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### Senate Meeting, November 8, 2017

Academic Senate  
*Illinois State University*

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**Academic Senate Minutes**  
**Wednesday, November 8, 2017**  
**Approved**

***Call to Order***

Senate Chairperson Susan Kalter called the meeting to order.

***Roll Call***

Senate Secretary Martha Horst called the roll and declared a quorum.

Senator Kalter: We're going to start tonight with a presentation from Dr. Paterson who is the Assistant to the President. Also Associate Provost for Undergraduate Education, Dr. Jonathan Rosenthal, and the Director of the Graduate School, Dr. Amy Hurd. They're going to present on INTO Pathways for International Students, or as you see up there on the screen, International Pathway Partnership.

***INTO Pathways for international students: Assistant to the President Brent Paterson, Associate Provost Jonathan Rosenthal, and Director of the Graduate School Amy Hurd***

Dr. Paterson: Thank you for inviting me, and I apologize to those who are on the Finance and Planning Committee that we spent the last hour with them. I promise you I have some different slides this time. But I appreciate the opportunity to come and talk with you about our partnership for international students. Just to start out, as you know that President Dietz's goal is really to enhance diversity, global learning, and the global campus environment. And one of the things that we recognize is that many of our students do not have the opportunity to study abroad. Many of our students are from Illinois, and for them to really have a global experience, one way we can accomplish that is by bringing more international students to Illinois State University. We hope that our students and our faculty and staff, by engaging with more international students, will give a global type of experience in the classroom as well as outside the classroom, that all of us can be better prepared and become better global citizens. President Dietz's goal is to increase international enrollment by about 10% over the next ten years, and President Dietz, in the Planning and Finance Committee they wanted to know where you came up with 10%, and I just told them it was a brilliant idea and so that's why we're using the 10%. The current enrollment is about 2%, and that's been very steady at Illinois State University and that comes largely without any intense enrollment or recruitment plans for international students.

A little bit of background. President Dietz asked me to start working on this about 18 months ago and his first task for me was to figure out how we might accomplish and increase international enrollment. So I spent time doing a lot of research about what was successful at other universities who had large international enrollments, spent time talking with provosts, talking with directors of international studies at those institutions saying, "How did you do it? What's been successful? What recommendations would you have for institutions that are maybe looking to increase international enrollment?" What we quickly realized is that we didn't have the expertise at Illinois State University nor did we have the resources to do it in the ways that some other institutions have done. Or they've had a very long history of international enrollment that allowed them to continue to grow in that area. So we began to look at other institutions that have been more recent in terms of growth of international enrollment and how did they accomplish their goals in that sense. What we discovered is there are entities out there that work with colleges and universities specifically in Australia, Canada, and the U.S., Great Britain, to bring international students to those campuses to provide them with the education and English language skills, working with the university to develop those skills to be successful in the classroom, and to help be sure that we're bringing the right type of students to the institution that will graduate from the institution. So we continue to explore that.

But let me go back a little bit here and talk about what is the potential for growth. You can see the number of international students and its forecast growth by 2025 jumping from about 3 million in 2005 to about 8 million in 2025. So there's great potential for us at Illinois State to increase our international enrollment. If you look at, and this can be difficult to see depending on how far away you are and whether you are colorblind or not, but

the bottom line, red line on there, is Illinois State University's international enrollment. And you can see it's held fairly steady over time. And actually it's very interesting to look at the drops and bumps in international enrollment as very close to the growth and drops in domestic enrollment at Illinois State University. The green line, that's the second from the bottom, is the growth in the number of international students in Illinois. And then the other line which I believe is black, maybe blue – is it blue? – that is growth in international enrollment in the United States. So you can see by this chart that we are far behind other universities both in the country and in Illinois in terms of our international enrollments.

As I was saying earlier, we decided that we needed to partner with someone to really help us in being in the international recruitment market and so last fall we conducted what's a request for information. That is, we sent out parameters on what we were looking for as an institution in a partner and asked companies that are doing this work if they'd be interested in submitting a bid, telling us how they would work with the university in this regard, what are the financial obligations of the university, what are the financial pieces coming from the company, sharing with us about their successes, where they've had difficulties, what other institutions are they working at and so forth. We narrowed that down to two companies who we invited to campus last October, a year ago, and they spent a day on campus meeting with university officials.

Jim Pancrazio, I believe, and Chairman Kalter were a part of the interviews, and from there we decided to work with what's called INTO University Partnerships. They've been doing this work for close to 20 years. They started in England. In fact, they're based in Brighton, England. They've been very successful at all the institutions that they have worked with, and that was very important to us. Their leadership has been steady as well. When we looked at some of the other companies, their leadership was changed over quite a bit. And what can they bring to us? Well, they spend about \$66 million in marketing their universities globally. As you can imagine, that's not something that the university could easily come up with and be competitive in that market. They will help us with marketing campaigns, and you can see the number of countries that they work with on a regular basis and the 19 different languages. They have extensive partnerships with agents, well over 900 agents. That is something that we discovered in going through this process.

Recruiting international students has changed significantly in recent years, and as the committee heard before this, parents of middle class and upper middle class students are hiring agents to find colleges or universities for their sons and daughters to attend in the U.S., Great Britain, and Australia. They want their sons and daughters to be successful for some of the same reasons most of us want our sons and daughters to be successful – so that they can support us versus us supporting them. And it's been shown that they know that if their sons or daughters receive a degree from the U.S. or Great Britain or Australia, they're much more marketable in their home country, that they're more likely to have positions at higher levels and be paid more, so that's part of their interest.

So they work with these agents. Now, some institutions have a network of agents that they work with, but it was very important to us that our international students come from around the world. So, typically an agent works in one sector of a country, or if it's a smaller country, they may represent a country, but you can imagine the university trying to come up with agreements, especially through our procurement processes in Illinois, with 900 agents. And how would we manage those agents, being sure that they're doing what we expect of them, that they're reputable? And so we quickly realized partnering with someone was going to be more successful for us.

INTO also works with over about 70 universities across the world. They have offices in over 33 countries around the world. That's something we just could not replicate. INTO currently has 9 partners in the U.S. As we looked at companies that we might partner with, INTO stood out because those universities up there, most of them are similar to Illinois State University. Public universities. Some of them are land-grants, some are former normal schools, but they're public universities and there's a distinct difference between public universities and private universities. Many of them, you know, they're representative of some urban areas, but

some, as we know, Washington State in Pullman, Washington is not an urban area, so they know how to recruit and work with students in universities in various areas around the country as well.

INTO has a little different approach than some of the other companies we looked at. It is truly a partnership. We are investing and they are investing in this. What INTO brings, if you look at the far left on that slide, obviously we talked some about that. Their global presence, their recruiting expertise, their connections globally in recruitment. They bring start-up capital to this. They already have those networks established around the world in working with agents and in marketing institutions that will aid us in moving forward. They have a very sophisticated application processing center, which will also help us in terms of processing international applications, being sure one, that they're translated to English, that the information that will be coming to us is the information that Illinois State University needs to make an admissions decision, being sure that all the information is complete, being sure that it's reputable. They see these applications on a regular basis and can tell when it's an official application and official transcripts versus someone trying to fake their way into university.

What we bring as a university certainly are all the resources of the university, but most importantly, we maintain academic control and admissions control for all the students who would be coming through INTO to Illinois State University. The classes are going to be taught by faculty. It's our admissions staff who make the decisions, and if it's graduate students and working with the academic colleges and departments on admission. All courses will be taught by Illinois State University faculty. We help decide what courses are appropriate for the students that are coming in. So we maintain those controls that are most important to us.

It also involves on-campus housing. The Student Counseling Services, Student Health Services will be providing those services and helping those students as well. Part of this in this joint venture is what we will call INTO Illinois State University. That's where what is called a Pathway Program will take place.

Pathway Program is something new for Illinois State University. It's been very successful at institutions, obviously those nine institutions in the U.S. that I mentioned, but there are other companies doing this in the U.S. and Great Britain and Australia as well. What a Pathway Program means is that students do not meet our regular admissions standards. Most commonly, they don't have the English language skills that we would expect for that student to be fully admitted to Illinois State University. So we are going to work with those students on their English language skills and developing that. At the same time, they're going to be taking some courses for credit both in the English as well as, if it's an undergraduate student, general education courses for credit, maybe six to nine hours of general education courses for credit. That helps those students move quicker in developing their English language skills where they're in courses with English speaking students. They're going to be living in the residence halls with English speaking students. We're going to do a lot to integrate them in the co-curricular as well.

So if I can kind of explain this chart up here for you, direct entry means students that meet all of our admissions requirements. They currently meet our TOEFL scores, the Test Of English as a Foreign Language. They meet our GPA requirements, if we have any GRE, ACT, SAT, whatever other requirements we may have for an academic program. That's the 390 or so students that are currently international students here. Plus, INTO will be helping recruit students for direct admission to Illinois State University, so we expect that number to go up.

If you come down to the next level, it's the Accelerated Pathway Program one semester in that pathway where they're working on their English language skills. These are students that their English language may be at our lowest level score for the TOEFL or just below that, or perhaps their grades aren't quite what we would normally accept for a student and they have the TOEFL score. So we want to work with those students through this program both in continuing to develop their English language skills but also in their study habits and preparing them to do well in classes. So that's that accelerated one semester program.

And after that one semester program, assuming that they meet the academic requirements as an undergraduate student, they'll need to have a 2.5 GPA, receive a C or better in all their classwork to move forward into a fully matriculated student at Illinois State. If it's a graduate student, this is a 3.0 and at least a B in all their coursework. The standard pathway is typically two semesters that they're in there working on the English language development and also taking some courses for credit. It might be three semesters if their English language skills are even further below.

You'll notice that to the left of that – and I apologize, it's cut off on this projector – is what's called Academic English. You can think of that as our current English Language Institute, the ELI Program. These are students that have lower level English skills. They're coming here to develop those English skills. Right now most of the students that are in ELI – and that's all they're doing for the semester, two semesters, maybe three semesters is intensive English language – the ones we have currently going through our ELI Program don't tend to matriculate to Illinois State University. We're going to put a new emphasis on that program that students that come into the Academic English Program are expected that they're going to move into a Pathway Program and then matriculate to Illinois State University.

Now, the Office of International Studies and Programs will also be offering separate from this some of those, I call them, special programs. It may be a 4-week, 8-week, maybe as long as 15-week program perhaps with a group of people from Panama. It could be a group from China, whatever. Those are persons that are not matriculating on to Illinois State University. They're coming here for some more intensive English language and cultural development. So that's something separate than what we're talking about today.

Oh, the one thing... I knew as soon as I hit the slides something I should have said and that is typically about 80% of the students at INTO universities move from the Pathway Program, matriculate on into a university degree program, and then about 80% of those students end up graduating from that university. That's a very high retention and graduation rate, and so that was another thing that really interested us in this program.

At the undergraduate level, all the majors except for Nursing are available for students who come through the INTO Pathway Program. At the graduate level, you can see the programs that we will be offering. And Amy Hurd worked very hard with perhaps some of you but certainly all the academic departments in figuring out what are the programs that we want to offer at Illinois State at least to begin with. Perhaps we'll offer more at a later time, but these are those programs.

Again, there's standards for admission to these programs. The MBA, Accounting and IT have some higher standards than some of the other programs in terms of TOEFL and GPA requirements, but these are the options that are available. And with that, I will stop and I'll defer questions to Amy and John if you'd like.

Senator Nichols: On the slide showing what each party brings to the table, under the INTO Illinois State combined, there was a phrase "assured progression." Can you explain what that means?

Dr. Paterson: Sure. So they're using a progression in terms of moving from a Pathway Program into a degree program. So as long as that student meets the requirements of the Pathway Program where they would have as an undergraduate level 2.5 GPA, at least a C in all their courses, no Is or WXs, that they would move into that major. So we're going to begin counting them at the time that they're coming in with the Pathway Program as moving into that major assuming they meet those requirements and being sure that we have the capacity to offer those students into whatever that degree major is.

Senator Grzanich: So, on the slide with the three lines comparing Illinois State to Illinois and then the nation, you may have said it, but I was just curious if that includes private and public schools.

Dr. Paterson: Yes.

Senator Grzanich: It does? So Northwestern, U of I...

Dr. Paterson: Northwestern, U of I, DePaul are the three largest in Illinois in terms of international students.

Senator Grzanich: Okay.

Dr. Paterson: So let me give you kind of an idea of where we are with this process. We have been working since last November with INTO University Partnerships, and they have a very interesting process in that we do a lot of work with them up front. So we have spent a lot of time determining those academic requirements, determining the admissions requirements. We've spent a lot of time talking about admissions and processing and how all that works. When you typically contract with a company, you do the contract first and then you work out the details later. Their approach is the opposite. We work all the details out and then we sign the contract at the end. So we are close to completing that process. The services agreement is about 110 pages with additional exhibits that we have been working on. A group from INTO was here yesterday and today and another group is coming back next week to meet with admissions staff. Jonathan, Amy, and I are working some more on finalizing those academic requirements that we mentioned to you. We'll be working on some of the financial aspects of it as well as space in regard to that. Our hope is that we'll have that process done perhaps by the end of this calendar year or somewhere in that stage.

We had hoped to start this program next summer with a small group and then a fuller group in the fall. We've run into a little bit of a snag in that the university needs to get approval from SEVP, the Student Exchange and Visitor Program. It's a part of the Department of Homeland Security. And so we have to send into them a request for approval to have a Pathway Program and describing all the pieces of the program in great detail. We did submit the original update last November. As we worked through the specifics of those majors and requirements, we sent in the second update in the beginning of May. We did not hear anything from them until Thursday. They are far behind in reviewing information and responding to institutions. On Thursday we received what's called a Request for Evidence. Basically that is they have some questions and they want you to explain things and provide some additional information. The Office of International Studies and Programs and Jonathan and Amy and our General Counsel have been working just about full days on that since Thursday. We hope to be able to turn that around tomorrow and get that back to SEVP. We don't know how long it will take them to respond to our response to their Request for Evidence. We've tried to use some help from our legislators in Washington, and they have been of help in, we think, moving this along.

So obviously you have a drop dead date. Saying, okay, if we don't know by this time, we're not going to be able to have students in the fall. And that's based on what it takes to recruit students to be here in the fall. So we will need to know by the end of January whether or not we have this approval from SEVP. If we don't, we probably won't be able to go forward to have students here in the fall. We may have to delay that, whether that's a semester delay start, but as soon as we know we'll let you know and we can begin working on more details and some of the other aspects of this. But until then, we're somewhat of a wait and see what happens from SEVP on their approvals.

Senator Horst: Could you talk about the financial aspects of the project, like how much it costs and also are the students going to be paying full tuition?

Dr. Paterson: These students will be paying out of state tuition. The financial aspects aren't finalized, and actually we have a confidential agreement right now where I can't talk about those until we have the contract finalized. So let me kind of explain it in general how these things work if that's okay. That while a student is in the Pathway Program, a company like INTO would collect the tuition and then reimburse the university for its services, its salaries of those who are involved in the program and so forth. Once that student moves into a fully matriculated student, they've completed the Pathway Program, the university collects that tuition and we have certain payments that will go back to INTO. I think a way to kind of comprehend this is if you think about a student coming to Illinois State University, many of those students are receiving a scholarship of some type.

Some of those scholarships are funded by the university. Some are funded by outside. And so we kind of look at that as... I'm sorry, I'm just forgetting the term.

President Dietz: Discount rate.

Dr. Paterson: Discount rate. Thank you, the discount rate. It's sort of like when you're buying a car. There's the sticker price and what you actually pay. So the term at universities is the discount rate. You know, it's what the actual rate that's listed there is, but what does the average student pay. And so that's another way to look at this is they're doing recruitment for us. They're helping us with their expertise in working with international students and helping us in these Pathway Programs. And so we will be receiving the out of state tuition rate, but it's going to be discounted because some of that will end up going back to INTO for the services that they're providing as part of the process.

Senator Torry: Can you give an idea of the growth projection in one year, two years, how many students this will bring in each year, three years out?

Dr. Paterson: Yeah, I don't have that. Hold on a second. Sorry, I should have brought that up with me. So in the first semester, that's that start whether it would be summer or maybe next spring, it's a small number, about 16. That second semester, if that would be fall of '18, for example, would be 117. The next semester, 128. Summer, that second summer, it would be 61. These are new students that are coming in in these areas. So eventually what it does is over a ten-year process we'll hit about total number of international students at Illinois State University being somewhere about 2,200 to 2,500 depending on how things go.

So I'm going to anticipate a question that you may not have asked, but I shared this information with the group earlier, and that is there's a concern does that mean we're replacing Illinois students with international students? In other words, students from Illinois will not be able to get into Illinois State University because we're increasing international enrollment. And the answer to that is no.

One of the things that's really important for us to think about as an institution is where our students come from. About 95% of our students are from Illinois. Over the next 8 to 10 years, there is a continued decrease in the number of high school graduates in Illinois. There will be about 30,000 less high school graduates in Illinois than our currently graduating. So it's going to be more difficult for this institution or any institution in Illinois to recruit Illinois students at the same level that we had been before. So this will help to address some of that when we expect a decline in undergraduate enrollment because of the decreasing number of high school graduates in Illinois. There will be some other growths with it. We want to be very intentional, so we're not jumping to that 2,000 students right away. That happens out ten years from now because we have to manage the growth. We have to be able to be sure we have enough classroom space, lab space, that we have enough faculty to teach the courses, that we have the appropriate space in the residence halls, all those capacity issues across the campus, we need to be sure that we can address those appropriately versus jumping out to a very large number. And again, that gets to about 10%. The University of Illinois right now, it's about 25% international students. We don't have a goal of getting to that number. I may have answered something you didn't ask.

Senator Haugo: I'm wondering if you have distinct goals for graduate student enrollment versus undergraduate student enrollment and how that breaks down.

Dr. Paterson: Sure. It is close to 50/50 graduate and undergraduate. And in many ways we have more capacity at the graduate level than we do the undergraduate in some things.

Senator Haugo: In the ISU Far Behind Graph that you shared, do you have a sense of where we are graduate versus undergraduate? More far behind in one than the other?

Dr. Paterson: I don't know that offhand. Do you?

Dr. Rosenthal: We're about 70% graduate, 30% undergraduate in the current distribution.

Senator Haugo: Okay.

Senator Kalter: All right. Thank you very much. Amy Hurd didn't have to, or get to, say anything, but thanks, Amy and Jonathan, for your part of the presentation. Thank you, Dr. Paterson. I also just want to thank everybody who has put effort and time into this entire initiative. Dr. Dietz, first of all, for having it be, I think, your brainchild. But there are a lot of people who are not in this room, people in Housing and Dining and the English Language Institute, Admissions, graduate committees around the university and the faculty in them, and I think somebody mentioned just today Diversity Advocacy will be working on this. It's an incredibly important initiative, I think, so want to thank all of those people for all of their work and everybody I didn't think of. All right.

### ***Chairperson's Remarks***

Senator Kalter: We're going to move on now to Chairperson's Remarks, and I do have a few. First of all, we're going to try to observe a hard stop time this evening somewhere between 8:15 and 8:30. We're going to make it a little bit more flexible tonight because of the presentation we just had.

Second thing, just on behalf of the entire faculty and staff I just want to express our gratitude for the announcements regarding salary and promotional increases that the President made on Monday. The entire non-negotiated faculty/staff will be receiving an average 2% salary increase as of January first. So thank you to the President and his leadership team for that. And I also want to thank a number of people: the Faculty Caucus of 2015-16, the University Review Committee of that year and the subsequent year, especially Joe Goodman and the late David Rubin, our Interim Provost Dr. Murphy, Dr. Alan Lacy, Vice President Stephens, President Dietz, and the rest of his leadership team for their attention to the promotional increments for tenured faculty and our need to maintain competitiveness with respect to those increments. The President announced that all associate and full professors who received their promotions here at ISU and are not currently serving in administration will receive either a \$2,000 or \$3,000 increase to their base salary depending on their current rank. And promotional increments for faculty promoted in the future will be increased in order to keep up with our competitors. So this is the first increase in those promotional rewards in eight years. And I have to say, I told this to Dr. Dietz in an e-mail, I just came off a weekend of reading college research proposals for the University Research Grant Program and just want to say that we are just doing amazing collective work with our colleagues and our students and so these increases are very hard earned and very well deserved. So thank you, very much, for that.

I also want to acknowledge at the same time that ISU remains with 120 administrative/professional or civil service positions that are still vacant due to the budget blow that we received from the state especially in FY16. The burden of things to do and ways to care about supporting students overtly through academic support services and invisibly through clean hallways and salting of snowed – we're soon to have snowed and icy – walkways, that burden does not decrease, and so that burden is falling more on the shoulders of the people who are continuing staff rather than the people who have left the university in one way or another.

So, finally, the last remark that I want to make, I just want to say that I think it's pretty “neat” that we are about to vote on our Drone Policy during the same week when one of our newest board members, Sharon Rossmark, is about to participate as the keynote speaker for Central Illinois' first drone conference over at Heartland. It's called Drones: Disruptions, Opportunities, and the Future. \$30 is the student price, so if you're interested you can hop on over to Heartland and go to their conference. We're going to have to figure out a way to partner with them in the future to bring some of that energy to our campus. And that is it for Chairperson's Remarks.



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

Senator Grzanich: Good evening, everyone. This past month has been a very busy, productive time for Student Government and the student body. On the 23<sup>rd</sup> of October, our Civic Engagement Committee hosted a very successful debate between the College Democrats and Turning Point USA. In a room packed full of eager minds, debate ensued in a positive, constructive fashion between the two sides. The groups agreed upon many and were respectful on their conflicting thoughts. I want to thank Senator Pryhuber and the rest of the committee for a job well done.

On the 25<sup>th</sup>, Senator Hale, Dean Davenport, and myself met with a group of visually impaired students who expressed concern over the safety of many of our crosswalks on campus for the visually impaired population. The group of us as well as a few other SGA members will be exploring different options that students can advocate for when it comes to crosswalks. Yesterday, SGA had the opportunity to ask some of these questions to the town in the annual Town of Normal Q&A event that we host. The event was lightly attended but provided for a great setting for a personal conversation with the mayor and other individuals running the town. Thank you to Secretary Greenfield for his hard work in getting all parties involved in attendance.

For the remainder of the semester, SGA will be focusing on several different initiatives covering a wide array of topics. One of these topics stems from SGA being made aware of a problem increasing on campus in relation to food and security. In response to this issue, SGA has been distributing and collecting surveys in relation to the establishment of a food bank on campus. Thank you to Senator Wolbers who has been a great spearhead for this endeavor.

Another event on SGA's horizon is our sponsorship and production of the White Ribbon Campaign, a social movement started in Canada in 1991 with the aim of positively engaging men, young men and boys through relevant educational programming that challenges language and behaviors as well as harmful ideas of manhood that lead to violence against women. From November 28<sup>th</sup> to December 1<sup>st</sup>, SGA will be handing out white ribbons to the student body in an effort to bring men into the conversation of speaking out against gender-based violence. Thank you to Senator Rubio for all of his hard work setting this event up. We look forward to its success.

Lastly, we are in the planning process for two major events for students to interact with their Administrative Liaisons in our annual Coffee with the Deans on the 29<sup>th</sup> of November and our Administrative Town Hall, which will occur either the 4<sup>th</sup> or 5<sup>th</sup> of December. Coffee with the Deans is planned by Senator Baker and the rest of the Academic Senators to provide students the opportunity to meet with the deans of their respective colleges. This event has been widely successful in the past, and we look forward to building on that in the future. The Administrative Town Hall will provide students the opportunity to ask questions and get to know our very own President Dietz as well as the administrative cabinet. This event is still tentatively being planned but has been well received thus far in the administration. Thank you to Senator Baker and the Academic Senators for your planning efforts in company with the Deans as well as Senator Munoz, President Dietz, and the Vice Presidents for your efforts in collaboration in the planning of our Town Hall. With that, I yield for questions.

### ***Administrators' Remarks***

#### **• *President Larry Dietz***

Senator Dietz: Thank you, Senator Kalter. I, too, would like to say thanks to Dr. Paterson, Dr. Hurd, and Dr. Rosenthal in particular for their leadership on the international initiative that we have. I think it's the right thing to do and it will help us greatly with diversity. It will also help us with the enrollment issue as the number of Illinois students decline and as a continuing number continue to go across the borders to pursue their education in other places. So I think it's really a good plan and I think it's one that will continue to move ahead in a way that this university has done things for a long time, and that is in a measured, thoughtful, and strategic kind of way. So thanks for that presentation.

I also want to say thank you, Dr. Kalter, for the comment about the salary adjustments. I want to thank the leadership team who really did the heavy lifting about figuring out how to do this. I wish it could be more, but it is something and I don't know if we'll be able to continue to do this, but we could do it this year and so we did. So we hope that that makes everybody's holiday perhaps maybe just a little bit brighter.

Last week we had a Board of Trustee retreat and spent two days talking about the strengths, challenges, and goals for FY18. It was well attended. Great discussions back and forth and the new trustees are doing well and learning their new roles.

President Emeritus Al Bowman has been formally named the Executive Director of the Illinois Board of Higher Education. He will have a one-year contract. I've talked with Dr. Bowman a number of times about his new role, and we will continue to have good conversations back and forth about the role of IBHE and obviously ISU's relationship to IBHE.

I just came back about a week ago from a successful trip to China with the Dean of the College of Fine Arts. It was a very targeted trip to an institution in Shanghai and one in Chongqing, and we will be having faculty and students coming from both of those institutions and some of the faculty as early as January of this next year. Philanthropy continues to increase. I appreciate everyone's efforts in doing that, and last Friday the Dean of the College of Business was able to work with an individual who brought in our last \$1 million gift, and that came from a faculty member. So we're about \$43 million short so if everybody could pull out their checkbooks tonight, we can get this campaign wrapped up. But really, I do appreciate... I know many of you around this table write checks and we're very, very appreciative of that. But last Friday was really quite a banner day, and we're grateful for that.

In addition, this morning I participated in a conference call with Congressman Rodney Davis, who was talking about the tax reform bill that the House has put forward. There is going to be a Senate version of that that will come forward tomorrow. Stay tuned, but one of the things that was in that bill that he wanted to talk about was the tuition waiver issue and how that might be taxed for employees of the university who now get tuition waivers to go to school, and so we had good discussions about all of that.

And, finally I'd just say that the Provost search is moving along really quite well and I know some dates as placeholders have been bandied about to try to get an idea as to when we're going to have those interviews this spring, and Dr. Brent Beggs is chairing that search and doing a fantastic job.

And the last thing that I'll do is just simply say thanks for your continued good work, your support, and happy Thanksgiving. Thank you.

- ***Interim Provost Jan Murphy***

Senator Murphy: Thank you, Senator Kalter. The Distinguished Professor selection process is underway. The selection committee met Tuesday morning, and I'll bring their recommendations to the President tomorrow at our meeting and then they'll come to this body in December. You'll see that recommendation.

Just a quick thank you to all who participated in or attended the Culturally Responsive Campus Community event held at the Bone Student Center Monday and Tuesday of this week. We had two really excellent keynote speakers and then a variety of student, faculty, staff presentations and panel discussions. So for those of you that were there, I hope you found it to be a great event. I did.

The university has been selected as one of 12 universities to participate in an AASCU, that's the American Association of State Colleges and Universities Political Engagement Research Project. So the project is actually headed at the national level by our School of Communication Director, Steve Hunt, and it will be headed at the local level by Professor Lance Lippert, also from the School of Communication. It's a two-year research project to study student engagement in the political process including election voting. So I think it'll be

interesting and the idea of that project, then, is to provide tangible results to help universities determine what they can do to be more responsive to student needs in the political process.

And then I just add my thanks to the President for both the midyear salary increase and the increase to promotional increments. A reminder that Alan Lacy and Sam Catanzaro in my office and Sandy Cavi in Dr. Stephens' office are ready to provide guidance to chairs and directors as we go through the process of making this happen. So, thank you, President Dietz. That's all for me.

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

Senator Johnson: Good evening, everyone. I'm going to start off with an update on the Bone Student Center Revitalization Project, and the information that you need to know right now is that with all of the rapid movement that we've got currently taking place, we do have to do a shutdown of some of our utilities to get at some of the major areas that need to be taken care of. And, therefore, please be advised that the Bone Student Center and Braden Auditorium and the Bowling and Billiards Center will all not have water. We will have a water outage and shutdown December 18<sup>th</sup> through the 22<sup>nd</sup>. The same will take place for the Milner Library during that same timeframe. During that timeframe we will, though, have heat and therefore the facilities will be operable. But as it relates to bathrooms, drinking fountains, and breakrooms, we will not have the ability for water. So we are going to be advising and we will have signs all over the place advising folks to go to the following facilities: the Student Services Building, Felmley Hall, and Schroeder Hall. So that's where folks can go to have access to water. Again, these are some of the minor pains that we have to go through in order to get to the wonderful facilities that we will have then shortly after. All right? But we want to make sure that the campus community is aware of that, and I believe that there are major announcements that have been sent out already to inform the campus community.

And then the only other two items I want to make you aware of are words of thanks. They would include thanks for everyone's participation in both an outstanding Homecoming and family weekend. A lot of energy on campus. Great engagement. And thanks for all who came out in order to support both athletic programs and some of the other programs that we have taking place on campus.

Also another word of thanks for the Housing Feasibility Study. We have the survey to the students that went out, and we did indeed have over 2,000 surveys completed, so that's over 10%, or about 10% of the campus population. We received some very rich information from that survey that went out. Some of that data has been shared initially with some of the trustees. We will be doing a presentation to the university cabinet within the next couple of weeks. And then, if this group would like to see some of that information, we would be more than happy to share it with this group as well. So more to come on the Housing Feasibility Survey and its results.

And then, finally, a word of thanks again for those of you who had an opportunity to attend the Latino cultural dinner a couple of weeks ago where we had Sonia Manzano speak. Folks, that's Maria. So we all grew up with Maria, and I was very much taken aback and I still... Just thinking about attending that session and what Sesame Street did for a lot of us and our children and education for our youth is absolutely remarkable, so it was really neat to engage and interact with her to a full room over in the Brown Ballroom. So thanks to those of you who had an opportunity to come out for that. And with that, I'll close my remarks.

Senator Kalter: Thank you, Senator Johnson. Apparently what you're saying is that we gave up heat tonight in order to have it later on.

Senator Johnson: Are you feeling it? I almost kept on my jacket as a matter of fact.

- ***Vice President of Finance and Planning Dan Stephens***

Senator Stephens: Thank you, Senator Kalter. Just a couple of comments to dovetail a little bit on Senator Johnson's comments on the Bone Center. I was speaking with Chuck Scott just a few minutes ago before the

meeting just to get some further updates on the Bone Center renovation and some key items that are being awarded and moving forward. We just completed the new parking lot design, and that award was put in place. So the procedures will begin, the review procedures will begin on that. That is the last phase of the project, but the good news, it has been awarded and that new phase will actually show up near the end of the project in 2019. From the Milner Plaza canopies that we see out there, those should be gone by the end of December, so when everybody returns for the spring term, they should no longer be there. So if you want parts and pieces you better grab them now.

From the parking facility and access facility, many of you probably have seen some of the resurfacing done over on the street near South Campus and the Student Fitness Center. That work actually should be completed literally any day now and should help alleviate some of the traffic needs especially around the Metcalf area.

And then lastly, from an HR perspective, again we want to thank everybody for all your effort in this Human Resources payroll update. Thanks to the President for allowing us to offer these merit increases and faculty promotional increases. In talking with Sandy earlier, she just asked me to reiterate to everyone that there is a large team that has been working on this. There's a lot of steps that have to be put in place through the HR and payroll systems, but our goal is to have both of these compensation adjustments to be reflected in the January 31<sup>st</sup> paycheck. So if everything continues to go well... There have been some training classes already held, especially for those individuals that are new to the university and have to become aware of the salary planning process. All that training has been taking place, so right now, everything looks good for all that adjustment to occur in January. So that completes my comments.

Senator Kalter: All right. My initial comment was backward thanks, and we're going to give them forward thanks for doing the work that they have to do now. Thank you very much.

We are going to move on to our action items. We'll pitch it to Senator Pancrazio for the first one.

***Action Items:***

***06.27.17.03 Policy 2.1.21 Academic Standing, Probation, and Reinstatement Mark-Up (Academic Affairs Committee)***

Senator Pancrazio: This is a proposal that we reviewed back in September and, let me see, this is a review of a policy. It has a minor title change. There are updates in contact information. There is one paragraph deletion where it states that a student has missed... So this is a slight change in the policy. If a student has missed, has been dismissed from the university, previously that student had to be out of the university for an entire year. Now, the new policy is that it permits readmission process through two different pathways, whichever is better for the student. This was approved by the Academic Affairs Committee back in September and it's just now making its way up to the committee.

Motion by Senator Pancrazio on behalf of the Academic Affairs Committee to approve changes to Policy 2.1.21. The motion was unanimously approved.

Senator Kalter: We'll move on to the infamous Drone policy, aka the Unmanned Aircraft Systems policy.

***09.28.17.01 UAS Draft Policy and Procedures v5 (Rules Committee)***

***11.02.17.01 UAS Draft Policy and Procedures v6.2 Markup (Rules Committee)***

***11.02.17.02 UAS Draft Policy and Procedures v6.2 Markup (Rules Committee)***

***11.02.17.03 UAS Draft Policy and Procedures v6.2 CLEAN COPY (Rules Committee)***

Senator Horst: Yes, this Unmanned Aircraft Systems Policy was drafted by a task force that saw the need to create such a policy. As we heard tonight, there's increased use of drones and the regulations to use drones intersects with FAA regulations and you also have to consider whether or not the proper notification has been made and so they created this policy. After the information item, some additional language was added – thank

you to Senator Ferrence – so we edited the clause including aircraft and supporting equipment that together weigh 0.55 pounds or more, so hopefully that clarified that issue.

Motion by Senator Horst on behalf of the Rules Committee to approve the new UAS Policy.

Senator Kalter: All right. Also coming from committee, it does not need a second. Is there any debate on this one? My predecessor in this chair will be happy to know, and my colleague to the right of me will be happy to know, that I actually looked up the Force equals Mass times Acceleration equation to see what it would be like to have a blow to the head from a 0.55 pound missile. So, just in case there were questions. Seeing no debate, we will have a vote.

The motion was approved with one nay.

***Information Items:***

***10.23.17.01- Policy 3.3.3 Academic Ranks (Faculty Affairs Committee)***

Senator Kalter: We're going to move onto our information items. We're going to go one by one and we'll just see how far we get and we'll schlep anything that we don't get to over to the next time. Let's start with the Academic Ranks.

Senator Liechty: If you want to, we can take these together. All of these are basically stuff that had been on our plate for periodic review left over from last year, and there aren't any major changes at all. There's a couple little tweaks to some wording and there was some effort in a couple of them just to make sure that current practice is what the policy states. So with those small little revisions, we just put them out here as a batch.

Senator Kalter: So, because this is the information item stage, I am going to take them one by one, but we might go quickly on them. So the first one, Academic Ranks, is essentially just saying that we have Professor, Associate Professor, Assistant Professor, crossing out Instructor. Anybody have any comments, questions, observations, additions, things the committee might not have thought of? All right. Seeing none on that one, anybody... Leave Without Pay – do you want to say anything about what this is in a nutshell?

***06.19.14.08 – Policy 3.2.9 Leave Without Pay (Faculty Affairs Committee)***

Senator Liechty: Again, we just made sure that the practice and policy line up with each other.

Senator Kalter: Awesome.

Senator Pancrazio: Are we to understand that there's absolutely no changes? The only change is the date?

Senator Liechty: There was some wording that was changed, but it was mainly just between paragraphs to make sure that what was said in one paragraph was the same in the other. For some reason, it hasn't come through here on the list. But nothing that changes the policy at all.

Senator Pancrazio: Okay. Thank you.

Senator Kalter: Could you repeat that, Senator Liechty? What was it that didn't come through?

Senator Liechty: The history of... It's not... That could have been my fault, I'm not sure, but it's not reflected in the document that we have. You know, the word changes that we made.

Senator Kalter: Okay.

Senator Liechty: My recollection is we worked on this quite a while, three weeks ago or so, but my recollection is that we made a change in one paragraph to make sure that it was worded the same - that both paragraphs had the same wording in it. That's really it.

Senator Kalter: We'll go back in between now and December and just make sure that we've got the right draft here, and if not we'll make sure to forward that to everybody.

Senator Liechty: All right. That's fine.

Senator Kalter: Okay, going to the Faculty Hiring Procedure.

**08.19.15.02 – Policy 3.3.2 Faculty Hiring Procedure (Faculty Affairs Committee)**

Senator Liechty: There, the history is you can see it well.

Senator Kalter: Yes, this one I think what is happening there, you're moving some stuff that was in that first paragraph down below the numerals, etc. Getting rid of some of it. I had two things about this one. One is extremely minor, so I'll start with the more major one. In the last paragraph, there is a sentence that was added that says, "Sample faculty appointment letters for tenure-track positions are found at the Provost's office website," and we wondered in Exec is there something equivalent to this for non-tenure tracks that's something like an individual contract or letter, and if so, should that be mentioned here.

Senator Liechty: I didn't check that out, so I can't answer that question, but I can make a note and have it checked out.

Senator Kalter: Senator Dawson, do you happen to know, do you each year get like an appointment letter of some sort for you as an individual as opposed to the union contract?

Senator Dawson: Yes, we do. Each one of us gets it. There are certain dates involved that it has to be out. We also have the responsibility to inform the chair of our FTE desires for subsequent semesters. So, yeah, there are individual assignment letters.

Senator Kalter: Okay, and as I was saying that, some non-tenure tracks are not hired through, or on, a union contract, so there probably are, though, those kinds of letter or individual items for each and every non-tenure track faculty member whether they are negotiated or non-negotiated.

Senator Dawson: I believe so. I believe everybody gets a letter.

Senator Kalter: Okay, wonderful. So if we could have... It seems to me that since its Faculty Hiring Procedure, not Tenure-track Faculty Hiring Procedure, we might want to just have a one-liner, one sentence in there about that. The really minor thing is that it seemed awkward to say in the move down "appointment to either of the first two types," I wondered if "one or the other" rather than "either," but when I read it this morning I was like, I don't know whether that makes any difference. But that's a minor one. Does anybody else have anything on this one?

Senator Horst: In the language that you added, it says, "Faculty on a terminal appointment are not entitled to the privileges of a probationary tenure appointment and are not considered in the ASPT process." The second part makes sense, but could you elaborate... Do you happen to know what privileges they're not entitled to, and would that include AFEGC?

Senator Liechty: This is language we inherited from last year's committee, so I'm not exactly sure what's behind that.

Senator Kalter: I believe that you actually inherited it from probably 20 years ago.

Senator Horst: Hopefully he didn't inherit it from me.

Senator Kalter: Does anybody in the room know? Senator Murphy, do you have a sense of what that might be speaking to?

Senator Murphy: One would think, but I don't. That's a great Sam Catanzaro question, who is not here tonight, but I can get that answer for you and make sure that when this comes back as an information item we've got that answer for you.

Senator Liechty: My sense is that it would have to do with leaves of absence or things of that nature.

Senator Horst: Maybe it should say certain privileges.

Senator Pancrazio: I think this had something to do with a policy that was around 1997 when certain spouses were working in different departments and those were placed on terminal contract. I believe Dean Schollaert had a partner, Carl Springer in Classics, but it's so long. This is ancient history.

Senator Kalter: Is it that specific? I'm thinking that it could also mean...

Senator Pancrazio: Well, I think it evolved around that time, but I remember I was still an Assistant Professor back in those days, so I try not to pay attention to this stuff.

Senator Kalter: Because I'm thinking it could apply to things like priority for which classes you get and what times, you know, little details like that. Or as high as AFEGC, although I'm pretty sure that we determined that terminal faculty are under AFEGC, we're talking about one specific about that, but the terminal faculty would be protected by AFEGC in those circumstances.

Senator Pancrazio: It may not even be consistent with what we're doing anymore. It might even be easier to strike it.

Senator Horst: Maybe it should say "certain privileges" because "the privileges" of probationary sounds like it's all of them.

Senator Kalter: I believe that it is indeed all of them, that you are entitled to privileges of faculty but not of probationary faculty. But what exactly that might mean, I'm not...

Senator Murphy: I'm sure it's just an odd turn of phrase to say they are no longer considered probationary faculty, but it seems like there may be better wording that we could use now, so I'll check with Sam and see if there's something more specific or if it just is an odd kind of old-fashioned turn of phrase to say they're just no longer probationary faculty. Does that make sense?

Senator Horst: I see. Yeah.

Senator Kalter: They're no longer in the ASPT system. They may not get things like that.

***10.23.15.02 – Policy 3.2.14 Assignment of Person Holding Faculty Rank to Administrative or Other Non-departmental Positions (Faculty Affairs Committee)***

Senator Liechty: We made no changes to that, I believe.

Senator Kalter: One thing that did come up in Exec has to do with the very last half sentence. There is a sentence there under Faculty Status that says, "Tenure, if previously granted such administrator shall be retained..." That seemed fine, I think, to us. The next thing it says is, "However, in such cases the tenure status of the individual shall be reviewed through the process established for periodic review." That seemed a little odd to us because once you get tenure, we tend to, unless you do something seriously wrong or are unfit for being a professor, we leave you alone, right? There's no reason to check the tenure status of those particular individuals over anybody else. So we were suggesting that that just be removed.

Senator Liechty: That would be fine with me. I can bring that up in our committee.

Senator Kalter: And see if it's a friendly amendment? That would be wonderful.

Senator Murphy: I do have a question, though. To me, and again, it might be just an odd turn of phrase, but the more I looked at that I thought maybe what that's trying to say, though, is that an administrator that goes back to the faculty does have to go through the annual evaluation process. And so do you think it's trying to say that? And I know that's not a good phrase because we really don't say we're annually reviewing everybody's tenure status, but I wondered if it dealt more with the fact that these administrators, when they go back to the faculty, do need to be part of the annual ASPT evaluation process.

Senator Enriquez: That's the way our conversation was going. So that was exactly the spirit. The faculty member who goes back to the department to become faculty, he needs to turn in his productivity report every year.

Senator Kalter: Yeah. It ought to go without saying.

Senator Pancrazio: Exactly.

Senator Kalter: But on the other hand...

Senator Enriquez: It does not mean that it would trigger some sort of post-tenure review. Just a regular yearly evaluation.

Senator Kalter: Okay. All right.

Senator Haugo: Can I suggest, then, that there be a revision to that sentence so that it does say that more clearly? I don't have an idea what that revision would be.

Senator Kalter: Something maybe like, "The individual shall be reviewed according to the ASPT process."

Senator Liechty: So if we just inserted "ASPT" between... So, "reviewed through the ASPT process established for periodic review"?

Senator Kalter: Yeah, and I think we could strike the "however." It's like, well, we're not holding you on a string. All right.

**11.17.15.04 – Policy 7.1.39 Honorariums (Faculty Affairs Committee)** – Deferred to December meeting  
**09.09.15.06 – Policy 3.2.4 Salary Adjustment (Faculty Affairs Committee)** – Deferred to December meeting  
**10.26.17.01- Admissions Policies edits to catalog Mark Up (Academic Affairs Committee)** – Deferred to December meeting  
**10.26.17.02- Admission Policies from catalog Original (Academic Affairs Committee)** – Deferred to December meeting



***Advisory Items:***

***Honors Council Report 2017 (Academic Affairs Committee)*** – Deferred to December meeting

***01.20.17.01 Council on General Education Report 2016 (Academic Affairs Committee)*** – Deferred to December meeting

***05.03.17.01 - Council on General Education Report spring 2017 (Academic Affairs Committee)*** – Deferred to December meeting

Senator Kalter: I think since we're at 8:15, if there are no objections we're going to, as I said, take the rest of these policies and push them off to December, have our committee reports and communications and then adjourn this meeting so that we can have a Faculty Caucus meeting and get hopefully through our Faculty Caucus business for the fall.

***Academic Affairs Committee: Senator Pancrazio***

Senator Pancrazio: Yes. Over the last several meetings we've completed our review of the annual report for the Council of Teacher Education, discussing the differences between the dispositions and ed dispositions, which is a new part of the assessment. Let me see. We've also talked a bit more about the content of annual reports. I don't believe that we have a whole lot of... We're not providing a whole lot of guidance to the external committees so we end up having to do more work and go back to them and find out what exactly... So it might be a good idea to add a couple paragraphs to say, give us a little bit of a narrative. We completed the policy review of the policy to change the graduation requirement and the changes to general education, and those will be coming up fairly soon. And we've started discussion on the UCC proposal for the AMALI graduation requirement.

Senator Kalter: To give you a little bit of context, and everybody some context, for the annual reports from the external committees, those had pretty much fallen into defunct status for quite a long while, and so we are restarting that and so don't have many models and, since all of the committees do very different things, we are very grateful to Academic Affairs Committee for helping to coach them through what Academic Affairs and ultimately the Senate might need to see from them. And I would consider that an ongoing, continuing, work in progress. We may find out over a couple years of doing that that we start to shape better reports. UCC, for example, has a terrific annual report. It's very clear. We almost never have any questions about it. So theirs is very refined. There are others where it has not been as regular. So if they're asking questions about that, and we would love to be able to give them some models, but unfortunately they don't particularly exist for some of the committees.

Senator Pancrazio: That's right.

***Administrative Affairs and Budget Committee: Senator Hoelscher***

Senator Hoelscher: The Administrative Affairs and Budget Committee did meet tonight. We had our final review and approval of the Academic Impact Fund report from Dr. Alan Lacy, and that is now out of committee and will be at Exec at the next meeting. We did a review of our Administrative Affairs and Budget Committee Report to follow that report, and that is out of committee and will be presented at our next Academic Exec meeting. Finally, we did review Policy 3.2.13, the Administrator Selection and Search Policy, and we passed that out at committee to be presented to Academic Exec as well.

***Faculty Affairs Committee: Senator Liechty***

Senator Liechty: The Faculty Affairs Committee met tonight and we worked mainly on the document, Classified Research, and we're again working through the language and we're not ready to have that out of committee yet but we'll continue to work on it.

Senator Kalter: Terrific. I know that Dr. Baur was not able to be with you tonight, and he is a critical piece of that. So hopefully you'll be able to have a meeting with him and go over that.

***Planning and Finance Committee: Senator Marx***

Senator Marx: In Planning and Finance Committee tonight, we were joined by Dr. Paterson and Jonathan Rosenthal and Amy Hurd and we had an extended presentation on the INTO Pathways initiative and some excellent Q&A time, and that was all we did.

***Rules Committee: Senator Horst***

Senator Horst: The Rules Committee met and the entire meeting we went over the Academic Senate bylaws. We are nearing completion but not yet.

***Communications***

Senator Kalter: Any communications for the Senate? So, no communications.

***Adjournment***

Motion by Senator Horst, seconded by Senator Pryhuber, to adjourn. The motion was unanimously approved.