

Fall 8-31-2016

Senate Meeting, August 31, 2016

Academic Senate
Illinois State University

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Recommended Citation

Senate, Academic, "Senate Meeting, August 31, 2016" (2016). *Academic Senate Minutes*. 938.
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Academic Senate Minutes
August 31, 2016
(Approved)

Call to Order

Senator Kalter called the meeting to order.

Roll Call

Senator Gizzi called the roll and declared a quorum.

Chairperson's Remarks

Senator Kalter: Good evening. We'll start with chairperson's remarks. Welcome. Welcome back, and thank you immensely for your service that you're going to be giving to the university this year by serving on the Senate. Just wanted to say thank you to President Dietz and his wife, Marlene, for inviting us to that lovely reception. It is a wonderful ISU tradition to begin the first Senate meeting of every year with a gathering at the University Residence, so thank you very much for that. And I wanted to say a warm welcome, also, to our new Vice President for Student Affairs, L.J. Johnson. Thank you for being here. We know that you are going to love it here, and your enthusiasm is just simply infectious, so welcome. And I also wanted to say a welcome to Ajay Samant in the chairs over there, our new Dean of the College of Business. Do we have anybody else who's new here, or do I have everybody? Yes, we do have Charley Edamala who I was going to introduce later. So we've got Charley Edamala and, Greg, can you say the full title for Charley Edamala's position?

Senator Alt: Charley is our Associate Vice President for Administrative Technologies, and he's here from Temple University. And he's been here now, officially today, two months.

Senator Kalter: Wonderful. So welcome. We'll hear from you a little bit later. So welcome to all of you. Despite the state budget impasse, I'm looking forward to an excellent year. It is a small and equivocal but encouraging sign that stopgap budgets asserted the centrality of higher education to the overall health of our state. I think ISU proved our mettle last year, and I think we have grit. G-r-i-t. We have grit. We have strong enrollments of students who are optimistic about our stability and our longevity. We have had collective conversations about our budget. We're having continuing conversations about our budget. In my department, at least, we've had shared governance and continuing education about how to respond to temporary and permanent gaps in funding, and, more importantly, I think we have pulled together morale-wise and made greater efforts to work together cheerfully and to support our chairperson of our department publicly and the difficult decisions that he has had to make. So I hope that that model that I see there has been replicated across other departments and colleges, and I hope you'll let us know if it has not been so that we can encourage thorough shared governance in the place where, in my opinion, it matters the most.

How do we find the resources to best support our core missions of teaching and research? We had a lot of accomplishments, many accomplishments, last year. We have a new Intellectual Property Policy, a new committee on textbook affordability. And just a few priorities on the docket for this year, we have a proposal where we're going to be looking at dual degree programs with international universities and how we set those up. We'll be reviewing and improving our Administrator Selection Policy to make sure we have appropriate committee makeup for all the different kinds of Panel of Ten types of searches that we do and further clarity about which ones those are. We'll be looking at improvements to our Sabbatical Leave Policy, updating our Policy on Integrity in Research and Scholarly Activities, and also looking at whether our FOIA policies adequately protect our academic freedom and we'll have revisions to bylaws hopefully from the Graduate Council, the College of Education, and the Academic Senate itself.

So it was an eventful summer in the United States and, I think, around the world, and in many ways it was a disturbing one. There were many events that basically shook us to our foundations. I'm encouraged to hear that our student body president and the SGA will be working on initiatives to foster greater civility in political debate as well as addressing how we improve education around sexual assault and other Title IX issues for the new and continuing students. We are both, the student body president and I, looking forward to a vocal set of student Senators engaged in the conversation both in the smaller committees and at this big table on the Senate floor.

And, finally, Senator Hoelscher would tell me that I am remiss if I did not also say that most Senators find this experience to be of enormous service back to them. That you put in service here, but you also get it back to you. That we get out of it an incredible education regarding how the university works, who to go to when you want to change something or solve a problem, how to build relationships across departments that knit the university together. And, for myself, I continue to find it appreciable that we elected members sit around these tables shoulder to shoulder with our president and vice presidents and that we flatten that hierarchy that exists at most universities. That our administration listens carefully to us in this forum even to the smallest of our concerns, and that, I think, is no small thing. It's certainly not found everywhere, so it's something that we should appreciate. With that, let's wish ourselves good luck for the New Year, and I'll be happy to entertain any questions. All right. Seeing none, we'll move on to student body president remarks.

Student Body President's Remarks

Senator Walsh: Thank you, Senator Kalter. Hello, everyone. Welcome back to Senate. I'm looking forward to a very productive year together. I trust you're all having a great start to the beginning of the fall semester. First, I'd like to thank President Dietz and the First Lady for having us over at their residence today. It was a very delightful experience. I'd also like to recognize one of our own, Senator Daniel Heylin. Senator Daniel Heylin recently was elected as the new chairman of the Illinois Board of Higher Education Student Advisory Committee. So, just a quick round of applause for him just to congratulate him. Thank you, Dan.

Now, just to give you a quick update on what the Student Government Association has been up to the past couple weeks of school and where we're headed. I'm proud to say that the association as a whole is making itself more well known among students. In the past two weeks, we've been present at many of the welcome week events including the kickoff barbeque as well as the transfer student sessions. We'll also be making ourselves visible once again to the campus tomorrow at Festival ISU, my favorite day of the year. I'm very much looking forward to that. We've also begun the process of interviewing candidates for our Emerging Leaders Program and will be continuing to conduct interviews and accept applications. So, faculty, if you've spotted any freshman students so far who seem like they might have a lot of leadership potential on campus, please send them my way.

Prior to the start of classes, the association held a successful fall retreat where we exchanged a number of goals and ideas for policies and events for the upcoming semester and school year. Being that we're in the midst of a presidential election, we want to stress productive civic engagement. This will come in the form of voter registration drives as well as other events and initiatives that are intended to protect freedom of speech, promote civil discourse on meaningful political issues, and encourage students to become better informed voters. We're also dedicated to a number of other initiatives such as the ones that Senator Kalter has talked about in regards to sexual assault awareness, preventing sexual assault, and other Title IX issues as well as sustainability and other safety issues across campus. Thank you, and I stand open for questions.

Senator Kalter: Are there questions for Senator Walsh? All right. Seeing none, we move onto administrative remarks and we begin with Senator Dietz.

Administrators' Remarks

- ***President Larry Dietz***

President Dietz: Thank you very much. It was our pleasure to host all of you out to the university residence tonight. My wife, Marlene, corrected me and, for those of you who were there, I said, "Welcome to the home" and she says, "We're not quite ready for the home." It's a welcome to our home, but we were delighted to have all of you out there tonight. I want to also extend my welcome back for everyone. I've scripted myself a little bit tonight, uncharacteristically, because I've got a little bit of ground to cover here. So, pardon me, but I think this is a better way to get through some of this. We're off to another excellent start this academic year. One week from, well, actually, on Tuesday we hope, ISU will hold a press conference to announce our official enrollment numbers. I don't have that exact tally today, but I can tell you that we're on track to break a 27-year record for new freshmen, and our total enrollment could very well inch just over the 21,000 mark all with accompanying high numbers for diversity and for academic talent. Bringing in a large and motivated student class in this competitive recruiting environment is very difficult, particularly given the demography is declining as the direct from high school students decline in the State of Illinois, and competition from outside of the State of Illinois from other universities is at an all-time high. So, our folks that help recruit students really are owed a terrific compliment for the good work that they've done and please pass this along to the faculty and staff and other groups of folks in our enrollment management, admissions, financial aid, registration, advising, housing. And many, many other folks help do this, so I think that's really terrific.

If we plan to be captains of our own destiny, and that's probably an ambitious goal, but if we plan to do that, clearly the state is not going to help us get there. The trend line has been down for quite some time. We don't anticipate that that's going to change in the near or long-term future. So if we really want to be captains of our own destiny, there are a couple ways under our control that we can do that. One is strong, stable enrollment, and that's happening here. The other is working with and trying to raise additional private funds, and we're after that as well. So thanks to all of you that were involved in helping bring in this class, and thanks, in advance, for helping retain the folks who we're bringing in.

The retention piece is another magical part of our success here, in my estimation. One piece of great news received this summer came from the leading national publication in our field, the Chronicle of Higher Education. A month ago, the university was honored by the Chronicle as "a great place to work." It was a designation the university earned in two Chronicle categories last year. But this year, Illinois State received honor roll designation because of its high rankings in multiple categories including collaborative governance that Senator Kalter referred to before, respect and appreciation, and work/life balance. Some of you might be wondering about that work/life balance piece, but nevertheless, that was one of the categories. So we have a lot to be proud of. And all of this happened when I'm fully aware that there weren't any salary increases. That really speaks to your dedication and character. It really is gratifying that the Chronicle's assessment includes a confidential survey of faculty and staff at institutions like Illinois State, which tells me that we continue to support our university and ourselves through this kind of finding.

While we continue to support the university, regrettably, it's another matter at the state level. We will begin FY2017 the same way we began FY2016 – without a full state budget in place. And without the reimbursement for the financial assistance ISU provides to our students with the greatest need through the MAP Grant program, we will continue to honor the state's commitment on the MAP Grant program for the incoming students that we're recruiting now for next year. On June 30, the final day of 2016, we received a stopgap funding which, combined with a late April emergency funding measure, totaled just over 59.2 million dollars. That represents about an 18% cut from our FY2015 appropriation, which is more than the 8.6% cut the general assembly originally approved and was vetoed, but much less than the 31.5% reduction that was originally slated by Governor Rauner. It turned out to be very close to the cuts ISU had planned for in the first place, so with careful spending, targeted cuts, low debt, and solid enrollment, we began FY2016 financially stable and strong. Still with no FY2017 budget in place, the austerity measures we enacted for most of last year will remain in place this year. Unfortunately, we will add to the more than 100 non-faculty positions that have been eliminated or left vacant through retirements and resignations. We will address only critical construction and maintenance projects, curtail large equipment purchases, and cut back on professional travel. However, we remain committed to putting our students first by keeping our faculty in the classrooms and our student support

staff in their offices. So I currently envision an academic year that is once again free from lay-offs or furlough days. Although any discussion of salary enhancements will have to remain on hold for now, I think you will agree that maintaining our faculty and staff base puts ISU in much better condition than many other Illinois colleges and universities.

Despite the budget challenges that face us, 2016 and 2017 will be a busy academic year for the university. We will continue with initiatives designed to bring more international diversity to our campus while offering further opportunities to our students to study abroad. Our initiatives related to civic engagement and service learning are also continuing, and shortly that program will be moving into a new space formerly occupied by the Honors Office. The Honors Office has moved and they are in the Professional Development Building with more space and more room for students and the staff there. You might also remember that toward the end of the last spring semester I announced the formation of a task force to address university climate assessment that was completed last spring semester. That task force convened its first meeting this summer, and the Task Force Steering Committee met last week and they are going to be holding a planning retreat, I think, tomorrow. I have asked the task force to review climate assessment findings and bring recommendations to me and other members of our leadership team. I can tell you that even at this early stage, the assessment has led to changes in our Office of Equal Opportunity and Access, and in certain events it will no longer be a part of our campus calendar. I want to thank, in advance, the Steering Committee and the entire 25 committee membership for their willingness to contribute to Illinois State's core value of diversity. With that, I wish you a happy and healthy and prosperous academic year, and I yield to any questions that you might have.

Senator Kalter: Are there any questions for President Dietz? All right. Seeing none, we'll go now to Provost remarks.

- ***Provost Janet Krejci***

Provost Krejci: I will echo my thanks to President and First Lady for hosting our reception. It's always wonderful, and it was great to see all the new senators, and I will welcome everyone back. I have a special welcome to my new colleague, L.J. He has been really a terrific addition to the Vice President group, and I hope you all get to know him, and I can guarantee that won't be difficult because he has been extremely visible and tireless in becoming a real champion for our campus already. So, welcome, and thrilled to be working with you. I also would like to welcome our new deans. We mentioned that we had a couple people here. Ajay Samant is here. He wrote me today and said, "Is it okay if I come when it's not my turn?" and I said, "Come on down. Absolutely!" So, thrilled that Ajay is here. We're also welcoming Dr. Judy Neubrandner, who is our new Dean of College of Nursing, and we're welcoming back our acting Dean of College of Education, Al Azinger, who is going to be working this year while Perry Schoon is on his ACE Fellowship. We have kicked off the search for the CAST Dean and we will be having airport interviews, we believe, in September and the finalist interviews in October, and as soon as we have those dates we'll let you know. We're looking for a good pool there.

I will say that the summer was extremely busy with preview. We had our record preview attendance this year, and of course, as President Dietz identified, it looks like it's going to be a record class for this fall. First day, we had 20,924 registered, and I will tell you that we have at least another 100 registered as of this time and we will wait until 10th day census to have firm data. We have over 200 first time college students with an ACT of over 30, and we have a couple perfect scores in our group here. All major enrollment categories are up compared to last year, including first time and freshmen. We have about 39 more first time and freshmen/frosh coming to ISU. We do expect the average ACT to be inching up from last year. We also have a record enrollment for transfer student, and we are up in graduate student enrollments, up 6%, and that's really a wonderful target. I thank you all for that work because we had not been up in graduate students, so we're thrilled about that. And we will, as President Dietz said, hopefully have an official notice on the 10th day.

President Dietz talked about the budget, and we worked hard in late spring and early summer with the deans and the chairs to prepare for FY17 and even though we don't have a budget for FY17, we have already made some

reductions so we are prepared and we are going into FY17 very strong and stable and feel very good about that. We're fortunate at ISU to be in this position of being proactive and, to that end, this summer we invited some representatives from the Education Advisory Board to come and help deans, directors, vice presidents to look at how we could move forward to be as strategic as possible. We're focused on two areas: How do we leverage resources and the best way possible, and how do we identify new areas for growth? So, to that end, deans, directors, and chairs have been working on this and will continue to work on that this fall in terms of what are best practices across the country. We also participated in an all-day workshop today, the deans and many of the campus leaders for the campaign, and I will tell you it was a very successful day where we worked together across divisions to make sure that we can tell our story and make this campaign truly transformational for our campus.

I just want to have a couple updates on some of the work that has been done by the Culturally Responsive Campus Community group, which also has some crossover with the Steering Committee that President Dietz talked about for the climate assessment. They're holding their conference October 24th and 25th, and this is open to students, community, faculty, and staff. They will limit it to 300, so please look for that registration. This conference is a follow-up from the spring conference. We had to really look at how do we create inclusive environments. Increasing diversity is wonderful, but if we cannot create inclusive environments, it will not be enough.

So, I just want to give a couple thanks out to Dr. Roberta Trites Seelinger, who welcomed the new freshmen in convocation. She did a fabulous job, as she always does. Also would like to give a little update. We talked about the Community Engagement and Service Learning Move. The international division is working very hard as well, and they will be reporting directly to the Provost at this time because Dr. Rita Bailey left us on May 31st for a job as the Dean of Honors College in Kennesaw State, and so we will not be replacing that position in the Office of the Provost. So I have been working closely with Luis Canales over the summer. He is welcoming two cohorts of ELI students who are on campus. Please, if you see them, welcome them - one from Panama and one from Mexico. He also just returned from China and has been working with department chairs and directors to identify programs that are 2+2 or 3+1 or graduate programs where we will be inviting an increased number of international students to join us at ISU. I think that is all. I know that we are beginning to create the task force to update Educating Illinois, and I think you'll hear more about that. With that, I will pause for questions.

Senator Kalter: Thank you. Do we have any questions for Senator Krejci?

Senator Winger: 2+2 or 3+1. Explain that.

Provost Krejci: We can talk about this in more depth, but there are programs where students would be taking the first two years of their college education in their own country and then coming in here for their major courses. A 3+1 is also a similar program where they might then be preparing to actually get ready for a graduate program.

Senator Winger: Thank you.

Senator Kalter: Other questions for Senator Krejci? All right. In that case, we'll move on to Vice President for Student Affairs, L.J. Johnson.

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

Senator Johnson: Thank you. I'm so glad to be here. It's really nice to see how this actually operates since I've only known it, I guess, in the abstract. And I want to start off by again thanking you all for being so welcoming over the last eight weeks it's been. Faculty, staff, administration, everyone's just been so helpful as far as my onboarding process as well as getting to know the campus community.

I'm going to approach my report from two perspectives – one, from an operational level, and then the next from a strategic one. And I'll start off by giving a recap of Welcome Week, which we hit record numbers as it relates to the programs and the activities that took place. Highlights for me, personally, as I feel like I'm a first year student going through all of this... Highlights for me, though, included of course the block party activity, the rec rally (I did not climb the wall, but I was very tempted), Diversity Advocates Program, which is something new that we actually launched. The numbers were a little bit low, but it did provide for some much more one-on-one engagement with students who attended that event. And then, of course, the Meijer Mania. And no, I did not get out and stroll or do any line dancing for that activity as well. But definitely those were our highlights and the programs were extremely well attended and I just have to say, weather, weather, weather, as it relates to that, really helped out. I want to thank you all as well as far as the community here for assisting. You can't be successful and you can't pull off these programs if you don't have an army of volunteers, and for all the volunteers, faculty, the staff, the students, our Student Affairs Division in particular, our Offices of Housing, the Dean of Students' Office, and our university police really showed their expertise and worked hard in order to pull off I think what was an excellent Welcome Week where our students, our new students, and our families are very satisfied and happy with the outcome. Our residence halls are at capacity, are pretty much at capacity, so it's a great thing. We are going through right now the hall kick-offs and so there's everything taking place programmatically within those facilities from karaoke to ice cream to photo booths. I have to watch my weight, as a matter of fact, due to all the great food. And it has been very engaging attending all of those events each day and each evening. Currently, Greek recruitment is taking place both this week and next week. And I want to put a plug in for tomorrow. Mark your calendars. We have the Festival ISU. It will be my first, but from what I understand, the quad area will be filled with tables representing various organizations and offices on campus, and I think it's a highlight for this community. And it's extremely important, I want to stress, to in particular get our new students out for this because, as we know, engagement-- and that's both engagement inside and outside the classroom-- leads to persistence, which leads to completion, which is what this is all about as far as trying to get degrees for our students. So please encourage your students to come out tomorrow. It's between 10 a.m. and 2 p.m., so make sure that they come out for that.

On a strategic level, I want to tell you about some of the things that we're going to be working on and me, in particular, that I'm working on. The first thing that I've been focused on is trying to develop and trying to figure out a strong leadership team, an executive team, for our division. And then, we're going to actually put some thought to possibly a new structure within Student Affairs, looking for efficiencies within the division. And President Dietz pointed out, who knows how long this is going to last as far as this funding impasse. We have to be prepared and do our part in order to have savings within our area. So we're definitely going to be focused on how we can be more effective, streamline things, and actually be more of a service to the campus community and develop clusters and lines by which it makes sense for us to serve the campus a lot better.

Other areas of focus will include leadership development, looking for, again, the opportunity to partner with areas like SGA on issues of civic engagement, service, Greek life, as a matter of fact. Our Greek system, I think, could use a little bit more TLC and support so we've definitely got some focus in that area, as well as bystander training in Title IX. Definitely going to focus there. And then, of course, I have a passion and an interest within diversity and inclusion issues and I'm looking forward to working closely with the task force that's out there and the work that they're doing and to implement some of the things that they come up with.

Again, I want to end by saying thank you so much for the warm welcome to the campus community, and I will be available for selfies afterwards if you are interested in doing so. You didn't think I was going to leave without saying something like that and put a plug in for social media, which I think is a wonderful way for engaging the campus community. So, I will open things up for any questions that you may have.

Senator Kalter: Do we have questions for Senator Johnson? We do.

Senator Gizzi: Are you sure your Instagram doesn't have anything about dancing at Meijer?

Senator Johnson: I may have taped some other individuals, but I did not go there myself as far as being taped.

Senator Kalter: Further questions?

Senator Grzanich: I just wondered if you could elaborate on what you meant by Greek life TLC.

Senator Johnson: Yeah. I think over the years, from the time when I interviewed for the position to when I first got here and started interacting and engaging with some of the students and asking them, truly, what are some of the challenges that they face here on campus, Greek life kept coming up as a question that they have. And the question really revolved around the revolving door sometimes that we have with Greek organizations maybe being asked to leave for a while, whether that's from an institutional perspective or from a national organization perspective. And so the thought is, how can we address issues such that the Greek system is strong so that members of the Greek system first commit to the institution as a whole, secondly, that they commit to the Greek system as a whole, and then, you know what? It's great and fine and dandy to be so proud of your Greek letters and what you stand for as far as a specific organization, but somehow, somehow, we've got to get to a place where it's the Greek system that is strong, and then that system is only as strong as its weakest link. So how do we make sure that students know what the policies and the procedures are for being strong and not breaking those such that they have to leave, and stop this revolving door of students and organizations being asked to leave and then after a couple of years being asked to come back. So we've got to address that somehow, somehow. These organizations are extremely strong as it relates to developing leadership skills. I think they contribute back to a campus community academically and otherwise, and I think that this campus and its Greek system has an opportunity to be literally a leader nationally as it relates to the engagement that takes place, so I'm very committed to getting us there somehow, somehow. And it's going to take partnering with the Greeks and coming up with those ideas, as well as alums, in order to get there.

Senator Kalter: Further questions?

President Dietz: I was remiss in not welcoming Senator Johnson to this group. He's been here since the 5th of July working, and I've worked so closely with him that he doesn't, for me, seem new anymore. But I was delighted that we were able to recruit him. I've known Senator Johnson for 25 years. That is probably a conservative number, and he's had the distinction of not very many people in the Student Affairs division of having been the President of the National Association of Student Personnel Administrators. That's the largest organization of its type in the country representing all Student Affairs administrators across the country. So I considered it a bit of a coup to be able to get you here, so we're absolutely delighted that you're here. And I want to correct one perhaps misperception. If you picked up the Pantagraph yesterday, there's a front page story and several pictures of him in there, and I want to dispel the myth that L.J. bought that advertising. He did not do that, but it was a great story and congratulations. We're glad to have you here.

Senator Kalter: Are there further questions? I will take a selfie as long as you get on the rock wall, and I'll be right next to you and I'll be taking it with you so you'll have, you know, a comforting presence.

Senator Johnson: We are on!

Senator Kalter: Excellent, you got it. All right. We move on to Vice President for Finance and Planning, Greg Alt.

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

Senator Alt: I also want to add my welcome back to faculty and students for another great year and also welcome my colleague, L.J. I think it's evident that he brings a lot of energy and enthusiasm to the campus and I think it'll serve us well. During the summer, one of the fallouts from the state budget crisis was that it did negatively impact our credit profile as both Moody's and S&P lowered the university's credit rating. Previously, we had a Moody's rating of A3, which was lowered to VAA1 for AFS system, and actually two notches for our

general revenue debt of VAA2. A few weeks after that, just actually three or four weeks ago, S&P lowered our rating, which had previously been A+ for many years, was lowered to an overall rating of A for all of our debt. So what does that mean? Well, we still have a very respectful credit rating. We still have the second highest credit rating of all the public universities because all of the universities were also lowered within this because it's all a fallout of the state's inability to solve their budget issues. And we can still issue debt for capital projects, but the fallout is that it'll be more costly and it'll be more difficult. So that is one of the unfortunate impacts of a state that continues to not manage their budget, that we are impacted in that way.

Just an informational item on an HR benefit issue. Some of you participate in the Prudential Long-Term Disability Insurance Program, and you would have been billed this summer for the premiums directly from the company, Prudential, and they do a direct billing and this was their first summer for that. Unfortunately they got a little too enthusiastic about that and they actually billed for four months rather than three. So, if you've participated in that and you actually have paid the September premium, they'll refund that to you because they were not to have billed that. That's to be withheld from your payroll. And if you have not paid that, then don't worry about it, but you do want to make sure that you've paid your June, July, and August premiums if you have not. If you have any additional questions, I'm glad to talk to you afterwards or HR benefits can help you with that, but that would affect you only if you're in the Prudential Long-Term Disability Insurance Program.

And, finally, just a few IT related updates in addition to taking advantage tonight of the opportunity to welcome our new colleague, Charley Edamala, to campus. And actually I want to revise his title. I didn't quite say it correctly. He's Associate Vice President for Administrative Technologies and Chief Technology Officer, so that's the full title. I failed to say that. But I also asked Charley to be here tonight to address any questions related to the Office 365 transition. Senator Gizzi is also participating in the transition and will provide a more informed update in just a few minutes, which would be a better time to address questions at that time. But I also wanted to mention that this summer we were very successful in completing the wireless upgrade in our residence halls, so now all of our residence halls have been upgraded for wireless. The bandwidth is about ten times improved from what it was before, so I'm certain that our new students in the residence halls are taking full advantage of that. With that, I'm glad to answer any questions.

Senator Kalter: Wonderful. Are there any questions for Senator Alt? All right. Seeing none, we do actually have business on this first night, and so we're going to start out with two advisory items. The first one is coming from Senator Gizzi about the Office 365 update and an overview of that.

365 Update Overview

Senator Gizzi: The reason why I'm giving this update is because I'm the faculty member on the Office 365 Transition Communication Committee. If you recall, particularly those on the caucus, last fall we were asked to add a faculty representative to this committee, which was created as a way to make sure that the shift to the new e-mail platform from locally hosted e-mail to Office 365 mail and calendar and all sorts of other features, many of which we still don't even have fully implemented, had input from across campus and across sectors and to really, I think, improve on some of the problems that occurred during that fall 2015 "technocalypse" that we'll try to forget. To be honest, I think this experience of working on this committee has just been a really positive one. I was an early adopter to Office 365, shifting in January of this year. I asked to do that because if I was going to be on the committee I needed to know what the system was like and how it worked and what the problems were. I'm a fairly advanced technology user, but it was seamless. It took a couple hours for probably 10,000 emails to transfer over and it took maybe 20 minutes to go to all of my mobile devices and just quickly update my settings.

Several of you are already on Office 365 because the transition began in earnest this summer, and we spent a lot of time trying to figure out how to do it, and we decided very quickly we would not do what was done with the students last year, which was everybody en masse at once. We decided that was not the approach and instead it was decided that it would be done by college and by unit at the discretion, the choice, of those units when they were ready to, but generally, doing them all at the same time over the course of a week. The handout gives you

a list of where we are right now and several colleges are completely done. Mine is only about 20 of us in the College of Applied Sciences and Technologies have shifted over. But sometime between now and the end of the semester, everyone will shift over. You will have emails tell you when this is going to happen. You'll have instructions. We have a very nice website that's been developed and that was one of the key communications things. We focus on e-mail and calendar. Those are the two things that are there.

I've been really impressed with the process. I think AT has worked very closely with representatives from all of the colleges to determine the best way to make the shift happen. It's been a positive experience, and I want to give particular kudos to Craig Jackson and Ed Vize who I have worked with very closely. They're really working hard to develop a culture in which AT and Information Technology is receptive to the needs of faculty, and I think we're moving in a positive direction. I'm absolutely thrilled that Charley is here because I believe, without a doubt, that we're going to move in a positive direction on these issues. It doesn't mean when faculty says, "I want this technology" that we're going to get it. But what it means is that our needs, which are very different very dramatically across units, are going to be taken into account. And the Senate is still continuing to consider issues over the long term about our learning management system, about ReggieNet and things like that, and we work with Mark and we work with Claire and so that will continue as well, but I think that this experience has been a very positive one.

The only other thing I would say is, seriously don't freak out about it. When it happens, yeah, it might be a little bit of a pain, but it took me about five minutes to set up my iPhone at most and I've actually come to the point where I even like Outlook. Sshh! That's hard to say. I'll take question.

Senator Kalter: You're there. I'm not quite there yet.

Senator Gizzi: My personal e-mail is still in Apple Mail, and I'm very happy there, but the full features are not in the web. The full features are in the Outlook Client, and in the Outlook Client you can create groups. The scheduling is pretty good, but I've learned, fill out things where you're out of the office and say, "busy" so that your department chairs won't know.

Senator Kalter: Sign off of IM. Do we have any questions either for Senator Gizzi or for Charley Edamala or Mark Walbert, AVP, on my right?

Senator Marx: Two technical questions. In the old e-mail system, one could set up alias e-mail accounts, or e-mail addresses, attached to your regular ULID. Will those be transferred over as well? Would they still work?

Senator Gizzi: I'm Googling aliases and Office 365. No, seriously.

Senator Kalter: Not right away, Mark?

Senator Marx: For example, I set up an alias that's just my last name where my ULID includes my initials in my last name, and I wanted to know if that alias...

Mr. Edamala, Associate Vice President of Administrative Technologies: Let me get back to you. I know I have an alias set up for me. My ULID is terrible. So I know it does work. I'm not too sure if it's a self-service piece or if it's something that has to be done back, and so I'll get back to you on that.

Mr. Walbert, Associate Vice President of Academic Technologies: But when you log into Office 365, you'll use your ULID @ilstu.edu as your e-mail address for that log-in credential?

Senator Marx: Of course. The second question has to do with the ability to forward the e-mail to some other address. Will that be in place as well?

Mr. Edamala: Yes. That's part of the feature of Outlook.

Senator Marx: Ok. Very good.

Senator Kalter: Wonderful. Senator Marx, when they came to me I asked them about that because I have smkalte and susankalter. That apparently transfers easily. They were telling me something about when multiple people are on one e-mail, it's a little bit different. So that is probably what we have to look into. But for the ones where you just put in something that's easier for your students to remember, I think that one is smooth, as far as I was told by my tech people. Are there any other questions?

Senator Dawson: Yes. In terms of groups, I've talked to the tech people and they say use lists. I use groups because I have a class of 100. I have two of them, and I could group them together in the past and now I can't. I have to go out to a Word doc and copy and paste the group into the BCC line, so that's a real problem. And then the other question is, is there any easy way to integrate Google calendar with the Outlook calendar? I use Google. My kids use it. Our whole family uses it and we're very into droids and stuff and so we've used that to communicate with each other, but now I've got yet another calendar. So, if there's any way that you can ease that pain through an add-on or something or suggest something I can use at home or elsewhere.

Mr. Walbert: Two things. Outlook will be Gmail, Google calendar. I can't tell you how to set that up right now, but I know Outlook will read your Google calendar. I use Outlook, the app, on my iOS devices, and I can get my Gmail calendar on that app as well, which if you're using an iOS or android device, it's only recommended the Outlook app for that. It'll work beautifully with Outlook and three months calendar. So on the Gmail side, yes. And what was the other question? Groups. Groups is a feature that will be available on Office 365. It's not available yet. I don't know if we have a timeline. I don't think we do yet, but once everybody's over, I know we want to turn that back on so you'll be able to get this. It's really very easy in Office to create groups.

Senator Dawson: Right. I've used them extensively in the past. Ok, great. That's because why I can't lose that Word doc with that list of all the e-mails.

Senator Pancrazio: Yes. One of the minor points that Senator Gizzi brought up... You mentioned ReggieNet? As a technology advocate and user, I started with Mallard. We moved to WebCT when it moved to Blackboard, and now we've moved to Reggie and each of those, the way it was set up, was able to provide students with services and it really reduced the cost of textbooks. My question is, is there any question or discussion or thought that people eventually abandoning ReggieNet, moving from Sakai, which was supposed to be... Is there anything coming that we need to know about? Because I was promised that wouldn't happen.

Mr Walbert: What we have done with Sakai is we've moved into an offsite host, and it's been brilliant since we've been able to do that, so the support - we just signed their contract for the next year. So, I'm looking forward to continuing that relationship and having them work with us to develop things, right? We'd like to have Sakai do that it currently doesn't do.

Senator Pancrazio: I am relieved.

Senator Gizzi: During our last meeting of this committee, one of the things we actually talked about was ReggieNet, and there are really significant upgrades available to Sakai to improve it, but they decided, and I think wisely, to hold off on those for a year to, let's just sort of keep the boat steady and, you know, let's get through all these other technology changes and then we'll continue, but I don't...

Mr. Walbert: One major change...

Senator Gizzi: ... At a time. And I strongly supported that.

Senator Kalter: You might have noticed Senator Pancrazio that I moved away from the microphone when you asked that question. Are there other questions?

Senator Munoz: It's not really a question. It's more of a statement. I just want to say thank you for switching over to Office 365. I can finally be prepared to keeping track of my professors' e-mails. The last e-mail server was a little hard for me to keep on track with my professor for last-minute changes. So, now I finally have an app to keep me on track for my classes. So, thank you.

Senator Kalter: Great. Any other questions? That's good to hear. Wonderful.

Coalition Of Intercollegiate Athletics Documents (Mike Bowen, COIA Chairperson)
Memo from Athletics Council

Senator Kalter: All right. We're going to go to the next advisory item. This is an odd one, so I have to introduce it because it's coming from outside of our university. There is an organization called The Coalition of Intercollegiate Athletics. About a year ago or a little bit more, they sent out to most Senates and most universities a request for people to get on board with their attempt to have Congress create a Presidential commission on intercollegiate athletics. As many of you know, we have sort of a two-tier Senate system. So we have Senate and its internal committees that you all just elected chairs and secretaries for, but we also have external committees at the Senate.

We have an external committee called the Athletics Council. It's a very popular committee. A lot of people want to get on that. And it's hard to get on it because they have to have certain kinds of gender balance and college balance and all of that kind of stuff. So we pitched this question to the Athletics Council and last year they discussed it, and you'll see in the very wonderful "Dear Dr. Susan" memo with the Athletics letterhead that they are basically recommending to the Senate that instead of getting on board with this, that because of differences between basically the universities that are at sort of the forefront of this kind of initiative and our university, which is a different kind of athletic structure, that essentially I think, as they say, let me see if I can quote them, that "We have internal processes at work. Let's sort of stick to our in-house faculty governance system." So, does anybody have any comments or questions about that advisory? One thing that we can do, this external committee, all external committees report to some internal committee of the Senate. So if there are a lot of questions or concerns about their recommendation, we can give that to the committee that they report to, which, I believe, is Faculty Affairs, or we can essentially agree with their recommendation. So are there any comments or questions?

Senator Horst: I was confused. At this point are we going to do a sense of the Senate resolution, or is that another item?

Senator Kalter: Well, I don't think we have a sense of the Senate resolution on tonight's agenda. Obviously, those don't have to be scheduled. They can actually come up at the spur of the moment. But we're putting this on as advisory essentially with the idea that if we needed to we could assign it to an internal committee, but if we didn't need to, that it was simply an FYI.

Any other questions? All right. In that case, what I will just say... I just want to sort of point out some of the specifics of what their concerns are and ask that our Athletics Council and the administration keep an eye on these issues that they name in the memo because I do think that they are often important to all universities. They mention academic integrity, which I believe that we do a pretty good job with, with athletics. Financial stability of athletic programs. The alarming escalation in coaches' salaries, the escalation of student fees and subsidies to support athletics time demands on athletes and health and safety of athletes. So, I think as long as, in my opinion, as long as we are continuing to keep our eye on those issues, I have no objection to their recommendation. I saw no other questions from the floor, so we'll move on in that case and go to our information items.

Request to the Senate to move the "Grades Due" deadline for Fall 2016 from December 20 to December 19

Senator Kalter: So, our first information item is a special request. We have AVP, is it Associate Provost? Associate Provost Rosenthal and our Registrar, Jess Ray, coming to the table to talk about this. This is a request regarding our academic calendar, and as Charley and Mark are getting up, I just want to say thank you for coming and thanks for answering questions, and good luck. And thanks for taking care of our "technopolis", or whatever it was that Senator Gizzi called it. So, Jonathan, I'm just going to hand this one over to you, and it's an academic calendar request that you are here to make.

Dr. Rosenthal: Correct. Thanks, and welcome. So, as Senator Kalter says, we are requesting... I'm going to follow President Dietz's lead and be a little more scripted than I sometimes am in the interest of brevity and detail. So the Registrar and I are requesting that the Academic Senate move the date for fall grade submission from Tuesday, December 20th to Monday, December 19th this year and in other years when the normal Tuesday due date falls so close to university closure. The earlier date has been normally included on the academic calendar but was missed when the 16/17 calendar was drafted. Grades are normal due the Tuesday immediately following final exams. Depending on the year, that Tuesday falls between December 15th and December 20th. When the date falls on the 20th, as it does this year, it is impossible to accomplish the many tasks that must be done in the two and a half days before the start of winter break on Friday, the 23rd. So among those tasks are ensuring that grades have run correctly and are ready to post, calculating GPA including repeat course calculation, New Start, GPA calculation, and academic standing. Why are those GPA calculations important? Because we have to notify students on academic probation and academic dismissal to allow them to plan for the spring semester and/or the appeal process. We also audit degrees and recommend for licensure teacher education candidates and others with professional licenses to allow graduates to accept offers of employment in January. We also have to review athletic eligibility for those competing during winter break, and I could go on with that list a little bit more, but I think you get the gist. These outcomes are obviously very high stakes for our students and our graduates.

So I want to make clear that the earlier date for grade submission has been a periodic occurrence whenever the deadline for submitting grades falls so close to winter break. Campus Solutions has not necessarily made our jobs easier, but our request would have been the same and has been the same when we were still in the mainframe environment. I should also mention that the deans have supported unanimously this request for change. While we are very sensitive to the tight timeline for faculty, particularly those with lots of papers to grade or late finals – been there, done that – it is essential that we really provide timely service to the students on those items that I mentioned. So for this reason we request that the Academic Senate approve the Monday noon date for grade submission this year and in other years when the deadline falls on December 20th. I'm happy to say that we are not faced with this problem again until 2022. I'd be happy to answer any questions or happier to have you address those to our Registrar, Jess Ray.

Senator Kalter: Do we have any questions or discussion?

Senator Ingersoll: Has this happened in the past? And if it has, what did we do to deal with it? Move the grades one day earlier?

Dr. Rosenthal: It's an every six-year occurrence that it falls this way. Yeah. It was just really an oversight, frankly, on the calendar this year that it was not originally published this way.

Senator Kalter: Are there other questions, comments, discussion?

Senator Hoelscher: Is it possible to move those to an action item. Is that what we're waiting for?

Senator Kalter: It is. I believe Senator Gizzi will confirm this. I think that would need a two-thirds vote to do so. Is that right? Senator Nichols is nodding his head. According to Robert's Rules. So yes, you can propose

it, somebody can second it, and then you would have a vote. So, Senator Hoelscher, are you making the motion?

Motion: By Senator Hoelscher, seconded by Senator Horst, to move the information item to an action item. There was no debate on the motion. The motion was unanimously approved.

Senator Kalter: We are now talking about an action item. Is there any debate on the action item? Actually I guess we have to put it on the floor first, so I would need somebody to put it on the floor.

Motion: By Senator Gizzi, seconded by Senator Walsh, to change the “final grades due” date from Tuesday, December 20, 2016 to Monday, December 19, 2016.

Senator Kalter: Is there any debate on passing that request? And again, this is both for this year and future years.

Senator Lin: Not really a debate but just a point of information, so I'm the Graduate College Senator and I did get an e-mail from one of the graduate assistants with some concerns about this being kind of inconvenient to them. So I just wanted to kind of bring that to your attention. I understand the necessity of this, but yeah, just bringing that to attention that the graduate assistants are a little bit concerned about it and would like to be accommodated through, you know, all of this.

Senator Kalter: Thank you. Further debate?

Senator Walsh: More a follow-up question to Senator Lin's question. Have there been concerns in the past when we've had to do this from graduate assistants at all?

Mr. Ray, University Registrar: None that have been shared. I believe the last final we give is on Thursday. The Friday is actually a day that we keep in case of closure so that if we have to reschedule finals, that's when we reschedule so that there's Friday, Saturday, Sunday, and then Monday.

Senator Walsh: Thank you.

Senator Kalter: Further debate?

Senator Blum: So, just for clarity, if so voted for, we're voting for every time it occurs on the 20th that we will always move it back to the 19th. Is that right?

Senator Kalter: Yes. That is what Jonathan is requesting. Essentially we approve the calendar about every five years. I'm sorry. I should say this in a different way. Five years prior to that academic year, we approve each calendar. So what would happen, essentially, is that we would just have to remind ourselves that every time this one comes up and that date falls on the 20th to move it back from the Tuesday to the Monday. So even though we're going to vote in spirit to do this every single time, in practice we essentially are going to have to vote in future years on the calendar. But I'm sure that somebody in the offices will remember because this will not be a forgettable experience for them.

Dr. Rosenthal: Anytime we appear before Senate is a memorable experience.

Senator Kalter: Excellent. Is there further debate?

The motion was approved by the Senate with the exception of Senator Kalter, who abstained.

Senator Kalter: And I'm going to abstain and I'm just going to make a comment. The vote is obviously passed. There was pretty much concern, and it's coming out of my department, the English Department, because we have a very heavy grading schedule for our English 101 graduate assistants. So I just want to say, anything that the administration can do, anything that my chairperson and dean, etc. can do to alleviate that, they are students too and so they have to put their studies first and unfortunately that means that even though they are also instructors, that has to come an immediate second, but second. So anything that we can do to take that pressure off of them this year and in future years, I would really appreciate it. And I also think that this falls most hard not just on our graduate students in the class and on our GAs but on the non-tenure-track faculty who have four courses usually. And in some of the fields where there are really heavy reading loads, that is also very difficult. So anything we can do, especially... The computer folks have left, but anything we can do to shorten that on everybody's part would be really helpful. So I just wanted to say that. But thank you very much, and your wish is granted.

Mr. Ray: Thanks to all who gladly teach.

Approval of Dean's Evaluation Instruments for CAS, CAST, CFA, COB, MCN, MIL per the Administrator Evaluation policy

Senator Kalter: All right. We will move on to our second and last information item. Last year – this is sort of a carryover from last year – Executive Committee decided not to overload our calendar in April. The Administrative Affairs and Budget Committee had approved deans evaluation instruments. There is a piece of our Administrator Evaluation Policy that says that evaluation instruments... In other words, every year all of our administrators, chairs, deans, vice presidents and president, have essentially a survey. What is the campus comment or the department comment on how that person is doing in their role? So we apparently at one point put this into our Administrator Evaluation Policy. It had not been a practice that the Senate had been doing this, so we instituted that as a practice. The Administrative Affairs and Budget Committee is forwarding six of the seven deans evaluation instruments out of their committee and say the ones that have been being used are fine. One of the things that we wanted to point out... I know I'm stealing Senator Hoelscher's thunder on this, but one of the things we wanted to ask... There's also a piece of that policy that says that the Dean's Council and the Chair's Council are also in that sort of approvals line. So we would ask if you can discuss those in your councils and if you have anything that you would like to tell us that would sort of slow this down so that we might need to delay the action on this, please let us know in the next couple of weeks and we can sort of keep it off of the Senate agenda until you're ready for your recommendation. Does that make sense?

Dean Murphy, Senator for the Dean's Council: So you're wanting us to look at the actual instruments, themselves?

Senator Kalter: Yes. Essentially, is there any reason why we wouldn't want to approve these? And, if not, that's an easy one. If you see something wrong with any of the instruments, let us know.

Dean Murphy: So, if we say no, it's not, we don't get evaluated? (Laughter). Just for clarification.

Senator Kalter: You'll have to talk to your faculty about that one. So you have all of these, by the way, in your packets and I really should be handing this off to Senator Hoelscher, but do you want to say anything about this? They're basically the instruments themselves. You can see what they say.

Senator Hoelscher: No. I think you did a very good job. The only thing I would add is obviously we did not get to the College of Education. We'll do that this year. And then I think we're good for... I think we do this every five years. Oh, and we have the chairs evaluations to look at and go through in the same manner.

Senator Kalter: Great. And actually I think that in this case every five years wouldn't be probably necessary. It would be more like if they're changed. If a college decided to change them, we would probably look at them

again. But I'm not sure... Or if a college asked for us to look at them. But they probably wouldn't be on such a rapid review cycle. Any other comments/questions about this one?

Senator Powers: Do students get to participate in these surveys or any other surveys in regards to their deans?

Senator Hoelscher: I do not know the answer to that. I would suspect not. But, in the presidential commentary they do, so it is a possibility. We were asked to evaluate the form. We didn't get into the administration of the form, but I'm sure around this table someone's going to know the answer to that and we can probably answer that at the next meeting. Is that possible, Susan?

Senator Kalter: I was going to pitch that to Senator Krejci.

Senator Krejci: Every college handles it differently, so I'm going through my head. But I don't know of any college that includes students in the deans evaluation. It's faculty, staff, and usually in every one you can identify who you are, and it's faculty, staff, and then that's further divided in terms of what kind of faculty and staff.

Senator Kalter: Senator Powers, that's a really great question, and I think one of the reasons why I think most colleges don't include students is because there's sort of an assumption that students don't have as much direct contact with chairs and deans. But if you're interested in asking about that, the place to ask about the actual operation of that is in the college councils where there is... In most college councils there is student representation and they would essentially determine that for both the chairs level and the deans level types of instruments. So the Senate doesn't determine that for the colleges. They kind of have their own practices and culture.

Senator Powers: Perfect. Thank you.

Senator Kalter: You're welcome. Any other comments or questions? All right. Seeing none, our business is almost done for the night except for the faculty who are going to have to stay here for a little vote afterwards. So all we have right now is committee reports. Just reporting who got elected to be your chair and who got elected to be your secretary. So we're going to start with Administrative Affairs Committee. And if the chair can be the one who speaks.

Senator Pancrazio: I'll be serving as the chair.

Senator Kalter: Terrific. And did you elect a secretary?

Senator Pancrazio: We did. A student... There we go.

Senator Kalter: I can't read your name. Senator Falson. When I was not mispronouncing Grzanich, I think, I hope, it was because of my eyesight that I couldn't see your face very well rather than not knowing your name. So, Senator Falson is the secretary. Administrative Affairs and Budget Committee?

Senator Hoelscher: Serving as the chair, Mark Hoelscher. And Senator Day has offered to serve as our secretary.

Senator Kalter: Wonderful. Thank you very much. Faculty Affairs Committee?

Senator Dyck: I will be serving as chair for the first semester, and Senator Cox will be serving as chair for the second semester. We were the only two tenure-track faculty members there, and so we thought we would split that. And we did not have all our committee members present, and therefore we didn't elect the secretary but it will be accomplished before the next meeting.

Senator Kalter: Terrific. You were on the verge of volunteering somebody in absentia and you decided against that.

Senator Dyck: Well, we would like to have the person who did minutes last year to continue doing them because she knows how to do it and does an excellent job. But I don't feel confident to do that in absentia.

Senator Kalter: That's probably wise. We'll leave that as a blank and move on to Planning and Finance Committee. Do we have a chairperson?

Senator Marx: Yes, David Marx was elected as chair of the committee, and our secretary is Senator Rafalovitz.

Senator Kalter: Wonderful. Terrific. And Rules Committee, do we have a chair?

Senator Horst: I will be serving as chair of Rules Committee, and Patrick Broderick volunteered to be the secretary.

Senator Kalter: Terrific. All right. That is a good list. We have all but one slot filled, and that will be soon. So we move on, then, to Communications. Communications for the Senate are pretty much anything that you have to say to us, and they include all manner of things - events going on on campus, little pieces of information that you need us to know. Are there any communications?

Senator Brauer: Yes. Earlier we spoke about Title IX and sexual violence. I just wanted to let everyone know that our incoming students took our alcohol wise course and consent and respect on their way in, and we will launch that course for returning students around September 12. So I just kind of wanted to let you all know that. I'll probably speak with some SGA members later to help us communicate to the campus that we really just want everyone to feel a part of the training that's going to be happening. Last year, students gave me some feedback and I shared it with the company and they made really good changes to the course. So we want to kind of keep that relationship up, and we're hoping that you'll help us just engage the students that the training is coming and it's not a survey, it's training. It's Title IX training. So that will be coming up on September 12. We'll be having communications going out and a letter from Vice President Johnson and things like that just to let everybody know. But I wanted, since we won't be back again until the 14th, I kind of wanted to just... And faculty, if any of your students ask about it, just send them to Health Promotion and Wellness if you have any questions.

Senator Kalter: Terrific. And when you say on the way in, I assume you mean in the last couple of weeks. I just wanted to suggest that we might want to think about moving that into Preview or sometime before Preview to sort of have education before people come, or as people are coming onto campus during the summer. Just a thought. I saw Senator McHale had a communication.

Senator McHale: Yes. I had a request from a staff member to bring up to the body a concern about emergency procedures. In a school shooting situation, instructors are advised to barricade doors. The concern is that many of the doors in many of the classrooms don't lock. Oftentimes, the doors open to the outward so there would be no way to barricade that door. And then, the third thing that was mentioned was the possibility of plastic straps used at the top of the door on the doorstep that would keep the door closed. So the concern from staff members was, while we have these wonderful new emergency procedures, there would be very limited ways in some classrooms to stop a perpetrator from entering the room even after emergency warning has been broadcast throughout the university community.

Senator Kalter: Thank you. I think, Senator Alt, I see you writing stuff down. That's sort of in your division to look at that kind of thing?

Senator Alt: Health and safety reports are my division, and we also have an emergency manager that I'll relay this to.

Senator Kalter: Thank you.

Adjournment

Motion: By Senator Hoelscher, seconded by Senator Dawson, to adjourn.

Senator Kalter: We have to have the tradition and keep on going. All right. All in favor of adjourning, please take your feet, stand up, go take selfies with Senator Johnson. And faculty, please stay in the room so we can do some votes. Thanks very much.

The motion was unanimously approved.