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Senate Meeting, January 24, 2018

Academic Senate
Illinois State University

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Academic Senate Meeting Minutes
Wednesday, January 24, 2018
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.

Endorsement of the New Strategic Plan - Sam Catanzaro, Academic Affairs; Danielle Miller-Schuster, Student Affairs; Angela Engel, Finance and Planning; Brian Beam, University Advancement

Senator Kalter: We're going to start tonight with our new strategic plan, and we have a presentation of it by Sam Catanzaro from Academic Affairs, Danielle Miller-Schuster from Student Affairs, Angela Engel from Finance and Planning, and Brian Beam from University Advancement. They were, I guess you would call it, the Steering Committee for the strategic planning process. Take it away.

Dr. Catanzaro: Thank you, Senator Kalter, and thank you all for having us back. Many of you will remember we were here in the spring as part of the consultation phase, which we'll describe in a moment, and we are here tonight to seek your endorsement of the draft plan. So before I go any further, we have copies – if anybody would need or like a copy we can distribute some, and I see some hands going up. So we'll get those to you momentarily. As many of you will recall, this has been a process that has had several phases to it, and we want to first... You know, we're really pleased to be here. It's been great for each of us representing each of the vice presidential divisions to co-chair and steer a really great task force. I want to recognize members of the task force who are here including Senator Kalter and Senator Chirayath, who is on the task force. So thank you for your contributions to the process. Did I... I hope I'm not missing anyone else who was on the task force. Samantha, of course! Samantha Lewis, Senator Lewis, thank you for your contributions. And we also have at least one person in the room who made a presentation to the task force. Thank you, Senator Noel-Elkins. Am I missing anyone else on that? So, without further ado, I'm going to pass it to Brian who is going to review the process in just a little bit more detail. Then we'll take any discussion or questions about the draft plan before you, seek your endorsement, and then give you an overview of the next step. So, take it away, Brian.

Mr. Beam: Thanks, Sam. Yeah. I'd like to give you just a brief overview of our fall process and the steps that have been going on since the last time we were here. After the first draft of the plan was completed in September 2017, the task force really worked to consult broadly with the campus community (that's the university community that includes constituents inside and off campus as well.) We received feedback through a variety of means – three different ways, as a matter of fact. We held two open forums here on campus. We had an online survey (which garnered 479 results, or respondents), and then held 20 focused discussions, really, throughout campus with different representative bodies and groups throughout campus. The task force then sifted through each one of the comments and suggestions that came back to us, and we submitted those comments and those ideas back to the task force to basically find the pieces that we wanted to create changes to the document. Some of the feedback that we received included just overall strong support for the document. There were also some changes that I wanted to highlight. One change to the document was the development of an introduction to help provide a framework for the strategic plan. And also in that introduction we talk about the implementation and the assessment steps, next steps to our plan. If you read throughout the introduction, those pieces have now been included. Further developed sections, there were some sections that needed to be added to and changed. The sections that had probably the greatest changes were those on internationalization and globalization, sustainability, well-being, and a section on professional development was changed from the initial iteration. And I could also say just as we went through our consultation process, there was a general clarification and strengthening of the plan, the language in the plan throughout, by all the experts that we came across in our consultation process. Finally, the last step to our fall process was actually the design of the plan, University Marketing and Communications design of the plan that you've seen, and worked in conjunction with

the task force to get us where we are today. So, that was our fall process. Now, I'd just like to open the floor to any comments or questions that you might have for our group.

Senator Pancrazio: Thank you. I had a question. You mentioned that some of the changes had to do with internationalization. Comparing the current plan that we have with what's in the new language here, could you explain that a little bit more? I think previously we had a fairly ambitious program... a very promising and kind of an ambitious program to look into the curriculum, to develop the curriculum. One of the items that's in our current plan, and it has in it, and I quote, "enhanced administrative support recognition, professional development opportunities for faculty/staff involved in international programs and partnerships," that is absent in the new plan. What exactly was strengthened and what went into the process and deliberation about what we had originally planned for international studies back in 2014 and now? Where are we going?

Dr. Catanzaro: Sure, I'll try to address your question if I might. Certainly in strategic direction 3C, that's all about things international and global perspectives. You know, there's an action item to increase students participating in study abroad and other international experiences to increase the number of faculty in international collaboration and exchanges, to infuse diverse perspectives into the curriculum, co-curriculum and other programs and initiatives, and to increase the number of and participation in interdisciplinary studies and programs that explore diversity and global perspectives. So the specific clarification is that that section is one of the sections that in the initial draft that was circulated at the beginning of the fall semester to the campus community, we were getting feedback along the lines of your question. Where's international? What does it exactly mean? And this language, we felt, was more developed along those lines. I will also note that this plan is, as the introduction says, is written broadly to provide guidance but, this is an exact quote, "but not prescription." So every college, every academic unit, each vice presidential division, will develop its own implementation plans aligned with this (inaudible) division is aligned with this plan to talk about how the Department of Basket Weaving Studies will identify five new study abroad sites over the next three years, will develop new course international perspectives on basket weaving. These are just examples I'm making up. That's the idea, that this provides a broad framework...

Senator Pancrazio: I'm asking a slightly different question. Most of the items that are in there, most of the items that are in the new version, are fairly similar. Fairly similar to the current version. The switching of internationalization for global, that's fine. The issue that I'm bringing up was that the one item, it would be item D, its 3C-D in our current plan, states explicitly, "enhanced administrative support, recognition, and professional development." It specifically has to do with the role of the administration in participating and working with the future of the program that's absent in this, and I was just... How did they come up with that? Is there no longer a role for administrative guidance in this? Is this an opportunity for shared governance to insert...

Dr. Catanzaro: I think the presumption is that if we're going to increase all the things we say we want to increase, we'll be supporting those increases whether it's with funding where it's needed, with professional development where it's needed. I don't think the absence of an explicit statement that the current plan has means that we will stop doing it and we'll probably... But the idea is that this is more focused on what are the outcomes going to be. So, rather than say we'll administratively support more international activity, we want to increase the number of international programs, the number of students studying abroad. And then the tactics, or the implementation, is how do we make that happen?

Senator Horst: I just wanted to applaud having diversity and inclusion as a major objective of the university. I think that's a wonderful idea and it's great to see it at the top level of the plan.

Senator Kalter: Others? This is a major moment. Nobody else has any... It's only every five years that we update our strategic plan. Are you sure you have no observations? All right. I want to observe, then, that the members of the committee put in an enormous amount of time, work, thought, expertise, and that it was really

wonderful to hear from so many people in the campus community – pretty much a cross-section of everyone who's here – and so it was a delight to work on this team. Do I have a motion to endorse the strategic plan?

All right. So, all in favor of endorsing Educate, Connect, Elevate: Illinois State – The Strategic Plan for Illinois' First Public University 2018-2023.

Motioned by Senator Lewis, seconded by Senator Chan to endorse the Strategic Plan. The motion was unanimously approved.

Senator Kalter: Excellent. We have endorsed the plan. And can you tell us a little bit about where it goes next?

Dr. Miller-Schuster: You bet. Thank you on behalf of the Steering Committee and the task force. I would like to echo what Senator Kalter said about this particular task force and I'm sure the ones that came before it. This group of individuals cared deeply about creating a plan that reflected who we are as an institution and where we aim to be in the next five years. And so this is a momentous day, especially for us and for those in the room that were part of that task force, because this really is a milestone because it's a vote of confidence by all four shared governance groups. So you are our last group. We had the privilege of meeting with the Student Government Association last week, AP Council and Civil Service before that, and so we truly thank you for the vote of confidence that you have bestowed upon our task force work. So, other important milestones to look forward to include our opportunity as an institution, but specifically as a task force, to present this draft plan to the Board of Trustees next month on February 16 for their approval. And while that process is taking place there will be two other simultaneous processes taking place. One will be a group of individuals beginning to develop what we are calling the accountability plan for Educate, Connect, Elevate: Illinois State, and that provides the opportunity for us to be identifying both our quantitative measures but also our qualitative indicators which we will use to measure our progress over the course of the next five years. But, in addition to that, the other process will be the fact that we are closing out our current Educating Illinois plan. And it goes without saying that it is the strength of that plan that got us to the point where we were able to take flight, if you will, with the new Educate, Connect, Elevate: Illinois State. So that plan will continue through June 30th of this year. Just like we have done for the last four years, we will be making sure that we're marking our progress of all of the great things that have happened and occurred over the last academic year, making sure that that's in writing and then moving into transition to the new plan, hopefully, once approved by the Board of Trustees. Any questions about our next steps? Well, with that we thank you very, very much.

Dr. Catanzaro: If I might interject, I want to apologize and acknowledge one other member of the task force here tonight – Senator Whitsitt, thank you. Sorry I missed you the first time around, and actually Dr. Miller-Schuster reminded me of it. So, thank you all. Many of you participated in the survey back in the spring and/or open forums or focused discussions. Thank you for your input. Thank you for your endorsement and everything you do for the university. So, great. Thanks for having us.

Senator Kalter: Thank you. And I do trust that there is going to be a stadium cheer or an arena cheer that will come out of the title somehow. So I want Brian to start working on that immediately. And I think you'll need Danielle's help on that one. All right. We move on to chairperson's remarks. They're very short.

Chairperson's Remarks

Senator Kalter: We have something of a hefty agenda so I'll just say welcome back and I hope that spring semester classes are treating you all well and we'll move on, then, to Student Body... Well, actually I guess I'll ask if you have any questions for me. I didn't think so. All right. We'll move on to Student Body President's remarks.

Student Body President's Remarks

Senator Grzanich: All right. Good evening. I hope everyone had a fulfilling and relaxing winter break and have since transitioned into a great start for the 2018 year. A quick report from me today. I wanted to spend

some time touching on a couple different initiatives that SGA has coming up in the coming semester as well as putting a plug for our upcoming elections. So, to start, SGA will be yet again tackling a diverse array of issues on campus in the coming weeks. One initiative that has had quite a fair amount of positive commotion that will be making a comeback is our feminine hygiene initiative, which will be offered through the G-Spot and in the coming weeks. We look forward to seeing the second part of this initiative roll out as well as look forward to finding a long-term solution to funding for these products.

Two weeks to mark on your calendar are the week of February 26 and the week of March 5 for our Diversity Week and our It's on Us week respectively. These two weeks will provide students with numerous different events, discussions, and opportunities to learn about and advocate for diversity as well as sexual assault prevention and awareness on campus. We look forward to both of these weeks and will provide more specific information as they get closer.

Lastly, SGA is gearing up for the conclusion of our Constitution review this semester, in which we will be debating many different changes including re-evaluating what representation means on SGA and how we can structurally change for the betterment of the student body. I look forward to a spirited and thoughtful discussion on the matter and to see the conclusion of numerous hours of work.

To plug our election process, the Student Election Committee will be holding several informational nights for students interested in SGA. I'm going to pass around one paper. I only have one, I apologize, but if you want to write down the dates and the locations to share with your students, that would be phenomenal. SGA thrives when we have the most... Do you have more papers? Do you want to just pass those out, too? That would be awesome. Thanks, Lauren. We thrive consistently on having great leaders within our ranks, but it takes a fair amount of recruiting effort not only from the students but also from faculty and so if you feel that you have any students who might operate very well in the student government mentality, then feel free to send them to these informational nights as well as just provide blanket requests from your classes. The more people who participate in our election process, the better outcomes that we perceive happening. And so with that, I yield for questions. Thank you for listening.

Senator Kalter: I have one question for you, Senator Grzanich. Can you send that announcement to Cera Christensen so that she can send it out to all of us electronically and we can get it out to our faculty and other constituents quickly?

Senator Grzanich: Absolutely.

Senator Kalter: Excellent. All right. We do not have Dr. Dietz here. He did not leave comments except to say have a good Senate meeting, and I believe he's out fundraising.

Administrator's Remarks

- ***President Larry Dietz – Absent***

- ***Interim Provost Jan Murphy***

Provost Murphy: Very good. Thanks so much. Good evening, everyone. I'll start by talking, as I always do, application and admissions, give you a heads-up and a little bit of extra information that I promised that we would start gathering. So, FTIC (freshman) applications are up by 680, which is 6% over this date last year, and transfer applications are up by 18% (303). Yeah, we're excited about that. Graduate applications are down a bit by 75, although Amy Hurd is not yet panicking. I don't hear her down running around on the third floor in a panic, so she seems to feel still comfortable with that. So that's applications. And then admissions are up by 12% compared to this date last year, but remember we're processing applications more quickly. The system is... Technology is working better this year for that. And so then the one thing I said is we need to start to think about how that compares to two years ago, which was our last big class. You know, we're hoping that last year, that kind of not meeting our target for FTICs and for transfer, was an anomaly probably brought on by

some uncertainty of the budget. And so two years ago, we are still up over two years ago for our first time in college, our freshman applications, and our graduate applications. Transfer applications are, interestingly enough, down a bit from two years ago. So the transfer applications are the ones that we're seeing pretty big movement up and down over the last two years. I would tell you that for under-represented students, applications for under-represented students are up 6% over last year and admissions of under-represented students are up 13%. So, now we just need to make sure that all of the admissions are translated into enrollments for all of our students and that we have a good class coming in in the fall. And we will start tracking enrollment soon, so I should be able to start to now give you information on enrollments.

We received official results for the NCLEX for our College of Nursing. Our 2017 pass rate is 95% compared to a national pass rate of 87% and an Illinois pass rate of 86%. So, congratulations to all of our Nursing faculty and staff and to those students for the work they do in preparing our Nursing students and for the quality of our Nursing programs.

Dr. Thomas Critchfield from the Department of Psychology and Issam Nassar from the Department of History have been named Outstanding University Researchers. They'll be honored along with a number of other faculty and staff at Founder's Day.

And the School of Art has been approved to host a Fulbright Scholar in Residence for the next academic year, so we're excited about that.

I want to finish, and I don't know, I hope I'm not stealing LJ's thunder at all, but the Center for Community Service and the Community Engagement and Service Learning is a joint operation between our two divisions, and one of the things that that group hosts are the alternative breaks. So we do Alternative Spring Breaks, but we also do... Maybe many of you don't know that we do two Alternative Winter Breaks, one domestic and one international, and this year our domestic winter break was in Salina, Kansas at the Ashby House, which is a house that services homeless individuals. And so 45 students, and I think three or four (I'm looking at LJ), three or four staff members went there. And I wanted... LJ and I got a forward from one of those staff members. I don't do this very often, but I want to read just a couple things from that letter that we received about the 45 students that went to the Ashby House. And so, Jeff Shaw, who is the Director of the Ashby House, said, "I want to send you a little information about your team of students that came and volunteered for us for your alternative winter break. I can't express enough what an amazing group of students came for this trip. Every single student was hard working, mature, inquisitive, flexible, fun, and they had fantastic attitudes. The host church where they stayed was kept extremely clean. They were amazing representatives for Illinois State University. The leaders and advisors for the trip did an outstanding job, especially with the affirmations and activities they did in the evening." I won't list all the things that they did, he provided, but they had a horrible flood like the first day they were there and they just rolled up their sleeves and helped that organization survive this flood in the basement of their organization. "Your alternative break program is a tremendous value to us, and it is apparent it is a great experience to the students. All the staff here at Ashby misses them, and we will be talking about them for months to come, or likely years to come as the Great Basement Flood of 2018 is remembered and how the ISU students saved us." I just wanted to share that. I mean, that's who our students are. And sometimes we get caught up in the day-to-day struggle of what it's like to be at a university where we don't always have the funding we need, where we have days – and all of us have those days – but I think those are the e-mails I get and I think, this is why we're here. And I just wanted to thank our students. That's who you are. So thank you for all that you do. And that's all I've got tonight.

Senator Kalter: Wonderful. All right. Thank you very much. We'll just ask LJ if you really did steal his thunder.

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

Senator Johnson: Thank you, and yes you did! Because look what I had highlighted here. No, just kidding.

Provost Murphy: I go first. I always do that.

Senator Johnson: No, it's all good. It's all good. I also want to extend a welcome back to everyone for the 2018 year, and I'll start off with some Bone Student Center revitalization updates for you all. Over the break, we did have some ceiling work done outside of the Circus Room as well as Einstein Bros. Bagels, and that work was kind of completed. We also had some work underway on the first floor in the dish room, so we make sure we have our dish room all set as well. So that was completed. Work on the footings, foundation, concrete is also underway on the east side of the building, and you should start seeing steel work begin, actually, by the end of February. So, that should be pretty exciting as we start seeing the formation of that new facility on the east side of the facility. And then over the next few weeks you're probably also going to see an increase in trucks using the drive on the north dock, so please be careful. We don't want any accidents, okay? Finally, you've probably also seen the formation of the prefunction space on the west side of the facility. If you've seen any of the designs at the website or any of the postings that we have throughout the building, you'll see that the prefunction space is well on its way to being completed as well. So those are the updates on the Bone Student Center revitalization project.

And then one last piece that I'd like to share is that we do have a major event coming up this Friday where we will have former U.S. Attorney General Loretta Lynch here as our featured speaker at Illinois State University for the Martin Luther King, Jr. cultural day here Friday the 26th. And that's going to be in the Brown Ballroom, as a matter of fact. This event is sponsored by the Office of the President, University Housing Services, ISU's Student Chapter of the NAACP and the Association of Residence Halls. So we thank all of those offices and organizations for putting on that function. And I will just open things up for any questions that you have.

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

Senator Stephens: Thank you, Senator Kalter. I'll keep my comments brief. Just a couple of key items that I spoke to before the break that actually culminated into closure since we went over the holiday break. On the 21st of December, we officially closed on the acquisition of Cardinal Court. We were successful in refinancing that and getting ahead of the tax reform changes, and that execution was a lot of effort done by not only internal teams here but also our external advisors with Bank of America and our legal firm with Chapman up in Chicago. That particular effort helped save close to \$8 million by closing it before the fiscal year end. We are working as we speak on the long-term refinancing of that. That we hope to issue the POS over the next couple of days. So if I've got any finance or accounting people in the audience that are students and you're interested in seeing what debt financing is about and how it goes about being issued in the marketplace and you want to read a relevant... You'll see a document about Illinois State that will go out probably either Friday or early part of next week. And then we will price, as they say, we will price in the market probably a week later, which is our long-term issuance of debt, which will be around 20-25 years. It will refinance the acquisition of the Cardinal Court short-term loan we just did, and it will also refinance the remaining balances due on the Rec Center and if the interest rates continue to stay in the area that they currently are, we're still looking at savings anywhere north of \$20-25 million over the next 20-25 years, so it's fairly substantial. So, anyway, we're very excited to get that done. That will literally be a major refinancing and an important closure for us. But we now fully own Cardinal Court and all the operations associated with it, and no need to have to deal with a third party through our P3, which was a very good relationship, but as LJ will tell you and the Housing people will tell you, it will give us a lot greater flexibility in student services support being in our Housing, entire housing footprint under our control. We also closed on that same day, on the 21st, with the land swap that included the fire stations in town. The brand new fire station that was on our land on our property next to the Rec Center that you saw being built for the last few years and then the fire station that is near Cardinal Court was part of a fairly complex land swap that actually was put on paper well over two years ago. That also closed right before the end of the year, so we now have ownership of that. And the fire station near Cardinal Court, as they move out of that, that will then become space available in our inventory in order for... going forward. And we were able to also strike that deal for very minimal cost. We actually had much less cost associated with that transaction than was originally planned. And I think that's about it.

Senator Kalter: All right. Wonderful. Do we have any questions for Senator Stephens?

Senator Grzanich: First off, phenomenal job with the debt refinancing. I know the millions of dollars saved is a fantastic thing for the university. Quick question to maybe both you and Senator Johnson: In regards to the amount of money that's going to be saved on the Cardinal Court properties, is there any discussion on potential changes in rent for those facilities – I know that they tend to be on the more expensive side for students – now that there is less of a debt burden there?

Senator Johnson: Notice how quickly he's pushing that microphone over my way. You know, actually this is a great... Absolutely! You know, absolutely. As a matter of fact, as part of the Housing Master Planning process, one of the things that we are extremely excited about was pulling this within the portfolio, student housing, so we can look at the entire portfolio of the rent, or the charges, that we make to families and the students as it relates to our residential environment. And Cardinal Court was at the top of the list there, so we actually got a team who are working on trying to see how we can bring that cost and that price down, then, for that facility for student use.

Senator Grzanich: I think that's phenomenal because I know cost is definitely a major factor for sophomores when they try and decide between living off campus and living in Cardinal Court, and so if we can become more competitive in that, then hopefully we can continue challenging off campus leasing agencies further.

Senator Johnson: Done and done.

Senator Kalter: My question is about the refinancing. Where should those Finance majors look for that?

Senator Stephens: I'll tell you what I'll do to make it easier. Once we finally get the document (because we'll get it electronically from our underwriters as it goes into the market – we've got three firms working on it in the state, so we've got a lot of distribution effort), but I'll get an electronic copy and I'll send it to you and we can make it available for people. But the nice part about it is you're reading about your university and how it is being portrayed out in the public market space. And so the document and the information is very well written and hopefully will get us successful interest by investors out there willing to buy our debt and hopefully buy our debt at a low cost.

Senator Kalter: Terrific. It would be nice to see that kind of thing in real time, right?

Senator Stephens: Yep.

Senator Kalter: Excellent. All right. We're going to move on to our action items. We're going to observe a hard stop time tonight of 8:15, so we're going to start with the Admissions Policy edits for the catalog from Academic Affairs Committee.

Action Items:

10.26.17.01 Admissions Policies edits to catalog Mark Up (Academic Affairs Committee)

10.26.17.02 Admission Policies from catalog Original (Academic Affairs Committee)

Senator Pancrazio: Good evening, folks. I think everyone will recall that on December 6 we had some discussion when the new Admissions Policy came up for discussion. This is part of our policy review. Senator Tyler Smith brought up some very important questions for us having to do with class standing and how that affected potential scholarships. We did some follow-up, and I want to thank Senator Noel-Elkins for helping with this. And this is what we've come up with – hopefully we've clarified it – that the Admissions Policy that we're looking at and reviewing uses a new term, and that is called a *first time in college*, (*FTIC*). And that's on page 2 of the document. We think that that, or at least I do and I believe Senator Noel-Elkins also concurs with this, is that the language that is currently in this updated policy is clear. And it states that, "A person who has never attended college or university since graduating from high school is the first time in college. A student

earning college hours while in high school will be classified as a new beginning freshman, as a FTIC." We believe that this language is clear, and I think that the point that Senator Smith brought to our attention was that the other university documents like, for example, the scholarship page, are not as clear as this. So I brought that to the attention of Dr. Mavros and we believe that we go forward and we approve this this evening. I'm moving that we go ahead and approve this, and if we are able to do that, I'll ask Dr. Mavros to update that scholarship page to have it reflect the new language of the first time in college, and I will do that before the weekend if we are able to approve this this evening. So I move that we go ahead and approve it.

Motion by Senator Pancrazio on behalf of the Academic Affairs Committee to approve the Admissions policy revisions.

Senator Kalter: All right. I also just want to add that on, I think it's page 19, we added the word "students" to clarify that question that was brought up by Senator Mainieri. Do we have any debate on this one?

Senator Smith: Hi. First, I want to say thank you for the addition to this about the FTIC students. It's glad to see that that was heard and did not fall on deaf ears. And I apologize in advance, but I still think it's a little problematic to use the phrase "beginning freshman" at all. I feel like it's misleading to have two terms that refer to the same group, especially when one of those terms, the term being beginning freshman, has two different definitions for the university. So I think that we should drop the phrase "beginning freshman" from this policy altogether and just label it as "FTIC" just for the clarity purposes.

Senator Kalter: So I will ask Senator Pancrazio and by way of the committee whether they would consider that a friendly amendment or whether Senator Smith would need to offer that as a regular amendment with debate.

Senator Pancrazio: So you're suggesting a new... That we strike the phrase "a new beginning freshman" and say, "the following will classify a student as an FTIC?"

Senator Smith: Anywhere that the phrase beginning freshman appears in this section should be struck from it.

Senator Pancrazio: Look at item two, for example. It says "a person who enrolls in college..." and it ends with that line, "at Illinois State University we classified as a beginning freshman." It ends with that sentence. So if we strike that, we need to have something to replace it with. I, personally, find this entirely... I don't find the Senator unfriendly, but I don't find the amendment helpful. So if the Senator would like to go ahead and make another, an independent amendment, I would listen to it and listen to debate. But I think it's painfully clear. I think the problem is in the scholarship page.

Senator Kalter: Before I recognize Senator Smith again, I will also ask if anybody has a computer if they can look for the word, simply the word "freshman," because I think looking for the words "beginning freshman" might not capture all of the instances of it in this text since it's so long. In other words, we would want to know while we're debating exactly how many places we would need to revise and whether that is going to potentially cause any problems. So if somebody could do that while I recognize Senator Smith.

Senator Smith: I don't disagree that the problem lies in the scholarship page, but I think that it extends past the scholarship page where if you look at other aspects of the university – I mean, I can't think of any specific examples right now – but I know that there's other colleges and stuff like that where it says, you know, beginning freshman is 30 credits or below and then they classify everything as freshman, sophomore, junior, senior. So to have two different definitions that the university uses for freshman can be problematic for both the students and the parents as well as faculty and other university officials.

Senator Kalter: So, Senator Smith, I would give you probably two different options. One would be to offer a formal amendment to change all instances of either freshman or beginning freshman to something like FTIC.

Or, you could also make a motion to table this temporarily so that that can be investigated a little bit further given the length of the document. So I'll leave that to your judgment.

Senator Smith: I would motion to table it, then.

Motion by Senator Tyler Smith, Seconded by Senator Grzanich to table the Admissions Policy.

Senator Kalter: All right. It looks like we're going to have to do a hand count. I think I would call it as a "nay." It sounded like the nos were louder. And I guess... Yes, there were people right next to me. So would you like to have a hand vote so that we can see? Okay, so all who said yes to tabling, please raise your hand. And all who said no, now raise your hand. It looks to us like the nos have it. So, the motion to table has failed. Do we have any other motions to amend or any other debate?

Motion to table was called on a voice vote. A show of hands was necessary. The motion was not approved on a show of hands.

Senator Smith: Am I allowed to make the other motion?

Senator Kalter: You are.

Senator Smith: Then I would like to do that.

Senator Kalter: All right. Can you put it into a single sentence?

Senator Smith: I would like to motion to amend the document to remove all instances of the word "beginning freshman."

Senator Kalter: And to replace them where needed with...

Senator Smith: With "first time in college" or however it grammatically fits.

Motion by Senator Tyler Smith, seconded by Senator Pryhuber to remove all instances of the word "beginning freshman" and replace with "first time in college."

Senator Kalter: All right. Let's have debate then only on that amendment.

Senator Lewis: A point of clarification. So, is this just about, like purely about terminology with using the term first in college? It's purely about terminology and consistency?

Senator Smith: That's part of it, but also with clarifying it, it's going to make things easier for university officials to have less mistakes in terms of, like, if freshmen are only eligible for these scholarships and you're technically not freshmen, you know, based on this policy, it makes it easier to avoid mistakes like that.

Senator Lewis: Got it. Okay, thanks.

Provost Murphy: It's a question – I'm going to look at Senator Noel-Elkins. Does it seem like we at least need at one point in this document to clarify that we mean the same thing? Because we do... I mean, if we only use the term first time in college throughout this whole document and now we have something like 1,300 scholarships for freshmen, I mean, out in the departments... I did a quick web search. There are 1,300 places where we actually use the term freshman that we haven't changed yet. So, do we need at least...? I don't think we want to wipe it from the whole document. Don't we need at least one place where in our policy we make

sure we equate those two so that in other policies on campus, in other scholarships, in other documents where we're still using the word "freshman," we have a policy that equates those two? Am I overthinking that?

Senator Noel-Elkins: I would agree with you. I think we're... One of the discussions that we had separately is that we're looking at the Admissions Policy, and part of the Admissions Policy is also kind of a general understanding and the term FTIC is not typically used outside of the academy. I mean, most students would think of themselves as a freshman coming in. We learn the term FTIC, I think, when we come here. The other piece of this that we're talking about is... looking right now for the page in the catalog, but the other term freshman is for class standing, and that's where we're talking about the number of credit hours that a person earns that makes them a freshman, sophomore, junior, or senior. So, beginning freshman is simply the admissions terminology for classifying a student when they come into the university. When we're talking about the things like scholarships, eligible for scholarships, we're talking about the class standing that is part of the catalog, and that's where I can see the confusion does come in, but beginning freshman is different than freshman in terms of class standing. So, if that clarifies some of the confusion that we're having. But I think it would be confusing for the Admissions office to be forced into a situation to use only the term FTIC. That would make it... And I don't want to speak for Jeff here, but I think it would make it difficult in recruiting.

Senator Pancrazio: The first instance that we have here, and we did a search, it reads, "beginning freshman, also known as first time in college (FTIC)" so we do have the equivalence in this document. The confusion, naturally, and we all noticed it, is in the other document. The language in different policies advances at different rates.

Senator Byars: Just giving my perspective, I think that... I had never even heard the term FTIC until tonight, so I think for most people it's going to be easiest to say beginning freshman. I just think that's the logical thing to do.

Senator Blum: My question is, are there any scholarships that make the distinction between new beginning freshman and freshman?

Senator Noel-Elkins: There are some scholarships for incoming students, such as the Presidential Scholarship or the University Scholarships that are awarded to beginning freshmen. I am not aware... But obviously there are hundreds and hundreds and hundreds of scholarships for continuing students. I am not aware of any that are for continuing students that use the terminology beginning freshman, but some of the ones for incoming students (Presidential, University Scholars) are for beginning freshmen.

Senator Ferrence: So, I'm getting a little bit concerned from the point of view of when we start talking this terminology, it almost sounds like we're proposing to eliminate the word "freshman" from everything, and there is no such thing. So then what do we do with sophomores, juniors, and seniors? And the problem I have with FTIC is if that acronym stands for the words that we're using, to me, there are cases where first time in college, that doesn't mean ISU. So that means any student who would maybe take a summer course at any time in the past at a community college, well, they had a first time in college, and now they've been eliminated. Whereas if you say, you know, a beginning freshman at ISU... But you can't say that all students that come to ISU are first time in college. We have, you know... And it doesn't even mean the student got an Associate's Degree. So, the FTIC moniker really, to me, fundamentally changes the way we do everything.

Senator Kalter: Thank you. I have a concern that I want to express even though I usually would stay out of the debate, and that is that I want to note, first of all, the number of students who voted to table the motion – I'm sorry, to table the action on this catalog copy. What I'm concerned about is that if we proceed to a motion and we actually vote yes, we are going to replace all of these instances, we do something that the Senate tries not to do, which is to make sudden and swift changes without consultation with the administrators who have to carry out these items. So what I would suggest is that the Senate vote down the amendment. That we take action on this item right now but bring the question back for consultation because we're looking at a catalog deadline.

There are people who have to implement this catalog. This is a question that needs to be discussed further, and I think Senator Smith has brought up a very important and interesting problem, but that as he started out with an apology, that apology was very appropriate because we are at the action phase and it probably should have been worked out at the information phase. So that's my concern here, not to speak against the issue but that rapid of a change without consulting anybody in Admissions, having Senator Noel-Elkins and Provost Murphy have to stand in for other people who might be implementing this and what Senator Ferrence has just also contributed, those are all concerns in terms of moving this rapidly. Because we're putting our President in a position of having to invoke our Memorandum of Understanding and say I can't implement this change of policy because of what my administrators are telling me, and we don't necessarily want to set that precedent.

Senator Pancrazio: I would like to speak against that idea. If we look at... There are three different definitions to this so that I believe item number two or item number three would speak to Senator Ferrence's current concerns. Second of all, the problems that we're seeing are not in this document, but they're in the scholarships pages. And I've already spoken with Dr. Mavros and he said he'd be more than willing to look into updating those pages.

Senator Kalter: So which part of what I said are you...

Senator Pancrazio: I think we should vote this down.

Senator Kalter: As in, you think that we should replace all instances of...

Senator Pancrazio: I think this is ready to be voted on, and I would urge my colleagues to go ahead and approve this so that we can ask Dr. Mavros to update...

Senator Ferrence: I think you're referring to two different votes.

Senator Kalter: Could you clarify the "this" that you're talking about? Vote on the amendment?

Senator Pancrazio: My motion to approve this.

Senator Kalter: So, we're not debating your motion yet. We are on Senator Smith's amendment, which is to replace all instances of freshman or beginning freshman with FTIC.

Senator Pancrazio: I would urge that we would vote that down as well because there are as many as nine instances, and that still doesn't address the issue of the problems that are in the scholarship page.

Senator Kalter: So we're agreeing with one another. Thank you. Do we have any other comments?

Senator Horst: I agree with Senator Pancrazio, but I would point out that he brings a valid concern and this confusion as to whether or not there are scholarships that would be eligible for freshmen versus beginning freshmen, I think that's something that we can really address as a body. But the language as it stands before me seems clear, so I'm going to vote for this language.

Senator Kalter: Right. Remember, we're still debating the motion to amend. Do we have any further debate on the motion to amend?

Senator Smith: I just want to remind everybody that our jobs are not to do what is easiest but what is most logical. And judging by the response on the tabling issue that I amended, there's a lot of students that are confused about this because the majority of people who voted to table this were students who are also confused about this and who are also concerned about this. So I think that if we voted to pass this tonight, we would be largely ignoring the voices of the student body, which is what I'm here to represent.

Senator Kalter: Thank you. Further debate?

Senator Pryhuber: A point of information – how does one bring an action item into debate? I mean, make a discussion item into an action item or so?

Senator Kalter: We are in action.

Senator Pryhuber: We are in action right now?

Senator Kalter: Yes, we are currently in action.

Senator Pryhuber: All right. I would like to motion to vote then, if possible.

Senator Kalter: I see what you're saying. So, you're wanting to close debate?

Senator Pryhuber: Yes.

Senator Kalter: All right. Calling the question, and Senator Rubio is seconding. Somebody again remind me, do we have to debate that?

Motion by Senator Pryhuber, seconded by Senator Rubio to close debate.

Senator Ferrence: I believe (inaudible) question there is no debate. It goes to immediate vote.

Senator Kalter: Okay, thank you. And I believe, if I'm remembering correctly, we can ask if there are any objections to closing debate. Senator Horst, were you about to object to closing debate?

Senator Horst: Somebody to read the language that we're proposing. I'm even confused as to what language... Where exactly are we replacing the term beginning freshman? So it says we're taking out "beginning freshman and also known as first time in college." Are we just taking that out and leaving "first time in college?" What exactly are we doing?

Senator Kalter: I don't think that we can read every single instance, but it would be replacing the word "freshman" or "beginning freshman" in every place in the 20-page document with the word "FTIC," or the words "first time in college."

Senator Horst: So what would the student classifications in the first sentence, what would this read? Would it say, "First time in college: The following will classify a student as a first time in college:"?

Senator Kalter: Correct. That's correct. All right. If there are no objections to closing debate, let's just do a formal vote on that.

Motion to close debate was unanimously approved.

Senator Kalter: All right. So we've closed debate on the motion. Now we are going to vote on the motion itself. And again, we're voting on the motion to amend, just so that everybody's clear about that.

Motion to remove all instances of the word "beginning freshman" and replace with "first time in college," was not approved.

Senator Kalter: It looks like the nays have it. We move back to Senator Pancrazio's motion. Do we have further debate on his motion?

Senator Grzanich: And so now we're discussing the language that says specifically, "beginning freshman, also known as first time in college," correct? And so that, in my opinion, alleviates all confusion in regards to whether or not it's a beginning freshman or a freshman or first time in college, and that instance in and of itself should solve the problem that we previously discussed, leaving this document as something that I believe should be passed.

Senator Kalter: Thank you, Senator Grzanich. Do we have any further debate?

Motion to approve the changes to the catalog copy for the Admissions Policy was approved unanimously with the exception of Senator Smith, who voted against the motion.

Senator Pancrazio applauded Senator Smith's courage and courage of conviction.

Senator Pancrazio: (Inaudible...to the effect that he had been in Senator Smith's position before.)

Senator Kalter: Yes, exactly. So have I. So have I. All right. And actually I think we should all clap just because we had an actual debate on the floor of the Senate. Excellent! Thank you very much.

All right. We're going to move on, and actually I was going to do this anyway. It looks to me like Faculty Affairs Committee, we have a number of policies in action, and I think that we can move them all as a slate. Senator Liechty, you can make the decision, but that's my suggestion.

Senator Liechty: Well, if we want to have a hard stop at 8:15, I would suggest we go through them and vote on each one because we may end up at 8:15 and not have even gotten through them all. So that would be my preference, I guess.

Senator Kalter: You want to do them one at a...

Senator Liechty: So we can at least get some of them off the table.

Senator Kalter: Oh, I see what you're saying. All right. Go ahead. Whichever way you want to proceed is fine with me.

08.19.15.02 Policy 3.3.2 Faculty Hiring Procedure (Faculty Affairs Committee)

Senator Liechty: Well, let's start with the first one, then: Faculty Hiring Procedure. All we did to that was update some language. We eliminated a lot, as you can see, in the document and we defined faculty as one of three: Tenured/tenure-track, non-tenure-track, and terminal. Anything other than that is not covered by this policy because it's not faculty.

Motion by Senator Liechty on behalf of the Faculty Affairs Committee to approve the Faculty Hiring Procedure. The motion was unanimously approved.

11.17.15.04 Policy 7.1.39 Honorariums (Faculty Affairs Committee)

Senator Liechty: The next one is Honorariums. We reviewed that; we made no changes. I move that we accept that as-is.

Motion by Senator Liechty on behalf of the Faculty Affairs Committee to approve Honorariums policy. The motion was unanimously approved.

Senator Kalter: And before you say anything, we are going to put that one on the non-Senate list from now on. It will have to have somebody argue successfully to the Executive Committee that there is a good reason to take it off if the Senate wants to see it in the future rather than going on the five-year cycle.

09.09.15.06 Policy 3.2.4 Salary Adjustment (Faculty Affairs Committee)

01.18.18.02 Policy 3.2.4 Salary Adjustment (Faculty Affairs Committee)

Senator Liechty: Salary Adjustments. The only change is the sentence "as background information the Board will be provided a full listing of individual salary adjustments," which we eliminated, and we re-paragraphed it then. So I move that we accept it in this form.

Senator Kalter: So just to reiterate that, we crossed out that line about the Board?

Motion by Senator Liechty on behalf of the Faculty Affairs Committee to approve Salary Adjustment policy. The motion was unanimously approved.

08.18.17.07 Policy 7.4.2 Proposal Flow and Review (Faculty Affairs Committee)

01.18.18.01 Policy 7.4.2 Proposal Flow and Review CLEAN COPY(Faculty Affairs Committee)

Senator Liechty: This would be Proposal Flow and Review. We updated the language reflecting changes in grant administration and removed the procedural section.

Motion by Senator Liechty on behalf of the Faculty Affairs Committee to approve Policy 7.4.2. The motion was unanimously approved.

Senator Kalter: Excellent. We're at 8:11. You got a couple minutes left. Time and Effort.

08.18.17.08 Policy 7.4.5 Time and Effort Policy (Faculty Affairs Committee)

Senator Liechty: Time and Effort Policy. We removed the procedural section. Other than that, there were no changes.

Motion by Senator Liechty on behalf of the Faculty Affairs Committee to approve Policy 7.4.5. The motion was unanimously approved.

Senator Kalter: All right. And we've got two minutes left.

08.18.17.09 Policy 7.4.6 Cost-Sharing (Faculty Affairs Committee)

Senator Liechty: And finally – Wow, I surprised even myself here. The Cost Sharing – we did some minor updates to the language. No substantive changes to that. So I move we put that on the floor for approval.

Senator Kalter: Excellent. And thank you for cross-referencing it to the Time and Effort Policy. That's very helpful.

Motion by Senator Liechty on behalf of the Faculty Affairs Committee to approve Policy 7.4.6. The motion was unanimously approved.

Senator Kalter: Excellent. We got through the slate as a non-slate. And we're not going to move on to our information items or our committee reports because if we do we're going to go over our hard stop time. We're not... Well, does anybody have any brief communications for the Senate? Plays that are going on, musical festivals, start-up showcases. Nothing like that? All right. In that case we need a motion to... Oh, Senator Pryhuber, sorry.

Communications

Senator Pryhuber: So the Civic Engagement Committee, in March we are throwing a whole campaign for voter registration. So if you can drop a line to your respective colleges, we will have information sent out to you shortly about what exactly the events going on will be, but just look out for that.

Adjournment

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

Thank you very much. Have a great third and fourth week, and we'll see you in a couple weeks. Faculty are going to stay here for the Faculty Caucus.