

Fall 11-9-2016

## Senate Meeting, November 9, 2016

Academic Senate  
*Illinois State University*

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**Academic Senate Meeting Minutes**  
**Wednesday, November 9, 2016**  
**(Approved)**

***Call to Order***

Senate Chairperson Susan Kalter called the meeting to order.

***Roll Call***

Senate Secretary Mike Gizzi called the roll and declared a quorum.

Senator Kalter: Excellent. We have a quorum. I want to just say for the record that Senator Crowley is here and that I have a nametag that I can barely read from there, but for Senator Porter. If we can pass that down. We were joking just now in Faculty Affairs Committee that we've been trying to get all of the students and faculty integrated, you know, sort of, across the scene. But now we've got students on one side and faculty on the other, so we're going to try better. Some of you are waving from across the ocean. Thank you, Senator Munoz. All right.

***Chairperson's Remarks***

Senator Kalter: We'll start with Chairperson's remarks. So just a couple of things. If there are no objections, tonight, because we have guests, we'll do our information items before our action items as long as we have no objections when we get to that. Also, you'll notice that Exec did not place all of the information items into action status or place all of the newly approved committee business from last time into information slots. This was mainly just to help us manage our time wisely, so we will see those things, you know, as they're coming up, but we decided not to fill the night up too much. So while it may be hope beyond hope, this Senate Chair is looking forward to increased legislative compromise here in this State and a solid State budget with higher education and MAP funding as a priority now that we are passed the election. The rumored time when this was supposed to turn around. It is time for a turnaround agenda for the relationship between the Governor and the Legislature, and I hope that we'll see one very soon. In the meantime, I'd like to thank Jana Albrecht for taking on the role of keeping our enrollment strong. She is coming in to be our AVP for Enrollment. And our superb faculty for helping students to meet high standards in the classroom and graduate with strong intellectual skills for their life and continuing, ongoing education. I also wanted to say I've received conflicting reports this morning and throughout the day regarding whether last night's election intensified incivility on our campus or not, so I'm looking forward to hearing from our administrators, faculty, and students, having them update us on this situation. I do want to express my concern that while possibly intended to have exactly the opposite effect, one brief portion regarding social media, rumors, and fictitious information in the President's e-mail this morning may have made some students question whether they will be heard if they report incidents of harassment, intimidation or abuse. I feel confident that Dr. Dietz will reassure those students that our faculty and staff, including our police, will take crimes and Code of Conduct violations that are reported to them quite seriously. And I'm also going to echo Dr. Dietz's words that we all owe each other an extra measure of respect, dignity and friendship today and in the coming days. And that's my Chairperson's Remarks. Are there any comments or questions?

***Student Body President's Remarks***

Senator Walsh: Well, hello, everyone. Last night delivered the climax of what was perhaps the most contentious, controversial, exhausting and stunning election cycle in the history of our great nation. And after a semester filled with a number of successful civic engagement initiatives, I was pleased to see positive turnout from students in this presidential election. Between early voting, absentee voting, and students who showed up yesterday at the polls, we had over 5,000 students vote in yesterday's election. I hope to see a continuation of high voter turnout and engagement from students in future elections as well. However, I am deeply troubled to hear the acts of vandalism and other criminal activity that took place last night following the results of the election. I was disturbed to hear of incidents where minority students were singled out and called by racial slurs. I was concerned when I heard reports of students who were wearing Donald Trump hats being yelled at

and threatened by protestors on the way to class. We're a student body and a campus community that is better than this. These incidents do not reflect who we are. With that being said, I would like to express my position of solidarity with President Dietz in ensuring that we have a safe and secure campus environment. The Student Government Association will be encouraging our constituents to interact with one another with respect and civility while still protecting the First Amendment rights for all of our students. I also hope that we continue to remain a campus that promotes civil discourse and productive debate and does not dismiss any viewpoints, neither popular or dissenting. Thank you.

### *Administrators' Remarks*

- ***President Larry Dietz***

President Dietz: Thank you very much. Let me start by saying thank you very much, Senator Walsh and Senator Kalter for your comments. I have some other comments a little bit later in my remarks that will come back to that topic, but I really appreciate what you've just said.

Unrelated to the election and the events of last night and today, last week we had a Board of Trustees retreat in Chicago at the end of the week, and all of the vice presidents were there. Jana Albrecht got to have her debut with the Board of Trustees in talking about enrollment management. Dr. Lackland was there as well as Dr. Rosenthal, and I think that was most of the crew. We talked a good deal about budget and re-doubling our efforts to try to get a budget, and so I am working with the Chair of the Illinois Board of Higher Education right now to get a meeting with the Governor and one with the Speaker, and we hope that will happen before Thanksgiving. But we're going to re-double our efforts. We've been told that the officials would prefer that we not contact them while they were in the campaign mode, and the campaign mode is over. So it's time to get back at it, and we're going to continue to advocate for a budget and for full funding for 2016 and full funding in 2017. So I wanted to let you know that.

Also, I attended a meeting last week with the American Council on Education regarding internationalization. It was very informational, and it stimulated great discussions among other institutions that attended the same meeting and following a similar path, so more on that a bit later. I want to say congratulations to the students in their efforts to get out the vote. You certainly did that, and I think that the local election officials responded in like manner in making it much easier this time to vote and more timely than had happened in previous times. So congratulations on your success there. Speaking of congratulations, I want to congratulate the athletic teams over the weekend. We had wins. Had a split in volleyball but one win. We also had wins the men's football and men's basketball. But heading the group was the women's soccer team. They have won the Missouri Valley Conference and are heading in post-season play to Michigan, and they're playing the University of Michigan on Saturday night. So we certainly wish them well.

Now into more of the events of last night. I think tonight many of us are tired from watching the election results last night. I am sure that some are celebrating and some are very sad. Much has been accomplished by our society. More needs to be done. We are resilient as a society, and we will adjust and move on, doing our best to make positive change as we move forward, in many instances just as the University does. So I hope that all of us get some sleep tonight. As President Obama said, the sun will come up tomorrow, and it came up this morning and was a beautiful day, and we'll move ahead, adjust and move ahead. But hopefully sleep is in order first tonight for a whole bunch of us. Regarding the events this afternoon, I want to say also thanks to the students who demonstrated today for having a peaceful demonstration. At times it was loud, but it was peaceful. They expressed their frustration about the election and feelings of marginalization just generally. They wanted to be affirmed and heard and listened to, and I did that as did a lot of faculty and a lot of staff out there today, and I want to say thanks to whoever took time out of their day to be there. But I listened to the speakers. I listened in many smaller groups and talked to many, many students and was there for a bit over an hour listening to their concerns. A few expressed disappointment in the e-mail this morning, as Dr. Kalter mentioned, but the majority of feedback I've received from students, faculty and staff was positive. At the time of the composition of the e-mail, the social media was first based upon some rumors, and Senator Johnson will follow up in his remarks shortly with any information that he has of reports that have been formally filed and so

forth. But concerns were also expressed about safety issues on campus and feeling targeted in many instances, both on and off the campus by underrepresented students. I asked the students to talk about specific ways that we could improve the campus environment and explained the role of the Campus Climate Task Force.

Finally, I shared at a cabinet meeting yesterday that Senator Johnson had shared a preliminary proposal for a potential multicultural center. We talked about that a great deal. We endorsed the concept and asked Senator Johnson to add this to the agenda for the Task Force, and we're making progress in our desire to continue to embrace and expand our value of diversity on the campus, but we have a long way to go. We are all engaged in listening, and I appreciated the attendance of the students there. They expressed their concerns well, I thought. They were willing to share and to have meaningful conversations with a lot of us during that session, and we hope that their constructive suggestions as to how to improve the environment will also help to inform the Campus Climate Task Force so we can get some recommendations out of this that perhaps can be implemented in the short term, the mid-term, and the long term. I talked to them a little bit, and I said some of these will no doubt require money, and you know we don't have a budget. But that really is no excuse. If we want to have a multicultural center here, we have to put it in our mind and our thinking that that's what we want to have. There will be a time and a place and a way that we can address the fiscal issues just the way that we're doing that as a campus community right now without having had a budget for last fiscal year and this year. But we've got to be thinking about that and put that in our mind and in our thoughts. And so I'm looking forward to the results of the good work that the Task Force is doing. I look forward to their recommendations, and I know that will be forthcoming. I'd be happy to entertain any questions.

Senator Howell: This might actually be better answered by Senator Johnson, but I was curious as to what the difference between a multicultural center would be versus the Diversity Advocacy Office.

President Dietz: I think that I would defer to Dr. Johnson on that.

Senator Johnson: Probably one of the main differences is it boils down to square footage. The students did a great job last year, in the spring semester of 2016 here. After it was announced and they worked to design what's going to happen here within the Bone Center where Diversity Advocacy is going to be located. There was this feeling that it still wasn't adequate and it didn't reach the level of being truly a diversity or multicultural type center because of the square footage lacks the type of space for gathering socially. You can probably have only so many bodies within the facility. So if a particular group or sub-population went in there, it doesn't then invite itself for others to come in in order to engage and to interact and to exchange then in that sense. So they worked a lot last year with Dr. Davenport to explore and say, "So what would go into a multicultural or diversity-type center?" And they actually came up then with a list of what they thought would be needs for the campus community as it relates to students. Okay? That being done then, there was a surging of student concern and support for trying to re-enter this conversation about developing a diversity center on campus, and I met with those students then to again have them share those ideas. I presented that then back to the cabinet, who again as Senator Dietz has pointed out, the concept was embraced, and no one is going to argue against the concept. But it's a matter of if we're going to push forward and actually make this into somewhat of a reality or something that we can actually reach for. We've got to know what the square footage is. What does it mean for the entire campus community and not just for the students as well. And probably the best way to place that into a system by which we can actually vet this for the entire campus community would be the Climate Task Force. So that's what we're attempting to do. I met with the students for a second time yesterday. Followed that up then with a conversation with Dr. Houston who chairs the Climate Task Force. She's extremely excited about that and thinks that the Task Force is going to be excited about that. I have pledged to engage with that group to share some of my experience in developing those type of spaces. So we're very looking forward to having some additional conversation and actually having some plans for this.

President Dietz: If I might add, I think the short version of that to a degree is that Diversity Advocacy has been primarily a place that does a lot of programming and does advocate for students. A multicultural center would connote more of a safe place, a hangout place and possibly programming coming out of that, too, but it's really

more of providing a place where people can gather and talk, and maybe in some cases that's it. And so I think there's a role for both in this, and one may be subsumed by the other, or they could continue to be in separate spots. The limitation is going to be space that's available, how quickly do we want to move on it, what's going to be in it, what would it cost – you know, those kinds of things. But those are exciting things to wrestle with. Thank you.

Senator Johnson: It could also be a resource for faculty and staff on campus in various departments who, again, are attempting to embrace diversity and looking for support and resources in order to do so.

Senator Gizzi: A comment, and as a member of the Task Force, I can raise it there, but I would hope that such an intercultural center would also take into account religious diversity. As the advisor to ISU Hillel, I would really like to see the Jewish and Muslim communities be able to be considered in this, and it's not just racial and ethnic diversity.

President Dietz: Right. Right.

Senator Johnson: Point well taken, absolutely. And that's why bringing this into the fold of the Climate Task Force we can bring others in in order to make sure we're getting to the full scope of what the potential is, and I would also add, again, I know we live within our own bubble as it relates to this as an institution and serving our community, but as we do on many other areas, we outreach to the community as well. So what potential does this have for Bloomington-Normal as well as far as being a resource and partnering with outside entities as well.

Senator Munoz: I have met with other students about this multicultural center that they want to have on campus. Sometimes a little bit of today's discussion sounds like it's more of a hangout spot for different diversity, ethnicities and religious. It's not only just that. It's to also provide information of diversity about ethnicities, religion, culture, to diversify. Everyone is welcome. It is not only just for minorities or the underrepresentation. It is also welcome to all campus. This is more of a way to spread diversity within campus. That is what the student body is looking to have. We have seen other universities be able to provide that forum, to be able, and they just want to be able to understand that, look, we want a place so where we can also inform. Because they are going from classroom to classroom. They do not have a stable location where they can inform of their cultural diverseness in our campus. So it's more of an area where they can have a constant avenue of traffic where they can provide cultural diverseness in our campus.

President Dietz: Thank you.

Senator McHale: Just a question. So is this like a free speech zone where those who want to express free speech need to do it at that location?

President Dietz: No. Free speech is throughout the campus.

Senator McHale: How about diversity?

President Dietz: Throughout the campus.

Senator McHale. Okay, cool. Thank you.

President Dietz: That's what we hope for.

Senator Howell: I'm sorry. And I would like to add, kind of going back on some of the other comments, that there are definitely centers within the community who, I work in particular with the Islamic Center of Bloomington-Normal, who doesn't feel that they have a real connection with the rest of the Bloomington-

Normal community, and I think they would be very... And I'm sure other associations would be very interested in partnering to create more dialogue, especially since they have children that are in the community and potentially would be ISU students.

President Dietz: Thank you. That's helpful.

- ***Provost Janet Krejci***

Provost Krejci: Good evening, and I want to give a shout out to the students as well for the voter turnout. It was fabulous, especially given the troubles that we encountered previously. It was an extremely tough day for the campus, given the lack of sleep and as one of the other Senators has said one of the most contentious elections we've had. I also will mention that the rally out on the quad today was wonderful. Students spoke their concerns, and many faculty were out there, so a shout out to the faculty who were there to support students, and a very large contingent from Student Affairs was there for long parts of the day, so kudos to my colleague. We also met with students, faculty, and staff in the School of Theatre and Dance today, and I again will thank my colleagues, Senator LJ and John Davenport's not a Senator right now, but they came over. The School of Theatre and Dance had gotten a lot of feedback from students and faculty about some of the feelings students were having, so we met over there for about an hour and a half today, and John Davenport was great to be there with me and provide some services for students. Senator Haugo was there as well. And we'll continue to learn from all of this.

The CAST search. I think people know that we welcome Dr. Todd McLoda to be the new Dean of CAST beginning January 1st, and we are now working diligently on the transition for Dr. McLoda to move into the dean position as of January 1 and Dr. Murphy to replace me as Interim Provost in the Office of the Provost on January 1. Enrollment management updates. The first-time-in-college for summer and fall 2017 applications remain down, but they're down 5%. If you remember, two weeks ago they were down 7%, and two weeks before that they were down 11% if I have my numbers correct, which I think I do. Again, seems to be evenly distributed at all colleges. While admissions are up 4%. Overall, applications are down 6%. Transfer students down 5%. And graduate applications (remember, these are small numbers and come in later) are down 22% for fall, up 2% for spring. It is early. We will continue to monitor. We've heard, from high school counselors, lots of information about why things might be later. If you know the prior prior FAFSA is in play for this year. That may be part of it. There are some other changes in terms of the ACT and SAT, but we're continuing to monitor that. International recruitment continues to ramp up. We have three projects OISP is working on. And I think that is it unless there are questions that I'll respond to.

Senator Horst: I wanted to ask a followup regarding an issue that came up several Senate meetings ago. It seems like a long time ago, but we had that presentation on the EAB Consulting. And then subsequently there has been a letter that came from faculty members protesting that. And I wanted to re-ask what I said when that issue was presented to the Senate regarding whether or not the administration could give the faculty or the Administrative Affairs and Budget Committee some sort of report on what sort of money we spent on consulting services.

Senator Krejci: Yes, thank you, and I sent some of this to Senator Kalter earlier in terms of this, as I was not at the September 28 meeting when this was first brought up. There has been some, I think, misunderstanding about EAB, but first let me tell you we sent out to all the deans to ask what kind of consulting services that they have paid for, and they all responded saying that they have not been enlisting consultive services, and I think other divisions are looking at that as well. EAB, Educational Advisory Board, is a membership professional organization, so we did not hire them to do any specific consulting for us, but we enrolled in membership. 1,100 universities belong to EAB, and we looked at this to say, you know, we are facing kind of an onslaught of criticism in higher ed and a decreased funding, so what do we do at ISU to remain strong? Lots of different things we do. EAB is one area where we get the ability to tap into professional presentations, webinars, and included in the membership is professional presentations on campus. That's the expenses and all that is included in that. And so we had asked other universities and decided to go forward with that. We've been

enrolled in the enrollment forum. Educational Advisory Board has several different forums. The enrollment forum – we've been enrolled in for several years, which has been very helpful to us in managing our enrollment. We've had some success with that. I think there are potentially some misperceptions on what we're thinking about in using EAB. We totally support the humanities and fine arts. It's never a question about that, and I think that's something that what you're referring to in some of the discussions. We are looking to this to say what are other universities doing that are thriving, and they made a presentation that included some PowerPoints that I think some people utilized, but I think there is some misunderstanding because we're not taking any specific advice. We're really looking at what is going on. I'm asking deans and chairs to do two things, as we have continually: What are the strategic use of resources that we have? Are we using those as strategically as possible? And are there areas that we could look at growth as enrollment will go down with the demographics of a high school? So the fees, I think, that we've circulated pretty widely is FY16 it was \$13,750, FY17 \$27,500, FY18 \$13,750. We invited the administrators, chairs, directors, and representatives from Academic Senate to a large initial meeting. In June they came to present their research, and then in September we invited chairs, directors, and Academic Senate representatives to talk about if this is what's happening across the country, what is it that we might glean from this if anything. So that's where we are, and I'm not sure that answers all the questions, but I know there were some letters to the editor that made some conclusions that were not the conclusions we were making.

Senator Horst: I mean I guess to have a followup question, I think there are two main concerns. One is the content, but I think an additional concern is that now that we saw that content, then we started discovering the amount of money that we spent on it. I recall being on some sort of Huron committee where there was a consultant brought in regarding intellectual property, and I'm just wondering if at some point the administration might consider if there's going over a certain amount, perhaps the Senate could hear about it. The Administrative Affairs and Budget Committee that we could have some sort of knowledge about the amount of money that's being spent on these services if they go over \$50,000 or \$100,000 or some sort of number like that. So I'm seeing two issues. One is the knowledge that we're spending this money in consulting during these difficult budget times, and the other one is the content.

Provost Krejci: I think we can definitely have those discussions.

Senator Horst: Thank you.

Senator Kalter: Senator Horst, to follow up on your question, because you asked this for the entire university, so I asked Jay Groves and the other vice presidents to give us some information about other places where consultants have been used. So I have them for the President's office from Jay Groves, and then I'll ask Honorary Senator Vickerman about University Advancement and Senator Alt about Finance and Planning. My understanding from Jay Groves' communication is that Student Affairs has not used consultants in the past several years. So I'll ask Senator Johnson if that's correct or not. But first, so the University of Pennsylvania was used as a consultant on the Campus Climate Assessment. I think maybe that's the one that Senator Johnson has actually in his group. They used Witt Kieffer as a consultant for three of our vice presidential searches. The Vice President of Academic Affairs was \$100,000. The Vice President for University Advancement was \$90,000. The Vice President for Student Affairs was \$95,000. That was Witt Kieffer. Then there is a continuing contract with a legislative consultant. Actually this is for FY15 and FY16, \$90,000 per year for MaguireWoods. So this would be essentially out of Jonathon Lackland's office and the President's office to deal with the kinds of things that we saw actually a lot last year. First of all, the ongoing budget situation and those kinds of things but also things like the AP exams being changed and, you know, all of that kind of legislative activism that's been going on. And before I take more questions for Senator Krejci, let me ask first Senator Vickerman. Do you have numbers for your area?

Vice President Vickerman: Yes, I do, Senator Kalter. We use a campaign consultant. Some of you may have had an opportunity to visit with her when she's been on campus. She's with Bentz Whaley Flessner. It's a consultant that has been assisting us with our campaign planning. As many of you know, we've been in

between campaigns to the tune of more than 11 years now between the planning for this campaign and the last campaign. And so it's been a few years that we've been in the partnership with Bentz Whaley Flessner. I do have numbers going back to when this contract was initiated with this firm. I have it back to FY15. And the first year with that... And I should preface it in that the initial contact with this consultant was to really determine whether or not we could move forward with the campaign and what needed to be done. This is very common. Most academic institutions and universities like Illinois State work with a campaign council to do what's called a feasibility test or readiness assessment, and that's part of what we commissioned with Bentz Whaley Flessner out of Minneapolis. And that involves a number of interviews. It starts with getting to know the academic community here but also then visiting with our alumni and friends, working with our Foundation Board as well, and we've continued that relationship over the past several years. But going back to FY15, which was the largest expense that we've had with the campaign council, that was about \$127,000 that particular year, and that's their travel, that's their expenses, as they would go out and visit with our alums to test the readiness for the campaign. Their focus was really on our higher end donors. That's where the attention was in visiting with certain constituents for us. And then the following year, FY16, we were at \$85,000. And so we're continuing to scale back. As we move into this year, we're at just under \$10,000 and with the idea that we're moving toward the public announcement of the campaign in the fall of 2017. We'll continue to diminish the use of the campaign council as we move forward.

Senator Kalter: Thank you. And let me go to Senator Alt for your numbers.

Vice President Alt: I just have numbers for FY16, as it does take a little bit of work to identify what's consulting. That's one of the challenges is what's consulting and what's other type of engagement, but related to what you might consider consulting in the area of Finance and Planning, there are two areas, one being in our Office of Energy Management. In FY16 we engaged with SPI Energy Group for \$20,000, and that firm helps us with our renegotiation of our electrical and natural gas contracts. We also engage on an ongoing basis with HOH Water Technology, \$5,562, who provide monthly testing and consulting advisory services for our facilities to deal with our water treatment facilities such as for heating and cooling systems. And then our largest expenditure is related to our Administrative Technologies, which you might expect, because there is a lot of expertise that is not contained or at least the staffing not necessarily contained on staff that we have to bring in, in particular with the implementation of LEAP. So in FY16 there was \$114,274 spent primarily for LEAP implementation assistance. Let me give you a little better summary of that. So Microsoft \$24,400 to assist with the 365 migration. Long Site \$15,817 to provide technical support services to the Sakai Tier 2. Oracle we spent \$69,872 for LEAP implementation assistance. Chicago Business Intel Group \$4,185, also to help with the LEAP implementation assistance. So those from the AT side, those numbers should total to about \$114,274. An area that I would not call consulting, but it does fall into the classification of hiring a consultant, is that particularly with the LEAP implementation, we don't have all the staff to deal with all the issues in implementation, so rather than, in fact you can't even hire the staff in some categories, we had to bring in expertise. So we do engage with a couple of technical firms to give us like Extra Help Technical, particularly with the LEAP implementation. So during FY16, we spent \$311,476, primarily for those types of, they're called consultants but primarily they are just technical help.

And I also want to add a comment. And that concludes the spending from my division. That I know the sensitivity of spending on consultants, because it does sometimes appear to be high, but actually during budget times, sometimes consultants can be some of our best money spent, because it helps us to eliminate the need for full-time staff, particularly in the technical area, and bring in people for one-time projects and then pay them to do that, pay them for their expertise and not have to pay staff for that throughout the year. So, for example, even in a non-AT-related area, the person that we bring in for our electrical contract that we do every three or four years and we set the price, we don't have anybody on staff that understands the electrical industry to do that. So we spent \$20,000 over a period of three to four years to get a very good electrical contract negotiated, and that's more savings than if we tried to bring in that expertise and keep that person on staff. So sometimes it is a way to save money.

Senator Kalter: And Senator Johnson.

Vice President Johnson: Actually, we do have a couple of areas over the last couple of years, I guess, prior to me coming that we actually have utilized some consultant services. You mentioned the Campus Climate Survey and study that was done. I think that those funds did come from Student Affairs funding, and that was \$22,500. There was also consulting with Keeling and Associates for assessing our health and counseling services, as we were in many areas on campus looking for savings, efficiencies, and things of that nature between those operations, and that was to the tune of \$75,000. Again, that was a one-time consulting type of fee. An ongoing type of consulting fee that we pay out is for Showman & Associates for support that we receive in negotiating our health insurance for our students on an annual basis, and if you know that there is significant savings for the students in that area, as we've had the opportunity to remain flat. Many of us would hope to have that for health insurances over the years for our students, and so we believe that is seriously paying off for our students and for things that they have to pay off and things of that nature. And that's to the tune of \$19,900. And then there was a one-time consulting for the Bone Student Center revitalization and our dining areas, and that was with Envision, and that was to the tune of \$180,000. And then finally the last one-time piece was for a search firm, and that was with Keeling and Associates for the most recent retiring of our Health Services Director, if you recall. Within my first two months, our Health Services Director did retire. And given the expertise needed for that area, it was extremely important to have someone in place immediately, and so we utilized the leverage there, Interim Executive Search Services, to the tune of \$13,000 to immediately find someone within a three-week timeframe to place in that position, which is Dr. Meg McKeon, and I mentioned her a couple of sessions ago.

Senator Kalter: Thanks to all of you for all of that. And Senator Howell, you had a question for Senator Krejci?

Senator Howell: Yes. And so I was actually one of the primary drafters of the letter, which has come under understandable criticism on the part of the higher administration in the fact that we should have discussed this more before it went public. And part of our discontent, I guess if that is the right word, came from your absence from that particular meeting, and I understand that everybody has other obligations, but it could have been postponed until a time that you could have represented your office yourself. And then also as Senator Horst mentioned, that there was no follow-up on the questions that were asked over a month ago, and so that was coming from a place of... From our sense, the absence of a clear desire for open dialogue. And so we are in the process of trying to organize ourselves. We now have close to 50 signatories, and so it's hard to get us all together to try to figure out talking points and to make it a very civil conversation. And then also including obviously your successor since you'll be leaving at the end of this calendar year. But there are a few statistics, I think, that...

Provost Krejci: Can I just respond to the first part?

Senator Howell: Oh, of course.

Provost Krejci: When we first talked about this at Executive Committee in mid-September and they asked to have this discussion, I already knew that I was going to be absent on September 28, so I had said I'd be happy to postpone it, but at the time Executive Committee said could you please just send a representative because we want to have the discussion, so I was trying to defer to Executive Committee to look at that. And I will just say that open dialogue is welcome and wonderful, and we'd love to have a conversation so we can prevent miscommunication.

Senator Howell: And I appreciate that clarification. My last concern comes from Harper's Index. So there were two that came out, one in January 2013 and then another one in October 2013, and I think this is where a lot of the signatories, their major concern was, and there are definitely contracts that have been mentioned. I think the Campus Climate was one that I think should have been an external firm that was looking at that,

because it gave an unbiased set of eyes on that particular situation. But in the first report in January 2013, Harper's states percentage of public U.S. colleges and universities whose tuition has increased by more than half in the past five years was at 15% at that time. And then in October of 2013, inflation-adjusted amount by which tuition and fees at the average public research university, of course, this is not necessarily, I'm assuming they're talking about Tier 1 institutions, have increased since 1988, and that's \$18,500 per student. But they attribute that increase to, 40% of that increase to administrative costs. And so I think that's where a large part of that concern is coming from. And then for me, you know, near \$100,000 is actually four endowed scholarships for students. And so should we be better supporting our students or... Those are my two cents, though, and obviously no comments or replies are needed, and that's probably more something to be brought up in the open conversation with the signatories of the letter and higher administration.

Senator Kalter: I just want to back up what Senator Krejci said, that it was an Executive Committee decision about when timing would occur. It was not Senator Krejci's decision about that, so we decided to move forward and made sure in that meeting that Dr. Rosenthal would be able to be in the room for that. This is not to defend or not defend the administration, but I will also just note that having been on the Senate for ten years and been on the budget committees for several of those, most of those, the large majority here of our tuition going up has to do with the State's support of us going down. And so within that there is definitely room, I think, for criticism of how much administration we have or do not have and how much we spend or don't spend. I just want to point out that it is, the very large majority of that is directly related to what Dr. Alt will call the "Bowtie Graph," which has State support going down and tuition having to go up as a result of that.

The other question that was asked that night had to do with resources because part of the expenditure for EAB that had to do with academic planning... Also, all of the faculty and staff have access to the EAB web site, so we asked Jonathon Rosenthal to get us a couple of examples of the kinds of resources that are available there that might be helpful to people in departments as they're looking at the EAB questions and perhaps arguing against them in their department or arguing in favor of certain things. So he sent a couple of examples that there are some white papers on Reclaiming the Value of the Liberal Arts for the 21<sup>st</sup> Century, Enfranchising Faculty in the New Budget Reality, Defining Faculty Role in Student Success. I'm not sure what this one is about but Scaling Learning Innovations, Breaking the Tradeoff between Cost and Quality. So those are just a couple of them, and there's one called the Murky Middle, which I imagine has something to do (I'm not sure about this, Dr. Rosenthal), but there was something in there about trying to make sure you get academic support under students who are in sort of the 2.0 to 3.0 grade point average range. Is that correct? Okay. So just wanted to give those examples, and I'm sure that Dr. Rosenthal, if you're looking for other stuff, would be happy to help anybody in their departments with that.

President Dietz: I would also like to comment on the statement about the administrative costs and so forth that Senator Howell brought up. The Illinois Board of Higher Education has done studies on administrative costs, and within the State of Illinois the public universities, our administrative costs are about the same as other institutions across the country. The one thing, if it does look a bit inflated, because we have not had a capital budget in so long, a lot of the expenditures that normally would be used for deferred maintenance get augured into administrative expense, and it really is not administrative expense, but they don't have another category to put that in because we don't have a capital budget. But that's part of that longer discourse that we probably should have.

Senator Howell: Thank you.

- ***Vice President of Student Affairs Levester Johnson***

Vice President Johnson: All right. I want to echo some of the comments earlier regarding our students and their response to, again, what has been a long 2+ years in some cases of campaigning and divisiveness and lack of civility across the country. And, unfortunately, higher education on our college campuses are somewhat of a microcosm of that to a certain extent, but extremely proud of the way this campus community continues to respond – in particular, our students – to the need for expressing themselves in a peaceful type of manner but

yet still getting their voice across. So kudos to our students for that and, as well, the faculty and staff who appeared at the rally earlier today and that continues probably to this hour. And I want to respond and go into a little bit more in depth to Senator Dietz's thoughts about things that we are doing and how we're responding to some of these reports of incidents in and around campus. And I'll start off by saying, again, we take these type of reports seriously. Personally, as a higher education administrator and as a person of color myself and representing an underrepresented population, I can assure you that the response has been sensitive, but yet I can't stress enough the importance of getting facts together and information together in order to make sure that we're not spreading misinformation about incidents or lack thereof before we can and while we are addressing and investigating these type of matters.

The other thing that I think is important to acknowledge and to make sure people are aware of and feed into this reason why it may not appear that we're responding very quickly. A lot of the information that we initially get with these type of incidents is sometimes second- and third-hand. Why is it second- and third-hand? Because you have people who are literally sometimes victims who are afraid, who are afraid to speak up, who are afraid to share the information, and by moving too quickly on what we hear initially, what are we doing? We are simply just re-victimizing some of those individuals. So it's extremely important for us to take approaches of trying to encourage those individuals who first-hand experienced those type of incidents and trying and attempting to build trust, because that's what it is. It's a lack of trust as it relates to, it could be a previous experience with the system, it could be multiple experiences that they've had, and so they are numb to responding and to seeking help and assistance. But somehow some way we've got to support our students and our community members in order to feel confident in bringing that information forward so that we can investigate properly and then hold people accountable and to assist in creating an even better environment on campus. But we do take these incidents and these reports extremely seriously.

That being said, we have had maybe two reports that we are following up on or have followed up on. One, in particular, we've actually interviewed the actual student, and our officers are working on that report. It did happen here on campus, and we're going to attempt to flush that out and follow up on it. The second actually came about, which was in relation to the initial report that we had heard earlier and didn't have necessarily information to substantiate that, and we're attempting to again get that individual to come forward, and that person wants to decide on whether or not they wish to actually file a report and provide more detail for us. The individual, for all intents and purpose, they're afraid that there may be retaliation. So we have to be sensitive to that, and we don't want to put out false information or lack of details by saying something happened and then having folks say, "Well, what happened?" and not being able to provide the details. But we do follow up on any specific reports. We're trying to get at detailed information and factual information. What I would encourage everyone within the community to do, whether it's faculty, staff, or students, is if we can get people to the point where they are willing to report, that we put them and get them in contact with our police department. If it's students, we want to encourage them. Again, it could be either the police department or the Dean of Student Life office in that sense. I'm also concerned about students and community members who are simply feeling anxious, afraid, and maybe it's just from fears that they have about their future, and they're cocooning in their room. Well, our Counseling Services are here in order to support students, and we want to encourage them to seek those services out as well. But I think it's very important to make sure that students are aware of the avenues by which they can report things, such that we can follow up on that, that we have avenues for the students to express voice similar to what happened this afternoon, and the power of from 9 a.m. we had Student Affairs, we had faculty and staff, and literally myself. I was out there at around 2 o'clock, locked arms with some of our faculty and staff in order to separate folks because things did get heated at one point. Okay? In order to keep people separated. But for this campus community to become educated and to continue to support each other. These are all community members standing out there wishing to express voice, frustration. They're tired, as we have talked about earlier, but it's very important to allow that opportunity for people to express themselves, and this is a great campus community that does allow that.

Moving forward, again, we're going to continue to have conversations and present opportunities where diversity can be embraced through whether it is the Campus Climate Task Force, whether it's the Cultural Dinner that

President Dietz and myself and the Provost, we were all at prior to this, where we were talking about and celebrating diversity. Or, again, the rallies and the wonderful event that the Department or the College sponsored where faculty on a routine basis get together, and they have conversations if something happens or they're concerned about something. I think it's a model by which many departments on campus, academic and otherwise, can model where Student Affairs folks can come in or they invite people in, and we can have serious conversation in order to move open dialogue and dialect on and make us a better campus community. I really just wanted to address that area. It has been so on my mind, even prior to Election Day. We have been preparing for, regardless of what the outcome was. How were we going to respond, and what were the things that we were going to put in place in order to try to attempt to make sure nothing happens. We had additional police officers on duty yesterday. We did have the Command Center in full swing. I was receiving text messages and information from Student Affairs staff throughout the night while the election results were coming through. So we were on top of this. We were attempting to be as many places as we can. Unfortunately, we can't, and sometimes poor behavior and bad things do happen, but it's important for us to be able to respond if they do. And I think we've got things in place in order to do so. I'm just going to open things up for any questions that folks may have, and I'm just going to leave it to that topic.

Senator Kalter: Thank you. I just want to say I want to thank you for saying what you said at the top, which is, you know, I mentioned earlier in my comments that I was getting conflicting information about things that were happening overnight and throughout the day, and one of the people that I talked to this morning was saying, you know, "well, we don't have any reports, we don't have any reports." And I think it's really important for people to understand that when somebody is either victimized or feels that they might be, that the fact that there's not a report doesn't mean that the incident didn't happen. What it means is that the person is in, as you called it, a state of cocooning. Right? They are trying to protect themselves, and so we shouldn't make any assumptions based on an initial 24 hours, even if there are no reports or if the reports are going to faculty rather than to the police, because often the students will see either fellow students or faculty as the people that they want to talk to to decide whether or not to talk to somebody else about it. So do we have questions for Senator Johnson?

Senator Kinross: So as students here as student Senators, it's our duty to represent the views of our constituents, and I wouldn't forgive myself if I didn't bring it to everyone's attention that there were several constituents that I heard from, from students, that to me were just completely unacceptable. And I had a chance to stop by the gathering today, and I thought it went great. But I also thought there were some points during it when things got a little out of hand to a point where some classes had to be canceled because of it. Some tests were moved. Teachers and students were not able to get into the building because the doors were being blocked because students were being harassed on their way into class without trying to cause any problem, without trying to even voice any opinion, just simply walking to class. And the fact that it disrupted our learning environment, which is what we cherish here and quite honestly what we pay a lot of money to come here for to get an education, to be in the classroom, and that's where a lot of these conversations should also be had – was disrupted – I think is completely unacceptable. And I respect the movement, and I went today, and I participated as well, but there comes a point where we can't let it disrupt what the majority of students are here to do, and that's learn in the classroom and have those conversations with their professors and with their classmates as well. So I just wanted to bring it to people's attention that, you know, classes were cancelled, tests were moved, and there were students that were harassed just simply trying to get in the door today, and it made them feel unsafe, made them not want to go to class, so we just need to make sure that we're treating this on both sides of the aisle, based on the results of the election, make sure that we're hearing all students, not just the ones who were protesting as well. So.

Vice President Johnson: If I can respond to that. I think that, again, that's the beauty of what happened, I think, throughout the day. It wasn't just one party that was out there, one faction that was out there that was speaking and wished to share their voice. There were two, okay, and literally the faculty, the staff, the administration who locked arms in order to keep folks separated were, for the most part, keeping folks away from other individuals who were voicing their free speech as well. And when it comes to these types of incidents, we also think time, place, manner. Okay? We had 200+ individuals who were out there who needed to relieve some

sting. And to allow that to happen maybe for one class period or two class periods as opposed to having things escalate to the point of having to have officers and other community members disperse the crowd and escalate the situation, I think the choice was a good one in order to allow folks to peacefully, without any fist-a-blows, voice their opinion on what again has been 2+ years of people being anxious, tired, and just really ready to move on, but they can't move on if we don't allow that opportunity. So the decision was made. We can own it, as relates to having hopefully one day of something like that as opposed to something that this institution is known nationally and internationally about an incident happening on our campus. I take your feedback seriously, though. That's why we have rules in place and policies in place as it relates to protecting the classroom and not wanting disruption in the classroom, but we've got to be mindful of incidents and lessons learned from other campuses where institutions have taken that approach to disperse and had to do so physically and what damage that can do to a campus community as well.

Senator Haugo: Okay. So it's been a very long day in the School of Theatre and Dance. I might get through this. I might not. Yeah. I brought with me tonight three Facebook posts shared by students. I want to clarify that when I forward a social media post from my students to the Senate Chair, to the President, to any other administrators, a simple e-mail to me that says who are the students, four words, would produce their names, their cell phone numbers, and probably their parents' names. We know all of our students personally. We are with them from 7:30 in the morning when our classes begin until 10 or 11 o'clock at night when they leave rehearsal. The posts started appearing as students left from rehearsals last night. One of the things that we're facing is that in the School of Theatre and Dance, to be part of this community and to be a Theatre and Dance major is that you must be involved in the production program, and that means you're in the building until 10 or 11 at night, and then you walk home, you drive home, you call an escort to get home. But it's dark, you're walking across campus, you're walking down barely lit streets. Last night, one of our majors was egged and called a racial epithet on her way home. John Davenport heard her today when he attended our all-School meeting. Another student was followed to his car and was hearing things like "Kill the fairy" and "No fags on our campus." Another student was followed down Cherry Street with the chant "Make America White Again." I have their Facebook posts if anybody would like to read them.

Senator Howell: And I also, one of my students is in Theatre and Dance as well, and she had sent me a similar post early this morning and said that she could not... Actually, referring to all of those incidents last night, and she was too afraid to leave her dorm room today.

Senator McHale: I have a question to the representative of Student Government. You know, I taught in Schroeder today, and it was very exciting to see a lot of people charged up outside that room, and I can't say that my class was disrupted or any students were disrupted. Let me just ask you, in order to prevent such an outpouring... The most important thing for the classroom is to learn and not be disturbed. You know, the Civil Rights Movement may have got in the way of that a little bit. The Civil War might have got in the way, got in the way, caused a little bit of disruption. Mahatma Gandhi's protests – they may have caused a little bit of disruption. Would you advocate that we send more police officers out to prevent expression of political opinion on the Quad?

Senator Kinross: Absolutely not. And that was not what I was trying to make with my point. So if I conveyed what I was trying to say poorly, I do apologize. The point that I was trying to make is that we want to foster a learning environment where students are able to go to class, and what happened to those three students is unacceptable, and it leaves me speechless, and I don't have words to express how it makes me feel, even just hearing that. And it's not the answer to bring out more police and to bring us back to 1960. That's not the point that I was trying to make. I just wanted to bring it to the attention that a disruption was caused and students were harassed for simply just trying to go to class, and I couldn't forgive myself if I didn't at least voice the concerns of that side of the aisle, too, as well.

Senator McHale: Okay, I'm not understanding what side of that aisle that is.

Senator Kalter: Senator McHale, I just want to remind you that this is the question and answer session for Senator Johnson, so. I don't want to...

Senator McHale. Okay. I guess I would clarify for Johnson, I'm hearing from some students that disruption, like peaceful protest, some of our student leaders don't, think that's too much disruption for the campus. What are we going to do about that?

Vice President Johnson: So, again, when we're trying to discern and make decisions on this, and literally it's on the fly, we're trying to weigh what's the potential for things to go on for a longer period of time? Are incidents going to be escalated to the point where it gets out of control? Can us allowing one incident occur prevent then future incidents from occurring? And at some point they are correct. We cannot have prolonged periods by which classroom and learning is disrupted. Where's that line? You know what? You have to go day by day to a certain extent, but I would be concerned about that continuing on to another day and to another day and so forth. So at some point, we do have to make decisions about how to best address that. But, again, making the decision today, that allows us to then plan for tomorrow if it were to start gathering. If it starts to swell, we can make decisions before it gets too large as to place, time, and manner and provide a different opportunity for those students. Just like tonight, we're concerned about them being out there all night. So guess what? We've talked with them, and we presented an opportunity for them to utilize one of the lounges here within the Bone Student Center. We don't want them out in the cold. So time, place and manner is what we wish to negotiate and work with the students on, and we're all community members then in that sense.

Senator Kalter: Let me also just say something, Senator Kinross. I hear you. I agree with you that it is important... In other words, I draw a distinction between not allowing students to go into a building in order to get their education and what you were saying about the classes being disrupted. That, too, that second one is serious, but I think, also, it's a learning experience, as I think Senator McHale was trying to point out, that part of the learning experience of being on a face-to-face college campus is that sometimes there are things that are sometimes more important than the classroom. But I agree with you that those students should not be prevented from going into the building if that's what they're choosing to do, right? That that's a serious sort of violation of that student's right to simply move around and not be subjected to somebody else's will. So I think it's important that we all hear that and take your concern about those three students as seriously as we take Senator Haugo's concern about the three students that she talked about, because if we don't do that, we are not going to rise above the contentiousness of this political season and this political two years.

Vice President Johnson: If I could just quickly respond to that as well and add onto that. Again, when it comes to the concern for a student's ability to traverse in and out of academic buildings, that was noticed and noted. And when asked, simply asked, for there to be created a pathway by which folks can do that, the students did that. Okay? And it did not help that the very individuals who we were attempting to protect by locking our arms and so forth, they located themselves literally at that entrance. So, again, circumstance; time, place, manner. And, too, some of the classes that were cancelled. I know that one of the faculty members who I was there, locked arms with, who said that she needed to go... Guess what? She went into the building. She cancelled – I'm getting emotional on it – her class and came back out, because that's where she thought it was most important to be. So everyone's making personal decisions based on their roles as well and what's best for the campus community to that extent.

Senator Hoelscher: This is just going to take a second, but I take what Senator Haugo has said very seriously. I happen to be a southern boy, and I've seen some of that, and I don't want to ever see it again. We are taking that seriously. Is that correct? I mean, just somebody reassure me that we are taking that very, very seriously.

Vice President Johnson: Yes. I mean the simple answer is, absolutely. Some of you know my love for social media. So guess what? I see a lot of this. Guess what? I get tagged in some of this. Guess what? When it comes to the previous rally that took place where the Black Lives Matter flag was raised, I broke my own little simple protocols sometimes when I try not to post certain things, if they're political or not. I didn't necessarily

consider this a political type of thing. I thought I was there supporting our students, and I simply posted a picture of our students and our community and faculty members and staff standing around, you know, with their cell phone and lights, you know with the flag flying. Guess what? I posted that, and I knew what the outcome was going to be. I received probably a dozen plus hateful type of messages. So not only have I seen that. I've experienced it. I've seen then our students who have re-posted what I have put out there and some of the things said to them, mainly from people from the outside of the community, but nonetheless when you feel that, I feel that personally, okay? So, yes, we take that extremely seriously. Alright? No one within this community wants that. So you've got to know and understand that we will do everything and anything we can to follow up on that, but we can't follow up if we don't have facts as far as getting to those individuals who do those type of acts. Alright? The only thing, then, that we can do is try to be supportive of our students, and I don't want to be a revolving door in saying, you know, yeah, we got counseling services. We are all trying to support our students as best we can. But I tell you, I would really love to get at some of these folks who aren't true community members and their actions. I can't do that unless I've got some facts.

Senator Gizzi: I wish I could think... Sorry. I wish I could say that I think that contentiousness is going to end. It's not. Period. But the point that I have has to do with the words time, place and manner, which you've used several times. And Illinois State University is a State university. Thus, it's a public forum, and freedom of speech can occur. But, of course, there are time, place and manner restrictions that are allowed, and that is actually a constitutional term used by the Supreme Court. At the same time, what I'm gathering from what I'm hearing is it seems very unstructured as to what time, place and manner restrictions are going to be in place and very ad hoc, and I'm bothered by that. I think we need a policy about what are time, place and manner restrictions about, free speech demonstrations, particularly at a place like Schroeder Plaza or other places all over the campus are going to be, and I think that's something we need to be thinking about, and obviously that's something that takes time, but I don't think we can afford to allow this to be an ad hoc decision from day to day. You know, I was teaching. Senator Kinross was in my class at 12:30, and I had just walked out there. It was pretty quiet at the time, so I'm guessing this all happened a little bit later. Was it after class?

Senator Kinross: Yeah. I saw a Facebook post from a friend that I had later talked to, and it was around like 2 o'clock.

Senator Gizzi: Okay. It was right afterwards, and I had left because I was exhausted. But I do think that this is something that's a fruitful discussion that can be had. You know, sort of what is the time, place, manner policy for free speech demonstrations.

Vice President Johnson: Sure. Again, that is welcome. It's up to the campus community to determine whether it wants policies or whether it wants general and more broad interpretation. That's a campus community decision. As an individual who's gone through that on other campuses, I can tell you I've been at a place where, again, there were very strict or actually some actually places where you can, could or could not have that type of expression, and then when introduced the concept of providing more structure around that so that the Student Affairs folks and rest of the administration is not in a position where it has to follow lockstep or where it can follow lockstep in decision making, it was rejected by the campus community. Okay? Where they wanted more broad interpretation and to go back to where it was. But, again, that's open for interpretation or exploration as it relates to what this campus community wishes to do and whether or not it wishes to define that. And I think we'll probably hear some varying views on that, but it's always open for conversation.

Senator McHale: So I thought that comment earlier about free speech zones was facetious, but I guess it's not. I mean, that's kind of what we're talking about, right, is free speech is going to be allowed at this time at this place and this locale kind of... But really the question goes to deeper, because I came out of Schroeder at 2 o'clock and was very excited that our student body was so... I mean they were a little more angry than I would have liked, and that's sad, because there's some desperation, but I was excited by the involvement in the polis. Now what I want to do is particularly ask about this incident. From the description it sounded like a certain

group of people were intentionally and forcibly stopping from others going into a building. From your statement, that's what I gathered. Is that correct?

Senator Kinross: I'm sorry. I don't follow what you mean by certain group of people.

Senator McHale: You said people were being stopped from going in the building.

Senator Kinross: Yes. The doors were being blocked.

Senator McHale: Intentionally.

Senator Kinross: Yes, the doors were being blocked intentionally.

Senator McHale: I see. So some people intentionally were standing in front of the doors, not allowing other... Can I ask you? Was it...

Senator Kalter: Senator McHale, I just need to call another point of order that this is not Senator Kinross's Q&A. This is Senator Johnson's Q&A. So we're going to move to Senator Walsh.

Senator Walsh: When I ran for this position last spring, I did it because I deeply care about the experiences of every school student here at ISU. We're all Redbirds together, and that actually does carry a lot of weight with me. All of this is deeply concerning to me. From the students that Senator Haugo had spoken to, to the students that Senator Kinross had spoken to. All of it is deeply concerning. I myself heard reports from students who felt unsafe with a variety of viewpoints on our campus, and that's deeply concerning. So my number one priority here is the safety and security of our students. A lot of people choose to send their students to Illinois State because they feel like this is a safe and secure campus where their student has a great opportunity to go ahead and develop and learn. I want to go ahead and ensure that we continue that. And like I said earlier, the Student Government Association will be working hard to urge all of our students to treat each other with respect and civility. And I'm more than willing to partner with any administrator or any other group to ensure that that happens and to ensure that that's known and to ensure that the rights of the students are made well aware.

Senator Wortham: Yes, I just want to follow up on Senator Gizzi's concern and let it be known that I have the same concern since I teach in Schroeder Hall as well and did see the gathering of students out front, and it was becoming quite impossible for people to move through into the building because it was becoming increasingly crowded by the gathering. And I just think there ought to be some discussion about the when and where of events. The content of them is another issue, but the when and where should be done in the context of people getting to the buildings where they want to get to their classes. If other students don't want to go to class, that's, you know, their choice, but they shouldn't interfere, whatever their concerns are. Their concerns should be voiced in a way that doesn't interfere with the choices of other students to go to class. And I was out there. I saw some of it, and it was very... I didn't see the standing in front of the door, but the crowd was moving closer and closer to the point at which you couldn't tell where Schroeder... Whether students were moving into the building to come to class or trying to, and this activity that was becoming more and more closer and closer to the entry doors of Schroeder Hall. And it seems to me that there ought to be some distance between whatever activities there are that are non-classroom activities and the front of Schroeder Hall. So I'd like to, you know, your office or somebody to think more carefully about the when and where of that, not the content but the when and where.

Senator Kalter: Thank you.

Senator Kinross: Yes. So there is definitely no one size fits all to deal with any situation like this, any protests on any viewpoint anywhere, so I appreciate all our police officers that were present, all our students that

gathered and were 99% peaceful about everything. And I also appreciate and thank all our faculty that were there as well. I just merely wanted to bring up a point that there was a disruption of the academic environment to the learning community within the classroom and merely wanted to bring that to the attention of our administration so that they're aware and so that they know if this were to happen again, that's something that they could keep in the back of their minds as well. I didn't mean... You know, when I said, you know, students were getting blocked, it was just the natural block from the crowd from being present at the protest because there were so many people there, not targeting anything or anyone specific, so I appreciate everyone hearing me out, and I didn't mean for anything to get misconstrued, but, you know, there is definitely no one size fits all. So it's always a learning experience, and we'll continue to move forward as a university, which we always do. So thank you, Dr. Johnson.

Vice President Johnson: I appreciate your comments, and again he points to the very reason why we did ask for and did need to tell students to move away from the doors and the building.

Senator Hoelscher: I started this conversation not too worried, and now I'm very concerned, and I'll tell you why I think I'm very concerned. The 50,000 foot view is a climate of diversity, and that's what is under assault here. And we worked very hard for that climate of diversity. I worked very hard to understand what a climate of diversity is, and if we have all kinds of things going on, social media, racial epithets, egging... If we have that kind of stuff, we better hope that it's one day. And it's our job, I think, to take this very seriously as a climate of diversity issue and be ahead of it, and that does not mean placing blame on one person. It does not mean tracing down a culprit. It means pressure, peer pressure to make sure that everyone understands that that is not acceptable. And it means that making sure that everyone in the School of Theatre is comfortable and they get where they need to get. And we, as a community, link arms. I'm really sorry, folks. I was working really hard in my office, and I never realized this happened, or I think I would have been a part of it in hopefully a very peaceful way and a very diverse way. I had a young woman that works for me come in all distraught and upset, and I made light of it because I didn't think it was this serious. Now I think it is. I think it's a climate of diversity issue, and we worked so hard at that, and we have committees that work at that. It's under assault. And we need to take it very, very seriously.

Senator Blum: Yes, I have a question. Shifting a little bit from place and where and things like that and going off the climate of diversity, but I mean you know we've got students crying in our hallway today. Alright? So, and other things that... And, you know, I'm concerned that we're not, as faculty... I mean we need to do something. Right? We need to get to the chairs. We need to... The chairs need to meet with the faculty. We need to find ways to support our students, and I don't think... You know, I don't know what all the answers. That is complex. But I think it needs to be addressed, and I think that, you know I think even the most casual observer agrees that there's some kind of tipping point now, and so I'll kind of let you just sort of respond to that and what you think maybe we need to do and what we need to do as a larger community and more directly.

Vice President Johnson: Again, I will point back to the wonderful example that happened this evening where the department and the college did get together to allow for the opportunity for stories to come about for those community members, those students in particular to be embraced. You were so on point. Students are going to go to people who they trust, who they see as confidants, and again many times that's the faculty. Sometimes that's peers. But that we're doing what we can to provide the opportunity for coming together and demonstrating solidarity as a community and to support all those things that have been built up here as an institution. It's been done because of that very link where everyone is doing it. Got to keep doing it, and this is the most important time period by which our jobs are just that much more important, inside, outside of the classroom as relates to embracing diversity and inclusion. So I would call for creating those opportunities where community members, faculty, staff, and students within the colleges, within the departments can have those conversations then. I think we do need to continue to lean on the work of the Climate Task Force. Doris was right at, Dr. Houston, sorry, was right at it. I had conversations with her on her drive into work this morning on this very topic, and she wanted to know what can she do, what can the task force do. And she's already sent out multiple messages as relates to taking a look at possibly developing additional policies and

approaches to hate crimes and harassment and so on. So there are some things that we can do structurally. There are some things that we can do to embrace each other as well, and we've got to hit it from all fronts. And, you're right. You know, we've got to watch these issues of tipping points, and we don't want to take any steps backwards in that sense, and we've got to prevent that from happening.

Senator Haugo: Thanks. I think that I have my voice back, so I'll apologize for my lack of composure earlier. I do want to say that this is a college-wide issue in the College of Fine Arts, that it's not only School of Theatre and Dance students who have been affected and that there is talk about the College having an event like the School had tonight. I told you the stories of three students. There were at least six last night who experienced things like this, ranging from being called the N word on the Quad, to having a car vandalized, to the examples that I gave you here. I don't want to leave you with the impression that it was only three. There were more. And I also want to say that I'm talking as a parent. I have a son who is a sophomore Physics major who is an ISU student. If Senator Marx is successful in talking his daughter into becoming a College of Fine Arts major, we will just be swapping students. And, you know, I'm concerned as a parent as well, perhaps not for my son's safety because he is a cis white male but what kind of climate the university campus does have. I'm not convinced that the people on the Quad who are calling students the N word are outsiders, either, and I think that we shouldn't assume that this is not coming from within us. Thanks.

Senator Howell: Yeah, I just have a very quick comment, but I think it goes back to pointing back at Senator Kinross's comment and some of the comments by Senator McHale and all of you really. But at a certain point, the expression of free speech, right, is limited once it begins to affect the rights of others, and so I think that is something that clearly you've raised in terms of potentially... At first I thought policies for free speech is kind of ridiculous, but no, because obviously coming from within, those people that are also making deleterious comments on campus are as well expressing their right to free speech. Right? And so to kind of better mitigate that between students who are I think right now very reactionary and trying to help them navigate not only this few days but probably the worse that is going to be coming in the next few weeks and months.

President Dietz: I would just like to, I guess, first of all apologize to those students for that, for what they experienced last night. That doesn't do much other than to say nobody should have experienced that, and somebody should apologize, and so I apologize for the community for what they experienced last night. The other part of this that I think is really important is that as we talk about time, place and manner, I think this whole dialogue tonight is very important to all of that. It gets back to the point, though, where there really is no substitute for the good judgment of good people trying to do the right thing. And out of this kind of dialogue comes good judgment with good people doing the right thing. So I would encourage us to continue this dialogue perhaps after tonight, but nevertheless it's a good dialogue, and these are very tough issues. I mean if we had just one solution to all of this, it would be pretty simple. We'd implement a policy and move on. This is some of the toughest work that any of us ever do, and so thanks for being this engaged on the topic.

Senator Qaddour: Just probably a suggestion to Professor Johnson. Maybe to be proactive like for town meeting or something to assure the environment of diversity and really give some direction to the people who really are afraid to speak out or come forward and so forth. That would be so important for many, many students, I think.

Senator Kalter: Thank you.

Senator Munoz: I just want to point out to the fact to Senator Johnson. We appreciate your concerns, and we appreciate your hard work and effort that you have done for this campus, to all faculty that is here today. This conversation is uncomfortable, and my grandfather used to tell me if a conversation is uncomfortable, then that is a good conversation. I do think that progress will be made with this campus. Will this action continue every day? Only time will tell. The question is how to respond to it, how to react to it. How do we talk to those who are affected by it? We expect great things from this university as students. As Student Government, we resemble, we are present for the students for these meetings, and we speak on behalf in these meetings, and we

not only must speak for one half, we must speak for both halves. And this is a great opportunity for all of us to understand that this is a great time for not only the university but for student body and faculty to unite. And let's continue it. This conversation may continue as uncomfortable and figure as a progress as a community, not as just a university but as a community. Thank you.

Senator Kalter: All right. Senator Munoz, I hope to meet your grandfather some day. Hopefully you'll bring him by.

Senator Munoz: He passed away when I was seven.

Senator Kalter: Oh. (Pause) Alright. I only want to make one last statement, and that is that I came in this morning and at the elevator ran into a staff member who was trying to hide that she had been crying all night. So this is not just about our students. It is also about us, our faculty and staff. You know, another person in my department didn't come in today because they needed the time off. So these events hit all of us hard, and we need to just be aware of that for each other.

Senator Heylin: I apologize for keeping this conversation going, but I think... I do, I've been thinking about this for this entire conversation. I think this is one of the best conversations I've witnessed at Academic Senate since I've been coming here when I was a sophomore at this university. But as President of the Assembly, I think of myself as the leader of our legislative branch, which consists of all twenty of these Senators. I think the Senators that sit at this table are some of the best on this university. We give up our Wednesday nights when we could be doing homework and other fun things to come here and represent our students and the concerns that our students have. And with me leaving at the end of the semester to go student teach, I've been trying to instill a lot of lessons that I've learned, to always speak your mind and always to speak the concerns of your constituents. And when our Senators do speak their minds and the concerns of their constituents, I think it's the duty of the other student Senators, the faculty, and the administration to take them seriously, especially when they may disagree with some of the concerns that they bring forth. And I think it is only right, especially when we've been talking about having serious civil discourse to take those concerns seriously and to not try and misconstrue what they were saying. So with my few meetings here, I wish to just instill upon the other student Senators here to always continue to express those concerns that our students have on this university. Thank you.

Senator Kalter: Thank you, Senator Heylin. Alright. Greg, are you ready? We're going to move on to...

(Laughter)

Vice President Alt: I'm sure I'll get a lot of comments.

(Laughter)

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

Vice President Alt: Actually, I just have one brief comment, and that is that, you know, Senator Johnson, my colleague, has been on campus four months and nine days officially today. And I think he has just demonstrated what an outstanding addition he has been to ISU, because from day one he has had many challenges, many that you wouldn't even be aware of, laid at his feet, and I've been impressed by the way that he's addressed each one with enthusiasm, leadership and character.

Senator Winger: Here, here.

Senator Kalter: Here, here.

(Snaps around the room.)

Senator Kalter: Alright. Are there questions for Senator Alt? Seeing none, we're going to move on. Okay. Oh, Senator Winger.

Senator Winger: I did have a question, and it's tangentially related to the election last night, but mostly it's from a conversation about a year and a half ago. The Truth in Tuition Act means that students come in, and their tuition is frozen at the level that they're paying when they come in for the four years. Is that correct?

Vice President Alt: Agreed.

Senator Winger: And then, and this is related to the election, but what happens if we're in a steeply inflationary period?

Vice President Alt: That's the problem with Truth in Tuition, and that's why tuition increases have been large, trying to anticipate what future cost increases might be.

Senator Winger: So is there like any possibility of getting like an escape clause?

(Laughter)

Vice President Alt: Well....

Senator Gizzi: Those are fighting words, man, those are fighting words.

Senator Winger: No, no, wait, wait. Depending on what the inflation rate looks like.

Vice President Alt: Well, there is not because the State statute doesn't provide for an escape clause, but there has been some research done that indicates that Truth in Tuition probably actually raises the cost of tuition to students, and it probably didn't have the effect they intended, so I wouldn't be surprised if those kinds of statutes will be reconsidered in the next several years.

Senator Winger: Yeah, I apologize for the weirdness of the question. Thank you.

Senator Kalter: Senator Gizzi, did you have your hand up, or were you just...

Senator Gizzi: Well, I was just going to be saying that as a parent paying tuition right now, those are fighting words. So I think there's definitely, and I say that in a joking manner, but Truth in Tuition is quite valuable from the standpoint of knowing exactly what you're going to be dealing with. I wouldn't want it any other way, because when I was an undergrad, tuition would increase by 14% one year, and that was a lot less than what it was here, what it is here now, but it was 14%. And we ended up protesting the President's office and the Board of Trustees. It was really quite fun until we found out that the Dean of Students said that we had to actually get permission to protest, because it was a private campus, and then he promptly gave it to us. Just saying that there are values in things like knowing what you're going to pay.

Senator Kalter: Alright. I'm going to try... Oh, is there another question? Senator Dietz.

President Dietz: I don't... I understand your comment. My sense, you were protesting at the wrong place. You ought to have been protesting in Springfield. That's where the problems are.

(Laughter)

Senator Kalter: Touché

Senator Gizzi: I was just joking with you about that fact that...

President Dietz: You're welcome to come with me to Springfield anytime.

Senator Gizzi: ...all show up.

Senator Kalter: Alright. I'm going to try to do a little triage here. I'm trying to remember who our guests are. We've got Pat Vickerman here for the Fundraising Policy. We've got Jeff Hill here for the Laboratory School Continued Service Policy. Do we have any other guests in the room who are here to speak on particular... Ah, Amy, I thought so. I was worried about not seeing you over there. Alright. So let's do at least two of our information items and one action item. We're at a quarter to nine right now, so we may have to do a little more triage. Let's start, as I said, with the information items with the Fundraising Policy. Senator Marx, do you want to introduce that one and then...

***Information Items:***

***10.27.16.01 Fundraising Policy (Clean)/(Planning and Finance Committee)***

***10.27.16.02 Fundraising Policy (Mark Up)/(Planning and Finance Committee)***

Senator Marx: Sure. Last spring, we formed a subcommittee in the Planning and Finance Committee to take a look at the Fundraising Policy and work with University Advancement to see what the current policies or current mode of operation is, if we need to adjust this policy, as well as any kind of name changes, contact information, that kind of thing that needed to be adjusted. And those are the kinds of changes you see in the marked up version. One part of the policy is about procedures, and you'll see that all of those are crossed out, the ones that were there, and replaced with how the office actually operates now. And I think that covers the changes.

Senator Kalter: Alright. Do we have any questions for Senator Marx or, I'm going to call him, Honorary Senator Vickerman, who is here from University Advancement to help us if we have questions?

Senator Vickerman, consider yourself having lived through an evening where you can go tell our potential donors what a wonderful debating community we are.

Vice President Vickerman: That's good.

Senator Kalter: Yes, it looks like we have no questions or comments about the Fundraising Policy? I only have two little typos. One of them is moving the parentheses so that it follows the words Student Affairs in the third paragraph down, and the other one is to add a "the" before the Office of Annual Giving in that same paragraph in the first line. So where it says "University Advancement, the Office of Development and [*the*] Office of Annual Giving are responsible for coordinating fund raising on behalf of the University." So inserting that "the." Then, also, later on in that same sentence "non-academic units (including Athletics and Student Affairs, *close parentheses*, except for fund raisers," etc. So just those two little items before we bring it back in December.

Senator Marx: Yes. Alright. Thank you very much.

Senator Kalter: You're welcome. Anything else?

***10.28.16.01 Dual Degree Process Outline (Academic Affairs)***

***11.01.16.01 Excerpt of the 9/28 AAC Minutes***

Senator Kalter: Alright. Let's move on then to... That's an information item, so it will come back to us in December. Let's move, skip over the Athletic Council Blue Book for a moment and go to the Dual Degree Process Outline, and we have Amy Hurd here to talk about that if we have any questions. I think, also, John

Baur can answer some questions about that. So let me give that to Senator Pancrazio to introduce, because it's coming out of Academic Affairs. This is one that came out, I think, in the end of September, and we... It accidentally fell through the cracks, but we got it done.

Senator Pancrazio: Right. We reviewed this, let me see... And Dr. Hurd came and visited us in Academic Affairs, and we talked about... Let me see. We looked at the guidelines that are being established. It's my understanding that we already have a couple of programs, but this is an attempt to kind of codify some of the practices that we already have. The Academic Affairs, we kind of did our homework and kind of looked up in some of the articles that were in the Chronicle and got a sense of where other institutions have had some difficulties, and we discussed that, and it's our understanding that Illinois State has some clear policies in mind and that we're not at present working through agents who might, who run the risk of misrepresenting the institution, but we're working on a small scale and making sure that our students are bona fide students and have a sincere interest in being here in that program, and we approved and forwarded what was available and returned it to the Executive Committee. So it did pass.

Senator Kalter: Wonderful. Okay. Does anybody have any questions about the dual degree program, guidelines, outline, etc.? It's sort of a long one. It's about five pages long. We... Just a couple of things on this one. We were talking about what kind of a status does this have, because it's fairly clear that it's not a university policy that we're going to post on the policy website, but it will probably be posted, if I'm correct about this, on the Graduate School website as essentially a policy or procedure for the Graduate School so that it will be available for people to see if they're interested in creating a dual degree program and also to make sure that they follow these guidelines because of the legal issues and the academic rigor issues and those kinds of things. Any comments or questions?

Senator Pancrazio: There was one other follow up that came within kind of an e-mail trail afterwards. Let me see. One of the articles that we had looked at had a number of comments from administrators who had been involved in these types of activities, and one of the comments was that it was very easy for policy makers to create a very good program on paper. And that to be able to have real strength and substance in students in these programs, it was good to have, certainly, balance the policy makers with faculty who were invested in these areas. And, you know, certainly to build, to use the already existing programs and people who are working in the Office of International Studies and their programs and their initiatives and the learning outcomes and the other advisory committee that's on that would be a worthwhile endeavor.

Senator Kalter: Thank you. The only other thing that I wanted to have Dr. Hurd speak to. I had asked her a question about. In some cases you can get the same degree from both institutions or two different degrees but related degrees, such as M.S. in Political Science or M.S. in Community Development, and I just wondered if you can sort of speak to the concerns that some people might have about being able to get essentially the same degree or what might seem on the surface as the same... Why don't you come to the table, Dr. Hurd. Sorry. You haven't been here in a while, so I forgot to invite you up.

Senator Gizzi: And you told them they'd go first. That's just funny.

Senator Kalter: Yeah. Yeah, I know. Yes, we said you were going to go first. So can you sort of say a little bit about why a Master of Arts in Art, for example, you could get two degrees, but they'd essentially not be just getting two degrees for doing the same thing?

Dr. Hurd: Well, I think that if we were looking at two domestic universities that I would agree with you that that would be problematic. I think that the international piece is what makes this such a unique experience for these students that they're going to get part of their degree here at ISU, and they're going to spend more than likely a year at a university that is outside of the United States. It's going to give them that international perspective. They're going to have to be able to think about how we do things here, how they're done there, use

those critical thinking skills to merge those and have a comparison. So I think it's just such a broader experience than they could get if they had just one degree from here.

Senator Kalter: And am I right that that just wouldn't be any ordinary pairing, but you actually choose the schools and the degrees in an intentional way? I think one of the best things about this idea is that it comes from the program faculty. Right? So they're the ones who are choosing it, and we're not just going to sort of pair any two English departments or any two Art programs or whatever but finding ones that where the experiences really are different and enriching in that way.

Dr. Hurd: Correct. We will... The units will set up relationships with these universities. So it's not like a student can say I just want to go over here and have this, get a dual degree here. We will work simultaneously with those two partners and figure out what is the best plan of study, develop that curriculum for the students.

Senator Kalter: Thank you. Any other comments or questions? Alright. If not, we'll see this one back, also, in a couple of weeks, three weeks or so.

***Action Items:***

***09.26.16.02 Policy 3.5.2 Laboratory School Continued Service – Faculty Associate (second 2016 revision) (Faculty Affairs Committee)***

***09.19.16.06 Policy 3.5.2 Laboratory School Continued Service – Faculty Associate (first 2016 revision) & May 19, 2016 memo from Jeff Hill to Perry Schoon & Janet Krejci***

Senator Kalter: And I'm going to move out of the information items at least for the moment and go to an action item on the Laboratory School Continued Service Policy. And, remember, since we're moving into action – we may flip back and forth here just to triage stuff – we are in debate mode, so I'm going to ask Faculty Affairs Committee Chair, Senator Dyck, to put the motion on the floor.

Senator Dyck: Faculty Affairs Committee has evaluated and looked at this policy, and we presented it last week, two weeks ago, in the information session with the help of Senator Mattoon and Dr. Hill. We explained how the policy works and is essentially a tenure policy for the faculty associates in our lab school. The faculty in those lab schools have had significant time to discuss this policy and are in agreement in terms of support of this policy.

Senator Kalter: Thank you.

Motion: By Senator Dyck, on behalf of the Faculty Affairs Committee, to approve retroactively changes made for compliance purposes in Summer 2016 and Fall 2106 to the Faculty Associate Continued Services Policy.

Senator Kalter: Terrific. So having moved, this is coming from the Faculty Affairs Committee, so it doesn't need a second. Is there any debate?

The motion passed unanimously.

***07.28.16.01 Proposed ISU Constitution Article IV, Section 3B (Rules Committee)***

***09.29.16.02 Current ISU Constitution Article IV***

Senator Kalter: Alright. Let's move on to another action item right now and go to the Inspection, Examination, Use and Control of University Financial Records Policy. And I believe that's coming from Senator... Oh, Senator Hoelscher stepped out. Okay, let's move up then to Senator Horst for Rules for a moment to the ISU Constitution changes. This has to do with the Civil Service section. Senator Horst, do you want to say something about that and also put the motion on the floor?

Senator Horst: Yes. We are proposing to expand the part of the Constitution that describes the civil service staff, and it also will now include the origins of the system. It will also do away with the problem of the fact

that there is no Civil Service Employee Handbook which is now mentioned in the Constitution. We are hoping that the Senate will approve this language and that it may be forwarded to the Board of Trustees, so I would like to make a motion to that effect.

Motion: By Senator Horst, on behalf of the Rules Committee, to approve changes to Article IV of the ISU Constitution.

Senator Kalter: Alright. And, again, coming out of Rules Committee, it does not need a second. Is there any debate on this one?

The motion was unanimously approved.

Senator Kalter: And again, just a reminder that we do not have control, absolute control over our Constitution. This has to go through our Board of Trustees next, so it's pending their approval as well as the President's in this case.

***10.13.16.01 From Administrative Affairs and Budget: Inspection, Examination, Use and Control of University Financial Records Policy***

Senator Kalter: So Senator Hoelscher is back in the building, and we're going to actually move Senator Hoelscher to the Administrative Affairs and Budget Committee's Inspection, Examination, Use and Control of University Financial Records Policy as the action item.

Senator Hoelscher: This time I'm ready.

Senator Kalter: Yes. (Laughter)

Senator Hoelscher: Okay, so basically I hope everyone remembers this from the information session. It has been streamlined and shortened considerably, and the only thing that caused concern had to do with a part of it that talked about medical files, and it was pointed out to us that that simply did not belong there. It was in other places, and so it really served no purpose being there, so we took it out.

Motion: By Senator Hoelscher, on behalf of the Administrative Affairs and Budget Committee, to approve changes to the Inspection, Examination, Use and Control of University Financial Records Policy.

Senator Kalter: Alright. So coming from Administrative Affairs and Budget Committee, it needs no second. And so is there any debate on the changes to this policy?

The motion was unanimously approved.

***Information Item:***

***04.15.16.01 Athletics Council Blue Book Page – Revision to III. B (Athletics Council)***

Senator Kalter: Alright. Let's finish out the night with our information item from, this is also coming to us from Rules and the Athletics Council, and I'll send it back to Senator Horst for this one. This is the Athletics Council Blue Book Page.

Senator Horst: Yes, this is a description of a subcommittee of the Athletics Council that is in the Blue Book, which is a document from the Senate which describes the different external and internal committees of the Senate, and Leanna Bordner, who is a Deputy Director and of the Athletics Council, has requested these changes. They reflect more accurately what the subcommittee does, and I'd be happy to answer any questions if I could or forward them to Leanna Bordner.

Senator Kalter: Are there any questions? I'm just going to read two questions and the answers that I got to them from Leanna Bordner. So I said, "Where does the review of the Athletics Mission Statement with particular attention to Athletics as an integral part of the education program of the university go now, if anywhere? In other words, one would presume that this question is of enduring importance, even it is no longer part of NCAA studies and reports that we do for compliance, so is it embedded in another structure, office or role?" And her reply was, "Our Athletics Leadership Team, made up of senior level athletic administrators, reviews our Mission Statement. We do so with consultation of our coaches and our student leaders." Then the other thing I asked her was "In number 4, the Committee on Governance and Commitment to Rules Compliance serves as a sounding board for the NCAA Compliance and Student Services staff members related to compliance issues," and I asked her to describe what does that exactly mean to be a sounding board. Essentially that it's an advisory role to those staff members. They don't actually, you know, field complaints or anything like that. They're simply serving as advisors there. So...

Are there any other questions about the Athletics Council Blue Book Page? And just so that you know, this is a tiny little section of the Athletics Council Blue Book Page. It's actually, the Blue Book page for Athletics Council is quite long. So this one will also come back to us in December as an action item. I'm going to continue to do triage. I'm going to ask if instead of doing verbal reports if all of the committee chairs can send us a little blurb about what you did tonight so that we can close the meeting.

### *Communications*

Senator Kalter: And does anybody have any final communications for the Senate tonight?

Senator Walsh: I'd just like to congratulate Lauren Porter in her role as Senator. So thank you.

Senator Kalter: You're welcome.

Senator Hoelscher: Last time. We have a big event coming up. I invite everyone every year, and nobody comes to my party. So Startup Showcase is Friday beginning at 8 a.m. It actually starts earlier than that at a gala event, but basically we have 16 competing teams from ISU representing every college but Milner and Mennonite Nursing (and any ideas to get them involved, I'm game). We are really spreading across campus. They're a great bunch of kids. Come look at your kids. Watch them compete. It'll be a great day.

(Inaudible)

Senator Kalter: He said, "Is there barbeque?"

Senator Hoelscher: If that'll get you there, I'll think about it.

(Laughter)

Provost Krejci: I'm sorry. I just would like to say that Dr. Antony Joseph from Communication Sciences and Disorders was honored this morning as a hero in the Red Cross Heroes. There was a wonderful video, and he talked about his research with military personnel and hearing and was an outstanding example of ISU.

Senator Kalter: Excellent. Further communications for the Senate? Alright. The Senate Chair has one, and it's to the faculty. It seems to me that it's too late for us to start the Faculty Caucus. Is there anybody who is in opposition to that?

Multiple: No.

(Laughter)

Senator Kalter: I'm saying it's been a long day and a long night, and let's go home and get some sleep and be better for it. So movement to adjourn?

### ***Adjournment***

By Senator Heylin, seconded by Senator Gizzi. The motion was unanimously approved.

### **Addendum to the minutes**

The following reports were received from committee chairs as requested by Chairperson Kalter in order to triage a long meeting:

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

The Academic Affairs Committee did not meet on November 9; we had a last-minute cancellation and the proposal to revise policy 2.1.9 on Baccalaureate Degrees was withdrawn by Dr. Rosenthal. In short, we did not have any items on the agenda. The committee will meet again on December 7 when Dr. Patterson and Dr. Murphy will visit and discuss the Pathway Initiatives to increase the number of international students on campus.

The Academic Affairs Committee is also in the process of reviewing the “Academic Program Efficiency and Effectiveness report,” a report that came to us via Dr. Jawahar. It responds to the IBHE's concerns about some of our smaller programs. Two of these programs, the MS in Instructional Technology and the MA/MS in Writing have already been earmarked for “sunset” by their academic departments. The report presents strong cases for the retention of the remaining programs in Art, German, IDS studies, the MS in Art, the M.M. Ed in Music Education, and additional review of the MA/MS in Theatre. The AAC should conclude its review by November 20. Thus far, we have one response and it states that the report is well written and provides strong institutional response in support of the programs that we wish to retain.

The AAC will also be concluding its policy review cycle. As of the evening of 11-9-2016 the committee chair has received all of the remaining policies to be reviewed and most of these will be included on the consent agenda of the next meeting.

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

No report received.

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

No report received.

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

No report received.

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

The Rules Committee met on November 9<sup>th</sup>. We completed our review of the College of Education bylaws, and look forward to discussing our review with representatives from the College of Education Council.

We also briefly discussed prioritizing remaining items on our task list.