

Fall 8-27-2014

## Senate Meeting, August 27, 2014

Academic Senate  
*Illinois State University*

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**Academic Senate Minutes**  
**Wednesday, August 27, 2014**  
**(Approved)**

***Call to Order***

Chairperson Susan Kalter called the meeting to order.

***Roll Call***

Senate Secretary Ed Stewart called the roll and declared a quorum.

***Approval of Minutes of May 7, 2014***

**Motion XLV-80:** By Senator Schumacher, seconded by Senator Marx, to approve the minutes. The motion was unanimously approved.

***Chairperson's Remarks***

Welcome! Welcome back to campus! It has been a beautiful, gorgeous summer. As expected, the 95-100 degree weather that we did not get in July arrived, left, and promises to return.

I wanted to thank President Dietz and his wife Marlene for the lovely reception that they hosted. I think it is a very nice tradition to begin the first Senate meeting of every year with a gathering at the University Residence and I'm pleased that we were able to restart that tradition this year.

It was an exciting and interesting summer. I met with dozens of people to learn more about our campus and initiate a project or two, such as an institutional repository for Senate minutes going back into the early years. We have minutes back to 1944. I went to France for the first time ever and finally put 7-8 years of French language and literature classes to the test. On the fourth of July, I was visiting Versailles, which of course is symbolic because the place was sacked during the Revolution that brought France into the democratic era. I was looking at some preliminary exhibit when I heard someone say "You're an English professor at ISU!!" and looked up to see one of my gen ed students from last fall—Lindsay Brightwell! So hurrah for our study abroad programs, which allowed her to get there before she was in her forties!

As the semester begins and we strive to keep our students safe, I want to call attention to the nation-wide conversation about sexual assault and prevention on campuses. Thanks to the Health and Wellness group, SCS, and others who have been doing public service announcements and informational leafletting through "toilet talk" and otherwise. I also saw on the Women's and Gender Studies listserv that the YWCA is currently doing volunteer training for the Stepping Stones program, which is a service to sexual assault victims. I understand from the news on WGLT that the first six weeks of Fall are a Red Zone for sexual assault...when students are most likely to experience such threats, often from people they know as friends or acquaintances. Please be attentive to your friends. Spread the word. Look out for one another. Use apps and other cell phone technologies to stay safe. And remember that while victims are predominantly women, men are also at risk, so don't assume: communicate.

I would also like to highlight a state-wide report that was issued two weeks ago about traffic stops and vehicle searches in Illinois and their disproportionate impact on drivers and passengers of color. Both Normal and Bloomington were included in statistics that show a higher proportion of African American and other drivers of color are stopped and their vehicles searched, despite the lower percentage of contraband discoveries in their vehicles and the minor nature of those discoveries across all races. That is an injustice in itself, but research also shows that one of the major factors that causes students of color, especially black, Hispanic, and American Indian men, to leave universities is when they experience a higher incidence of being singled out for interrogation or search by police or security, when they are seen as not belonging, or as not students, or as troublemakers. I encourage Brent Paterson and the ISU police to continue working with our two local city police forces to draw officers' awareness to this research and the negative impact that such traffic stops can

have on the persistence and retention of a diverse student body, and a diverse staff and faculty, and to continue working toward ensuring that the community around our campus offers a welcoming experience and even in some cases a safe haven from such experiences in our students' home towns.

You may also recently have been hearing about the case of Stephen Salaita, a tenured faculty member whose appointment last October for a start date this month at the University of Illinois was revoked at the last minute by the Chancellor. I know some Senators have questions about appointment procedures and academic freedom guarantees on our own campus and will suggest that we raise those during the question period in our administrator's remarks.

I would like to thank Larry Dietz for the 2% merit-based salary increases that were announced in early June. Those increases are an important statement not only of our financial soundness and good management as an institution but of our institutional memory that despite suspension of the mid-year increases many faculty and staff here remain below the national medians for their job classifications and that competitive salaries are important to keeping good people at ISU.

I would like to thank Cynthia James for all the hard work that she did over the summer (and does over every summer) closing out last year, tying up loose ends, and getting us prepared for this coming year. Cynthia is one of the unsung heroes of this university and one of the best secretaries I have worked with.

One of the items Cynthia has taken the lead on is organizing the meetings of the Council of Illinois University Senates. This is a meeting attended by the chairs of public university Senates across the state to discuss shared governance in the state. Illinois State will be hosting that meeting this semester on Monday, September 15, from 10 a.m. to 3 p.m. in Founder's Suite. You are invited to attend all or part if you are interested.

On behalf of President Dietz, I have been asked to formally announce that we will be conducting a search, beginning this fall, for the Vice President for Academic Affairs and Provost.

Searches for vacant administrative positions described in our Administrator Selection policy (Policy #3.2.13) begin when the President or his/her designee officially announces to the Academic Senate that a vacancy has occurred or will occur. This announcement happened last Spring. As a consequence, I have contacted the appropriate shared governance bodies to begin their part in the process of creating a search committee which will be formed under the auspices of the Panel of Ten. Each college will elect a tenured/tenure-track representative. Please be aware that these are *elections* from the full tenure-track faculty of each college, not *selections* of appointees by College Deans or College Councils or others. As Senators, please let us know if you note any deviations from this election process. The NTT faculty will also elect a representative and the same advisory applies. The AP Council and Civil Service Council will each forward a list of 5 nominees of AP and CS employees (respectively) working within the division of Academic Affairs, from which the President will appoint one. The SGA will forward a list of 12 nominees, from which the President will appoint three. The committee will also include 1) a Dean or former Dean and 2) an administrator to serve as secretary of the committee. A member chosen by the President from the Panel of Ten will chair the search committee.

You may have seen that the Monday-Wednesday/Monday-Wednesday-Friday survey went out this Monday. You'll be pleased to know that by 7 p.m. on Monday evening, we had over 1100 responses, so it is obvious that people are interested in this topic.

Just a reminder: please bring the list of motions in Robert's Rules of Order to Senate meetings. Cynthia distributed them in packets for new Senators last April and has sent them around online for anyone who cannot find their hard copy.

Finally, as the semester gets going and gets harder, it will help to remember that education is for improving the lives of others, whether human or nonhuman, enhancing the common good. Let's remind ourselves that this is about "us," not "me" to help keep us driven, motivated and resilient.

**Senator Gizzi:** On the traffic stop data, the Normal Police Department has improved its ratios this year. Last year, they were at 1.8:1 in terms of stopping minorities versus Caucasians. This year, they are 1.5. However, ISUPD is at 1.95:1 minorities to whites. These are very serious issues that we should be addressing as an institution. It raises an interesting question. Why are our own police stopping minorities almost 2:1 and find contraband less often than they do when they stop whites. The dog search data is even more depressing.

### *Student Body President's Remarks*

**Senator Joyce:** For those of you who I have not met, my name is Connor Joyce and I am serving as the President of the Student Body this year. I am very excited. It has been a very good year so far. We have had a summer and fall retreat, so we have done a lot of goal planning and we have been able to get together and work as a group. We still have four vacancies as of this moment and we have multiple applications. We will definitely be working on that. We hope to have a full assembly by next week or the week afterwards. We were at almost all the welcome week events, so we really made a good presence for all the freshmen so that everybody knows that the Student Government does exist and we are there to serve all the students. We plan to continue that throughout the year by not only being involved with the students, but being involved in any major event either through Student Government or the university departments. We do have Festival ISU coming up. That will be tomorrow from 10:00 to 3:00. We will be there and introduce ourselves to all of the registered student organizations. We are excited to see everybody come out. We have an amazing amount of applications for the Emerging Leaders Program. It is a freshman program that the Student Government puts on. It is a great way for a freshman to learn what it is to be a leader. They take a Meyers-Briggs test or some other leadership test and we train them as the leader they show to be. Maureen Christianson will be the coordinator for it. We have a lot of big things planned this year and will put on some great events.

### *Administrators' Remarks*

#### • *President Larry Dietz*

**President Dietz:** My wife and I were delighted to have you at the house tonight. We have had quite a number of events at the house and have been attending lots of events. The start of school was exciting. We appreciate everybody's efforts to help bring in the largest freshman class that we have had in the last 20-25 years. We will be up probably somewhere around 600 students. That has presented challenges in getting the number of course sections that we needed to get. Jonathan Rosenthal has worked diligently with the departments to make sure we have faculty to teach all of the students that we have. Brent Paterson and his staff have worked diligently to make sure that we can house the folks that are coming in. We were able to house all of the individuals who met the criteria that we have for students. It was not only the largest class we have had in quite some time, but I am also proud to report, we will get into more specifics about this after the tenth day, that the academic quality of these students has not slipped an iota. The average ACT was 24 and the average GPA of incoming students was 3.38.

Over the summer at the end of June, we had a banner year in fundraising. It was the largest fundraising year that we have had, raising \$19.52 million. Kudos to Vice President Minné and her staff. We had a major gift that came in during the last fiscal year. Vice President Minné has submitted her resignation. She has been appointed as the Senior Vice President for Advancement at DePaul University. We wish her well. I hope by the end of this week to name an interim vice president.

Senator Kalter mentioned the provost search. I have selected a chair of that search committee. It's going to be Tony Crubaugh from History. I have also selected the dean that will represent the deans in this process and that will be Dean Gerry McKean from the College of Business. We anticipate having the search for University Advancement this year as well. It won't run at the same time as the provost search. I think it is important to get

the provost search going more quickly; it is the first one that we will fill. But toward the tail end of that search process, we may announce the Vice President for Advancement search.

- ***Provost Janet Krejci***

**Provost Krejci:** I am really honored to serve as interim provost. It was a difficult decision at some level because I never met a day I didn't love it here at ISU and I spent the last five years as the Dean of Nursing. I am incredibly honored to serve with groups of people that are phenomenal who are dedicated to the success of this university. It has been an incredible experience. I am in week eight and the trite but proverbial drinking from the fire hose continues. I will echo President Dietz' remarks about the enrollment rebound that we have had this year. We had two years of declining enrollment, so this is a really important year. Most of the universities in Illinois are not experiencing this. They are flat or down and they are taking a really hard look at what Illinois State is doing.

Today, we started the recruitment kickoff for the fall class of 2015. You will be hearing more about that because we are not resting on our laurels. We are looking at how we bring in the best and the brightest. Our diversity is up and that is a really important goal—one of our core values. We have brought in a class that is not only high achieving, very committed and large, but also more diverse.

Dr. Mardell Wilson, Vice President of Academic Fiscal Management, left the university for a position at another institution. Those were shoes to fill once I looked at the many things she did beyond fiscal management. I have sent out to all the chairs and directors how we have unpacked some of that. I can share that with the Senate as well. Dr. Chuck McGuire has rejoined the Office of the Provost in a part-time capacity and will be focusing on fiscal management. Dr. McGuire has served here as chair in the College of Business. He was also interim dean in the College of Business and served in the Provost's Office in terms of Sam Catanzaro's previous role. I want to thank him; if you see him around campus, please welcome him. I have been out visiting departments and I am pretty passionate about nursing and I love the passion that the faculty and staff bring every day to nursing, but every place I have visited so far, I have found committed, passionate faculty who are totally committed to student success and so excited about what they are doing. I wanted to report that we have great people across campus and I will do my best to keep Academic Affairs strong while I am here.

**Senator Horst:** My comment has to do with the M/W/F survey that Senator Kalter remarked upon. My committee, about two years ago, designed that survey and when we did that, we did not feel we had the expertise to do one for the advisors, so we expressed to the Provost's Office a desire that advisors be involved in that discussion, so I am passing on that request from my committee to you. My question has to do with the situation that Susan Kalter commented on—the U of I situation. There was a faculty member who was hired with tenure. He did not start the position, but he was hired with tenure. Before he got to campus, he was informed by the chancellor that his tenure was revoked. Many people thought this situation was because of comments he made on Twitter—controversial, political comments. My question to you as we start the search committee season is what kind of advice would you give to faculty and students about this whole universe of comments on social media on the internet. Is this something that we should consider? Should we avoid it? Is it legal to even do a google search on somebody that you are considering for a position? Should we consider revising the Best Practices for Search Committees for tenure positions given what happened at the U of I?

**Provost Krejci:** These are questions that are facing all of us every day. In terms of your question about social media, I think we all know that we are in a new world with social media and we try to counsel our students, and maybe we were not counseling our colleagues, to say once you put something out on social media, it is accessible sometimes to the public, so please be careful about that. Just as in any search committee, someone may bring an observation of some kind of behavior about a candidate because it is out there and it is public. I think our best practices are important and our search training is really important and that the search committee needs to look at the entire package. Be careful about any conclusions you draw about any kind of behavior that one might see. Having said that, it is complex in terms of where we are headed and we are going to continue to

face some of these questions. In that particular case, there is a lot of conjecture about what happened. That is why I think that the work the Senate did on best practices is very important and we will have to continue to look at that.

Regarding the course scheduling survey, I can bring that back. One of the things that Chairperson Kalter and I talked about was that with some of the other complexities with LEAPForward and looking at different scheduling, looking at changes in scheduling was not going to be the priority because we have too many moving parts with that. But I appreciate your comment about bringing that to the advisors.

**Senator Kalter:** The survey that went out is available to all faculty, all staff and all students, so we will be getting advisors. It sounded like you wanted to design a survey specifically for advisors, is that correct?

**Senator Horst:** We just didn't feel like we had the time or expertise to do that, so we wanted to convey that we wish that they are included in some important role.

**Senator Kalter:** Once we pass that on to the Academic Affairs Committee, we will make a note that one potential follow up would be a specific survey for them.

**Senator Lessoff:** I am assuming that with Mardell gone, there is somebody in the Provost's Office that can explain to members of the Senate and the Administrative Affairs Committee what the Academic Impact Fund Report actually says and means.

**Provost Krejci:** We are more than happy to be responsive in any way we can. Chuck McGuire and I have been talking about this. We have asked for a workshop time and I believe it's scheduled for November to which we will invite all chairs and directors to talk about these things. I have also talked to the chair of chairs in terms of the presentation that was given at the administrative retreat. It was very broad and we said we would be happy to attend any other kind of workshop if the one in November is not sufficient.

**Senator Schneider:** Did the survey about M/W/F classes go to chairs and directors because several of my colleagues and I did not receive it?

**Senator Kalter:** It did. I heard last year or the year before that that there is something unusual about the list serves that depending on what your position is, some of you are off the FAC-L for some reason that I don't understand. I did not hear about that until one of the surveys we put out had been completed. So we didn't know that there were people we intended it to go to that it did not go to. This one will have reminders for the next several weeks; thank you for letting me know. We can contact Rudy Radosevich and figure out whether those lists have been updated and are complete.

I wanted to go back to the Salaita questions. One of the questions I received was what is the wording of the ISU template contract about start date and combined with this is if somebody with tenure is coming into a tenured position and the administration signs a contract, are they part of the faculty before their contract officially begins? What has happened at U of I is that there are all kinds of signatures, but there is this clause that says the final signature has to be the board and that did not happen. Can you explain how the process works here and whether we have any gaps of this sort? After a department has made a decision—a lot of people around the table believe in that local decision making—the department should be making the decision, not the board of trustees, not donors who are threatening to pull away their money, not students who have never had that person in class.

**Provost Krejci:** I think if I am following your question: at what point is a faculty member part of the faculty? I am going to claim that I am not a legal expert and I may call on Sam Catanzaro and we can get back to you. I

believe that a person is an employee the date of their hire, which is the date they begin, but we can come back with more specifics.

**Senator Kalter:** That would be great; I did get a collection of questions. If the Faculty Affairs Committee would like to, they can also take that into their committee.

***Vice President of Student Affairs Brent Paterson***

**Senator Paterson:** It's been a real pleasure to serve as interim vice president. I am amazed at the collaboration and assistance that I have received across the university. I will give you an update on our housing situation. When you have a large enrollment of first-time students, that creates some issues in terms of our housing in that we guarantee students who, within the past two years, have graduated from high school. We guarantee them housing on campus. We have approximately 5,800 regular spaces in our residence halls. As of yesterday, we have 6,068 students in the residence halls. You are probably wondering where we put them. We have some spaces that we don't normally house students in. We refer to them as lounges. They are not what you think of as a typical lounge. They are large rooms. They have walls and doors and almost all of them have windows. We put four in there. What we typically find is once we get the students in there, it's hard to get them out. We continue to work with that and tried to find out who was really going to show up this year so that we could put as many people as possible in regular spaces. We continue to move people as we can out of lounges into regular spaces and will do that throughout the semester. This is smoothest move-in that I have experienced in the 13 years I have been here. It takes a lot of planning and collaboration. We have about 7,800 students who have meal plans. We have about 1,900 students who reside off campus with some sort of meal plan. 80% of the students who live in Cardinal Court have meal plans. That number has been consistent.

I wanted to follow up on Chairperson Kalter's comments about sexual assault and the Violence Against Women Act. It is something that Student Affairs, General Counsel and the Office of Equal Opportunity, Ethics and Access have been working on various aspects of that over the past three years. Just about when we think we know what's going to happen, there is a change in the law or a new interpretation from the federal government and we are continually making changes. One of the changes we have made for this fall is that we are requiring every new student to complete an online program called Alcohol Wise that will help them be aware of how alcohol can affect them and if you are going to use alcohol, the appropriate ways to use it. We have a new module this fall that is on sexual assault. All new students are completing that module as part of the program. I have written a letter that is going to go out to all the students about sexual assault and encourage them to be safe.

Senator Gizzi, thank you for sharing that information; I was not aware of that, so we will get back with you as we look into that.

**Senator Gizzi:** I was wrong about Normal; they are doing even better. They are down to 1.45.

**Senator Paterson:** I was very surprised. We do a lot of work within Student Affairs, specifically with the police, about diversity and social justice issues. I will follow up on that and bring some information back.

**Senator Gallagher:** With the sexual assault module, is there any way that current students can take that. You said it was just given to new students.

**Senator Paterson:** I will defer to Senator Brauer.

**Senator Brauer:** Actually, you will all be asked to take it and it should be coming your way. We will open the course with a letter from Vice President Paterson. You will be asked, we use the term required, to take the course. It's about consent and respect. We embedded it in Alcohol Wise for new students. You guys will take it

as a stand-alone. It is going to be a yearly training for students. We have used it since 2010, but it is completely changed now due to the federal requirement of mandatory student training.

**Senator Ellerton:** I wanted to mention how pleased I was and others were to receive the email today reminding pedestrians and drivers, pedestrians in particular, about the need to be aware of their surroundings, where they should be walking, aware of crossings and not stepping out. We have seen too many close encounters where students believe they can walk straight across the street. It was sent from the police and I would encourage follow up to keep that awareness alive.

- ***Vice President of Finance and Planning Greg Alt***

**Senator Alt:** Welcome back to faculty and students. I look forward to working with you this year. I thought I would give a quick update about facilities and finances. The state has paid 90% of our FY14 appropriation as of today. We expect to have the balance of it paid in September. The good news is that the state after commencement funded our appropriation at \$73.9 million, which is just \$200,000 less than last year, which is really the best we could hope for. There is the concern that after the election, with the temporary tax increase expiring on December 31, what that will mean and if it does result in some sort of mid-year rescission. Two important facility projects were completed this summer. The first floor of Hovey Hall has now been reopened and Financial Aid will begin the process of relocating there. My hope is that they will be there in September. Also, the first floor of Edwards Hall has been remodeled for nursing faculty offices and research. We are very happy to have them consolidated. Some of the individuals in Uptown Crossing have been relocated to Edwards Hall.

The renovation of Capen Auditorium is expected to begin in September. That project has been delayed because it is a state-funded project, which means that it has to go through the Capital Development Board and that is a very slow process. In the meantime, we will continue to lease the Normal Theatre for our large lecture classes. Capen will probably be opened next fall. We also continue to work with the Illinois Historic Preservation Agency for approval to proceed on the demolition of Rambo House and the south campus residence halls. Currently, we are at the stage where ISU is preparing required documentation for the buildings in accordance with the proscribed standards, which is a task that will take up to three months. Once that is complete, we will proceed with the asbestos abatement, which will take a few months. Our goal is to have them demolished in the summer of 15.

**Senator Lessoff:** At our last meeting, there was an issue raised about faculty members because of the glitches in the state pension law who were concerned that they were being forced prematurely to retire. You had at that time assured us that you would keep people informed so that they would have opportunities to withdraw their retirement. I was wondering how many people who had filed for retirement because they were concerned about the state of their pensions elected to and were able to withdraw their retirement.

**Senator Alt:** I think we only had two that requested that. I am not sure at what stage they were in in their retirement.

**Senator Dyck:** It is very nice to have the nursing department in one building, except for the lab. It has been very nice to talk to the advisors or other people who were across campus.

**Senator Kalter:** We had projections about retirements. How did those come in on the three different categories of faculty, AP and civil service?

**Senator Alt:** I can't divide them between the categories or even those that did not make that decision, but I think our retirements were somewhere around 150 to 175. I will have to follow up and get that data. People made their decisions and stayed with it. I think very few people rescinded it. The injunction did occur in time



for others to postpone their decision if they were going to do that. It was higher than what we would normally see; we normally see a little over 100 retirements.

**Senator Kalter:** I think a number of people around the table have probably heard people say that the number of authorizations through the AIF for tenure-track hires was conservative this year in part because of the possibility of the mid-year rescission. Is that accurate?

**Senator Alt:** I think it is a part of that, yes. I don't think it was the full reason that would contribute toward that conservative approach.

**Provost Krejci:** I actually think that influenced more the provost enhancements versus AIF. I am happy to answer more specific questions on that in order to support this year's health in terms of what we are going to see or not see.

### **Committee Reports – Report Elected Chairperson and Secretary:**

#### ***Academic Affairs Committee***

Senator Crowley will serve as chair of the committee and Senator Kelly will serve as secretary.

#### ***Administrative Affairs and Budget Committee***

Senator Lessoff will serve as chair of the committee and Senator Gallagher will serve as secretary.

#### ***Faculty Affairs Committee***

Senator Horst will chair the committee and Senator Thetard will be the secretary.

#### ***Planning and Finance Committee***

Senator Rich was elected chair of the committee; however a secretary was not elected. Senator Soeldner will serve as interim secretary until the committee has a fuller slate at the next meeting.

#### ***Rules Committee***

Senator Bushell will chair the committee; however, a secretary was not elected. A secretary will be elected during the committee's first meeting.

#### ***Communications***

**Senator Stewart:** I want to make people aware that every year in the fall during the first week of school, we have a poster sale in the Milner lobby that raises funds for the National Art Education student chapter. The money that we get for that helps to fund hotel rooms for state and national conferences so students can engage in professional activity. We did a very good job this year and we will be able to send most of our kids to the conferences.

**Senator Gizzi:** It's not for a few weeks, but IBHE-FAC will be meeting at the Alumni Center on the 19<sup>th</sup>. ISU will be very much featured in this meeting. We have a really interesting panel on shared governance and its limits featuring Senator Holland, former Senator Crothers and former President Bowman and we have a panel on academic freedom in light of the Stephen Salaita case featuring Professor Emeritus Bob Bradley from Politics and Government.

**Senator Kalter:** September 19<sup>th</sup> all day?

**Senator Gizzi:** All day.

**Senator Alvarado:** I would like to encourage everyone to have students check out Festival ISU. As a senior, I was fortunate enough to go through the whole internship process. Throughout the interview process, I was most

interested to find that they were more interested in what I did outside my academics. Because I did have that opportunity to get involved outside of my academics in those RSOs and take leadership, I was prepared and I did stand out during those interviews and I was fortunate enough to get the position. Festival ISU is a great step to become involved outside of the academics.

**Senator Rich:** I had the opportunity to participate in Preview this year as a parent of an incoming student and kudos to University College staff for just a tremendous job at planning and execution, everyone in Student Affairs. The student guides especially were an incredibly enthusiastic and talented group. The guest speakers, including police officers from ISU and Normal, did a very funny routine that was very effective. Kudos to everyone.

*Adjournment*

**Motion XLV-81:** By Senator Gizzi, seconded by Senator Holland, to adjourn. The motion was unanimously approved.