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Senate Meeting, January 25, 2017

Academic Senate
Illinois State University

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Academic Senate Meeting Minutes
Wednesday, January 25, 2017
(Approved)

Call to Order

Senate Chairperson Susan Kalter called the meeting to order.

Roll Call

In Senate Secretary Mike Gizzi's stead, Senator Lonbom called the roll and declared a quorum.

Chairperson's Remarks

Senator Kalter: Wonderful. Thank you. Did we miss anyone? Uh oh, let's see, we got Senator Brauer, we got Senator Clark, we've got Senator Judson, who didn't get called, Senator Porter, Senator Magaña. Wonderful. Welcome. Senator Chirayath. Anybody else? Senator Liechty. All right. We have to update the roster. Terrific. We got a little bit of turnover. We have people going on sabbaticals and such like that. All right. Good evening, everyone. We have a couple of guests here on the agenda, both here and in the Faculty Caucus, so we're going to try to have a fairly efficient meeting, and at some point I may ask your permission to move some stuff around just so we get through. We have got some light fare in the beginning, some heavy fare at the end, kind of appetizers, main course. We would have two Senses of the Senate resolution tonight, but we had a suggestion to turn one of them into a Letter to the Governor, so I'm going to explain that more when we get to Communications. And the only other thing that I wanted to say, Chairperson's Remarks, is just to note that we have had three new Board of Trustees members named, and I wanted to give thanks to the Governor and his staff for doing that rapidly so that we can move forward. So at the next Board meeting we will welcome those three new people, and at the last board meeting we said thank you to the longstanding service, I think it was 25 years of service, for J.D. Bergman, Anne Davis, and Betty Kinser. So that's it for Chairperson's Remarks tonight, and we'll move on to Student Body President's Remarks.

Student Body President's Remarks

Senator Walsh: All right. Hello everyone. Bear with me if you can't hear me. I'm like getting over a cold here. So welcome back to Academic Senate and I hope you all enjoyed winter break and are off to a great start this semester. I just want to quickly welcome our two new senators. As you know, Senator Heylin and Senator Falson left us last semester, and now we have Senator Magaña and then Senator Mayster. It doesn't look like he is present right now, but Ian Mayster will be joining us as well. Following the November 8 election last semester, you remember the Academic Senate meeting that followed. There are a series of troubling incidents that occurred in our campus among students. So last Friday, for inauguration day, I sent an email out to the student body welcoming them back to campus, and then also encouraging students to treat one another with civility and respect. I reminded students that in order to fulfill our school's motto of "Gladly We Learn and Teach," we must find value in the words of those we disagree with and work through civil discourse to change the minds and hearts of those individuals who we may disagree with. I'm pleased to also have not heard of any other further upsetting altercations that have followed through since Election Day or following inauguration day. Today SGA participated in a winter fest event that was held over in the Brown Ballroom. We were able to interact with our constituents and learn more about some of the problems facing their lives. Some of our senators, including Senator Broderick, Senator Porter, Senator Chirayath, and Senator Aguilar are currently surveying students living in the residence halls to address their specific concerns, so they've been very proactive with that. This afternoon, I met with directors over at Campus Recreation in order to increase our Women Only hours program that we have over in the Fitness and Recreation Center, and also look at bringing back separate sessions for beginners to some of the new fitness equipment that we have over in the Fitness and Recreation Center. The Association is also beginning to plan for "It's On Us week" for the month of April, and then we're looking at potentially bringing a speaker to campus and are hopeful for student-wide participation.

Administrators' Remarks

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

Senator Walsh, on behalf of Vice President Johnson: That concludes most of my report, but due to his absence, Senator Johnson has asked me to provide the following report: He said that as indicated in his reports during the fall semester, himself and Student Affairs will be launching a Greek Life Task Force this spring semester. The group will have 23 members and includes students, alumni, faculty, staff, and administration, and is charged with the responsibility of developing detailed recommendations that will elevate Greek life at ISU to a national model recognized for its unified

system, development of leadership skills for its members, fostering of a safe campus environment, promoting diversity and inclusion and providing residential facilities in line with the standards and strategic direction of Illinois State University. The group's first meeting is this Thursday evening and is expected to share its findings by May. With that, I yield for questions.

Senator Kalter: Are their questions for Senator Walsh? Or for him to collect for Senator Johnson?

Senator McHale: It's an information question. You mentioned there were unpleasant events following the election?

Senator Walsh: Yes.

Senator McHale: What were those unpleasant events?

Senator Walsh: I believe we spoke about them here at Academic Senate. In fact, I think you even brought some up yourself. And I believe, was it Senator Haugo who mentioned students in the Fine Arts Department who were harassed and reported incidents of that happening, so those were the events that we were talking about.

Senator McHale: If I could, again, I don't know what "that" is. If it's civil expression, I certainly didn't see at this gathering that that was unpleasant events.

Senator Kalter: Senator Haugo reported, and there are also in the crime log and blotter, at least at the time that I checked, which was fairly quickly after the election, there were two hate crimes reported.

Senator McHale: Oh, okay, that's what he was talking about. Oh, okay.

Senator Kalter: Yeah. One was an egging, right? So he's not talking about the demonstration outside of Schroeder, but the other incidents that happened overnight that night.

Senator McHale: Very good. Thank you very much for clarifying.

Senator Kalter: Sure.

Senator Walsh: Thank you, Susan.

- ***President Larry Dietz***

Senator Kalter: Sure. Any other questions either for Senator Walsh or to collect for Senator Johnson? All right, seeing none, we'll move on to our next administrator's remarks.

On behalf of President Dietz: Dr. Dietz also could not be here, but he sent me a quick blurb, so I'm going to read that. He says, "Susan, I'm on an alumni trip and unable to attend tonight. There is not much to report from the legislature, though there has been some movement on procurement reform. Not enough to be noteworthy yet, however. I also want to thank everyone for a smooth start to the new semester. That's it for me. Thanks. Larry."

Anybody have any questions about that? All right. Seeing none, we'll move on. Interim Provost Jan Murphy, we're going to welcome her back to the Senate. Long-term servant to the Senate, and I think on the Senate at one point earlier on. So welcome Interim Provost Murphy, and let's hear your report.

- ***Interim Provost Jan Murphy***

Interim Provost Murphy: Thank you very much. Fairly brief report. I'll start with an enrollment update. As of January 23rd, applications are down 3%, and then admissions are down 4%, but applications and admissions are up for Latinos, blacks, and American Indians. We have about a 16% increase in admissions for blacks, 150% increase in admission for American Indian or Native Americans, and a 12.8% increase in admits for Latinos. Attendance at fall recruitment events was significantly higher, and so we think that bodes well for perhaps some continued application work. Demographics are still an issue, so when you think a little bit about why our applications might be down, as you know it's the changing demographic of the State of Illinois, more out-migration to institutions outside the State of Illinois, and then we have to believe that the fact that the University of Illinois keeps getting bigger is not helping us at all since they're one of our

primary competitors. So Admissions continues to focus on our upcoming events. We have plans to try to influence our yield since our yield is significantly higher for students visiting campus. And, as always, faculty and staff help with events and with talking to prospective students is a significant help. That really matters to our students, and so just a thank you to all of you that take time out of weekends sometimes or evenings to go and meet with prospective students and their families. It really does make a difference. We know that that a lot of times is the trigger that will have a student decide to apply, and then enroll at Illinois State. So thank you for that.

An update on faculty searches. So last year or this year we have a total of 55 searches that have been authorized, 46 new positions, and then nine reauthorized searches. Of those 55 searches we have made 18 hires, new faculty that will be here in the fall; 34 searches are still in progress; and 3 searches have officially failed at this time. As a reminder, you've had some of this information. We'll kind of tell you to kind of wrap that all together. We initiated a number of chair and director searches and one dean search this past year, so the Department of History has selected Professor Ross Kennedy to replace outgoing chair Tony Crubaugh, the Department of Politics and Government is currently in the process of searching for a replacement for chairperson Ali Riaz, and the Department of Criminal Justice Sciences is in the process of reviewing applicants for the position of chair. Currently Dr. Brent Beggs, who is a professor of Kinesiology and Recreation, is serving as interim chair with the resignation of Dr. Jacqueline Schneider. A thank you to Tony, Ali and Jackie for their important service to the University. Being a chair is a tough job. Not one of my favorite jobs in all that I've had at the institution, so I do appreciate all that they've done for our students and our faculty. Dr. Todd McLoda, who is a professor of Kinesiology and Recreation, was selected as the Dean of the College of Applied Science and Technology. No one was more excited about that than me. Dr. Roberta Trites, who is a Distinguished Professor of English, agreed to serve as the interim chair of the Department of Management and Quantitative Methods, so we're grateful to Roberta for her willingness to serve in this important role, and we anticipate a search committee being formed in late spring or summer for that position.

This is a season for awards and recognition, so while there are too many to list, just a reminder to read the media reports and attend ceremonies such as the Teaching & Learning Symposium and Founders Day to help recognize our outstanding faculty and staff and our grad students. They are teaching research and service awards, as well as the recent recognition of our newest Distinguished Professors, Rachel Bowden from Biological Sciences, and Stephen Taylor from Marketing. Additionally, Professor Alan Lessoff, from the Department of History, was named a University Professor, and of particular note is that Academic Senator John McHale was awarded the University Outstanding Creative Activity Award, so congratulations to John. [Applause]

I saw many of you at the Teaching & Learning Symposium on January 12 at the Marriott Conference Center. It was an extraordinary day with featured speaker Dr. Ernest Morrell from Columbia University. We had over 425 participants. That is amazing, and I don't think there are very many universities that can claim something like that that our faculty and our staff care enough about teaching that they take a day off from what is otherwise sort of a little bit of downtime to go and learn more about the art of teaching, so thank you to all of you who were able to participate as dedicated faculty and staff in support of teaching excellence at Illinois State University. Tonight while we are here, we have colleagues that are over recognizing some of our student athletes at the AFNI Honor Roll Recognition at the basketball game tonight. And, apparently, our basketball team is doing pretty well, doing very well. So just a reminder for student athletes, they this last fall were able to achieve -- we just found this out yesterday -- a 3.22 GPA for 446 student athletes; 312 of our student athletes were on the honor roll, so 312 of those 446 student athletes were on the honor roll, 84 of them had a 4.0 GPA, which is amazing. There were four teams with 100% of their athletes on the honor roll. You could maybe guess what they are, men's tennis, women's golf, gymnastics, and women's tennis. So we have extraordinary students and extraordinary student athletes. So, finally, I'll congratulate our colleagues in the Division of Student Affairs for an outstanding Martin Luther King dinner and speaker, and so those of you that were able to attend that know that it was really an amazing evening. So I was thinking Vice President Johnson would be here to provide you with a little bit more information about the Martin Luther King event, but many of you were there and know that it really was quite an evening. So that's all from me. I'd be glad to answer any questions.

Senator Kalter: All right. Are there any questions for Provost Murphy?

Interim Provost Murphy: You're just being nice to me because it's my first night. Thank you.

Senator Kalter: They were nice to Janet on her last night.

Interim Provost Murphy: Well there you go.

Senator Kalter: All right. So we're going to move on. We've already done Senator Johnson's report, so we're going to move to Senator Alt for Finance and Planning.

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

Senator Alt: Thank you. This is not my first night, but please be nice to me. [Laughter] I thought I might start by expanding on President Dietz's comments on the budget, because I think many of you probably have read that there have actually been some discussions on the budget in Springfield, which is a vast improvement from the fall when there was actually almost nothing being talked about, but you might have heard about the developing Senate plan, which is the grand bargain, and that plan actually has the potential of having a comprehensive solution to the State situation. There's a long way to go, but it does address a lot of the issues with revenue, cost cutting, and that kind of thing. For higher education, it appears that it's attempting to restore funding to the FY15 level, which for us is \$72.2 million, not counting benefits, so that would be very positive for us if that kind of thing did hold to come out of that funding plan, but it's a long way to go, and I would anticipate you won't see any real progress until May when things really need to be decided, but it is at least positive they are talking about it. Something not as positive, though, is some of the ideas related to the pension reform could potentially be negative for current employees with some of those ideas that are in that reform, but I think you can assume that anything that would potentially diminish benefits would be challenged in the courts like it was when the last pension reform went about. So there is some at least discussion on the budget. In addition to that, as this is being worked out, there are discussions about some more stop gap funding. Just to recall what our funding for this year has been is that in June they passed a stop gap bill, which basically gave us \$38.3 million for the year, and that's all we've had since then, and that money was intended to carry universities until the spring semester. And so within another few more months, a few universities will probably be at that point to where they'll need some other kind of stop gap to continue their operations well into the summer, and so you'll probably hear more about a stop gap funding sometime within the next couple of months, let's hope.

An AT note: Microsoft Office 365 is now in use by all students, faculty, and staff, and the last leg of this are to bring our retired staff onto Microsoft Office 365. Also, in an effort to implement campus policy 9.2.2, Password Requirements, people with an active ISU ULID will be required to reset their password over the coming months. The effort will be a phased approach with AT staff first to do the reset. So be aware of more information that will come out as that draws closer. We are at the time for updating our University Strategic Plan Educating Illinois, and so a task force has been appointed by the President and begins meetings this month with plans underway for an online survey and open forums to the University to seek input from the University community as to what should be included in the University's next version of our strategic plan.

And a final note is a follow-up from last fall where we had the concern about bus service to Shelbourne, and I think most people are aware that Parking and Transportation did contract out with Central Illinois Bus Service to provide bus service for students living in Shelbourne with classes that end after 9 p.m. At least it's a stop gap measure for that, and the potential of the Connect Transit to shut down in January was averted because the State did release some funds to Connect, and so at least it funded them to continue operations through January. We don't know how long that will last, but at least there's no concern about bus service being discontinued. And, with that, I'm glad to answer any questions.

Senator Kalter: Are there any questions for Senator Alt? Wow, they were nice to you. Lovely.

Senator Alt: Thank you.

Advisory Item:

Adjustment to 2016-17 Senate Calendar

Senator Kalter: All right. We're going to move on first to our Advisory Item, the adjustment to the 2016-17 calendar. The only thing we're doing here is moving the Faculty Caucus forward about 15 minutes, and then, therefore, the Senate meeting. Some of you know that I was Secretary for quite a while under Dan Holland, and then also as I give those Orientation meetings in April, I find that there's no cushion between how much time it takes for the Orientation materials to go over, so we're just going to push that back a little bit if that's all right with everyone.

Action Item:

11.10.16.01 Student Government Blue Book Page – Membership Revisions (Rules Committee)

Senator Kalter: Let's see, the second thing that we're doing here is the Action Item, and this coming from Rules Committee, the Student Government Blue Book page.

Senator Horst: Yes. Rules is proposing that we change the membership of the Student Government Association to not include a faculty senate member, instead include a staff liaison, and there are two places that this is mentioned, page 7 and page 18, and the language is listed there for you, and I would make a motion that you approve this change to the Blue Book.

Senator Kalter: Thank you, and coming from Committee it does not need a second. So is there any debate about this change, this proposed change?

The motion passed unanimously.

Information Items:

12.02.16.01 Policy 7.7.1 Accounts Receivable - Markup (Academic Affairs)

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

12.02.16.04 Policy 7.7.5 Refunds - Markup (Academic Affairs)

12.02.16.07 Policy 7.7.7 Student Billing - Markup (Academic Affairs)

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

Senator Kalter: Terrific. We have a new write-up. Our information items, we're going to start first with the four policies from Academic Affairs Committee. Some of you received this afternoon 7.7.2, but that wasn't supposed to go out. It's actually going back to committee, because in Executive Committee, Dr. Dietz asked for some minor changes to that one, so we can ignore that one. We do have that coming out of Academic Affairs Committee, and we also have a guest if you have any very detailed questions, so I'm going to pitch that to Senator Pancrazio.

Senator Pancrazio: Policy 7.7.1, 7.7.3, 7.7.5, 7.7.7 were all part of our normal policy review cycle. Early in September, we put out the call for the different units that use these policies to review and, if necessary, to update. Let me see, the policies came back to us within a month or so and the Committee sat down and went through the original versions, and in cases in which the language tended to be a little more on the legalese side, we asked for some clarifications, and then finally in meetings before December, we approved these and sent them on to the Executive Committee. So, at this point, we're ready to forward these to the Senate, and I would ask that we would go ahead and move towards approving.

Senator Kalter: Actually, we're only at the information item session right now, so we're just going to be taking questions tonight, and then probably in a couple of weeks we'll move them forward.

Senator Pancrazio: A couple weeks, okay.

Senator Kalter: So this is the time for questions.

Senator Pancrazio: Okay.

Senator Kalter: The next Senate meeting, that is.

Senator Pancrazio: All right.

Senator Kalter: So we have Accounts Receivable, Course Materials Fees, Refunds, and Student Billing. Are there any questions on...

Senator Pancrazio: Almost all of these had to do with updating the language for the Campus Solution update.

Senator Kalter: Great. And I believe, Doug, your title is Comptroller?

Mr. Doug Schnittker: Yes.

Senator Kalter: Is that correct? So we have our Comptroller, Doug Schnittker, here to answer any questions if you have any. Are there any questions on any of those changes or just on any of the policy at all, Accounts Receivable, Course Materials Fees, Refunds, and Student Billing? All right. We warned Doug that we might have him here and there would be no questions. Are you sure you have no questions? All right. Going once.

Comptroller Schnittker: That's fine.

Senator Pancrazio: Are you coming back in two weeks?

Comptroller Schnittker: (Inaudible)

Senator Kalter: Excellent. It is exciting stuff, Greg. Wonderful. All right. So no questions. Thank you very much for coming to be here if we had any, and we'll move on to our next Information Item, and you can go have a wonderful evening without us.

Senator McHale: I just want to thank the comptroller for his work.

Senator Kalter: Yes. I agree. Very nice. It was a bang-up job, and I'm now even more impressed that I know that it got back within a month. This is terrific.

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

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

Senator Kalter: Let's see, we're going to move to our Sustainability Policy, and Senator Marx, and did you have any guests at all?

Senator Marx: We did not.

Senator Kalter: You did not. Okay. Do you want to just go ahead and introduce that one, and this one also is in the information stage.

Senator Marx: Sure. We had a subcommittee of the Planning and Finance Committee work with the Director of Sustainability and discuss the policy and whether or not it's working well and so forth, and we did tweak the language a little bit. So any changes that you see there were meant to make things clearer and so forth. I welcome any questions.

Senator Kalter: Any questions for Senator Marx about these changes to the Sustainability Policy? This is a year for updates. We've got some relatively good policies, and all we need to do is make sure that they stay current. No questions? All right. Seeing none, we are moving right along, so I won't have to ask your permission to rearrange things, because we're just going to go in order. Let's go now to Academic Affairs Committee report from Senator Pancrazio. Thank you, Senator Marx.

Academic Affairs Committee: Senator Pancrazio

Senator Pancrazio: This evening we welcome two more student senators with us, Senator Porter and Senator Magana. Also, we welcome Jim Jawahar, who will be replacing Jonathan Rosenthal on the Committee, as well as we had a certain rotation among faculty as well. This evening we finished up our policy review cycle by covering the final draft of the six other policies, and we received one annual report from the UCC. I will be forwarding those to the Executive Committee hopefully by noon tomorrow.

Senator Kalter: Wonderful. By the way, I was just telling Senator Horst that if it doesn't come in by noon it won't be able to make it to the Executive Committee until Monday morning, so if you have anything for us, please do forward it by noon. That would be helpful. This is just because of staffing issues. So are there any questions for Senator Pancrazio about his committee report? All right. Seeing none, we'll move on to Senator Hoelscher for Administrative Affairs and Budget Committee.

Administrative Affairs and Budget Committee: Senator Hoelscher

Senator Hoelscher: The Administrative Affairs and Budget Committee met tonight. We had a guest, Dr. Alan Lacy, Interim VP for Academic Fiscal Management, and we went over the AIF report, Academic Impact Fund report, and we

passed that out of our committee, so you all will see that at the next Senate meeting. I spoke too quick. It's going to Academic Exec, and I assume you all will see that at the next Senate meeting. We also passed out our AABC report on the Academic Impact Fund, and you will see that as well. And then we spent time refining the language in 3.2.13, Administrator Selection and Search Policies. There were some further refinements requested by the Academic Exec on that.

Faculty Affairs Committee: Senator Cox

Senator Cox: This evening we welcomed a new committee member, Senator Dan Liechty, and we also continued our review of the sabbatical policy.

Planning and Finance Committee: Senator Marx

Senator Marx: Sure. We welcome Alan Lacy to our committee and thank Jim Jawahar for his service to our committee in the past. Tonight we met with Interim Provost Jan Murphy and had a very good discussion about our continuing push toward coming up with some institutional priorities for this year, and we're going to be bringing that new institutional priorities document to you all at the end of this semester, and we don't know what it's going to look like yet, but it will be different than last year, I guarantee you. And that's pretty much all I have for tonight. Thank you.

Rules Committee: Senator Horst

Senator Horst: Yes. We also would like to welcome our new member, Scott Seeman, who joined us this evening. We met with Lisa Huson, who is the General Counsel, and she discussed the Alcohol Policy, the history of the Alcohol Policy, revisions that have been made, and we discussed some of those revisions with our group. We also approved the recent revisions made to the College of Ed bylaws, and we hope to forward that to the Executive Committee before noon tomorrow. We also discussed the Compliance Policy, and the committee concurred with Lisa Huson that no changes are necessary for that policy. I wonder if I should send an e-mail to the Chair to that effect. Would you like something like that?

Senator Kalter: Yes. We generally... Because even if there are no changes, other people on the Senate can ask for changes, so we generally say yes for that, to send it through Exec.

Senator Horst: Okay. Okay. So I'll do something like that. And that's all I have to report.

Communications

Senator Kalter: We move onto the Communications, and this is the main course now tonight. There are two things here, and because we have guests for one of them, I'm actually going to put the Letter to the Governor first. So let me explain sort of what we're potentially doing here. This is kind of unusual for this particular Senate. Back in... I think it was sometime mid-December... The head of the non-tenure-track union contacted me. Her name is Katherine McCarthy, and she is a History professor. She mentioned to me that we might want to have on our radar screen that because of the impasse between the negotiation that's going on with ASFCME, the ASFCME union and the government of Illinois, we may see fairly drastic increases in all of our health care benefits. Having heard this, I asked for some help with language in what we might want to say for a Sense of the Senate resolution. When we brought the Sense of the Senate resolution to the Executive Committee, Dr. Dietz made some suggestions first of all about what was in the language, and we had some other discussion about that as well, but he also offered to send it to his Chief of Staff, Jay Groves, to do some, you know, looking at how the language was being presented. When I talked to Jay Groves about this, what was at the time a Sense of the Senate, he said, "Who is your audience?", and I said "Well, really, you know, in effect it's the Governor." And so he said, "Well, I would suggest a letter rather than a Sense of the Senate resolution." This is not unprecedented in terms of Senates across the state. So for various issues, Senates across the state sometimes send letters to either a subcommittee of the legislature or to the government or what have you. This would be something different that we are doing. So we would have to decide. Do we want to send a letter? Do we want to have a Sense of the Senate resolution? Do we want neither? And so with that sort of explanation out there, I will put the motion for a letter on the floor on behalf of the Executive Committee. And also I want to introduce

Janice Bonneville, who's come to the table to answer questions that you may have about changes to benefits that may be in the offing. Janice, could you remind me? Your title is Head of the Benefits Office or Benefits part of HR?

Ms. Janice Bonneville: Yes. Director of Benefit Services.

Senator Kalter: Director of Benefit Services in Human Resources. Wonderful. Thank you for coming. And Tammy Carlson, who is the Director of HR, is also sitting in the chairs. And do we have anybody else? I think that was just two people, right? So let's debate. First of all, should we have a letter versus of a Sense of the Senate resolution? Maybe we should start with that. And then if we're agreed on yes or no about that, we could get into the details. But does anybody want to offer suggestions, opinion about that?

Senator Blum: Yes. I would kind of like to, myself, hear more about the underlying facts before I make a decision about a or b or what direction we're going, to hear more about some of the facts about the situation so I could better understand what's happening in Springfield, who it applies to – you know, all those types of things. Actually, when I read the letter, it left questions rather than... Not everything was obvious. Not that I was questioning the integrity of it, but I just had some questions about some of those things that I'd like to get....

Senator Kalter: That's a very fair point, Senator Blum. And actually I'm going to ask Ms. Bonneville to respond to that in general, and then you also sent us a question before the night's meeting. So after she gives us a little bit of background, maybe I'll read out that question if it hasn't already been covered. Terrific.

Janice Bonneville: Okay, if I give you too much background, you stop me. Okay? So under the State Employee's Group Insurance Program, the AFSCME contract is the controlling contract. It determines the terms of group insurance for all employees covered under the program. They are the recognized bargainer with the Governor under state statute, and they are the ones that determine insurance for everyone regardless of their affiliation with ASFCME or their employment under the auspices of the Governor. The current contract expired in July of 2016, and they were in negotiations for approximately 13 months, which was two months shorter than the last time we went through negotiations with ASFCME, which was back in 2014. No contract was reached, and they stopped in... Hang on. Let me stop. Contract expired in 2016. They stopped negotiating in January 2016 and went to the Labor Board and asked for an impasse. It took the Labor Board approximately the entire year, and an order was entered in December of last year, which found that yes indeed the parties were at impasse. Interestingly enough, the administrative law judge that did the initial recommendation didn't find that. So at this point there have been extensive recommendations made on both sides. Under the Illinois Labor Relation Board rules, once the parties reach impasse, the governor has the right to implement his best and final offer. So the best and final offer that exists right now is what is the subject I believe of the communication that Senator Kalter was speaking about, which is... Excuse me, President Kalter was speaking about... Senator? Okay, thank you. I don't come to the Senate meetings... Which on its face initially increases the health insurance premiums across the board by 100%. It doubles health insurance premiums for all faculty and staff. It adds four tiers of salary. So right now we have a final tier of individuals who make \$100,000 or more is the top tier. It takes away that tier. Makes it \$100,000 to \$115,000 and then adds a \$115,000 to \$130,000, a \$130,000 to \$145,000, a \$145,000 to \$160,000, and a \$160,000+ salary band. So for those individuals, individuals that make more than \$100,000, the initial group is seeing a double, and everyone above that is seeing something above a double in insurance premiums. That's the most specific portion of the best and final offer. The best and final offer contains language about what we call metal plans (m-e-t-a-l plans), platinum, gold, silver, bronze. They may sound familiar to some of you. The State of Illinois plan is considered a platinum plan. It has what we call an actuarial value of 92%. So a platinum plan is a plan that has an actuarial value of 90% or greater, which means the employer bears 90% or more of the cost of the plan. A gold plan has an actuarial value of 80% to 90%. A silver 70-80, and a bronze 60-70. Nothing below a bronze. The recommendation is that the current premiums would remain in place for someone who chooses the silver plan, but then of course your out of pocket cost would change, and that's an unknown number, but it would be something akin to changes in coinsurance, copayments, and the like that you would be responsible for

in actuarial value of essentially 20% less than the actuarial value that you're used to right now. A gold plan would be something in between, so maybe a one and a half times the current amount versus the two times, which is what's being recommended under the platinum plan. Nothing specific except for the increases in premium are contained in the bargaining contract. The bargaining contract simply says the parties will work together to determine what everything else looks like. Is that sufficient, sir?

Senator Blum: Oh no, it was great.

Director Bonneville: Okay.

Senator Kalter: Wonderful. I'm going to also read your specific question. I believe you sort of touched on this, but let's just do this for reinforcement. Senator Blum... And by the way, yes, we are all peers, so we're all senators. You can always call us Senator. Never an error to call us Senator. He says, as we consider the letter to the governor regarding healthcare contribution increases, can you bring information about what plans it does and does not affect... Same effect for all. Does it impact some more than others, etc.? It's a little unclear from the letter if employees would have a less expensive option or not. So in a sense, talking about the platinum, gold, silver, etc. answers that, but it also sort of begs the question of whether it is just the self-managed plan, just the managed care plans... Is it all of them?

Director Bonneville: It's all of them. Yes, it impacts, and the double impacts employee costs as well as dependent cost.

Senator Kalter: In other words, it doubles both for the employee and for each and every dependent?

Director Bonneville: That's correct. Under the self-insured plan, it's a single rate. Under the managed care plans, the Department of Central Management Services uses a blended rate. So if you look at a published rate right now, the blended rate is currently equal to the rate that Health Alliance charges, so it would be some blended rate over and above that, approximately a double of those rates.

Senator McHale: Well, that was just scary what was said. Did you just say that under the plan that Health Alliance would double, our costs would double?

Director Bonneville: Yes, that's the proposal for... In order for someone to keep the coinsurance, copayments, and coverages that are currently in place, the premiums would double.

Senator McHale: Okay, and this CMS applies to everybody in this room?

Director Bonneville: CMS applies to everybody in the state.

Vice President Alt: Non-students.

Director Bonneville: Non-students, correct. All faculty and staff that work for agencies and universities of the governor with limited exceptions.

Senator McHale: I very much appreciate these questions, and I just have one more. So that negotiation with the Governor is not just for union employees, but it's for us all.

Director Bonneville: That's correct.

Senator McHale: Thank you.

Senator Kalter: What is driving the cost up, other than the negotiation, if anything? Do we know that?

Director Bonneville: The group insurance program has been historically underfunded in the State of Illinois for a number of years. I'm certain that at least some of you in the room have experienced that moment when you walk in the doctor's office and the doctor or the dentist tells you they haven't been paid by the State of Illinois in 18 months. Not an excuse, but that is a big portion of it. I think the argument would be that the premiums and the copayments and the coinsurances haven't kept up with the costs of healthcare, which adds another part into the underfunding of the program.

Senator Liechty: Just to add to that, I notice my FICA score was slowly dropping down, and I wondered why, and I got on the phone, and it took about three times to talk, but finally one guy said, "Off the record, you might look at unpaid medical bills." Those aren't my part of the bills that are unpaid.

Senator Horst: I just have a comment regarding your first question. I think it's a great idea to do a letter to the governor, and I just have a general comment. I was doing some research on these Sense of the Senate resolutions, and I couldn't really find them on the Academic Senate web page, and I'm thinking that, yes, we want to send a letter, but it's also our job to educate our faculty and students and the community, so perhaps we could post this letter or have a communication section on our web page so that when we have these discussions and draft these documents, they can be viewed by the public.

Senator Kalter: Yes, I think we did that for the AP Credit Sense of the Senate resolution. I can't remember exactly how many resolutions that was ago, but we have had a practice of posting them, so I think that's a fabulous idea to post them, to always post them.

Senator Blum: Yes. Correct me if I'm wrong, but it sounds like, given the situation, the Governor holds all the cards. Is that right?

Director Bonneville: It's currently in... There's a case in St. Clair County, and that case was just remanded back from the Appellate Court for action on a temporary restraining order that was entered prior to the Labor Board issuing their decision. So there is some litigation ongoing on the issue. There have been some requests by the union to go back to the bargaining table since the Labor Board decision was entered, but to a certain extent, yes, because the State does have the right to enter the best and final. If the restraining order is lifted, the State has the right to enter the best and final.

Senator Blum: Sort of my point about this and it goes a little bit to Senator Horst's point, but it seems like to me that the Governor is not the only audience, and also the Governor has a world view which may differ a little bit from the people who are beneficiaries of this. So it just makes me wonder... And this is actually when I first read the letter, I wondered this, too. I mean, are there other people in the House, in the Senate, that really need to hear the letter, see the letter as well? Because if it comes to just this, well, the Governor can decide... and I mean he has certain belief systems about how we need to bring, you know, fiscal responsibility to the state, all right? that there has to be, I would think, other ways of other people of power in the state in Springfield that can push for us.

Senator Kalter: Yes, Senator Blum, I actually asked that exact question to Jonathan Lackland, who's our government relations specialist, point person. And he, unfortunately, did confirm for me that the Governor does hold all the cards, that he can make this decision solely by himself. And my response was, that scares me for a number of reasons on simply a government structural level to put that kind of power in a single individual's hands with no check and balance in a state system. I kind of understand why it's there, but I don't see it as an excuse for it remaining there. I think there needs to be a check on any one person who has power. I mean it's an awful lot of power to put in one office's hands with no check. So, yes, but unfortunately you're right that one of the few ways that we would have... There are two ways to influence, one is direct action, and one is what you are suggesting, also, and they kind of go together, right, to bring this to the attention of the legislature.

Senator Blum: Right. I mean like the Governor has the legal authority to make the decision, but the state legislature, even when they don't have... I mean of course they could always pass a new law or something like that, but before they often exercise that they exercise, you know, their influence, right, sometimes openly, all right, and sometimes not so openly, all right. But it just seems to me that, you know, we have representatives which ISU is their area, all right, and we are all their constituents, and so certainly they, all right, people who are... Any ally in... I'm sure we have many allies in Springfield, at least some, so... I don't know if we have any in the Governor's office. But... I'll stop there.

Senator Kalter: One thing I'm wondering is, given sort of the line of argument that you're going with, whether you might be suggesting that we should add cc's to this letter. And what I would suggest there, if you are suggesting it, Senator Winger just sort of put his thumbs up about that idea, I'm not sure tonight that we would know that. I would want to go back to both the Chief of Staff, the President, and to Jonathan Lackland to get advice on whether that would be Dan Brady, for example, whether it would be sending it to the Madigan and Cullerton, whether it would be sort of cc'ing the entire legislature. I think that we need their advice on who to cc rather than sort of just deciding, you know, here tonight. I mean we could still pass this contingent on that advice and just say whatever they say if fine with us, or, you know, we could delay it or what have you. So that's just a comment I'll make. Is there further debate?

Senator Cox: A quick question. Do we know what, if any, response that our sister universities have produced? I mean, whether it's been a letter, a Sense of the Senate... Has there been any communication about their response to this phenomenon?

Senator Kalter: Not yet. CIUS, the Council of Illinois University Senates, met last by video conference on October 10. This came to me in mid-December, so I haven't had a chance to get on, you know, informing the CIUS yet. We're going to be setting up a meeting later in the semester, a spring semester meeting. So we don't know yet. I'm not even sure that this is on their radar screen yet, because I haven't... Usually when one of them, you know, hears about something like this, they'll e-mail the rest. I have just not done that specific communication with them yet.

Senator Cox: I just wonder if a coordinated effort might carry a louder voice.

Senator Kalter: I think that's a great idea, and one thing that sometimes happens is that another senate will pass something and then send that Sense of the Senate or that letter around to the other senates so that they can sort of, you know... I mean obviously the numbers would be different for them or potentially different, but it helps for them to have a template of some sort. Further debate?

Senator Grzanich: Just a point of information. When is Governor Rauner expected to make a decision on these plans?

Director Bonneville: Right now, until such time as the TRO is lifted, I don't think anything is going to move forward. Every indication from a meeting we were in last December is that we could expect not to have any changes before the start of fiscal year '18.

Senator Grzanich: Thank you.

Senator Winger: Was the text of the letter sort of fully worked out with our legislative liaison?

Senator Kalter: That's a great question. So the original wording of the Sense of the Senate resolution did in fact come from our government liaison, Jonathan Lackland. It was then sort... It's been massaged, let's say, by at least four different people, I think. It went to Jay Groves, it went to me for further revision. And I'm trying to remember. I think it was to Janice Bonneville for further, you know, putting in the numbers and making sure that the language and the plans made sense, so to speak. And then Dr. Dietz has also looked at it. Before it got

to us as a full Senate, Dr. Dietz had looked at this version. And I presume if he wanted to made changes. One of the things that we had talked about, you know, was what should we put in that middle paragraph, you know, of the letter. What would have the most impact? At the time of the Executive Committee meeting, Dr. Dietz was worried about putting in actual salary figures, so Exec was kind of moving away from that. When it got to Jay Groves, he said, "I'm not worried about that." That actually seems, you know, like keeping the salary figures in might be a good idea. So we kind of went back and forth on that.

Senator Winger: And one more thing if I may. As to audience, the real audience would be the public in the State of Illinois, and the check is the next election – that or a strike by the union. Those would be... There are checks, but those are....

Senator Kalter: Yes. Unfortunately I'm going to predict that the costs are going to double before those kick in. That's my sense is that that could be where it's heading.

Senator Winger: When does fiscal year '18 start?

Senator Kalter: In July.

Senator Winger: In this July? Okay.

Senator Kalter: Yeah. Yeah.

Senator Dawson: What was the earliest that you had information on this?

Senator Kalter: I'm sorry. When did she e-mail me?

Senator Dawson: Yeah.

Senator Kalter: I believe it was either mid-December or the beginning of December.

Senator Dawson: Okay. I have to apologize, because I knew of this very early in the fall, and I knew this because of the information brought forward by the IEA, our union's state affiliate. And somebody there did sound the alarm quite some time ago. And it was like, "Oh, maybe this will go away and....," but this has become so much closer to reality. I think that our sister universities may also have the blinders on and not realize that as well if they don't have that particular presence of union high ed members that would bring it up. So, yeah, it's something... It isn't new, but it's something that's becoming very real. I think we could just anticipate it. I don't think he cares, quite honestly. But then again...

Senator Kalter: It is interesting. The majority of our sister schools in the state are unionized, but I had not heard about this from anybody throughout the fall.

Senator McHale: I have two questions. First of all, it seemed like we were kind of optimistic that this would fall under the same kind of contract and then pulling back from the contract that they did with retirement benefits. Did I hear that? Did you share that? Is there a possibility this could be overturned if this went through by the State Supreme Court?

Director Bonneville: No.

Senator McHale: And then I guess my second question is, "Does this apply... Are employees of Heartland Community – does this apply to them, too?"

Director Bonneville: No. The community colleges aren't under the State of Illinois plan as employees. The community college only fall into state employee plans when they retire. They fall under the college insurance program as administered by the Department of Central Management Services.

Senator Horst: I would like to support the approval of this statement, particularly given the list of people that worked on it. I think it's a strong statement. It would be part of public record. If at some future point we choose to forward it to our state legislature, we could do that. It's already part of the public record, and I hope we can communicate this broadly to our colleagues, because it seems like a very important issue, timely issue, that this is an important step forward to trying to stop this, and so I would like to support the motion to approve this letter.

Senator Kalter: And I'm wondering if people, including Senator Horst (because the way you phrased this was a little bit different from what we had just talked about)... Would people support a friendly amendment that essentially says we are cc'ing people, but that will go through, you know, sort of the same people who looked at the letter will figure out who it gets cc'd to? or do we want to come back (in other words, approve the letter) and then come back to the Senate if we want to send it to somebody else? Do you see what I'm saying?

Senator Horst: I think this is an open meeting, so don't we have a public record?

Senator Kalter: Yes, but what I'm saying is are we getting an open license with this vote if we were to approve it to add a cc to the bottom and have who the cc is decided by a smaller group of people than this body, or would you prefer that cc be determined by coming back to the actual specific who else it gets sent to. Should that come back here, or do you trust us to sort of put the correct cc's at the bottom?

Senator Horst: I trust the correct cc's will be decided by somebody else.

Senator Kalter: So that's seen pretty much as a friendly amendment, then, and the Executive Committee agrees with that?

Senator McHale: I was just going to second the motion to approve it and to allow the cc's to be added by a smaller group.

Senator Pancrazio: Agreed.

Senator Hoelscher: I think I would concur. I would just say others know that those cc's need to be, like Jonathan Lackland and folks like that, but I do concur. We need cc's. This needs to be a broader audience.

Senator Kalter: Thank you. Further debate? All right. All in favor of passing this letter and determining later of having that group of four or five determine later who the cc's shall be, please signify by saying aye.

The motion passed unanimously.

Senator Kalter: I wish I could record the enthusiasm to the Governor with which that aye just came out. People are fired up. All right. Thank you very much. We will let you know who it also goes to, who else it goes to.

We're going next to our actual Sense of the Senate resolution. You'll remember this from our December 7th meeting. This was a sense of the Senate resolution that was put on the table there, and then it was sort of tabled there, so to speak, for revision. So you have the revision in front of you. It has all of the requisite whereas that Senator Horst requested. I believe it's also been... I'm not sure because I didn't have a chance to... Because of my one-handed typing situation, I didn't ask Senator Gizzi if he had been contacted, but I did ask Dr. Rejack to contact Senator Gizzi for his input into this one. So we have a Sense of the Senate resolution that has been revised regarding the campus climate post-election. Do we have debate on this? I'm trying to remember

procedurally. I guess somebody has to put it back on the table. Does anybody feel like putting that back on the table?

Motion, by Senator McHale, seconded by Senator Horst, to take the resolution from the table. The motion was adopted.

Senator Kalter: Wonderful. All right. Let's debate. Do we have any debate over this resolution?

Senator Hoelscher: A silly question, but the bottom part statement drafted by... I assume that's for our benefit. And that comes off.

Senator Kalter: I think that seems to me like a friendly amendment. Would you accept that, Senator McHale and Senator Horst, as a friendly amendment to take that statement "drafted by" off? Yes.

Senator McHale: Yes.

Senator Kalter: Yeah. All right. Further debate? All right. Wonderful. This looks like a very good collaborative effort. Thank you, by the way, particularly to Senator Hoelscher, who I think moved it into that collaborative effort and a couple of other people who said let's take this off the table and also massage this one and bring it back.

The resolution passed, with one opposed.

Senator Kalter: All right. The resolution has passed, and according to the conversation that I just had with Senator Horst, we will post this one as well on the Senate web site, and you are welcome to spread it, you know, in your departments and among students and staff. Thank you very much.

Senator Kalter: And it looks like we're... Oh, do we have any other communications to the Senate? We're not quite to adjournment yet. Any further communications for the Senate? All right. I just have one, and I just wanted to say thank you to Senator Lonbom for serving in Senator Gizzi's place tonight while he was sick and reading the roll call and doing all the announcements. Thank you very much. All right. Do we have a motion to adjourn? And I have my eye over there.

Adjournment

Motion, by Senator Hoelscher, seconded by Senator Muñoz to adjourn. The motion passed unanimously.