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Senate Meeting, February 8, 2017

Academic Senate
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Academic Senate Meeting Minutes
Wednesday, February 8, 2017
(Approved)

Call to Order

Senate Chairperson Susan Kalter called the meeting to order.

Roll Call

In the absence of a Senate Secretary, Senate Vice Chairperson Kyle Walsh called the roll and declared a quorum.

Senator Kalter: Just for the full Senate's information, later tonight in Faculty Caucus we will be having an election for a new Senate Secretary. Senator Gizzi had to step down because of obligations on some of the Wednesday nights. So we will be doing that later and that will come to the full Senate next time probably. The other thing I want to make sure that you all know in case I didn't say this last time is that I have parking permits for those of you who are somewhat new on the Senate. You can use those to park in the lot behind the Bone. If you don't have one of those, please come see me after Senate.

We're going to start tonight with a presentation on the report on recruitment and retention of students from groups traditionally underrepresented, and we have our Acting Associate Vice President of Enrollment Management Jana Albrecht here to make that presentation.

Presentation: Report on Recruitment and Retention of Students from Groups Traditionally Underrepresented (Jana Albrecht, Acting Associate Vice President of Enrollment Management)

Associate Vice President Albrecht: Great. Well thank you, Senator Kalter. I'm actually really very excited to present to all of you today, because our 2016 numbers are actually really really good in almost all areas, so it is good information. And I should just preface it by telling you that I am a proud numbers geek, so I have a tendency to talk a lot about statistics and numbers, but I'm learning a lot from Admissions, and so they're trying to teach me how to be not quite so boring. So I've got some information in the report that I'll talk to you about that talks about some of our programs. I did grow up in financial aid, so I've been at ISU since 2000 in the Financial Aid Office and, yes, I did pick that profession on purpose. I get that question quite frequently.

All that said, I will go ahead and start with the report. And, like I said, it's really good numbers. So we were up in diversity, up in freshmen, up in transfer students, up in graduate students. We were up in yield, which is not always easy to do. So it was just a really good year for recruitment. For first time students, we went from 25.7 to 28.5, which is quite an increase for our diverse student population. American Indian/Alaskan Native, we were up 167%, which I just like saying 167%. That's a big jump. For our black and our African-American students, we were up 18%. And for our Latino students, we were up 14%. Transfers, we had increases in almost all of our underrepresented categories. So we were up 400% for American Indian/Alaskan Native, 10% for black and African-American, 4% for Latino, and 25% for Asian. And so we were even up in graduates for our underrepresented group, up 2% for our black and African-American students, 15% for our Latinos, 7% for our Asian students, and 12% for those that report multiethnic. So some of the information that is not in the report that I thought is interesting or very important is we have, I think, come a long way as far as our diversity numbers on campus or our underrepresented numbers on campus. So just five years ago, if we compare five years ago to today, our Latino students are up 70% from just five years ago. Our black and our African-American students are up 38% from just five years ago. That's not saying that we don't have lots of work to do, I think we do, but we have really come a long way in this particular category. So total enrollment, we're at 23.1%, and that compares to last year of about 22%. So we're getting closer to that, you know, 1 in 4 on campus are from an underrepresented group. We'd really like to get there. And if we look at, again, not in the report, but if we look as far back as 2011, we were 15% on campus that were non-white. And when I started in 2000, I think we were maybe only 11 or 12%. I don't know if anybody around the table remembers that, but 12% or 13%. Still, those are very, very good numbers.

Something else that's not in the report that is current, so this year's admits, we are down in applications and we're down in admits, which I won't steal the Provost's thunder, because she's going to talk a little bit about that, but we are up in admits for diverse students. So our black students are up 9.8%, our American Indian/Alaskan Native are up 9.1%, Latinos are up 3.4%, and our multiethnic are up 3.7%. So I think what that speaks to is while we may have some difficult, you know, times ahead as far as recruitment goes, I think our diverse population, you know, some based on demographics, but I think our diverse population is still going to grow for us in the near future. So I just have two more. I'm going to talk about retention and graduation and that's going to be the end of my numbers for the evening, but we'll go into some of the groups or the programs that you see at the back end of the report. I'll talk about those after retention and graduation numbers. Retention rates, we did have a little bit of mixed results. So overall we're down from 81.5 to 81.1 for retention overall, but we are up for our black and African-American students from 68.5 to 72.3, so that was quite a significant jump from 2015 to 2016. And our Latino students were down from 75 to 73.1%. If we compare those to national averages, the national average is 73.9% for retention rate, so we do very well in all categories as far as comparing to national rates, so that I feel pretty good about. For graduation rates, we did dip a little bit, but our 2009 cohort, our graduation rate was 73.4%, and our 2010 cohort is down slightly to 72.2%. This is really, really good compared to national averages. The national average is 58%. So we have a lot to be proud of as far as recruitment, retention, and graduation rates. Again, not saying that we don't, you know, have work to do, we do. And then one point that I'd just like to make is we use the college scorecard a lot when we talk to incoming students, and we fare well with the college scorecard, which is a Department of Education tool, and I encourage all of you to take a look at that, because we really do compare favorably in a number of categories to in-state schools, but also in the national presence. So those are all good things that are coming from this report that I was happy to be able to share with you. I should mention that in here you won't see information specifically about underrepresented students or about Pell grant recipients, and we do have a little bit of a trend for both of those populations. There is an incline over the last three or four years for our low income students and for first generation students.

So I'll go ahead and stop with the numbers portion, and we'll talk a little bit about the programs that you can see, and I picked three. The reason I picked the three are because I've been active with those particular programs for quite a while, but it's just to show how programs on campus where we all, you know, come together can provide really great results for our students. So the first one that I was going to talk about is the TRiO/SSS program. Are many of you familiar with TRiO/SSS on campus? So it's federally funded through a grant. We're limited to 250 students. The students either have to be low income or academically disadvantaged or first generation students. And a significant portion of those particular students on campus are from ethnically diverse populations as well. So what's phenomenal about this particular program is that their retention rate from freshman to sophomore year is 87%. So it's 6 percentage points better than our overall current retention rate. Now granted this is a very hands-on program. We have lots of individualized attention, which we all love to hear those types of programs, but the office does numerous programs and events, FAFSA workshops, budget workshops, students have regular meetings with advisors, and I think the program helps build a community for those 250 students, at the same time teaching them skills that help them inside and outside of the classroom. So just a point that that particular program's retention rate is 87%, which is just phenomenal.

The next program that I thought I would mention and talk about a little more is the You Can Do ISU program. So we started that program in 2007, and we brought 100 students to campus that are from underrepresented groups. We work with high school counselors, and high school counselors will bring students to our campus for those visits. The program is now up to 550 students, and that's really all we can handle, but it's very popular. We have high schools that are actually on waiting lists, so we can't bring all the students that we want to to campus, but we're working towards being able to do that, but it's like an Admissions open house, and those students get to have lunch and they get to hear about programs on campus and talk to faculty, and they hear a keynote address from some of our successful alumni. They also get to have entertainment from our own students, which I think is their favorite part of the presentation, but we have students from different groups that

might do a step show, or they might come in and sing, and we have dance groups, and so it's a really nice day for high school counselors to bring some of their underrepresented students to campus.

And so then the last program that I thought I would highlight is Redbird Ready, and this is a fairly new program. Last year we decided that You Can Do ISU didn't bring parents to campus, so we weren't getting quite the yield that we wanted to from the program for You Can Do ISU. So Redbird Ready has students from underrepresented groups with their parents that come on a Saturday, and the program this year we had 162 students that visited campus, and they got to have lunch with faculty and staff, again which is always very popular, and they had seminars regarding campus involvement, financial aid, student services, a campus tour, and then usually we have some kind of a social event. But the reason I bring up Redbird Ready is that we had 80% of the students that attended that event actually paid enrollment deposits and attended. So, you know, that's just another, we all come together and it's a really good event where everybody on campus is involved and it makes a big difference in those students yielding and coming to campus. So lots of good information fast, lots of numbers, but I'm happy to take any questions about the report.

Senator Kinross: Okay, on page 7, the second paragraph, it says, "the University has moved to a self-reported application process in which applicants report their own grade point average, standardized test score, and number of semesters and required course work, so the need for these workshops has diminished." I'm just asking for a little clarification. Does that mean we're trusting students that are applying based on an honor system, or are they still sending official transcripts and using ACT.org to submit their information?

Associate Vice President Albrecht: Very good question. Thank you for asking. While we do trust students, they do have to send in an official transcript. For the most part, they're very close. I mean, occasionally there are students that we have to tell them that they aren't admitted because they were off on what they reported initially, but that's very rare. What we did it for was to speed up the process so we can admit students faster based on that information instead of waiting for the official transcript to come in where you can't, I mean you don't know if the high school is going to be on time or if they're going to be six weeks late, and so it's just a process that allows us to get students admitted faster and admitted into programs.

Senator Kinross: So there's still some sort of check, it's just at first you... Okay.

Associate Vice President Albrecht: Absolutely.

Senator Muñoz: With the decline of retention rate for African-American and Latino students on campus, what efforts has the University done to help retain those students from not becoming another statistic, and also... Wow, I forgot my second question. The first question was... I'll stick to my first question for right now. What efforts has the University done to make sure that the retention rate increases instead of decreases.

Associate Vice President Albrecht: Sure. In Enrollment Management, we have University College, and so University College does have a number of programs that they... And I should mention that for our black and African-American students our retention rate did go up last year pretty significantly, but I would say that University College has lots of programs to try and help get students the services that they need to be successful in the classroom, but then you also have Student Affairs who does a lot of community building, and they have programs to get students interested in campus and active on campus, and I think both of those things if we have those services to help them be successful in the classroom and then to help them feel like ISU is a community where they want to be. Those two things we try and increase. We look at those programs every year and try to determine what do we need to add. You know, what are we missing. The other thing with retention rates is University College sends out a survey every year and the top five in the survey is always financial issues, can't get into a major or a class, and then they talk about personal issues as to the reasons that they don't stay. So I think that that speaks to the fact that we are, you know, from a financial perspective we do every year try and get more financing to the students that are low income and need the extra financing. We do have programs that will help students if they don't have books, so we have programs in the Financial Aid office that can help with

that. But then also University College and the Visor Center help with the academic preparation, and then Student Affairs helps with the programs.

Senator Muñoz: Has there ever been an effort to show diversity within the staff of the University. For some reason seeing as probably to help the retention rate instead of decreasing having some professors show, not professors, show a diversity within the professor pool, because as much as I like Professor Winger, I can go up to him and talk, but I can't really come up to him and explain my issues of my cultural background and for me to continue my education. This could possibly help these students feel more comfortable within the University. Is it a possibility that something could be...

Senator Kalter: I'll just say yes, that's a continuous push to diversify the faculty. We look at it during program review for one thing, but it's been a long-term initiative to try to increase diversity among the faculty and the staff, and I don't know if the President or Provost wants to add anything to that.

President Dietz: I would simply agree with Senator Kalter that it's an ongoing issue for us. As we redo Educating Illinois as a new strategic plan, that's going to be covered in the new plan. We really are encouraging the department heads to do the bulk of this work when they have vacancies at the departmental level. Most of the hiring happens at the department level throughout the entire University, whether it's on the academic side or other parts, and so we're asking them to spread the net a little more widely to use their network and identify underrepresented faculty from other places. It's difficult right now in recruiting some individuals into the State of Illinois, because of the State budget, but we have a goal of diversifying the faculty and that's a work in progress.

Senator Muñoz: Thank you.

Senator Cox: The report mentioned some of the University efforts in working with the veterans, and I wonder if you could speak to some of the trends that we see there in terms of applications, acceptance, retention, etc.

Associate Vice President Albrecht: Absolutely. We regularly get recognized as a veteran-friendly campus. I will go ahead and pull veterans' statistics for retention, because I don't have these for that report, but I will get them for you, but our Veterans' Center... Have you ever attended?

Senator Cox: Mm hmm.

Associate Vice President Albrecht: Okay then. So the group in the Registrar's Office does a really good job for those veterans. I feel like they feel welcomed and they have the resources that they need to succeed, but I will get retention numbers for you so we can talk about that.

Senator Cox: I was wondering if we have an increase, particularly in the applications, or if recruitment efforts need to be more aggressive in that area.

Associate Vice President Albrecht: Sure.

Senator Cox: And also the graduation with success rates of those veterans.

Associate Vice President Albrecht: Yeah. I'd be happy to get it.

Senator Cox: Thank you.

Senator Grzanich: So, just out of curiosity, what would the Office of Enrollment like to see the overall enrollment be 10 years from now.

Associate Vice President Albrecht: Ten years from now, overall enrollment, I would like it to be whatever President Dietz wants it to be.

Group as a whole: <Laughter>

Senator Magaña: I just had a quick question kind of for clarification. I haven't applied to ISU in a while, so... On the application, is there a distinction between Latino or Hispanic when the options come?

Associate Vice President Albrecht: I will check, but I believe there is not.

Senator Magaña: So that kind of leads into my second one. So if there's not a distinction on the application, would that kind of skew the numbers when you combine Hispanic and Latinos, because some Latinos do not classify themselves as Hispanic, as there is a difference in the terms, and they are often used interchangeably when they shouldn't be. So I'm just kind of curious as to if you break those up, what would the numbers look like at that point.

Associate Vice President Albrecht: Sure, and we can get those for you. Absolutely. And I think in the meeting prior to, we had some questions also about American Indian/Alaskan Native, that we're going to get some additional information for this group to.

Senator Kalter: I was actually going to ask Senator Haugo to just put that on the floor. I know that she asked that in the committee, but if you could say what your questions was. It was an important question.

Senator Haugo: Sure, so in Academic Affairs, I asked. We did have an increased enrollment in American Indian and Alaskan Native students, but I did want to find out if we had changed our application process. A few years ago, we asked for the application to have a space to identify tribal enrollment, and I wasn't sure if that was retained or not when we went to more electronic applications. And the reason for that is that nationally often non-native students will either mistakenly, to be generous, check American Indian, or check it thinking that perhaps it will increase their chances for a scholarship. So without that identification, it can sometimes skew enrollment numbers.

Senator Kalter: And Jana, you were saying you're going to get that information.

Associate Vice President Albrecht: Absolutely. I will check and we'll run those reports, and the reason I question as to whether it was on the new application is because I don't really recall seeing any reports where I get that information. So we'll find out, and then we'll see what we can do about adding both pieces.

Senator Kalter: I think there's been at least one, maybe two, new application software packages since that. We also sometimes see last names like Patel, which are clearly subcontinental India last names, thinking that that's what American Indian means. So that can also be a confusion.

Senator Kinross: I was just wondering if there's any data showing the change in average incoming GPA or ACT score as the number of underrepresented students increase. It's also important to make sure that our standards are improving as well. So if we have that information, if possible, it will be helpful in the next report, whenever that would be.

Associate Vice President Albrecht: And we have that information, and we've been given clear direction that we still want quality. So that's not something that we're willing to be flexible on. And for the last several years we've maintained an average ACT of around 23.7, and the high school GPA is around 3.4, but we can get you all the data for prior years on that information too.

Senator Kalter: I had a couple of questions. One was do we have any bridge programs in the summer? In other words, for example, where you might be taking a class in order to get up to speed into a particular major or something like a calculus class or what have you.

Associate Vice President Albrecht: So you can help me out if I... Okay. So we have a program that's called Summer Bounce Back, but it is for students that are currently enrolled and maybe had issues in the fall and spring, and that's run through University College, and so they bring students back for the summer term, have them take one or two classes in the summer to try and help build that GPA and get then maybe some of the other courses that they need to be successful, you know, moving on. As far as a program before, like an initial semester, I'm not sure. I can check on it, but I'm not sure we have those.

Provost Murphy: I know that we have high school students that take courses in the summer in anticipation of being freshmen. We have a lot of student athletes that come in early in the summer, because they start practice early in the summer, and I know we have other students that are admitted for the fall have the opportunity to start taking summer classes, but in terms of actual bridge programs, I am not aware of any, but I'm new here, (laughter) so I will find out for you and get that answer.

Senator Kalter: Thank you. My second question had to do with strategy 1E, increase the competitiveness of support packages for graduate assistants, and I wondered if you could detail some of our strategies on that. I mean, it's listed as a strategy, but do we have strategies to attain that?

Associate Vice President Albrecht: Sure. Senator Murphy, I might need help with this one too, or we can check. This would be a great question for Amy Hurd, and I know that she works on it regularly, but I probably need to get with her to get you some of the information about that.

Provost Murphy: I was writing my assignment from the last question, so I didn't hear. I'm so sorry.

Senator Kalter: I can always give this to you afterwards. I was wondering if more detail on our strategies to increase the competitiveness of support packages for graduate assistants. That's listed as one of our things on the first page. All right, are you ready for my third and final question?

Provost Murphy: If only John Baur was here.

Senator Kalter: Yeah, I wonder where he could be.

Provost Murphy: I don't know where he could be. I don't know.

Senator Kalter: We'll have to scan the building to check to see where he is. My last question, and this is sort of a thought question, is we seem to have programs that are really successful, but often our constraint is that we don't have the ability to expand them. So like when we have a TRiO Program, what was it, that 87% retention rate or graduation rate or what have you, that one and You Can Do ISU, are we able to foresee a strategy, sort of a long-term strategy towards expanding those? Is there a pathway towards that?

Associate Vice President Albrecht: So TRiO is federally funded and has a max of the 250, but we would love to be able to use some of the things that we've learned from those programs to benefit the entire population. Part of the issue with that is it is pretty expensive, but with You Can Do ISU and with Redbird Ready, we are constantly taking a look at our budget and trying to determine which programs work and which don't, so obviously we are going to funnel money from programs that don't work into programs that do, so we monitor that on a regular basis as to which programs are doing better things for the University.

Provost Murphy: And that is very much a part of every conversation we have about enrollment management and funding our enrollment model. It's to think about retention and what programs are working, what programs

we need to enhance, so, you know, we start those thinking about going into this coming fall. We've already started to think through those programs and have initiated those conversations with University College, with EMAS, with all of those units that report to Jana and to Jonathan.

Senator Cox: As we're on the topic of recruitment, do we utilize a private recruitment company or anyone outside of the University currently? We don't contract with some of these outfits that serve as recruiters?

Associate Vice President Albrecht: We do not right now.

Senator Cox: But we may.

Provost Murphy: We are looking at doing that in the area of international student recruitment, because that's such a kind of niche market, so that is one area where we are looking at that as an option.

Senator Muñoz: This is my last question. My question is the admissions enrollment, are these also influenced by Athletics enrollment also, or are these purely based off academics.

Associate Vice President Albrecht: The numbers that you see in the report are for total students. So they would have numbers for our athletes. They're included in these totals.

Senator Muñoz: Okay. Thank you.

Senator Kalter: Senator Muñoz, you bring to mind Teddy Roosevelt, and I'll tell you why afterwards. There's a famous statement he made about the last thing he was going to do.

Senator Haugo: First, I will say Senator Muñoz, please don't stop asking questions, because you ask good ones. Can I just get a clarification what we're talking about when we say support packages for graduate students? Are we talking only assistantship dollars or are we talking about other incentives in terms of scholarships and fellowships and those kinds of things too. What is it that we're talking about?

Jana Albrecht: We can find out for you. Be happy to.

Senator Kalter: And we have a recording of the meeting, so if we need to look at the questions again, we can. Any other questions? All right. Terrific. Thank you very much. Thank you to Jana Albrecht. Thanks also to all of the faculty and staff on campus who have worked both this past year and over the years to greatly improve and maintain our efforts to increase diversity, support underrepresented, international, first generation, and low income students on campus, and, veterans and nontraditional students and I think the report also mentions supporting all the students who are at risk who need assistance to turn their academic probation around if they get into that, so thank you very much. We're going to move on to chairperson's remarks.

Chairperson's Remarks

Senator Kalter: And good evening, again, everyone. Thank you for being here instead of across the hall where The Price is Right. We think we're going to put the search party for Senator Baur in that room. That's the first place we're going to look. I also wanted to let you know, although I don't see...now I see him in the room, good. This is good. We have another guest tonight, Dr. Alan Lacy. He's the Associate Vice President for Academic Fiscal Management. So later on with everybody's permission, we're going to be going to our information item first after we complete Chairperson's, Vice Chairperson's, and Administrator remarks.

The one thing that I wanted to comment on tonight is the Executive Order, which restricts individuals from Iran, Iraq, Syria, Sudan, Somalia, Libya, and Yemen from coming into our country and puts a hold on refugee entry from any country, actually, not just from Syria, and also on the recent court action surrounding that order. Several people, faculty mostly, have contacted me with various concerns surrounding this order, and I want to

state unequivocally that sweeping restrictions like the one signed on January 27 are bad for universities, bad for their students, faculty, and staff, bad for intellectual and academic enterprises in general, and violate the values that we espouse. By their very nature, they paint with a broad brush millions of heterogeneous individuals, including infants and young children, and thus engage in the broad generalization that is one of the first logical fallacies that any of us encounter as we learn the principles of logic and of fairness that are foundational to higher order thinking. I believe that as a faculty and as a Senate, regardless of our political views or voting patterns, we should applaud the actions taken by the Attorney General of the State of Washington and so many others in the effort to uphold in a bipartisan, nonpartisan way the tenets of our Constitution and its indispensable Bill of Rights. I also applaud the actions of Illinois' own Attorney General in joining Washington State's arguments with an Amicus brief. There is no doubt serious concern when deteriorating conditions in countries due to war, strife, disaster, and civil unrest bring the visa issuance processes of those countries under heightened scrutiny, but I also have no doubt that there are numerous better ways for the United States to deal with those situations should one care to find them. In Illinois, we have seen our leaders engage in delay, gridlock, an inability or unwillingness to compromise. We do not need in our federal government to see our leaders engage in haste, lack of deliberation, lack of consultation, and lack of good judgment that may very well put our armed service members and our citizens at greater risk, backfiring even in its most defensible of stated intent. That a terrorist comes from your country does not make you a terrorist, and that too is a logical fallacy. It could well mean that you are fleeing from terrorism likely to embrace democratic values, likely to strengthen our country, not weaken it. We have campus members here not only affiliated with these seven countries, but with a wide range of other Muslim majority countries and countries with high Muslim populations. Indeed, with countries from which terrorists have come, never forgetting that ours is one of those, but also from European nations like France and many others not yet singled out. Many, if not all, of these international members of our campus are now asking whether they will be let back into the country if they travel abroad for work, study, or to visit family, or simply for tourism. Such a state of affairs is bad for our state and for our people, not just for the State of Washington or the people of Minnesota. I sincerely hope that we will get back on track swiftly and that our newly elected and appointed officials will find more efficient and closely tailored ways to identify potential threats to our nation.

I also wanted to thank the staff that today held an open forum for information about the Executive Order, clarifications from the executive branches, in other words, they were talking about how the Executive Order needed to have clarifications after the fact, and also the current status in the courts. That forum is going to be repeated tomorrow from 3-4 p.m. The staff's work to support students, faculty, and staff may be ongoing. Contributors to that forum included Jonathan Rosenthal, our Associate Provost for Undergraduate Education, Alice Maginnis and Wendy Smith from Legal, Dean of Students John Davenport, International Studies Director Luis Cañales, Tammy Carlson, and Melanie Schaafsma from Human Resources, former Senator Mboka Mwilambwe from OEOA, and Jeff Mavros from Admissions. And I'd be remiss, by the way, not to mention our President who put out a very important message to the campus a day or two after the order was signed. I also know that several of these individuals worked over the weekend of January 28 toward responding rapidly for our students, faculty, and staff, so thank you very much for that extra effort. And that concludes my remarks. So with that, I will yield for questions.

Student Body President's Remarks

Senator Walsh: All right. Good evening. This morning, the Student Government Association hosted our Coffee with the Deans event that offered the student body the opportunity to interact with their respective deans. Thank you to all those who participated. Last weekend, myself, alongside several other Student Government members attended the Illinois Board of Higher Education Student Advisory Committee meeting at DePaul University. At this meeting, we established that our statewide lobby day will take place on April 5 in Springfield at the capitol. Over the past two weeks, I've been working in conjunction with various student body presidents across the state to help advance our lobbying efforts with the Governor's office, as well as the Senate and House leadership. A letter was drafted to the Governor that demanded that he meet with student leaders. Every other student body president in the state so far has signed the letter with the exception of myself. I was hesitant due to the combative and somewhat unprofessional nature of the letter and its partisan slant. I've

spoken with our legislator director and consulted with him, Dr. Lackland. And after consulting with him I believe that our efforts should be focused on a unified message with other groups that have been advocating for higher education. This message would encourage the Governor and the Legislature to come to an agreement on the bills currently facing the Senate that would help balance the budget and ultimately fund higher education. I provided my recommendations to improve the letter, and should they be adopted, I will at that point sign the letter that is looking to go out within the next week. Finally, there is a rally today at the state capitol with a Save Higher Education theme. A small number of institutions took part in the rally. However, neither myself nor any other Student Government members attended due to a number of reasons, including the weather, the last minute nature of our invitation, the cost of traveling, and my personal belief in far more effective advocacy methods. I believe that the most effective approach is the one that ISU has historically taken within the Student Government, and that's working with Dr. Lackland and meeting with members of our House, Senate, and Governor's office to respectfully advocate the needs and interests of Illinois State's students. With that, I yield for questions.

Administrators' Remarks

- ***President Larry Dietz***

President Dietz: Thank you, Senator Kalter. I want to first of all thank Jana Albrecht for her report; that is, soon to be Dr. Jana Albrecht, and we're delighted about that. The area of enrollment management, I'm always tempted to jump in probably more deeply in this area sometimes than may be warranted. I had responsibility for enrollment management programs at a couple of other institutions, and I can tell you it's a very complex... It used to be, we used to call admissions work art. Enrollment management is more science, and it's really about data and crunching data, and looking at yield rates and strategies and all those kinds of things and while it's really more science, it's certainly not an exact science, because you're dealing with thousands and thousands of students and parents who are trying to make decisions about where to go to school with lots of different criteria. And so landing the plane, as they say, within the parameters of the academic requirements, also achieving the goals that Jana talked about are really very difficult, and so my hat is off to you and the entire Enrollment Management team for the good job that you're doing.

I have several informational items here. We had a trustee orientation today for three new trustees; Sharon Rossmark, Julie Jones, and John Rauschenberger. All three are alums. Julie is an attorney, and Sharon and John have businesses, and just a delight to work with this morning. So all of our vice presidents came in and gave a presentation to them. They're very eager to serve this institution, and I think we're going to be well served by the energy and the passion and the intelligence frankly that they will bring to some of the tough issues that are facing this university, and for that matter all universities in the state, so I'm delighted that they are on board. A couple of other observations. I had my weekly conference call today with the presidents and chancellors of all the universities, and there is progress that's being made; not on the budget as much as we had hoped, though there is a lot of negotiating right now on what is called the grand bargain. I don't know that we want to be a part of anything that's a bargain, particularly related to higher education, so I'm not sure about the selection of words related to that, but it's basically more conversation happening about a state budget, so that's a positive thing, but a lot of work to do yet. Procurement reform is something that is coming along much more quickly, and I've been working with the Illinois Board of Higher Education and the other presidents and chancellors, and it's resulted in a bill that's being put together -- legislation is going to be put together in the form of a bill, and we hope that bill will be submitted and supported by both sides of the aisle, which will relieve some of the elements of the procurement system that we have now, so that's coming along fairly well. I've spent all of last week in Florida visiting with alumni and donors there, and I don't know which president it was that decided that January was a great time to go to Florida to help raise money, but I think it was a brilliant idea, particularly on a day like today, but we have a lot of alums in Florida and met with a lot of them. They all share their passion still about this University. They are thankful for the education they received here and the work that they're doing as a result of that fine preparation, so those have been going well and the fundraising has been going well. If you're interested in a more detailed report, we can arrange for that, but alumni are always glad to see folks from the campus come down, and we did collect some checks while we were down there too, so that's always a good thing.

Senator Kalter mentioned a letter that I had sent out also about the travel ban and about DACA and resources that were identified in that letter for individuals who were fearful of their own status, or had questions about the status of their family members, and that's been well received. I had a lot of help in putting that letter together, so she's exactly right. A lot of people spent the weekend working on that, and my hat is off to all of those folks, but I think it's this kind of expression that both Senator Kalter in a very articulate way just expressed herself about her opinions about recent actions at the national level. We all can have our own opinions, but the bottom line is that we're here to serve our students and to provide a safe environment for our students. None of us in this room are the individuals who decide who meets given criteria to be here legally or not, but as long as there are students here, we're going to make this place safe for those students to continue to pursue their educational goals. A couple of other points: Within this current week, one of the other presidents and I have met with the Editorial Board at the Register in Springfield and had a good two-hour meeting with that group talking about the budget. Also appeared on National Public Radio, the Champaign version of National Public Radio, talking about the budget this week and couldn't agree more with Senator Walsh in that there's a lot of pressure to go to a lot of these big rallies and some folks think that's the way to do business and that's fine. What they sometimes don't realize is that there's not room in the legislator's offices for large crowds to gather and express themselves. So our strategy really has been more to meet individually in smaller groups, and I think that's been more effective for us, but we'll be a part of anything that would help us ultimately get a state budget. One last thing. I also want to say thanks to the Senate for the composition of the letter that went to the Governor talking about his approach to addressing some benefit issues, particularly health issues and so forth. That's very helpful. I also wanted to report that the American Council on Education, which is the umbrella organization for all higher education lobby groups in Washington, and there are over 30 higher education lobby groups in Washington. ACE was very quick after the ban, the travel ban message came out. They were very quick to put together a letter that they sent to the head of Homeland Security opposing the travel ban, and they invited institutions to sign on to that letter. I will tell you that in some quarters, but with some elected legislators, I was encouraged to think twice about signing any such letter for fear of perhaps not getting federal funding that was due to this institution, and I thanked those individuals for their opinion and I was among the first to sign that letter. And, to date, there are I think 700 college and university presidents that have signed that letter, so I feel in pretty good company. So thanks for your patience with dealing with all these issues. We're in some tough times, but we've been in tough times before and we'll come out the other side, whether it's a state budget or issues that are pending at the national level. Thank you. I would yield for questions.

Senator Kalter: Are there questions for Senator Dietz? I just want to make a comment that I've received a lot of thanks from around campus for our letter about the health care premiums. Thanks to all of you for sending that letter out. As you know, I have a question out to all of you about whether it's all right for Eastern to sort of piggyback on us, so if you have any objections to that, please get those back to me by Friday. Thank you.

- ***Interim Provost Jan Murphy***

Provost Murphy: Thanks. So Janet talked to you a little bit earlier about enrollments and applications last year. To give you an update on where we're at as we move into fall of 2017, applications are down for first time in college students. Our freshmen are down by about 3%. Admissions are also down by 3%. That's not too worrisome. Enrollment deposits are down 12% for that incoming freshman class, so that is a little worrisome, and we're really starting to watch that and try to do some things to increase those enrollment deposits. Admissions is doing more emails out to that group, more phone calls. Graduate applications are down, and admits are down about 3%. Applications and admits continue to be up for our diverse students, so that is good news. And while Redbird Reception visits, the Redbird Receptions are those groups that we hold off campus are down. On-campus visits are up by quite a bit, and that's a good sign, because usually if a student will come to campus, they have a good environment here, they have a good experience here, so we can oftentimes capture them, so we like to have students and their parents come to campus to visit. So we're working on ways to increase yield. We appreciate all the help that we get from the campus community. When students and their parents come to visit us and they see people smiling at them, you know, you're looking up at them and smiling and asking, you know, if someone looks lost and you stop and ask them if you can help them find someplace,

that's a little thing, but you can't imagine how much of a difference that makes, because you don't get that on every campus. I promise you. And so the environment, the friendliness, and the helpfulness of the environment here. For those of you that attend some of our receptions; for example, Presidential Scholars and their parents, Presidential Scholar candidates and their parents will be here on Friday. Boy is that a group that we would like to recruit. So, again, if you see them and their family here on campus, thank you in advance for taking some time to meet with them. Some of you will be at some of the events for them, and I thank you for all that you do. So every little bit helps, and we really do appreciate all that we do on this campus. We really are... I think it's really our faculty, it's our advisors, it's admission staff, it's all of us that kind of wander around campus and meet with all of those prospective students that make the difference and help us recruit those students away from the other options that they have. And our students we know are extraordinary students who have lots of options. So we appreciate when they come to us. A reminder that the Three-Minute Thesis competition will be occurring at the Normal Theater at 6 p.m. on February 23. There are 10 finalists from the College of Ed, the College of Fine Arts, CAST, the College of Nursing, and the College of Arts and Sciences. We have a number of judges. And the winner of the competition will go on to compete at the Midwest Association of Graduate Schools in Indianapolis in April, so I think that will be fun, so I hope I see some of you there. One significant curricular change, the English Department has established a new sequence in technical writing and rhetoric, and then two name changes; the MA/MS in Theater is now the MA/MS in Theater Studies, and the Department of Geography and Geology is now the Department of Geography, Geology, and the Environment. Any questions at all?

Senator Kalter: The three-minute thesis competition is on a Thursday, so make sure you mark that for your Thursday calendars. The 23rd is a Thursday.

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

Vice President Johnson: All right. Good evening, everyone. I want to start off with a programmatic note in support of our Muslim students. I want to make sure that you all are aware that the ISU Muslim Student Association is actually hosting a rally next week on February 15 from 11 a.m. until 4 p.m. in the Schroeder Plaza. And just a word of caution. Again, if you're going to show up and you're going to be there in order to support students, there will be prayer where they'll be doing some prayer services during that time frame, and it's not appropriate if you're not Muslim to go down and to kneel down and to join in that. So just a word of caution that it might be a little bit disrespectful if you actually did that, but to show up and be present I think is very supportive of our students. I wanted to make sure I put that out to the Senate as well. Speaking of diversity, I wanted to provide an update on the Campus Climate Committee. I wanted to make sure that you're aware that the group is back at work again this semester. They did host a retreat about a week or so ago. And within that retreat, they did host and asked a number of students to come in and talk about their desires and some of their ideas as to why they would like to see a diversity center or multicultural type facility on this campus. Of course, they're extremely bright and thoughtful in their suggestions and the things that they shared, and I think the Campus Climate Committee was very impressed with the students' presentation. So the students left that feeling like we made another step towards some sense of understanding in that sense. I wanted to make sure that this group is aware of that as well as through the president's office initiative as well, we want to make sure that the recommendations that the president has accepted and approved, the first set of recommendations that we're hoping to start work on within the next 30-60 days. There's been an implementation team that has been formed that is being chaired by Provost Murphy as well as myself, and it's going to be comprised of the other vice presidents and some other administrators, in order to make sure that we make a connection between... Again, it's one thing to make recommendations. Now it's time for action and to actually get things done, so this group will be responsible for a number of things, including reviewing and discussing all of those specific recommendations, assigning a point person for each one of the recommendations and to serve as a champion and make sure that those items are being taken care of and done. We'll be responsible for creating a dashboard to track our progress and share that information back with the President as well as the Climate Committee and the rest of the campus community, and it's our hope, again, to have many of these items done within the 30-60 days I think more pragmatically is probably towards the end of the semester, although it's very important to know some of these items and some of these recommendations we've already been working on and

we've actually completed, so we'll be populating that dashboard indicator right away with some of those initiatives that we have in place. The first meeting of the review and implementation team will be February 17, and we are looking forward to getting our work done, so I wanted to make you aware of that.

Then also the next item is a progress report on our Greek Life Task Force. We will be having our second meeting of that group tomorrow. We met two weeks ago, and we've agreed to meet every other Thursday. It comprises of 24 individuals and representatives from faculty, staff, administration, and students, and alumni from the institution as well. At our first meeting, we did lay a foundation for the group as relates to the charge for the committee, the task force, the goals, as well as the desired outcomes from the group. We laid a foundation by sharing information as relates to the history of Greek life nationally, as well as the history of Greek life on this campus, and then reviewed a little bit of the current status of the Greek organizations on campus. Tomorrow we will dive more into laying more of a foundation and we will add a couple of members. Thank you to our chair. As a matter of fact, we're sending a message out, and we will add three faculty members to our group, and they will be introduced at that time, so we're very excited about that addition, but also cover additional information as relates to the support staff and relationships that we have with the national organizations and our house corporations for Greek organizations. We will talk a little bit about leadership development and programs that we have in place currently, the status of each one of the chapters, and the revolving door that we've probably seen over the last five-year time frame, as well as get into issues of and look at data information related to substance abuse, sexual misconduct, bystander education, and so on moving forward. So after these first two meetings, we will then roll up our sleeves. We will probably form some various subgroups that will dive into various areas of Greek life, and then hopefully come out on the end of this semester with some recommendations that we'll bring back to this group as well. The last item I wanted to make you aware of is an announcement of an addition to the Student Affairs staff, and I want to make sure that you're aware that we did hire towards the end of last semester Dr. Donna Schoenfeld who hails from Northern Illinois University. She served there as their Director for Health Promotion Programs, and she is coming to work with us as our Assistant Vice President for our health related cluster within Student Affairs. That would entail Recreation, Health Services, Counseling Services, as well as Health Promotion and so forth. So we're extremely glad about her joining our team and we look forward to the work that's going to come out from that branch of Student Affairs. I'm open for any questions that you may have.

Senator Kalter: I have just one clarification. Did you say the Muslim Student Association rally was Monday, the 13th?

Vice President Johnson: It's the 15th.

Senator Kalter: The 15th. So Wednesday, the 15th, from 11-4, I think you said.

Vice President Johnson: That's correct.

Senator Kalter: Okay, thank you.

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

Vice President Alt: Thank you, Senator Kalter. Just a couple brief comments. First, parking and transportation. I think if you've been reading the news, it does appear that ConnectTransit has received their additional funding that will fund their operations through June, so I think we no longer have a concern at least about continuation of the bus service through this semester. We hope they get funded beyond June, but it looks like we have confidence that we'll have bus service throughout the semester. Some progress updates on facility projects. The Bone Student Center remodeling project is progressing with design documents being nearly completed. Hopefully that would go out for bid this spring for construction to begin this summer. We've talked about this project in the past, but, for those of you that are new, this facility we're in is about a little over 40 years old, has never had a major renovation, and so we're excited about this renovation and updating the Bone Student Center. Roofing projects on the Fine Arts facilities are being planned for the spring. Last fall we did have some water leak issues that surfaced. We put in emergency repairs that appear to be helping us get

through the winter until we can have more permanent repairs done this spring. Finally, the Outdoor Adventure Center, which has been a project in progress for the last few years, is well on its way. That will include the facility for the Outdoor Activity Center, a high ropes course, a boat rental pen, and parking, and the schedule right now calls for that to be completed by this August, so the fall semester when everybody returns. I'd be happy to answer any questions.

Senator Kinross: When is the expected completion of the parking lot over by the Student Fitness Center, the Rec Center?

Senator Kalter: That was the one that's under construction and has been for a while.

Vice President Alt: Yeah that's the South Campus with the South Campus Residence Halls, correct? Yeah, that's hopefully this spring, mid-spring.

Senator Walsh: Is that spring 2018 or spring 2017?

Vice President Alt: 2017.

Senator Walsh: This spring. Excellent.

Senator Shurhay: Do you know where the first major construction in the Bone is going to be at?

Vice President Alt: Pardon me?

Senator Shurhay: Like what's like the first major part of the construction for the Bone?

Vice President Alt: Yeah. I do have that, because it will be done in phases, and so... In fact, even conceptually, there will be a lot done in the sense that it will have the entryways. I'm just telling you about the project in total. The entryways will be redone. Particularly the entryway to the north will be broadened and we'll have a welcome center from there. There'll be renovation of a lot of the different rooms; not all of them, but the bookstore will be relocated. And so the first phase, I believe, and I have a note here. Bear with me. So let me just describe the scope of the project. The scope of the project includes creation of new space for an area to welcome prospective students and their families and administrative office space for campus dining. Other work will include relocation of the catering kitchen from the second to the first floor, relocation of Barnes and Noble to the first floor, creation of new entrances to the facility, and a new food court space. I believe, and possibly Vice President Johnson is...

Senator Johnson: Yeah. The hope and the thought is that we would be done with the first phase, which is the bookends for the facility here, so the Welcome Center as well as then the renovations are taking place over at the Brown by March or so, March, April of 2018. So that's, again, if everything goes perfectly with all the things that need to be issued as far as, you know, the contracts and things of that nature, this summer we can start some groundbreaking in that sense.

Vice President Alt: So a little more specifically as far as this first phase will involve construction of additions, which will be the Welcome Center, which is this part of the plaza between here and Milner Library, a pre-function area for the Brown Ballroom, the loading dock, the Ballroom remodeling, the former Dean Of Students Office, emporium dining venue on the second floor, and Barnes and Noble relocation. The second phase will involve the catering kitchen, offices for Campus Dining, and offices for the Program Board, and then the third phase will be the food court.

Senator Shurhay: Sounds good.

Senator Cox: In terms of the new construction, have there been decisions made as to what to do with the tencel or the membrane umbrella features in the front of the Milner. What will be the fate of that structure?

Vice President Alt: That cover. That's a project that's also in progress. It's actually separate from the Bone Student Center project. It's one that our Board of Trustees just passed this last July. The project is to address the leakage in the Plaza, which has been an ongoing problem since the construction of the Milner Library back in the 1970s, and the deterioration below that, because those rooms can't be used in Milner Library, and so there is a project that will be funded from some funds that we issued some debt for a few years ago for academic building improvements, and that will basically replace that structure and remodel the first floor, but it will require for that tent to be removed.

Senator Cox: And what will happen to the tent?

Vice President Alt: We will no longer have the tent. The tent was actually installed probably over 10 years ago, for those of you who have been around, in hopes to solve that leakage problem. That's really what it was put there for. And it possibly did help for some time, but because it's such a wind resistor, there is some concern that it actually contributes to the instability of that concrete structure. So it does need to be removed to resolve the problem.

Senator Cox: Will it be destroyed.

Vice President Alt: Oh yes. I mean, we have no other use.

Senator Cox: Not relocated.

Vice President Alt: It will not be relocated. It was only constructed for the purpose of trying to funnel the water to the drain so it would no longer sit on the Plaza, and it probably helped that problem some, but not it's no longer serving its original purpose.

Senator Cox: I wonder if there might not be interest in buying that structure. Has that been explored in terms of reselling it?

Vice President Alt: Well, the University is precluded from selling items. We can have it recycled, and I'm sure that in the construction documents when they do that oftentimes that's included in that the contractor gets the benefit of the recyclable materials. There is some metal that will surely be recycled. The membrane itself is worn out and torn. We've had to repair it, but the metal structure will somehow probably in the construction bidding and documents be provided that the contractor would recycle that.

Senator Cox: And when do you expect that to happen in the removal of the structure?

Vice President Alt: I believe we're in planning and design phase now.

Senator Cox: This coming summer? Okay. Thank you.

Senator Horst: I very much appreciate hearing that the roof will be addressed in Centennial East, and I enjoy hearing about all these other construction projects. Could you address is there any movement on the Fine Arts Complex?

Vice President Alt: Yeah, I wish there was. In fact, part of that Fine Arts Project. The one you're referring to is the \$57 million capital project that the State approved probably seven years ago, released design money probably five years ago now. Almost two years ago, we were nearing completion of the design in the next several months in order to go out for construction, but with the budget impasse, one of the outcomes of that was

that all contracts for that kind of work froze, and so that work stopped July 1, 2015. So if there is a capital plan to release those funds again and proceed with that kind of work, we believe that we were probably 8 months to 10 months from finishing the design work to move towards construction, but there is no discussion of that at this point. Unfortunately, also, for that is that's probably why we have to proceed with some of the roof issues right now. Last fall, as you related to, and many others that utilize that building, experienced quite a bit of water leakage and damage and some of those would have been corrected in this new project, but because the project has been delayed so long, we just got to address them now. And so we have identified a couple new projects to replace roofs to do that. So some of those would have been done in that project, but we have to proceed earlier with that. I wish I had better news.

Senator Robb: So since you are having to pursue replacing some of the roofs in the Fine Arts complex, is that going to hinder the design plans for the rest of the Fine Arts facilities since we did have to push those off due to the capital budget?

Vice President Alt: Because some of those are not related, so some of it needs to be done anyhow, but those that are related, that will just, those funds will not be used for those roofs and it will be incorporated in. Our Facilities Planning people will be careful to make sure that anything that's done there won't interfere with what the eventual design is going to be for that renovation.

Senator Kalter: Further questions. I'm going to ask a gratuitous question that I don't really have, but I see that Charley Edamala is in the chairs. So we had an outage on Groundhog Day with ReggieNet and I wondered if he might be here in case we were going to have any questions about it and if you want to...

Vice President Alt: You're very perceptive, but yes we did want to be prepared...

Senator Kalter: We don't want to waste anybody's time and have them come here for no reason.

Vice President Alt: You're very perceptive that we did want to make sure that if there were any questions related to the outage that we had, network, a pretty significant outage about a week ago that he'd be here to address it. So since that is true, I'd like to bring Charley Edamala, who is our Chief Technology Officer and Associate Vice President for Administrative Technologies to at least explain what happened and what we're going to do to try to prevent something like that happening in the future.

Associate Vice President Charley Edamala: So I just came here to sit on in shared governance really. That's all it was. First of all, if I may make a side remark. I am one of those immigrants that came in 20 years ago. I came to Temple University in Philadelphia, and I got sponsored and started working at Temple University. I'd been there for 20 years and I've been here. My brother went through the same system as well. So thank you very much for your comments, both Senator Dietz and Senator Kalter.

So if you are a student or a faculty member, last Thursday you had some free time, unexpected free time. I'd like to say that it was by design, but it wasn't. What happened last Thursday was in my 20 years of IT work, I've seen all sorts of catastrophic failures, and this is probably one of the middle to most severe ones. So at the end of the day what we discovered is that a piece of hardware failed. And along with the one piece of hardware failing, a redundant system that was supposed to kick in also failed. So between those two we had all sorts of issues. It took I think about four hours before we came to a workaround so that people who needed to get ReggieNet and Campus Solutions and so forth could get to them. And then it took another two hours after that to actually figure out what the problem was. It seems rather silly, but the solution was we went into the data center, noticed something was not blinking right, pulled out the piece of hardware, put it back in, and everything came back. While that pleased us all a lot in that minute, the next minute we all came to the realization it shouldn't have happened that way. So the last five days we've been looking at trying to figure out why exactly the hardware failed, and then the redundant system failed right after that. We've engaged vendors and we're working through the process, and hopefully this is one of those learning experiences. We know that we've got a

serious vulnerability here. We need to fix that. If there is any good news, people with somewhat long memories... I've only been here six months, so I don't remember this. People with somewhat long memories reminded me that there were issues with ReggieNet maybe a few semesters back, and that kept happening. So if there's any silver lining in all of this, ReggieNet itself was fine. Campus Solutions was fine. Only problem was you couldn't get to them. So that was the only minor issue there. But the systems themselves were strong and they kept running. The other thing I just want to quickly mention, a word of thanks to several people around the table here who jumped in and we had a couple of war rooms going. I needed help from Student Affairs. The people jumped in from Student Affairs. I needed help from Mark Walbert and the Provost area, they jumped in. So everyone came together to help out. So with that, are there any questions?

Senator Kalter: I'm going to play Melissa McCarthy. The piece that they took out and put back in was this big. So I've got props. Melissa McCarthy, I don't know if you saw her on Saturday Night Live. I'm using my props. Any questions for Mr. Edamala? All right. I will also make a side comment. It's talent like yours, Charley, that is why we can't have destabilizing immigration policies. So thank you very much for that information. All right. Any more questions for Senator Alt? All right. We'll move on.

Information Item:

01.26.17.07 - Academic Impact Fund (AIF) Annual Report to the Senate February 2017 (Administrative Affairs and Budget Committee)

01.31.17.01 – (AIF) Statement of Priorities and Guiding Principles

01.26.17.08 - FY16 – Final Comprehensive Summary (AIF) (Administrative Affairs and Budget Committee)

Senator Kalter: As I said before, if there are no objections, I'd like to put the information item first and ask Dr. Lacy to come to the table to help Senator Hoelscher present the AIF reports.

Senator Hoelscher: As you know, the Administrative Affairs and Budget Committee is charged with overseeing the Academic Impact Fund and making recommendations to the Provost office and to the Senate regarding its administration each year. To that end, the Administrative Affairs and Budget Committee is very pleased to report that efforts made to render the AIF report from the Provost office more understandable and transparent have been very successful and are largely complete, and those efforts were done largely before my time. Many thanks to Alan Lessoff and others who worked very diligently on that, and I thank Alan Lacy as well. I'm going to give you just a very short excerpt of that report, but I'm going to urge you at the end to go to that report. It's an amazingly transparent report and wonderfully done with a preamble that gives you a really good sense of what it is. The AIF report shows that there have been 41 resignations/retirements in the calendar year 2016. In fact, during FY16, we actually had more resignations and retirements than we had hires. As a result, the Provost office has been able to be somewhat more aggressive in its hiring and we did see that. There were actually 37 searches authorized for positions beginning August 2016 with 35 being successful. There's much more information in the report. It's detailed and it breaks it down according to college and amounts and things such as that, and we strongly encourage you to go to both reports, but the AIF a bit larger report in particular, and receive a much richer explanation. With that, I will remind everyone that Dr. Lacy is here for questions that are of a technical nature and, of course, if you have any questions about our Administrative Affairs and Budget Committee report I'm here as well.

Senator Kalter: Dr. Lacy, did you want to make any remarks, just prefatory remarks?

Associate Vice President Lacy: Well, the Academic Impact Fund is incredibly important. It provides the instructional capacity for tenure-track faculty. It is central to budget requests that we get each spring. It also sends out money each year to fund a large number of non-tenure track faculty, and all that together is how we deliver the classes to our students, and we have been fortunate that we've had three large classes in a row come into the University, and so that has caused some of the amounts that you see in the report to go up a bit, but all of that is good news, because it means we have more students.

Senator Horst: My understanding is that this was created to address a class of faculty that had large buyouts because of the way that it used to be structured with the benefits. Once that group of faculty is retired, does the University plan to continue using this instrument?

Associate Vice President Lacy: Well, at this point we're still having a significant number of faculty who have buyouts come through. Obviously, as time goes by, those will decrease because the buyouts for faculty are specifically prior to 1997, I believe it was. You can have buyouts if you have administrators who return to faculty, then when they retire there could be rather large buyouts there that could include vacation time as well. Whether or not the AIF will stay in exactly this format going forward is impossible for me to forecast. I do believe that a centralized system such as this is critical to the University, because it allows us to move resources from one unit to another as one unit has less students and less demand and another grows, we're able to move those around. And prior to AIF in 1997, every unit had their tenure-track positions and they kept them. You couldn't move things around. So I think there are a lot of advantages to AIF as it is now, and I think it served the University well over the last 20 years.

Provost Murphy: I don't have a question, but I was a department chair when AIF was developed and all of those reasons are reasons that all of the chairs supported the AIF development, so it was about buyouts, but more than that it was about that flexibility about being able to think about new program development and even within a department being able to move positions around and not always replace the exact same faculty expertise we had with a retirement, so part of it was that buyout. Even now with smaller buyouts, there are still departments that have really small operating funds, can't handle any buyout at all, so I think those were the reasons back in the late 1990s that we as chairs and directors at that time, well we were all chairs at that time, were very supportive of the AIF. So it made sense to us then, and that's been 20 years ago.

Senator Cox: Do the numbers of resignations refer to resignations from the University or do they also include from a particular position; for example, resigning a chairship to return to full-time faculty. Is that calculated as a resignation, or is it simply leaving the University?

Associate Vice President Lacy: Resignations are individuals who are faculty on our campus who choose to leave and go to another university, and so they put in a letter of resignation, and then we also have retirements, of course, which technically are resignations from the University and retirement from the State, but retirements are people that finish their career here, and those numbers are combined in the report that you see. So if it's somebody that's leaving their faculty position and moving to a chair or an interim chair coming back, those are not reflected in there, because we still have their salaries at the University.

Senator Cox: Even though the salaries might change, we wouldn't see a growth or decline in the AIF.

Associate Vice President Lacy: The AIF does not pay salaries for administrators, for chairs. For instance, the respective college, the dean's office has money in each chair line. And so when a person moves from faculty to chair, technically their salary stays in the department, and if that faculty member is not replaced, it comes back to AIF, the money that that chair is making resides in the budget of the college.

Senator Cox: I see. Thank you. Thank you.

Senator Hoelscher: Just one very quick. It's a minor point, but it's important to know that the numbers may change slightly because this was a snapshot as of October 1, 2016. So if you have heard Provost Murphy or someone else mention these numbers, they probably are more updated and they will change just a little bit. Just an important minor note to say.

Senator Kalter: Thank you.

Associate Vice President Lacy: The authorized searches, the ones that are being searched right now that will be hired and join us in the fall. The numbers on here were accurate in October when we wrote the report. And since that time there have been a few more added to that for a variety of reasons, so if you were to compare this report when I come back next year and give you the final report on fiscal year 2017, the numbers will not match. For example, unfortunately we've had a couple of faculty deaths that are handled, that add, when that happens the departments are able to go ahead and search. So there are things like that as the year goes on, the FY17 report is only partially finished because we're still in the middle of the year. And then the FY18 is just showing you how many searches were authorized as of October that will be hired in the fall of 2017, which is part of fiscal year 2018.

Senator Kalter: Further questions. I have just a couple. For your part of the report, Mark, on page 2 right above the chart where it says, "this report shows searches authorized for FY18." That means authorized for FY18 appointment, right? So that you're doing the search this year and you're hiring to be appointed in FY18. Is that right?

Associate Vice President Lacy: Yes. That's correct.

Senator Hoelscher: Yes, that was my intent.

Senator Kalter: Okay. I just wanted to clarify that in terms of the labeling. For Dr. Lacy, I had one question about the cash flow chart, I believe it was. There was no merit increase to the base this year, and I wondered if you could sort of talk about why we had them in the first place and why we didn't have one this year.

Associate Vice President Lacy: Which page are we on, Susan?

Senator Kalter: Sorry. This is the cash flow on, I believe it's page 8. And right at the top, right below the permanent recur annually blue line, there's a beginning balance. That's the carry-over from last year of the permanent dollars, and then the next line is merit increase to base, that's zero dollars this year. That merit increase to base was relatively new, and I'm just wondering if you can tell us why it was instituted, you know, a couple of years ago, and then why it was not done this particular year.

Associate Vice President Lacy: Well at the time in FY16, there was no raise. When we get a raise -- for instance this year with the 2% -- then the money that is in AIF is also incremented 2% so that the salaries in AIF keep up so that next year you should see a merit increase to the base there based on the 2% here in FY17, but in 2016 there was no raise, so that's why it's zero.

Senator Kalter: Gotcha. One of the other questions I had, are we still having, I believe it used to be, a two-year wait-out period. So let's say that a faculty person left a department, we would wait two years before we take a line and either put it back in that department or put it somewhere else. Is that still the case, or does that relate to what Dr. Horst is talking about with the sick leave payout. Has that wait time decreased at all?

Associate Vice President Lacy: The wait time depends on the situation. If a department has a resignation or retirement and they know about it and they can put it in their budget request, then we've been trying to allocate the positions, let the colleges know what the positions are in May. And so in that case, if somebody had retired or resigned and we knew about it and they were a high priority position that came forth from the college and the Provost office agreed with it, then we would authorize that search for the next year and you could conceivably have that position replaced in one year. However, in past years, and this happened to me when I was a chair, until a faculty member gives you a resignation letter, you can take no action. I had a faculty member that told me he was leaving, but he for his own personal reasons decided not to give the letter to me until early in June, and by the time I got the letter the positions were already allocated, and so I didn't get to put that position in. This is when I was the director of KNR. I didn't get to put that position in until the next cycle, which was the following fall, and then got to search it the next year, and so that did become a two-year gap. So one thing that

we tried this past year that I thought worked very well, and plan on doing it again, is we made an initial allocation of positions in May, the large bulk of them, but we held back positions and we made a second allocation late in June, and that allowed us to pick up some of those, and probably part of the reason that idea came to me is what happened to me when I was a director, you get a crucial resignation that comes late in the spring or early in the summer, you still have a chance to get that in one year instead of it being two. And so that's how we got the totals, but we did two different allocations so that we could catch late resignations and retirements that we didn't anticipate that we wouldn't have known early in May, and we need to do those allocations in May, because some of our disciplines have major conferences in the summer, and they need to come out of the chute on the searches. And so it's important that we can't really wait until the end of June to do all of the allocations, because we miss some important recruiting times.

Senator Kalter: I'm very heartened to hear the first part of your answer to that question, because it sounds like because of some of the changes that we've made in the past couple of years to the way things are done, we can be more rapid and more flexible in when we do the searches. It doesn't have to be a two-year wait-out period all the time, so that's good to hear.

Associate Vice President Lacy: Well it would certainly be my goal to be as responsive as we can to get the position filled as quickly as we can if we believe that's a high priority position. Now if we got a resignation or retirement out of a unit that had declining enrollments and what not, that's when you hear departments say well we lost a line. Technically the line comes back to AIF. It's not the department's anymore. And then it gets reauthorized. So every new position that comes out of AIF technically is a new one. And so if a dean didn't prioritize a particular line or we didn't have enough searches to do that one, there could be a two or three-year wait or a department could ultimately not retain that line.

Senator Kalter: My last question is just confirming something. Almost all of our funds have the ability for strategic budget carryover, and I'm assuming that our plan for what's in that strategic budget carryover is still that if the State has a very long lack of a stopgap or lack of a permanence budget that we're using that to what you have called backfill for non-tenure track instructional capacity, etc., in order not to be laying people off. We shouldn't call it layoff, but not rehiring people who we need in the non-tenure track ranks. Is that correct?

Associate Vice President Lacy: Yes. Long before I came into this position, there has been discussion about a reduction in our budget for many years, and obviously we all know we've been stuck in this sea of uncertainty as far as our budgets are concerned, it makes it very difficult to plan. And so my predecessors in this position were pretty conservative and they were kind of saving this money up because they didn't know what was going to happen and know how much our budget reduction is going to be, and we're kind of in that same situation. So we're in a very good place that we have such a large amount of strategic budgeted carryover money, and now realize that once that money is spent then it's gone. It doesn't replenish in the budget every year, but there's a significant amount of money there that can be used if we do have instructional funding shortfalls then we can use that money to make sure that we're able to get all the classes taught that need to be taught and have instructors and that it would not impinge on our ability to attract and retain as many students as the University chooses to accommodate.

Senator Kalter: Thank you. Are there further questions? All right. This was information item stage, so we will see this again for action item stage in two weeks. Thank you very much, Dr. Lacy, and thank you, Senator Hoelscher. And to the committee as well.

Action Item:

11.18.16.01 Grad School Bylaws Revised 11/18/16 (Rules Committee)

11.18.16.02 Grad School Bylaws – Current (Rules Committee)

Senator Kalter: Okay, we'll move on to our action items now. We have the Graduate School bylaws, the revision, coming from Rules Committee.

Senator Horst: Yes, this was presented to the Academic Senate as an information item a couple of meetings ago. It then was sent electronically to the Graduate Faculty who approved the changes, and now I would like to make a motion that you approve the Graduate School bylaws as submitted to you.

Senator Kalter: Thank you, and that motion coming from a committee does not need a second. Do we have any debate over approval? This is good, because this is the one where I said speak now or forever hold your peace.

The motion to approve the revisions to the Graduate School bylaws passed unanimously.

12.02.16.01 Policy 7.7.1 Accounts Receivable - Markup (Academic Affairs)

12.02.16.03 Policy 7.7.3 Course Material Fees - Markup (Academic Affairs)

12.02.16.04 Policy 7.7.5 Refunds - Markup (Academic Affairs)

12.02.16.07 Policy 7.7.7 Student Billing - Markup (Academic Affairs)

01.19.17.01 Excerpt from 10.12.16 Academic Affairs Committee Minutes (Academic Affairs)

Senator Kalter: We'll move on now to four policies, the 7.7 policies from Academic Affairs Committee.

Senator Pancrazio: Yes. These were presented in the last meeting as informational items. We're presenting them now as a motion to approve.

Senator Kalter: Thank you. And coming from committee it does not need a second. Do we have debate over any of these policies?

The motion to approve the revisions to the Accounts Receivable policy, the Course Materials Fees policy, the Refunds policy, and the Student Billing policy passed unanimously.

12.07.16.01 Policy 1.14 Sustainability Policy Clean Copy (Planning and Finance)

12.07.16.02 Policy 1.14 Sustainability Policy Markup Copy (Planning and Finance)

Senator Kalter: Terrific. We've got some new 7.7 policies. There are more on the way. And we've got finally for action items the Sustainability Policy coming out of Planning and Finance.

Senator Marx: Yes. Thanks. So we bring the Sustainability Policy to the Senate for approval.

Senator Kalter: And that motion coming from a committee does not need a second, so is there any debate?

The motion to approve the revisions to the Sustainability Policy passed unanimously.

Senator Kalter: Wonderful. We have a bunch of new policies, or revised policies, and we will move on to Senator Pancrazio with Academic Affairs Committee report.

Academic Affairs Committee: Senator Pancrazio

Senator Pancrazio: Yes. Let me see. This evening we met and we are completing our policy review cycle. We also had Jana Albrecht meeting with us and giving some preview of what she was going to be discussing this evening, and we also looked at the results of the ReggieNet survey that was conducted by CTLT last spring. We will be sending up the information back to the Executive with a couple of recommendations.

Administrative Affairs and Budget Committee: Senator Hoelscher

Senator Hoelscher: The Administrative Affairs and Budget Committee met and basically began the process of our Presidential Commentary and also began the process of two new policies that we have to review: 3.3.1 Authorization of Faculty Tenure-track Positions; and 6.1.2 Laboratory Schools.

Faculty Affairs Committee: Senator Cox

Senator Cox: This evening the committee continued its discussion of the Sabbatical Policy and welcomed Provost Jan Murphy as our guest.

Senator Kalter: We had a very good discussion.

Planning and Finance Committee: Senator Marx

Senator Marx: Yes. Planning and Finance met tonight and we have begun our deliberations for the Institutional Priorities Report and feel time squeezed for that process.

Senator Kalter: As usual, right? As usual.

Senator Marx: As per usual.

Senator Kalter: All right. At one point, Senator Marx and I, and I think a couple of other people, were trying to figure out whether we could move the calendar or not, but I'm not sure if that's going to go anywhere. So we'll figure it out at some point.

Rules Committee: Senator Horst

Senator Horst: The Rules Committee met. The first thing we did was review the election procedures for the external committees. These are found in the Academic Senate bylaws. You may be wondering what this document is. It's a governing document for the Academic Senate, and we welcome any input you might have on this document. Senator Kalter and I have been trying to schedule meetings to come up with a new draft of this document, and we've invited other senators, and we also welcome any input from senators who might have input into the Academic Senate bylaws. They may be found on the Senate webpage. But we specifically address the election procedures tonight. We'll be forwarding that to the Executive Committee. We also reviewed the Alcohol Policy, 5.1.20, and we will be forwarding that to the Executive Committee. Finally, we reviewed the Senate Blue Book description of the AFEGC Committee, and we will be forwarding a draft of that to the Executive Committee.

Senator Kalter: Wonderful. Are there any questions for Senator Horst? Nobody wants to know how scintillating the bylaws are? What's that, Senator Horst?

Senator Horst: The promulgation phase.

Senator Kalter: The promulgation phase is absolutely fascinating. Totally fascinating. And am I correct, Senator Horst, that 5.1.20 is going to be held until another policy comes through?

Senator Horst: Our recommendation was it be tabled until 5.1.5 be completed by Legal and reviewed by whatever committee works on it.

Senator Kalter: Okay. For those of you who haven't memorized the code, 5.1.5 is our Drug-free policy. So might as well look at both the Alcohol policy and the Drug-free policy together.

Senator Horst: But we'd like to clear the Alcohol policy out of the committee.

Senator Kalter: That would be wonderful. Thank you very much.

Communications

Senator Horst: I would like to let everybody know that my colleague, who is sitting to my left, has written a cello concerto and that cello concerto will be premiered this Sunday at 7 p.m., along with a Mozart, Symphony 41 is also being played by the Illinois State University orchestra. So if you would like to hear a cello concerto that was written last semester by an internationally acclaimed composer, please come and see it.

Senator Kalter: I think this is where we queue Senator Pancrazio's woohoo. Congratulations. That's wonderful. Terrific.

Senator Walsh: I have a brief statement, since I didn't get the opportunity to do it in my report. First of all, thank you, President Dietz, for the clarity and the support and reassurance that you've showed our students and faculty following the Executive Order. I thought the message that you sent out to the student body was excellent. And I also want to second the comments made by Senator Kalter about the importance of diversity. And I also wanted to go ahead and promote the diversity of opinion as well. While we face very controversial times that are highly politically charged, and I know this is an institution that supports the rights of free speech and expression, I want to encourage faculty, staff, and students to continue to value perspectives of all and promote the free exchange of ideas, even those that may not be as popular. Thank you.

Senator Kalter: Thank you, Senator Walsh. Any further communications for the Senate?

Senator McHale: Like racist views?

Senator Kalter: Is that a communication or a question?

Unidentified male speaker: It's a rhetorical question.

Senator McHale: Yeah, it's a rhetorical question.

Senator Horst: <inaudible> Code of Ethics.

Senator Kalter: Any further communications?

Senator Haugo: The School of Theater and Dance is opening *Rosencrantz and Guildenstern are Dead* on February 17. *Rosencrantz and Guildenstern*, for those of you who don't know, are characters in *Hamlet* reimagined by playwright Tom Stoppard in a contemporary 20th century play that is directed by Paul Denhardt, former Senator that many of you will remember. We also have planned by one of our student organizations, Latin American Theater Association, an event called *My Existence is Resistance* to be held on March 24. It will be a performance of poetry followed by an open mic. So watch for more information about that.

Senator Dietz: I failed to include this in my report, but I think it bears mentioning that while no one can really replace Senator Alt, we have a search process going on right now for a Vice President for Finance and Planning, and the Search Committee is doing a great job. They've identified six people, I think, that will be involved with airport interviews and all quality individuals, and so it looks like a good pool, but that search process is moving forward.

Senator Kalter: Thank you. We're not hoping for speed on that one. Hoping for success, but not speed.

Senator McHale: To piggyback off that, I just, being on the Senate for the past two years, I've been amazed at the work that Greg Alt has done. I'm just incredibly impressed with his fiscal management that he's been able to do, so I would just like to thank him very much for all the work that he's done and helping us keep the place going when we're not getting the kind of funding that we should from the State. So if you'd help me thank Greg, I'd appreciate it.

Senator Kalter: Here here.

Applause

Senator Alt: Thank you for those kind words. It is a team support. And so it's the University pulling together that makes us successful that way. But thank you for those kind words.

Senator Kalter: Further communications. It seems like a good one to end on.

Adjournment

Motion, by Senator Hoelscher, seconded by Senator McHale, to adjourn. The motion was unanimously approved.