund Recommendations (Administrative Affairs and Budget Committee)*

02.17.10.01 *Academic Impact Fund Authorizations (Administrative Affairs and Budget Committee)*

02.17.10.02 *Academic Impact Fund Data Dashboard (Administrative Affairs and Budget Committee)*

(See Page 5)

02.22.10.01 *Academic Calendar Approval – Blue Book Revision (Rules Committee)*

Senator Solberg: You have in your packet something entitled, Administrative Affairs and Budget Committee. That's pages 10 and 11 from the Blue Book. We were asked to consider whether there would be a better way and use of time. The Executive Committee asked us whether the Academic Calendar should be presented to the full Senate by the administrator in charge of the calendar, whether that may be Dr. Wilson, Dr. Rosenthal or Dr. McGuire. If there were any specific issues that needed to be addressed, those could be discussed by the Administrative Affairs and Budget Committee, but the committee would no longer be needed to approve the Academic Calendar. So in order to accomplish that, we are asking you to consider amending the Blue Book, specifically, paragraph six of the functions of the Administrative Affairs and Budget Committee, striking the language, "annually approve the Academic Calendar" and replacing it with the language, "annually review Academic Calendar issues as forwarded by the Executive Committee."

Senator Glasscock: How would the calendar get approved if that were stricken?

Senator Solberg: The calendar would be approved by the entire Senate.

Senator Holland: It is almost double jeopardy, as it were. First the Administrative Affairs and Budget Committee looks at it and then the entire Senate votes on it. In point of fact, by the time it has made it up to this level with all of the various constraints, contracts, holidays, all of that, there is essentially nothing that

can actually be changed. So we are approving something frequently where even if we wanted to change it, we are constrained by legal issues, so we probably can't. The one thing that has come to mind is, from my perspective, it would be very desirous that after Thanksgiving break, we have at least two weeks of classes. That is not always even possible. I think it is absolutely nutty for the students to take a week off and have one week to get ready for finals.

This item will return to the Senate as an Action Item in two weeks.

02.22.10.02 Faculty Code of Ethics Revision (Rules Committee)

Senator Solberg: By way of background, in 1970, there was the Code of Ethics that ran five pages. Part of it talked about administrator-faculty relationships. In part, it says, 'in all cases where faculty members who are accused of unprofessional or immoral conduct, they have a right to a hearing' and those sorts of things. What we are asked to take a look at was the Code of Ethics that was revised in 2006 and it is a shorter document. There was some concern about whether or not faculty might be aware of where the hearing policies might be and those sorts of things. So we looked at that and for your consideration at the end of paragraph 14 in the 2006 Code of Ethics, we added the language, "Policies and procedures related to potential violations of this document are governed by the AFEGC, Academic Freedom Ethics and Grievance Policy, 3.3.8, which just provides for jurisdiction of such things as a complaint by a faculty member or administrator alleging that a faculty member has violated the Faculty Code of Ethics, etc. So that provides hearings. We thought to keep it in the spirit of the 2006 document, yet letting people know where they would go if there was some violation alleged, that the hearing process was set up in a different document. That was our approach to dealing with that question.

Senator Kalter: I just wanted to ask about the conversation in the committee about the possibility of having a separate policy or some other document that does reiterate the other things, including that one issue of the former administration and faculty relationships. Let me give you a little background. I have been able to be on the Executive Committee kind of looking at what happened. So I am speaking from a personal view than as a senator from the Executive Committee. I like the spirit of the new Code of Ethics, but there is a lot of language that I liked in the old Code of Ethics because it allowed the faculty-administration relationship to be a living document that could be referred to and sort of quoted.

There are many things that I think are really important. One of the things that it says is that the university faculty has the right to expect a competent, frank scholarly administration that is able to give dynamic and purposeful direction to the institution. Another thing that it iterates very clearly is that no administrator should encourage or accept hearsay comments regarding faculty or fellow administrators. Anonymous letters shouldn't have any status. The one that you were referring to explains that people accused of certain kinds of conduct should be given a hearing. I was wondering if you could talk a little bit about what the committee said in its deliberations about the possibility of putting this somewhere in our policies so that it is a living part of the institution. It had been, in our department, at least since the 1970's I assume, but certainly since I got hired, something I remember people quoting even though I did not know where it was coming from.

Senator Solberg: We put a lot of credence in paragraph 8 of the Code of Ethics. I understand what you are saying, that there are a lot of different things here and you can point to one or the other. Paragraph 8 says, 'treat colleagues and students fairly with respect, civility and decency.'" That kinds of incorporates a lot of the feeling of that and later on, again, directing faculty and staff to where the hearings are. We thought that that covered a lot of what you are saying. I have asked Dr. McGuire, who is a little bit more in tune with the document than I may be, to make some comments.

Dr. Charles McGuire, Assistant Provost: I think Dr. Holland and I were both on the committee that drafted the 2006 version of the Code of Ethics. We took a different approach than the 1970 version. The 1970 version talks about a series of different relationships, not just the relationship between administrator and faculty, but between faculty and faculty, faculty and students, a variety of relationships like that. I think it would be a mistake to highlight one of those relationships at the exclusion of the others. We are all in this together and the approach of the 2006 version was we have a common Code of Ethics that applies to all groups and all of those ethical precepts apply to all of the individuals within the university, rather than trying to highlight one.

One of our fears at that time and one of my fears today is that by highlighting that, we create what appears to be at least an adversarial relationship between the faculty and the administration. We have done an awful lot on this campus to not have that kind of adversarial relationship, which exists on an awful lot of other campuses. So our approach in 2006 was, 'we are all in this together.' We have a common Code of Ethics. We are subject to the same rules. We are all subject to the AFEGC Policies and, in fact, that is the one thing that I think we are trying to do by adding this at the bottom of number 14. So, from that standpoint, I would suggest that what we are doing here is providing an avenue for faculty who are aggrieved by administrators, to provide that through the AFEGC. I think from the standpoint of the spirit of the 2006 document, it would probably be a mistake to highlight.

Senator Kalter: I do want to let people know that we do single out things from the Code of Ethics and that is the faculty relationships with students, but I do understand what your argument is. One of the things that I wanted to ask is that perhaps my interpretation of colleague is different from other people's. In paragraph 8, where it says treat colleagues and students fairly, I am interpreting that to mean peer to peer, whereas it sounds like the committee was interpreting that as anybody who is an employee.

Dr. McGuire: I have always interpreted it that way.

This item will come before the Senate as an Action Item at the next Senate meeting.

Communications

Invisible Children Legacy Tour

Senator McGinty: I am really excited about the flyers that I passed out to you. The Student Government Association and UPB are cosponsoring an event called Invisible Children Legacy Tour, which has been at ISU the past two semesters. This time is especially exciting because along with showing a documentary that is featuring the conflict that is going on in Northern Uganda for the last 23 years, we actually have a college student who is a citizen of Uganda, who grew up in an internal displacement camp and through Invisible Children Scholarships was able to get to college. He is going to be here sharing that legacy with us. He is taking a semester of college off to be here. It is an amazing event that I am hoping you would share with your students. If you have a chance on Monday, March 15, at 7:00 p.m., you can come out to the event yourself. It is open to the students and the community.

College of Fine Arts Events

Senator Stewart: The play *Rhinoceros* will be showing March 24 through 28 at Westoff. It is a theatre of the absurd, so it should be very amusing. There is a faculty jazz concert at Kemp on March 15th from 8:00 p.m. to 10:00 p.m. In the art gallery, there are always interesting shows. There is an art education student show. There will be BFA shows coming up and the Task show is still up.

Student Elections

Senator Mackey: The Student Elections Committee has formed and elections are going to be taking place March 30th to 31st. There will be a candidate debate for president and student trustee candidates on March 22 from 7:00 to 9:00 p.m. in the Brown Ballroom. Please encourage your students to come to the debate, to ask questions, to get to know their candidates and more importantly to vote on the 30th and 31st.

Additional College of Fine Arts Events

Senator Horst: March 22nd through 25th, there will be a new music festival. It will be celebrating music of Asia and you will here new music by composers from Japan, China, Australia, Korea, and Singapore. All events are free and there will be concerts each night March 22nd through 25th in Kemp.

Adjournment

Motion XXXXI-73: By Senator Hoelscher, seconded by Senator Stewart, to adjourn. The motion was unanimously approved.