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Senate Meeting, October 22, 2014

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Illinois State University

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Academic Senate Minutes
Wednesday, October 22, 2014
(Approved)

Call to Order

Senate Chairperson Susan Kalter called the meeting to order.

Roll Call

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

Approval of Minutes of October 8, 2014

Motion XLV-98: By Senator Winger, seconded by Senator Hoelscher, to approve the minutes. The motion was unanimously approved.

Budget Presentations (Deb Smitley, Associate VP for Finance and Planning; Sandy Cavi, University Budget Officer)

Sandy Cavi, University Budget Officer: Please turn to the sheet that was passed around to the side that says FY2016 Appropriation Operating Budget Request. At the bottom of the page, this year for the general funds, we are requesting a 10.6% increase from the state. We did ask last year and we remained flat. We put a focus on three main priorities, one of which was on the request last year for \$450,000 for the edTPA assessment tool support. edTPA is a national assessment tool for teaching licenses that candidates must fulfill. It goes into effect in September of 2015. It includes an extensive portfolio review, so the money that we are requesting would be to do some professional development for the faculty to get us ready to launch this, do some pre-submissions. We are taking the lead nationally on some design teams to make this happen. Because it affects 20 to 25% of our graduates, that \$450,000 would have a far-reaching effect if we were granted those funds.

A step down from the \$450,000 is the \$4,914,900. That is a simple percentage of what we currently have budgeted as our personal services base for general revenue. The intention is always to provide faculty and staff with a merit increase. We are asking the state to support us in doing so. The actual decision as to what the percent will be and if we will do one whether or not we get this money will come later, but this demonstrates that we will put the money to good use and we have a defined need for it.

Deferred maintenance, the \$2.5 million, is about 1% of our deferred maintenance base for the general revenue buildings on campus. That gets us to the dollar increase of \$7.8 million, a 10.6% increase from what our appropriation is today.

Deb Smitley, Associate VP for Finance and Planning: On the other side of your handout is a summary of the fiscal year 2016 capital request. For those of you who have been on the Senate in the past, this list will look familiar to you. The state has not appropriated any new monies for any new projects in a few years. So the projects that you see on the list are the same as those that were requested in fiscal year 2015, 2014 and a few years prior to that as well. The projects are listed in priority order and the priority has remained the same. In total, the request is just under \$279 million. The requests are submitted in two types of projects and these are classifications that the state identifies for us and asks us to use.

The first classification is called regular capital and these are the projects that are larger in nature. Our number one priority again this year would be the rehabilitation of Milner Library. That will not only include some renovation of the existing structure, but also some additional space for the library. The second project is for a new facility for the Mennonite College of Nursing. According to the master plan, that facility would be located in the south campus area where the residence halls are currently located that will be brought down this coming summer. We have projects that are dedicated for renovation of DeGarmo Hall, also, new facilities for the two laboratory schools, and lastly major renovation of Williams Hall for a total of \$276 million in regular capital projects.

That second category of capital projects is referred to as capital renewal. This source of funds is provided by the state. It used to be annually, now not so frequently, but it is funding to support smaller remodeling projects on each campus. The monies we get are basically driven by a formula that is set by the state that is based on each institution's non-residential square footage. For the coming year, we would propose that monies coming through that program would be used to replace doors and windows in Metcalf, Fairchild and Rachel Cooper and also to replace emergency generators in various locations throughout the university. The capital renewal funds are just a little over \$3 million and that is consistent with the level of funding, if that program is funded by the state, that the university could reasonably expect to receive.

Senator Winger: Is the plan that if you replace the windows and doors at Metcalf and then replace Metcalf that something else will be done with that building? Are you fixing a building that is going to be torn down?

Dr. Smitley: The beauty, in some respects, of the capital renewal money is that we are able to, if those are appropriated, redirect those elsewhere. We might not have Metcalf replacement monies for a number of years, but nevertheless, you have to maintain that facility.

Senator Cox: Do you find that when we carry the same capital requests from year to year that the amounts requested differ much?

Dr. Smitley: Even though the projects are the same, we do escalate the amounts required in accordance with construction guidelines cost escalation factors from year to year. We also take a look at those in the higher part of the list making sure that those program statements and the descriptors of those projects are more in tune with what the needs are now.

Senator Crowley: Is there any sense of itemization of the \$450,000?

Dr. Cavi: Not that I have with me. I would have to talk to someone about that and get you the answer. I don't know that the line items would be any more specific than travel, contractual, the usual expenses that you might expect.

Senator Eckrich: If legislators or whomever this request goes to see four or five years running the same items requested, they could conclude that they have lived for the last four years with it, so maybe they can go another four years. I know that's not the case, so in the process of making the requests, how do you escalate on an evidentiary basis that we can't go another year?

Dr. Smitley: Interestingly enough, from the perspective of the individuals that look at the requests, they will place more credence if those priorities remain the same over time. I am speaking only as one who many years ago sat in a chair elsewhere. If I would see institutions which every year changed their list of priorities, you begin to think what is that institution's priority. Maybe flipping one or two occasionally happens. I think from a person in Springfield's perspective, they are going to be looking a lot to the institutions to tell them what those priorities are. In the context of the current economic environment, the expression of the need has been consistent. I think that is important, but there have been no new monies for capital that have been appropriated for those purposes.

Motion XLV-99: By Senator Lessoff, on behalf of the Administrative Affairs and Budget Committee, to endorse the budget requests. The motion was unanimously approved.

Chairperson's Remarks

Thanks and appreciation to Associate VP Smitley and Officer Cavi for their presentation. I've been working with Ms. Smitley since almost the time I came onto Senate, and the capital budget numbers can be depressing, but we are hopeful.

I wanted to start with some comments about the time of year.

T.S. Eliot observed that April is the cruelest month, but he had nothing on Ishmael, who figured out over seventy years earlier that November runs a very close second:

Call me Ishmael. Some years ago—never mind how long precisely—having little or no money in my purse, and nothing particular to interest me on shore, I thought I would sail about a little and see the watery part of the world. It is a way I have of driving off the spleen and regulating the circulation. Whenever I find myself growing grim about the mouth; whenever it is a damp, drizzly November in my soul; whenever I find myself involuntarily pausing before coffin warehouses, and bringing up the rear of every funeral I meet; and especially whenever my hypos get such an upper hand of me, that it requires a strong moral principle to prevent me from deliberately stepping into the street, and methodically knocking people's hats off—then, I account it high time to get to sea as soon as I can...

True, they rather order me about some, and make me jump from spar to spar, like a grasshopper in a May meadow. And at first, this sort of thing is unpleasant enough. It touches one's sense of honour, particularly if you come of an old established family in the land... And more than all, if just previous to putting your hand into the tar-pot, you have been lording it as a country schoolmaster, making the tallest boys stand in awe of you. The transition is a keen one, I assure you, from a schoolmaster to a sailor, and requires a strong decoction of Seneca and the Stoics to enable you to grin and bear it.

Many of us forget that Herman Melville's Ishmael was a disaffected country schoolteacher so it seems important at this Normal School of Illinois State to remind ourselves of it—many of us teachers or about to be so. Many of us at a time in the semester when we feel the urge methodically to knock people's hats off!

Up until this week, it has been a damp, drizzly October, and there are fewer and fewer people wearing hats these days, so as November approaches, there are fewer and fewer options. This is the season of stress and strain, of short-tempers and misunderstandings, of provocations offered and taken up. In my early academic career, I was always in a term system that went in quarters rather than semesters, and these had their own stresses to which I would be loath to return, but the high tensions of the semester system in November and April were all new to me when I arrived here in central Illinois. They seemed every year to creep up gradually & take everybody by surprise. So I remind us of them now, in late October, because awareness is the first form of prevention.

I've found over the years that it is oh-so-helpful, once aware, to try not to respond provocatively to provocation, nor to assume that words or deeds that provoked were necessarily intended to. Students are stressed with their workloads, the worry of doing well, with personal issues often hidden from view. Faculty are stressed with their workloads, their professional and ideological disagreements with fellow faculty or staff, with the often grave ethical worldly problems that drew them to their scholarly disciplines in the hopes of solving them, but that seem persistent and elusive and even eternal. Staff are stressed with their workloads, their sometime perceptions that their efforts to support students and faculty go unappreciated, with major hidden internal and external deadlines that the rest of the campus has no knowledge of nor concern about.

So damp drizzly November, as it creeps up on us, is one of the two seasons most needful of forgiveness, of second chances, of refusals to harbor hurt feeling, of diffusing and stepping back and stepping aside when you least feel the urge. Ishmael ends up on a ship guided by a deeply wounded man, an Ahab, who harbors sore feelings and goes on a quest to stamp out ambiguity. "What means the whiteness of the whale? Is it goodness? Is it evil? Regardless, the white whale hurt me, and so I must get my revenge." And in doing so, he leaves

Ishmael the sole survivor of an even deeper trauma. So when the provocations are in the least ambiguous, or even when they are clear, what might it mean to seek an anti-provocative method of response, to seek to appreciate Ahab's wounds and his intelligence and how he stands for our collective quest to understand what we cannot understand, yet refuse to imitate him in his destructiveness, or his megalomania.

Later on this evening, we will be seeing our first action item of the year, and as it appears to be a non-controversial one, it is a ripe opportunity to remind ourselves again about how we use Robert's Rules of Order to maintain collegiality and focus on the issue in debate rather than on other speakers or other persons with whom we may be in disagreement. We work toward consensus and compromise when we can.

We use a somewhat looser version of Robert's Rules than many. We don't bludgeon one another over the head with them. We simply try to use them to keep order.

Please bear with me...I have observed over the years that even for the persons most versed in Robert's, there is a steep learning curve in going from *being* in meetings where it is used to *conducting* such meetings! There have also been many legitimate formal critiques over the years of Robert's Rules and whether it is the optimum method of keeping order in groups. One of the most frequent is that it is so complicated that persons who know it best can use it to win their way rather than using it to promote the healthiest, most thorough debate that benefits the whole body and the whole campus. Let's try to keep our mind on the latter even when we feel passionately about a policy...which is sometime hard to fathom ☺

A few small announcements: please remember to vote. Vote early but do not vote too often, even though this is Illinois.

I have recently been in contact with Senator Fazel and she is doing well.

Congratulations to the University Galleries for a great opening and a great new space. It looks fabulous and the event was wonderful.

And with that, I will yield to questions--

Student Body President's Remarks

Senator Joyce: SGA has been hard at work with internal restructuring. We are planning to add a graduate senator, a student athletic senator and a student health senator. With these changes, I believe that they will be able to assist more departments within our university and there will be more areas of the student body that will be heard. We have continued to push our voter registration, supplying the students with information regarding not only the elections, but who is within them, and also the early voting opportunities. I would like to publically congratulate the University Programming Board on a successful Iggy concert.

Administrators' Remarks

• *President Larry Dietz*

President Dietz: I want to thank the Take Back the Night group, the sexual/domestic violence awareness raising group. They had a march on campus last night. Before that, there was a presentation from a number of individuals who had been the victims of sexual and domestic violence. The march ended in a candle light vigil in the middle of the quad. It was very powerful. I attended another event this afternoon. It was the Study Abroad Fair. It gets bigger each year. In addition to that, I made an announcement some time back that I was accompanying the Dean of COE and our Director of International Affairs on a trip to Wuhan, China to sign an agreement there. I will leave on Monday. We will sign the agreement at Wuhan University. We have also arranged to visit two other institutions while we are there for potential exchange and study abroad opportunities.

I spent an hour and half with a representative from the IBHE talking about performance funding. That sounds like a great idea, but the proposed formula that they would like to use would yield one half of one percent. The financial rewards are not great, but the bigger rewards are trying to do the right thing and this institution has been doing that for a long time in terms of its retention rate, graduation rate and increased enrollment of underrepresented populations.

On Friday, we have of a Board of Trustees' meeting. The budgets will be presented. Also on Friday, I will be introducing a couple who gave us our first eight figure gift in the history of this institution. That will be the largest gift that our institution has ever received. It is an estate gift and it has the potential to grow. You will hear more about that on Friday. The fundraising picture overall is that in FY13, we raised \$14.5 million; at the close of FY14, we raised 19.5 million. On October the 22, we are already over \$20 million. A lot of thanks goes around to staff who have worked very hard and the many faculty members who have worked very hard. Finally, I want to congratulate the Redbird athletes. We have a 17-0 record in the Missouri Valley Conference just through volleyball, soccer and football.

- ***Provost Janet Krejci***

Provost Krejci: Not only are we ahead in the fundraising, but in grants. Robert Lee was able to secure a \$10 million grant for the College of Ed for teacher preparation in urban, high-need communities. This is an outstanding achievement. The College of Nursing also was the recipient of a federal advance education nursing trainingship grant of nearly \$700,000 to prepare primary care providers in the future.

The Office of International Studies and Programs are going to be bringing in 120 students from Mexico beginning next Monday and they will be here for an English Language Institute through the end of November. There are plans to bring a second group of 120 students in in November for another four-week intensive course for ELI. It is the hope that once these students are here and successful, they will be able to move into other degree programs.

I wanted to report on the IT Strategic Plan. The data stewardship and IT Council has invited the campus community to view and provide comment on the newly released draft of the Information Technology Strategic Plan 2015-2018. This is a culmination of a year-long planning process.

I want to update the campus community on the College of Fine Arts search. We are in the process of putting a search committee together and we will be using a search firm. This was based on information we received from the college council, college leadership and discussion with the president. Dan Elkins has agreed to chair that search as the Panel of Ten member and the other names are being finalized and we will let you know as we progress on that.

On September 18 at the State of the University Address, President Dietz called for the establishment of a Center for Civic Engagement and asked Vice President Paterson and myself to begin the charge on that. We are in the midst of drafting a charge for a taskforce and you will be hearing more about that soon.

Jim Jawahar has agreed to take leadership for the Leadership Initiative that is really a campus-wide endeavor, but was initiated in the Provost's Office. The initiative was on hold this year; Jim will be putting together a steering committee and we will hope to have that Leadership Initiative in process next year.

We are going to have forums for Writing Across the Curriculum November 4 and 5 from 3:00 to 4:30 p.m. and additional forums on the discussion of Global Studies on November 11 and 12 from 3:00 to 4:30 p.m.

The last update is about enrollment. We are pleased to report that spring 2015 enrollment is very strong. Our total applications for spring are up 15%. That represents 287. Our total admission offers are up 7%, 70, because of spring, but we are way ahead of schedule. While it is very early to identify fall 15 admissions, interest in our school has gone up quite a bit. The total number of students who have started an admission application is up 10% or 926 students. We are carefully monitoring and working to improve some of the current situations we

face with the new admission system; our completed admissions are down, but we are monitoring that very carefully and working very hard to address that. At this time last year, we were down 11% in applications from the previous year, but we finished the year with an all-time record. Illinois State University is one of only a handful of universities in our comparison group to achieve growth in total enrollment and new freshmen. Hats off to the team that is working in Admissions and IT.

Senator Horst: Could you elaborate how the search committee will be formed for the dean search?

Provost Krejci: The dean search is a Panel of Ten search, so we are following those procedures. In the College of Fine Arts, Mark Babbitt, who is the college council chair, is following the election of faculty in CFA. The rest of them, we have received names from SGA and we are receiving names from the AP and Civil Service Councils. I am holding on the ones I appoint in collaboration with the CFA college council to see what they come up with so that we can try to encourage and ensure as much diversity as we can.

Senator Ellerton: I had a question to do with the roll out of the new IT enrollment system expressing concern about the graduate enrollment, particularly, but to some extent, the undergraduate. As I understand it, it is fairly user friendly for students to access, but one of the difficulties is for faculty to have access to either group of students that they have to deal with and therefore process. They can only do it if they know the names or numbers and for graduate students, it takes a longer process. They like to keep track of who is trying to enroll or beginning the enrollment process, but that is having to be done manually. So it was really a question about bringing awareness to the Senate about that, but also requesting regular updates on how that is proceeding and what approaches are being put in place to try to avoid losing students through that roll out.

Provost Krejci: There is intense work looking at that. We are well aware of those issues and there is discussion every day and we are working on solutions every day. Things have been getting better over the last week and we are hopeful that we will continue to make progress, but it is a very intense effort. This is not unusual for a system roll out. We will continue to work at updating as the Senate sees fit.

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

Senator Paterson: There is an upcoming event that Housing sponsors called Cultural Dinners. They are open to the university community. On Monday, the U.S. Department of Education published the final regulations for the Violence Against Women Act, amendments to the Cleary Act. The regulations expand the rights afforded to campus survivors of sexual assault, domestic violence, dating violence and stalking. We will be reviewing all those with the Office of the General Counsel to make sure our policies and procedures comply. The Student Government is looking at a rewrite of the Code of Student Conduct and we are going to spend a little time reviewing these regulations.

Senator Eckrich: When you figure out the upshot of those regulations, would you let us know?

Senator Paterson: Sure.

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

Senator Alt: My comments will focus on the university job description review project. In late 2012, the university received an audit finding from the State University Civil Service System (SUCSS) for not having current job descriptions. A determination was made to complete an update prior to the next audit scheduled in 2015. President Bowman sent a campus-wide communication in January 2013 about the job description review project interviews that would take place based on this audit. The review was completed this past August with over 2,000 job descriptions reviewed and revised as necessary.

The review also provided the opportunity to analyze positions to ensure that the university was in compliance with applicable state and federal and labor laws. One result from that analysis was the identification of 157 employees that required a change in pay structure from salary to hourly. These changes were communicated to all impacted employees and their supervisors beginning in early September with a combination of meetings and

letters. As a next step, HR is now working with employees whose positions were changed to determine whether additional compensation should be paid to them for any overtime they may have worked in the past two years. The goal is to have any additional compensation paid to those employees before the end of calendar year 2014. Vacation benefits are being grandfathered for those impacted employees with some exceptions for future voluntary job changes between AP and civil service classifications. Also, supplementary payments equivalent to a half-month's salary were made to impacted employees to avoid any delayed payments caused by the transition to the hourly pay structure. Individualized meetings with impacted employees were held to answer any questions.

Senator Lessoff: This has been happening at universities around the state—audits and reclassifications. Is it your feeling that these reclassifications have an unwanted effect on the flexibility of employees or the positions they are able to exercise if people are being reclassified from AP to civil service? How is this affecting employees?

Senator Alt: Are you referring to hourly or salary and AP or civil service?

Senator Lessoff: I would assume they are related.

Senator Alt: They are all related to the jurisdiction of SUCSS, but this particular project was strictly related to our own job description review to get those current. The outcome of that was federal standards and other employment practices required us to make adjustments to the pay structure between hourly and salaried for some. The AP and civil service is still in process; no action has been taken on that. President Dietz and other presidents have communicated on that and there has been communications I think to SUCSS about that effort.

Senator Kalter: The Rules Committee has been working on the policy for Creation and Revisions of Policies, so we did an audit of all of policies and found that there were some policies that had been taken off our website that seemed to be pretty key policies. One of them was the Sick Leave Policy; one was the Employee Assistance Program Policy; and then there was the Faculty Associate Non-accumulative Leave Policy. The Executive Committee discussed those three policies in concert with the last time we discussed the Creation of Policies policy. I just wanted to get some further information about why they had been taken off the website, who requested their removal, who authorized their removal.

Senator Alt: Sometimes the players change. The policies that you referenced were removed in August 2011 by a director of employee benefits, which I believe had the intent to replace them with more current policies. That individual, as well as the supervisor at the time, have since left the university, so I do not have any more information as to that action. I do know that the current status of the policies is that HR has been working to get the revisions done. They are very close to finalizing and submitting a revised draft for approval.

Senator Kalter: Is there a place online where if there have been changes in the law, supervisors, employees can find those laws or if you know whether they were removed because of laws or for some other reasons? What steps are we taking to ensure that members of the campus community have prompt access to written policies?

Senator Alt: It is not standard practice to remove policies for that long of a period. I can only assume that it was an employee oversight. Going forward, we should review that process to make sure we have better controls in place. All policies are different and sometimes there is a myriad of laws that apply to a policy, but I am not aware of any linkage of policies to applicable laws.

Senator Horst: It seems to be a series of problems with the policies. We have had policies that have been changed that did not go through the Senate. I had a policy that was in my committee and approved by the Senate, but it wasn't changed on the website. I am hoping the administration can come up with a strategy and perhaps designate somebody who could be in charge of university policy, because it is becoming a serious problem.

Senator Kalter: I think that a unanimity of the people on the Executive Committee agree with your comment. Senator Bushell and the Rules Committee are working on a huge reformation of the Creation of Policies policy, which used to be a one-sentence policy. Hopefully, in the next two weeks, we will see the first iteration of that.

Committee Reports:

Academic Affairs Committee:

Senator Crowley: We had two guests who brought us up to speed on our language on campus and also AMALI and reminding everybody to please continue those conversations and participate in the open forum on November 11 and 12, 3:00 to 4:30 p.m., Stevenson Hall, Room 401. We approved a policy which permits students who have studied such that they now have 150 credit hours to apply for a second degree. We welcome your comments about ReggieNet. We are analyzing our course management software and making sure our faculty and students are happy with it.

Senator Gizzi: We are going to be sending out a survey.

Administrative Affairs and Budget Committee:

Senator Lessoff: Each year the committee reviews and writes a report on the Academic Impact Fund. For several years, the committee has been interested in reformulating the figures and reporting that we get from the Provost's Office so that it is clearer and easier to understand. Tonight we had a presentation by Senator Krejci and Chuck McGuire, who is working in the Provost's Office, of new forms of formulating and presenting the AIF. With our report this year, we will also have what we hope is a real helpful new tool.

Faculty Affairs Committee: Did not meet.

Planning and Finance Committee:

Senator Rich: We had an information session on grants and contracts. Our guests tonight were John Baur, Associate Vice President for Research, and Jason Wagoner, Director of Research and Sponsored Programs. The external funds during the last fiscal year added up to \$28 million. Dr. Baur walked us through what those grants were for. There is a tremendous diversity of grant and externally-funded activity at ISU. Grants are restricted funds; \$100,000 of external grant generally comes with \$100,000 of obligation to spend on activities that we were not otherwise doing. One piece of that is indirect costs, which are to make sure that grants are not the gifts that keeps on taking, so that they don't impose a burden on the university financially, \$100,000 in grants costs us another \$30-40,000 in terms of additional expenditures in terms of accounting, grant seeking, infrastructure. Grants and contracts are not a singular solution for our core challenges, but they have allowed us to maintain and even extend particular aspects of our mission.

Senator Stewart: Two weeks ago there were several conversations about funding for the university and tuition costs. I wanted to take this opportunity to make an observation that I believe is most likely common knowledge around the room, but I think it deserves to be brought out of the closet on occasion for a good airing.

The subject of College affordability has been much in the news lately. There is a political movement afoot to evaluate universities and colleges based on the earnings to debt ratio of their graduates. This is a total misrepresentation of the purpose of institutions of higher learning whose job it is to educate. We are not a "Jobs Training Factory." While it is true that people with degrees earn more, it is not because they have been trained for a job, but have been taught to think critically rather than mechanically. Furthermore earnings to debt ratios are not controlled by institutions of higher learning, but on the one hand by the lack of state support and the increase of interest rates on student loans and on the other, the health of the economy.

This same movement also wants to do away with degree programs that have little connection to jobs. Degrees like history and philosophy (and dare I say English literature), would go. This is personally interesting to me as my daughter-in-law received a bachelors and masters degree in chemistry at ISU now works for a company whose CEO has a PhD in Japanese philosophy.

These same people have the goal in mind that a student can earn a bachelors degree in four years for a total cost of \$10,000. I think that in order to accomplish this professors would have to work for minimum wage.

The irony of all of this is that the high cost of higher education is completely the result of government action (or inaction). It is akin to someone turning out the lights and blaming the people in the room for the darkness.

I probably don't need to tell this to the more senior members of this gathering, but in the 1970's when my wife and I went to college, most states funded about 80% of instructional costs. My wife went to UMSL while living at home. She worked in the library and had a summer job. She graduated in 1976 with a BS in Biology with NO DEBT.

Today the states pay about 18% of the instructional costs. On top of this you can add the desire to make money off of college students and their families by raising the interest rate on student loans to over 6%. To put that in perspective, the refinance on my house to a 5 year mortgage is below 3% and my credit card is below 6%.

The reason for the increase is greed, a desire to pay lower taxes and make more money. It was mentioned at the last meeting that with the temporary tax increase the state was able to meet its obligations in a more timely manner and when the tax goes back to its previous level, the funding for programs will be cut and the timely payment will slip back to 9-12 months.

The reality is that those people who make the laws are dependent on people who have money to finance their campaigns and they are not going to do something to alienate that constituency. Those people who are affected negatively by an insolvent state and the resultant lack of services and rise in fees do not vote. Having grown up in a family with lawyers I know the phrase *qui tacet consentire videtur*, or "he who is silent gives consent." Jefferson said that we eventually get the government we deserve (though it may not be the government we want). If people who care about such things register and vote and let it be known that they vote for solvency to bring control to rising costs in areas like tuition, or decrease dependence on licenses, sales tax and fees paid to the state (which do harm to those least able to pay), then lawmakers might listen. But until that happens, it will be Business as usual. Jefferson said that you can't have a democracy with an ignorant population, but I must observe that lesser forms of government require it.

I hope my remarks were not impolitic, but I strongly believe they needed to be aired and it leads to my questions:

1. "Is there any hope that this downward spiral of neglect will abate any time soon?"

AND

2. "if not, what can and should we be doing about it in terms of planning or trying to reverse it?"

Senator Rich: The most difficult challenges that ISU faces arise from policy directions that are beyond our control, but if we believe in the value of what we are doing, then resisting the temptation to throw up our hands in dismay and rolling up our sleeves instead and try to find a way forward.

Senator Winger: I have been struck by the resignation as if the macro-fiscal environment was a given. University administrations across the country have been complicit in agreeing to do more with less. The tax increase has to be extended or it's going to be a cataclysm. We have a lot of constituents—students and their families and at some point a shared responsibility to engage in the political process.

Senator Eckrich: The underlying cause of what you are talking about is an area of research that I work on. There is a systemic issue in the nature of our money system as a private, interest driven, debt based money system that is the air we breathe within our monetary relations and that we have to question, study and analyze. There are many people doing that, but not enough. I would be glad to talk outside of this meeting about the nature of our monetary system that is frankly unconstitutional.

Senator McHale: I appreciate this idea of political advocacy of the current tax increase. At what point do we violate ethics laws? Can I advocate student activism while in the classroom in terms of voting one way or the other?

Senator Rich: There are state university employees, particularly administrators, to educate and elevate the discussion among those who control state funds and even in terms of educating national leaders. There are education and elevation activities that the university does engage in, but advocacy almost certainly crosses the line in many cases.

Senator Crowley: What is the focus of having the discussions that you have? Do you have a particular constituent you want to educate or are they simply discussions to analyze subjects?

Senator Rich: The audience is in many ways ourselves in this university where we as faculty have shared governance and those of us as students in the room are expected to participate in policy discussions.

Senator Winger: Can't we write a letter to our constituents, run it under the nose of a lawyer and push it to the edge of legality on this issue?

Senator Kalter: That is a good suggestion to give to the Executive Committee and we would decide whether we want to recommend or send out to committee and ask our two administrative members for their good advice about that.

Senator Rich: I would encourage us to exercise our individual citizenship and I am so happy that Student Government is registering people to vote in large numbers.

Rules Committee:

Senator Bushell: We sent the Creation and Revision of Policies to Exec. They had a good discussion about some details. We worked on those, so that is cleaned up and approved by us again. The other policy that we began to work on was the Academic Freedom Ethics and Grievance Committee Policy. It is much larger than many out there and is fairly convoluted.

Senator Kalter: Would you work with the current and former chairs of the AFEGC? The current chair is Betsy Lugg. The one before her was Kim McCord and then Klaus Schmidt before that. They may have some suggestions.

Senator Bushell: Last semester, I met with Klaus Schmidt. Kim McCord was the current chair; she had not seen any action. Klaus and I had a good discussion, so that sort of began details right there. I will check with Betsy as well.

Senator Gifford: Given the underlying theme of policy, do all policies go through the Senate?

Senator Kalter: Generally, no. We are currently revising policy 10 so that all policies will go to the Executive Committee, because that includes the president and provost, to make a determination about whether it is in the academic area, broadly conceived, shared governance or the Constitution. If we determine that it is not, it will go through other routes, which generally have to do with vice presidential areas making edits, revisions and then presidential approval.

Action Item:

09.25.14.03 *Parking Areas Where Concealed Carry is Restricted – Revised (Rules Committee)*

Senator Bushell: We propose your consent to the changes that are here. This document is a link from the main concealed carry policy, policy 5.1.1.

Motion XLV-99: By Senator Rich to approve the revised policy. The motion was unanimously approved.

Information Items:

10.10.14.01 Honorary Degree Policy - Revised (Faculty Affairs Committee)

Senator Horst: We made some changes to the wording of some titles. We added clarifications. To the statement, “Eligible for these degrees are persons who have achieved records of major distinction at the state or national level in education, public service, literature, business,” we added “fine arts,” or “other” professions.

Senator Bushell: In the nominations section, it reads in an odd way to me. “Nominations for recipients for Honorary Degrees are made to the President by the committee.” Would nominations come from anyone else on the campus or do they come to the committee and then the committee brings it to the president?

Senator Baur: We solicit nominations from across the campus. We do solicit nominations from the committee and then rank or recommend those people to the president. The wording is perhaps not exactly what we do.

Senator Bushell: Soliciting to the larger campus, so clarifying that might be good.

Senator Ellerton: A simple wording suggestion may be “a committee to solicit and nominate candidates”.

Senator Horst: Thank you.

10.10.14.02 Academic Personnel Policy - Revised (Faculty Affairs Committee)

Senator Horst: This is a policy that defines academic personnel. We made a change in reflection of the conversations that happened regarding the case at U of I and where there were discussions about our hiring procedures. We changed the first sentence to read, “The term ‘Academic Personnel’ refers to all appointments made through the Office of the Provost that are subject to approval by the President of Illinois State University.” That reflects the current contract language for faculty.

Communications:

09.23.14.02 Statement of Concern Re: State Universities Civil Service System (Council of Illinois University Senates)

Senator Kalter: On September 15, the Council of Illinois University Senates (CIUS) met and we heard from a member of the University of Illinois at Urbana Champaign about the concern that was raised earlier in a different discussion under Senator Alt’s comments about the State Universities Civil Service System apparently moving towards reclassifying administrative professional positions from AP to civil service. One of the implications of that is civil service employees are hired by taking tests and the three people who score the highest on those tests are the only ones you can interview as opposed to what most people think of as a more traditional hiring system where you submit resumes, a committee goes through as many as they get and determines the candidates.

The CIUS is a body composed usually of the senate chairs or representatives from around the state at all of the public universities. Essentially what we are concerned about is that each university has an exemption authority that allows them to determine whether their positions should be AP and civil service. There are two items that are particularly at issue: whether or not our academic advisors should be hired by a civil service system or an AP hiring. There also has been apparently some effort to remove human resources personnel off of AP lines into civil service.

President Dietz: There has also been some movement that changed some individuals who work in recreation services from AP that required advanced degrees and the civil service lines that really required no degrees at all. The larger issue is who is in a better position to make the decision, the institution or the civil service commission. I brought this up at a recent meeting of the presidents and chancellors after having discussed this in an Executive Committee meeting, and I know the group of presidents and chancellors would welcome support on this issue. We think the institutions are in a better position to make these decisions.

Senator Kalter: The resolution has already been approved unanimously by the people who were at the CIUS meeting, which was all but two of the senates listed here. We are asking this body to endorse that. It reads, “The Council of Illinois University Senates is gravely concerned about the actions of the Executive Director and staff of the State Universities Civil Service System (SUCSS) toward reclassifying principal administrative/academic professional positions within universities, as well as their adversarial audit activities and the threat thereof, without adequate and widespread consultation, including with the Presidents, Chancellors, Faculty leadership, and Human Resource Directors of the respective campuses.

These actions strike us as both arbitrary and capricious, and lacking in the transparency we expect from our public bodies.”

Motion XLV-100: By Senator McHale, seconded by Senator Lessoff, to approve the statement of concern.

Senator Soeldner: There are a lot of issues with civil service systems, but I think that everyone should understand that all of the state university HR directors are collectively working and they are in a dialogue with the University Merit Board on this issue. The merit board is the one that actually governs the rulings. The Administrative Professional Councils are in support of the review of this issue and they have made their outlook very aware to Tom Morlock, who is the director of the civil service systems. There is a differing of opinion and that comes from the Employee Advisory Committee and every state university has a representative on that committee. They are somewhat of a sounding board for SUCSS. The history of civil service and when that law was created, all university jobs, except administrative and faculty positions, were to be civil service. AP became an outgrowth of the fact that there were no job descriptions to fit the jobs that universities needed and therefore it was created to make those positions. I know this is going to pass, but I also want to say that I am concerned because we are facing an audit by the civil service system in January. I don't want this statement to cause ill will before we have that audit.

Senator Kalter: We talked about that last issue and delayed putting this on the floor so Senator Dietz could get assurance from other presidents. They welcome the statement.

Senator Eckrich: To whom is this Statement of Concern going?

Senator Kalter: After we vote, we will give it to our president and also send it back around to all of the senates on CIUS.

Senator Horst: I am going to vote to abstain because I don't know much about the issue.

There were four abstentions: Senators Bushell, Horst, Eckrich and Rich. All others voted in favor of the motion and the Statement of Concern was approved.

Adjournment

Motion XLV-101: By Senator Hoelscher, seconded by Senator Powers, to adjourn. The motion was unanimously approved.