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## Senate Meeting, April 8, 2020

Academic Senate, Illinois State University

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## **Academic Senate Meeting Minutes**

**Wednesday, April 8, 2020**

**7:00 P.M.**

**By Zoom**

**APPROVED**

### ***Call to Order***

Academic Senate Chairperson Susan Kalter called the meeting to order.

### ***Roll Call***

Academic Senate Secretary Martha Horst took the roll by entry into the online platform and declared a quorum.

Senator Kalter: All right. As you can see by our agenda, it's a little bit different this time. We're going to be starting immediately with our Action Items and Information Items, so that we can basically move these items off of the Senate docket for the year, if possible. And perhaps not have to hold an April 22 meeting, so that everybody can get a little bit of their time back, put it back into teaching and learning and research, if any of that is getting done nowadays. We'll see where we are after the fifth item, and then also by the deadline for urgent business. Most of the time our deadline is tomorrow at noon, but as we may have urgent business, we're going to have to have that be until next Thursday. We're also going to be observing a hard stop time tonight between 8:00 and 8:15, so that the Faculty Caucus can meeting to discuss some important issues that are impacting faculty with all of the COVID issues going on. So, that's just the opening. So, we're going to move first to the Facilities Naming policy and I'm going to have Senator Marx give us that one.

### ***Action Items:***

***03.02.16.03 Policy 6.1.37 Facilities Naming Current Copy (Administrative Affairs and Budget Committee)***

***04.02.20.02 Policy 6.1.37 Naming of University Facilities and Entities Markup (Administrative Affairs and Budget Committee)***

***04.02.20.01 Policy 6.1.37 Naming of University Facilities and Entities Clean Copy (Administrative Affairs and Budget Committee)***

Senator Marx: The Administrative Affairs and Budget Committee brings the naming policy once again. It was tabled last time in light of a proposed amendment, which the committee considered to be a friendly amendment.

Senator Kalter: All right. And we're going to have Senator Horst read that amendment, because there have been some tweaks to it this morning, based on some contributions from Senator Mainieri.

Senator Horst: Thank you. This is the wording after consultation with Senator Mainieri, who had some great suggestions. "In the naming of academic entities, the committee shall request a written report on the proposed naming within a reasonable timeframe from administrative leadership within the entity (such as the college dean, the department chair/school director) and faculty and staff members of the entity."

Senator Kalter: Thank you. I'm going to go back for a moment to Senator Marx. Senator Marx, my understanding is that you were taking that as a friendly amendment, including the changes from this morning. Is that correct?

Senator Marx: That is correct.

Senator Kalter: Okay. And I want to make sure that everybody understands where that friendly amendment is going, because it's not on the copy. Raise your hand if you're confused about where that amendment is or if you have any questions about it. All right. It looks like that's straightforward. In that case we... Senator Marx, did you put it on the floor formally?

Senator Marx: I wanted to check one thing and that is that there was an additional sentence on there that each college should develop a procedure for responding to such requests for a written report that will maintain the required confidentiality of the naming process.

Senator Kalter: Okay. So, you just wanted to articulate that, just to say that that was part of the original friendly amendment?

Senator Marx: That is correct.

Motion by Senator Marx, on behalf of the Administrative Affairs and Budget Committee, to approve the changes to policy 6.1.37 Naming of University Facilities and Entities. The motion was unanimously approved.

***02.11.20.04 Alcohol Policy Current Copy (General Counsel)***

***04.01.20.01 Alcohol policy Mark Up (General Counsel)***

***04.01.20.02 Alcohol policy Clean Copy (General Counsel)***

Senator Kalter: We're going to go next to the Alcohol policy. You might remember that this one got brought to us by General Counsel, as it says on your agenda. Last time, we had some comments about it but not a lot of controversy, and so Exec decided to put it on for Action. I believe that we have somebody from Legal if we have any questions about it tonight. I think that was... Wendy Smith is here from Legal if anybody has any questions. Ms. Smith would you like to say anything about this at all?

Ms. Smith: No, just if you have questions. We had answered the questions in writing, and I think that got distributed to everyone. So, if anyone has any further questions, I'm happy to answer them.

Senator Kalter: Terrific. So, let me see if anybody does have questions. If anybody does have questions, please raise your hand, virtual hand. (Pause) All right. We're seeing no questions about this one, looks like. Okay.

Motion by Senator Mainieri, seconded by Senator Lucey, to approve the changes to the Alcohol policy. The motion was unanimously approved.

***01.23.20.05 - Policy 1.6 Religious Observances CURRENT Copy (Academic Affairs Committee)***

***02.25.20.01 - Policy 1.6 Religious Accommodations AAC MARK UP (Academic Affairs Committee)***

***02.20.20.02- Policy 1.6 Religious Accommodations CLEAN Copy (Academic Affairs Committee)***

Senator Nikolaou: This is the policy that we saw a couple of meetings ago. And the main question we had was about the meaning of dock time. So, we contacted Human Resources, and Janice Bonneville responded to our question, and she said that dock time is time away from work that is not paid. And because this policy is supposed to be applied across all employees, it is necessary to have a reference both to paid and unpaid time in case an accommodation cannot be granted. And then there was a question about the faculty, how it would work with the faculty members, how they would be affected. But then, faculty are going to be more flexible, because it's going to be easier to reschedule their class, for example. And I think that was just a clarification for the dock time. But other than that, we didn't have any other recommendations, and that's why the committee would want to put it forward for a vote.

Motion by Senator Nikolaou, on behalf of the Academic Affairs Committee, to approve the changes to the Religious Observances policy. The motion was unanimously approved.

Senator Kalter: All right. Terrific. We have the usual unanimity. So, we have three new policies, or three improved policies. We're going to go now to our Information Items. I just wanted to let you all know that because we chose to cancel the March 25 meeting, we may move some of these to Action tonight, because they've been waiting for a while (one of them has been waiting longer than the other). But we're going to start with the Information Item from Associate Provost Ani Yazedjian, and I believe I saw her here, so I'm going to unmute both her and Provost Murphy, so that they can give us some background on this one.

***Information Items:***

***03.12.20.03 From Associate Provost Ani Yazedjian: Request for additional one-year term Academic Planning Committee for 2020-2021***

Associate Provost Yazedjian: I can jump in. This is Ani Yazedjian. Thanks for the time this evening. We're just requesting a one-year additional Academic Planning Committee, a one-year term for an additional planning committee, because next year we're going to have 27 program reviews to conduct, 25 degree programs, and 2 centers, and that's just not possible for one committee. So, we've presented a breakdown of how the two committees would review the program reviews.

Provost Murphy: The only thing I would add is that program reviews are on an eight-year cycle, and eight years ago we did the same thing. We had two committees, had a special year when we had two committees to handle this large number of programs.

Senator Kalter: Terrific. Thank you. And does anybody have any questions about this one? (Pause) All right. It looks like no. I just want to reiterate, as you sort of heard, the Academic Planning Committee does internal reviews of our programs that go first to the Board and then to the Illinois Board of Higher Education. So, this is a really important, and as I think the memo

says, a work horse committee, a lot of work. So, this is a really good idea to split the committee when it's this loaded.

Motion by Senator Mainieri, seconded by Senator Marx, to move this to an Action Item.

Senator DeGrauwe: I do have a question. I'm confused as to how this goes. So, if this passes, to move to an Action Item, are we voting on this exactly? So, what's the Action Item going to be?

Senator Kalter: Ah. So, the Action Item would be to approve an additional Academic Planning Committee. So, in other words, the external committees of the Academic Senate are usually run through the Rules Committee, right. So, they create our Blue Book and sort of the structure of the larger Senate system. This kind of thing though doesn't really, you know, it hasn't traditionally gone through a committee, because it's sort of, you either do it, or you don't, doesn't need a lot of debate. And so, what would happen essentially is that we're saying that we're going to double the committee in the Blue Book. Does that make... is that clarifying or no?

Senator DeGrauwe: Yes.

Senator Kalter: Okay.

Senator DeGrauwe: Thank you.

Senator Kalter: You're welcome.

The motion to move the item to an action item was unanimously approved.

Motion by Senator Seeman, seconded by Senator Vickers, to approve the addition of a second Academic Planning Committee for 2020-2021. The motion was unanimously approved.

***02.01.18.10 Policy 4.1.4 Dress Codes CURRENT (Academic Affairs Committee)***

***03.31.20.02 Policy 4.1.4 Dress Codes MARK UP (Academic Affairs Committee)***

***03.31.20.01 Policy 4.1.4 Dress Codes CLEAN Copy (Academic Affairs Committee)***

Senator Nikolaou: The Dress Code policy, we saw it last year, and then we also had it as an Information Item during the fall. So, we went down the list of all the comments that we had from last year, and the fall, and we incorporated them in the policy. And that's why you will see that it is much different compared to the existing policy. Some of the comments that we got last time is to make sure that it is clear that the policy is going to be course specific, and not department specific or a college specific policy, that they need to reflect learning objectives of the courses, that they need to reflect national standards that are common to the discipline. That they cannot be of general applicability. That they need to be consistent with several policies, such as the Grading policy, the Equal Opportunity and Non-Discrimination policy. We cleaned up other reference to the Code of Student Conduct. Also, then, because it was a question about if the bullet points in what we saw during the fall were "ors" or "ands," so, could you just choose a bullet point from that list. So, we cleaned that up so that it is clear, that now, there are three general categories for dress codes: for Health and Safety, for Community and Performative

Norms, and then for Classroom Based Professionalism. We clarified where is going to be the final appeal. What is the time period when the dress code is going to be reviewed? And then we also added about the accommodation statement and the enforcement statement. And we ran the whole policy through the General Counsel, and Wendy Smith was the one that helped us with the policy. So, these are all the changes. So, if you have any questions, comments.

Senator Mainieri: I did have a question regarding students, for example, that are on practicums or those type of experiences. I imagine that falls under the II, Dress Codes for Community Norms. And I wonder, if an agency has dress codes in place that are discriminatory, or impact groups differently based on protected classes, like we know can be the case, what protections are there for students against those dress codes that aren't under ISU's specific purview, but the student would be impacted by it? Would that be an accommodation they could request or does this policy provide for consideration of that?

Senator Nikolaou: I think that might be reflected on the last sentence under II, where it says that all the... this would be clearly communicated in the agreement, or the intercept agreement, or the student handbook. But then, maybe Wendy Smith knows more about the legal component, because I don't know about the legal component.

Ms. Smith: For the most part, all of our agreements with practicum sites include our standard non-discrimination language. So, if we do come up with a problem regarding that, we typically will ask the site to follow our non-discrimination language and might even assess whether it's reasonable under our language, but we can't require them to. We've had that happen a few times where a site has, not necessarily in a dress code issue, but in other issues, a site is doing something that is not necessarily in line with our non-discrimination policy. For instance, we've had that in a pregnancy case, and so we have reached out to the site and... I mean, we work case by case, but if in that situation, if we were not able to get that site to work within our language, then we would work to find them another site, or work with the student to get the situation resolved. But, as an institution that has non-discrimination laws, we are responsible to the student to help the sites comply with those laws, although we can't force them. So, sometimes all our alternative is finding them a new site. But we work very closely, and try to put that non-discrimination language in every affiliation agreement that we have for either a hospital, or a school. So, when we've had those come up, we've been able to work through them.

Senator Mainieri: Thank you.

Senator DeGrauwe: My question might be more towards the Provost. How long would an academic, or someone in a class, have to put in an appeals process? So, right now it's saying there should be an appeals process. If someone doesn't have an appeals process, how long would they have to get an appeals process in place if this gets passed tonight?

Provost Murphy: You know, I don't know that I have the answer to that. I might look back to the committee to see if they've talked through this as a process. I don't know that we've ever had an appeal of the dress code before.

Senator Nikolaou: And for the appeal, we do say that it should be explicitly described on the syllabus. And then if they still have a concern about the dress code, then it's going to move to the Provost. But we didn't talk about a specific time period, because we thought since it's going to be course specific, and it has to be on the syllabus, then the chair or the director of the unit, they would need to approve it. So, if it is something that it doesn't seem right (in terms of the dress codes), it's going to be addressed, it's going to be fixed at that level. But then, if there are still concerns and they want an appeal, then it would go further. But we didn't mention specifically about time periods, no.

Senator DeGrauwe: Okay. Thank you.

Motion by Senator Nikolaou, on behalf of the Academic Affairs Committee, to move the Dress Code policy from Information to Action Item. The motion was unanimously approved.

Motion by Senator Nikolaou, on behalf of the Academic Affairs Committee, to approve the changes to the Dress Code policy. The motion was unanimously approved.

Senator Kalter: All right. It is a long time coming, I believe this one has been being debated for over a year. So, I want to thank not only Senator Nikolaou's Academic Affairs Committee, but the previous ones. Senator Pancrazio did a lot of work on this one with the group that he had last year, maybe even the year before. So, thanks very much for that.

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

Senator Kalter: All right. We are now done with our Information and Action Items. And what I'm going to do, because the Caucus does need to, at some point, start, we're going to group all of the comments together tonight. So, I actually already gave, in a sense, my Chairperson's Remark, just to sort of explain what we were doing tonight. And other than that, I just want to wish everybody well, and I hope you all are still adjusting well to the new environment and things are going as well as can be expected and everybody's staying healthy.

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

Senator Solebo: I just want to say, I have no report, but I wanted to remind everyone how hard of a time this is for students in all regards, with online classes, and having to adjust for that, especially since a lot of student feel that learning is very difficult online when classes are usually meant to be in person. Yeah. I just wanted to make sure that that was still remembered and known.

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

##### **• *President Larry Dietz***

President Dietz: Very good. Thank you very much. I'm kind of glad I don't have the opportunity to vote because I couldn't find my virtual hand, so. The rest of your virtual hands look great, and the waiting room is the best waiting room I've ever been in for tonight, so thank you for all of that. I've invited a few extra folks to the Senate tonight, Vice President Vickerman. Pat is there and I'm going to have him say a few words at the end of this about the Redbird Response program that we've put into place. But also, I've invited Eric Hodges, head of our Emergency Operation Center, Janice Bonneville from Human Resources, and Brent Paterson also to be on

the call tonight, in case there are questions that you might have that I might not do as well of answering. So, I have scripted myself a little bit in the interest of time tonight, so let me just charge through this. I really have three points.

The first point is a huge thank you. And that thank you kind of encompasses the following and that is a great deal has gone on since we last met. During these challenging times, we've come together as a Redbird community and made strides in and out of the classroom. Certainly, respect Senator Solebo's comments about online education. Kudos to the students who have made the transition and are still making that transition to online classes. And to the faculty, most of whom may not have taught online, for making the transition as well. So, to me, everybody's making the best of... not the situation we wanted to be in, but my hat's off to everybody for doing what they have at this point. Kudos also to the AT staff for keeping the system up and running. To essential staff who physically come in each day, to those working from home, many of whom have responsibility for ensuring that university work gets done while at home. But I know that many others also are helping educate their own children in the middle of all of this, and so hats off to those individuals who have some extra responsibilities they wouldn't normally have if they were on the campus at work. To the EOC staff members, members of the cabinet, members of the Academic Senate, academic advisors, key administrators, and the list goes on and on and on. And I know I'm leaving some people out there, but I just think it's been a great effort under challenging times, and I think as I talk to my presidents/chancellor colleagues today (we had a 3:00 conference call), and we have been touching base with each other every few days, my sense is that we're doing as well as anybody, and frankly, better than most on this. So, kudos to everybody.

Second part of my comments are really about some key decisions that have been made and some others that are in the offing that I want to announce tonight. The decision about the pass/not pass, withdrawal, and incomplete letter, that went out to student, faculty, and staff, it was a joint effort, a collaborative effort, and a lot of people were involved in that. I want to say thanks to Provost Murphy and her staff for doing a yeoman work, to Academic Senate Executive Committee for providing input, to many others who were solicited through the Provost or through Senator Kalter and the Academic Senate for providing input into all of that. I think it's the new temporary change to the policy will allow students a lot more flexibility. I've heard from a number of those students directly, saying thank you, thank you, thank you. That now some of the anxiety is out of the equation and we've given them more time to make some decisions.

Also, the decision to refund room and board. You've probably read a little bit about that. We're not exactly sure the exact cost of that, but we've let students know that those that were living in our residence halls will receive a refund based upon a proration for the rest of the semester, and we've told them that we hope to have those refunds back to the students and their families, or wherever the payment originated from, which is not always the student and their families, but to whatever accounts they came from. We want to have that done hopefully by the end of April. That's going to be at a cost, we guesstimate right now will be somewhere in the \$15 million range. So, that's a very large ticket item, and it's same as true of all the other public universities.

Also want to mention tonight, again, after a conversation that happened this afternoon at 3:00 with other presidents and chancellors, and also with discussion with cabinet and the EOC group,



we've been addressing summer classes and summer activities on the campus, and we haven't sent out any message but want to do that tomorrow. We think it's in the best interest of health and safety that all summer classes continued to be offered online. Right now, only about 10% of the classes that typically are offered in any summer term are not offered online. So, said another way, about 90% are offered online and that's been the history of summer classes. But about the 10% that have not been offered, we want to move those to an online environment. Other programs such as summer Preview, we also are going to be moving that into a virtual presentation, and the staff need some lead time to get all that done. So, we'll be announcing that hopefully tomorrow as well.

And then a big issue about summer camps, conferences, events scheduled arranging from events in the Bone Student Center, to summer athletic camps, cheerleading camps, different sporting camps, lots of different things that have been planned on being offered this summer. Some folks have canceled out of those activities on us. Special Olympics being probably the largest. They cancelled with us, but it's our sense, again in health and safety, that we would encourage those events that could be postponed, to postpone. But some of them, it's only a summer event, and so there's really no opportunity to postpone. So, for those that can't be that they be cancelled and the timeframe that we're looking at that that would be effective at least through July 31, 2020, which gets us through, basically, the bulk of the summer. This also would include summer study abroad, faculty and staff travel, except that is deemed essential. Also, Spring Commencement, we've already, I think, covered some of that. It's going to be offered virtually, staff is working on that right now. I'm going to be sending out a letter to graduating seniors, or an email to graduating seniors asking for some feedback about their experience overall at the university, and their experience during this challenging time, and with the idea that I will select some of those responses to be included in my commencement remarks in the spring. So, it's another opportunity to try to interact again with our students, and particularly our graduating seniors. Those individuals will also be encouraged to... if they want to walk across the stage physically, we're inviting them to be a part of our December Commencement and we hope that many will take us up on that offer.

And then the third kind of category is a broad one that is really kind of about the future. And I wish I could tell you that my crystal ball is crystal clear, and we know what's going to be happening tomorrow, and next week, and next month, and on, and on, and on. Obviously, I can't do that. I will tell you that the conversations that I've had with the presidents and chancellors of the other institutions is that we're all pretty much in the same boat, and that boat is one of uncertainty. But there are some things that we need to pay particular attention to. One would be enrollments for this next year. Right now, our enrollment deposits for this fall are down 17%. That's a big number, and it's a decline, which we're not used to reporting on this time of the year. We're generally used to reporting on good news, and things are moving along swimmingly. I will say that there is some good news in all this, in that the housing deposits (in a conversation this morning) seem to be pretty steady. So, that's a good news piece of that. My sense is that our brand (I've mentioned this before) as an institution is very strong, our academic programs are strong, our co-curricular aspects of the university are very strong. And so, my sense is that these numbers could turn around very, very quickly. I think the biggest issue, or a couple... Number one is whether or not people feel safe. And if you look at the Wuhan example, they opened back up today. Now there's a lot of careful behavior, there's a lot of masks. If you watched the

evening news, you saw that the city was lighted in a way that perhaps it hasn't been in quite a while, and they really closed down the latter part of January. So, if you look at that as a timeframe, who knows what happened before the end of January in China, we probably will never know that, being that it's a communist country and they tell us what they want us to hear. But nevertheless, if you use that as a little bit of an example, end of January until April 8. If, in fact, the United States, and again, evening news they're saying that perhaps the death toll may max out in about four days. So, all the states are hitting and the major cities are hitting peaks at different times, but if in fact we have some relief from this in May or even June, my sense is that a lot of folks who may be just very hesitant, may be fearful, may be conservative about the future. If they're feeling better about that in June, July, or frankly even the first part of August, these numbers can turn around very quickly, and I think they would turn around very positively for the university. But nevertheless, there's a lot of mixed signals of sorts in all of this.

The stimulus package, I think, will help. There are a couple of simulations out there about how much Illinois State University would get from the stimulus package. The American Council of Education has put some rough numbers together. I don't think that they're sophisticated by any stretch, but they've given us some kind of sense, but I haven't seen a formula for Illinois, and then for all the institutions within Illinois. So, I'm hesitant to even talk about a dollar amount because the other thing that I think is an optimistic point is that the Democrats plan to put together a second stimulus package that I think so far has gotten some positive footing from at least other Democrats, but I think there may be a second stimulus package which could positively affect the financial piece for the university.

But today also the Standard & Poor's issued a new report and has downgraded the State of Illinois to a negative position. And it's a BBB-. So, luckily right now, we're not in the process of borrowing money. We generally do at different times, and that will probably continue, but with a downgrade like that, it means that the interest rates will be higher than normal, and so that's a negative factor for us. We've also heard recently from surrounding institutions, and again these are both private, and so we're at a different position as a public institution, but Bradley University, for example, had a statement from the current president--though he's retiring at the end of June, so I don't know if the new president has heard the new statement, or was involved in this or not--but they're anticipating that Bradley will have somewhere in the neighborhood of a \$40 million cut, and that represents basically 25% of the entire budget. I'm not aware of other Illinois institutions, particularly publics, that have said anything about that. In my call today with other public presidents and chancellors, they're beginning to put together simulations for budget scenarios for the fall. Everybody, you know, is planning for the worst and hoping for the best, and if these stimulus packages come in, if in fact the Coronavirus can move out of here where people are feeling more safe, and if people who have lost jobs, can get jobs back, I think that changes the whole ball game for the fall. If that doesn't happen, I think we're gonna have to be more fiscally conservative than any of us would like to be, but I don't have a road map for that yet. But we're beginning to discuss things, and I'm beginning to discuss those things with other presidents and chancellors. So, that's just a, you know, kind of an update, if you will, about that.

There have been a couple of other states that have already announced budget cuts, fairly dramatic budget cuts, and I think it's Arkansas, and I believe Missouri is also talking about some budget cuts. Illinois's not done that at this point. And we do have a Governor who's been a pro-

education Governor. So, all those are good things. Again, I just wish my crystal ball was clearer than it is, but it's not.

I will say on the academic program side, I had a conversation today with Ginger Ostro, the new Executive Director of the Illinois Board of Higher Education, and they cancelled their March meeting for obvious reasons, and their next scheduled meeting was not until June. In talking with her today, she was saying they are going to put together a virtual IBHE meeting in May, she didn't have a date yet, but she hoped it would be early May, and we have some academic programs that are kind of waiting for IBHE approval, and so I'm delighted that we may find out about that in May versus June. So, with that, let me stop, and I would volunteer myself and any of the other people that I mentioned earlier in my remarks to be available for any questions that you may have.

Senator Kalter: Any of you who Dr. Dietz mentioned or any of the VPs, if you have anything that you want to add before we go to Q&A, this would be the time to do it.

President Dietz: Let me turn to Pat for just a second. This really came up as a suggestion from a faculty member who said, you know, I know we've got a lot of students that are hurting financially and if I could do something, I'd like to do something. And we began to talk about that more. And out of that came the Redbird Response (COVID Response) account. And Pat would you say a couple of words about that.

Vice President Vickerman: Sure. Yeah, we established just about a week ago the COVID-19 Redbird Response Fund to support students that are experiencing hardship because of COVID-19 and the Coronavirus. So, we're still pretty early in the promotion of this particular fund. As we sit here, I was able to check, we have 84 donors that have given \$7,455 this far. And again, we're early in the promotion of this. This is our first full week of getting it out to the public. Obviously, we had other things to tend to early on, but we feel good about the messaging, and we're confident that the Redbird family will step up and support our students as we get this out to more folks to support.

President Dietz: Another comment about private funding, kudos and hats off to the IBHE staff and to the Governor, really, for really trying to tap into some corporate money, and some foundation money, to help with student financial stress. They have a goal of raising about \$4 million and that money will be deposited into an account in one of the foundations at one of the universities and then based upon a formula that may have some Pell Grant eligibility, and those kinds of things, will then be divvied out to public universities to help supplement programs like COVID Redbird Response. We also have a red and white account that is privately funded that is out of Provost Murphy's Enrollment Management area. I know that's been really heavily hit recently to the tune of, I think over \$150,000, I believe, has been given out from that fund. But the state is trying to step up and help raise some money from some organizations that individually our institutions probably would not have been able to tap into.

Senator Stephens: I wanted to add some color around President Dietz's comments about the S&P report this afternoon. It's a little bit more optimistic for ISU than the rest of the schools in the state besides the U of I system. There are only two schools in the state, everybody received the

negative outlook, all the public institutions received it because it was hinged around the state revenue streams that they feel will be negatively impacted by the Coronavirus, at least for the foreseeable future. But ISU and the University of Illinois system were identified in the report as being two of the schools with the strongest balance sheet, and the strongest academic curriculum record, and positive attributes. Because we're still identified as three credit notches above the state. The state sits at, I think, BBB-. We sit at A-. And University of Illinois system, I believe is at A- as well. So, even though the report is certainly a negative thing, ISU is listed positively in that report. And the last note is that the President is right. A credit change like this doesn't change our existing interest rates on any of our debt. All of our debt's fixed rate debt. It's not variable rate debt. It's not marketed daily, like some schools choose to have in their treasury environment. We're all fixed debt. So, going forward as we... if we have data offerings, our credit rating will certainly be viewed, but we've been actually pretty successful in the past, even when negative situations like this occur, that the market sees ISU as a very strong school and doesn't offer us as negative of an implication at our interest rate. So, I still feel very positive about this, even though it is some news about the state and about the country. But I believe that ISU's at a very good position to succeed out of this negative situation.

President Dietz: Thanks, Dan. If I could turn to Eric for just a minute, Eric Hodges. One of the things that I have heard is that I know a lot of folks that follow on a daily basis or check in every now and then, you know, how many cases have there been in McLean County. How many have tested positive. What's the communication piece on all of that? And I think there's also a lot of questions that come up that somebody's heard about another person, and are they affiliated with the university, and what's the scoop on all that. But I wanted Eric to take a minute if you would to tell us about the communication between the University and the Health Department, what we can say when.

Mr. Hodges: Sure. Can you guys hear me okay? Okay. So, there are about 62-63 cases in Mclean County right now. The way it works for ISU, we got some good clarification on this earlier in the week, they will contact ISU, the Health Department will, if the following conditions are met: we have a positive case that is directly indicated with a university member that is working on campus, living on campus, or has recently been on campus. So, if we have, for example, a student that has gone back home, up in the Chicago area or wherever, outside of our area and they test positive, McLean County will not notify us about that. The host county (Cook County, Will County, DuPage, wherever) will not notify us about that. So, we get notified about a positive case that has recently been on campus. All right. So, that's a positive. So, at ISU right now, we don't have any that have met that condition, yet, so we're at zero there. If we do get our first one, if and when we do get our first one, we will put a banner on our website indicating what's happened. We plan to email the entire university community. And we will implement the various emergency response plans that we've already put in place, we've been developing them over the last several weeks. So, dining has a very good set of plans. Housing has a very good set of plans. Facilities, and so forth. So, we will implement those plans when the time comes. Enhanced cleaning and moving dining to other areas if we need to do that. So, that's how communication would work and the flow of information for a confirmed positive.

The other type of case is called a presumptive positive. That comes from a healthcare provider after you have been on the phone and they have spoken with you about your signs and

symptoms, your travel, and so forth, or you've gone to a testing site, or you've gone to a healthcare provider. You don't have a test result back yet, but based on everything the healthcare provider is seeing, they're saying yes, you almost certainly have it, we're going to call you a presumptive positive case, and we want you to implement all the same procedures as if you were a confirmed positive. So, hopefully we get notified either by the student or the employee, and we implement those same emergency response procedures that I mentioned a little bit ago. The dining center, we'd do the dining center plan. If it's in Housing, we do that plan. If it's a member of the... another staff member that's working on campus, we'll implement those plans. And then we will communicate with all of the people that would be impacted by that presumptive positive case. So, that's a lot of what we've been working on over the last several weeks, is what those individual response plans look like. What the threshold is when the county would let us know. And then how we would communicate with the campus community, if and when that takes place.

President Dietz: Senator Kalter, I'll turn it back over to you, but those are some things that I've been hearing about. So, if you or the other Senators have questions, we'd try our best to answer them.

Senator Kalter: Yeah, and it looked like Senator Murphy, and also Senator Johnson also had their hands up for a couple comments before we go to questions.

Provost Murphy: Sure, and I'll try to make this quick. You know, this really has been all consuming for everybody, and I understand that. But I do want to share that there are some things that are moving forward and some really exciting things, for example, the image of research finalists have been posted on the Office of Student Research and you can go take a look at those images off the Student Research website. We're working on plans for a virtual Research Symposium. You know, we normally hold that in early April, but this year we're going to have that all online, and those research presentations and posters will all be available, we think, at the beginning of May. We think we'll have about 90. We usually get about 140 students that participate in the Research Symposium, but we think that 90's going to be a pretty good number for students that are still going to be able to present their research virtually.

Although budget presentations we cancelled, I do want you to know that for all of the colleges, their annual report from last year and then their budget request, or budget presentation for the next year (their planning documents) are available on the Provost's website. So, please take a look at those when you have time.

And then, finally, I did have the opportunity, several of us did, to attend a Zoom reading of a play by the Theatre faculty, and it was just an amazing event because about 100 students participated in that and were able to connect with their faculty and have conversations with the faculty before and after. So, I do want to kind of play off of what Senator Solebo said, and I just strongly encourage you and your colleagues to find ways to connect with your students. To really allow them to still feel that individualized attention that is ISU. You know, when they email you, please email them back. Even if it's just to say, hey, I got your email, I'm going to address that in class. But find ways to reach out to them. We're very worried about those students that are feeling a little bit disconnected. I know, Senator Johnson, you and your Dean of Students Office

(and you can talk a little about that) are doing extraordinary things to reach out to students.  
Senator Mainieri, (inaudible due to connection problem)

Senator Kalter: We just lost, as many of you may know, Senator Murphy's audio, so we're going to go to Senator Johnson if we can.

Provost Murphy: Oh, okay.

Senator Kalter: Sorry, we lost your audio for a minute. I'm trying to remember what you were saying, but you were talking about the Dean of Students Office.

Provost Murphy: Right. And I'll stop with that. So, thank you.

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

Senator Johnson: I'll pick up there. Okay. So, we are being notified through the Dean of Students Office when faculty members are concerned about a student who's not showing up, and I think Dean Davenport and his team are doing an excellent job of following up on all of those notifications in order to contact those students.

I also want to hit up on the point that Senator Dietz, as well as Senator Solebo made earlier in the sense that we do care about students and we're concerned about your well-being. I want to draw everyone's attention then to a site that we've developed via the community of practice, that's our Health Services, Counseling Services, Recreation, and our Health Promotions area have been working in teams and created this wonderful list and website of resources for our students and for our community members. And its Redbirds Keep Thriving site that we've developed. So, I want to make sure that, students, you're aware that that exists. It goes over and presents helpful information on managing anxiety, managing social isolation (which I'm sure some of you may be experiencing), managing grief that we all go through, managing the financial stress that you may be experiencing, as well as managing physical health. We've also added, just today, some virtual events to make you all aware of. They include things like relaxation through drop ins and hours that you can do. We have meditation drop in sessions, Workout Wednesdays we have those in place for our students, as well as virtual group fitness classes. So, we do care about you. We want to support you and we want you to take advantages of these resources that we have.

Senator Kalter: All right. We're only a little bit less than 10 minutes from our hard stop time, so we may not have time for all questions. If you have a question that does not get answered, please feel free to email and we'll get the answer out.

Senator Vickers has had his hand up but I'm not sure if that was a hand up because he wanted to ask a question or just forgetting to put it down, Senator Vickers.

Senator Vickers: Yes, this is a question for President Dietz. I appreciate that you don't have a crystal ball, however, as it relates to fall 2020 course instruction, how can we ensure the health and well-being for faculty who almost exclusively engage in one to one teaching in small 10 x 10 classroom spaces? Particularly as a music professor who teaches classical singers who I teach to

spit and exhale directly at me a lot into the air. I have a number of concerns about the eventuality.

President Dietz: Sure. Sure.

Senator Vickers: Notably, I can report the classical singing online even with basic Zoom, FaceTime and Skype is very effective and more than anything, it is safe, but when we as faculty go home from our classrooms to husbands and wives and children who may have asthma or other underlying health conditions, this is a frightening proposition on or around August 15, when safe online alternatives do exist. Thank you.

President Dietz: Great questions. And it's one that, you know, health and safety is our top priority for our students, for our faculty, and our staff, and anybody who visits the university. I think it's a very legitimate question. I don't know that any of the other institutions have an answer on this right now either, and I don't think we do. But it's something I think that as we find more out about the peak leveling off and then hopefully decline of the virus, you know, I'm so hopeful that will happen this summer, but your question is a good one and we're going to have to do some soul searching and try to find some answers to that. I would also open that up to individuals who do have suggestions about... in your instance, and translating that to their own environment, if you have suggestions about, you know, your own environment that you'd like to pass along, you can shoot them to Provost Murphy, and we'll talk about that. But very legitimate question, and we've got to do some serious thinking about that.

Provost Murphy: Just a quick, you know, one of the things, I think, that this spring is helping us understand is where we have gaps in the technology that would facilitate situations like Senator Vickers is saying. So, we are talking to Charley Edamala all the time. And I know Charley and his staff, as they think about kind of creating a faculty success center, one of the things that Charley and Senator Stephens, and I and my staff are talking about a lot is what are the things that we probably... you know, we're primarily a residential campus, but there are distance education resources that we need to start to really move forward with. And I think that this semester is helping us understand what those resources are.

President Dietz: I think it would also be helpful if, you know, if your professional associations have some ideas about, you know, how to address some specific issues by discipline, you know, I think that would be helpful as well. I'm sure that, you know, there are a number of associations that are wrestling with some of the same kinds of issues.

Senator Kalter: Before I go to Senator DeGrauwe, I just want to note for the record that I think a lot of faculty, whether they're in Music or elsewhere, are thinking about this. I personally feel pretty nervous about just walking the first floor of Stevenson which is really crowded on certain days, when we get back. Students often do come to class with coughs and sneezes and various things in a traditional environment, and I think with the number of faculty that might have either themselves or somebody else in their family has health concerns that that is a concern for all of us.

Senator DeGrauwe: Yes. I'd like to start with a relatively simple question first. President Dietz, you were talking about canceling summer classes and moving them to online at least. Would that also affect all clinical situations that will be happening over the summer?

President Dietz: I don't think we were talking about canceling classes. We were talking about moving them to online.

Senator DeGrauwe: Yes. Yes.

President Dietz: I'll turn to Provost Murphy on the clinical piece of it.

Provost Murphy: Sure. You know, that's a great question. The summer is a busy time for internships and clinicals and professional practice and so one of the things as Dr. Hurd has been meeting with department chairs and school directors, and advisors. You know, we're trying to get a sense of which of those clinicals and professional practice experiences are still being held. So, there may be some organizations that will still welcome students, but then we've got to allow students to have some flexibility if they feel safe or not participating in those professional practices or internship. So, we're trying to get a sense of which of those are absolutely essential from licensure or for registration, for example. And if those clinicals or professional practices are absolutely essential for a student to become licensed or credentials them, that student... we may need to work on a... there may be some delay of graduation until a clinical or professional site opens back up and allows students in. But if these are not experiences that are absolutely essential, they may be a graduation requirement, but it's not going to affect the student's ability to be employed or registered, all of those things, then we may look for alternative experiences for students this summer. Still working one on one with the faculty, but not necessarily being out in the site. So, I think the concerns are valid, but we want to make sure that we're working with each program, and then each site, to figure out what is best for students. And then to allow students to have some (to the extent that they can) some say in that too, because we don't want students to feel unsafe.

Senator Blum: Yeah. Less a question. I just want to second the issues about fear. I and both my wife are at risk. I go through unbelievable levels of detail. I talked with Senator Horst about some of them. There will likely be another outbreak between October and January. Pandemics don't just go away. They come in patterns and in waves. It may be quite some time before faculty who are at risk are able to just walk into a classroom again. You know, obviously, I don't know when that is. I'm not an epidemiologist, but I think it's just something we should start thinking about.

President Dietz: I think that's a good point and I think that we've done a good job of making a very quick transition. But with the same token, I think 20-21 academic year is going to be a year of transition around issues that many of which we know about now as questions but I'm sure that there will be others that come up as we, you know, try to move through the summer and then into the fall. So, great questions. Great concerns, and we'll do as much as we can to try to provide some information. But again, if anyone has suggestions on this through your own professional associations or other colleagues that you talk with, I think we're all ears on these things.



Senator Kalter: Great. And we've just hit our hard stop time, so I'm going to ask our committee chairs, if you can email us your reports if you have any. Also, same for Communications for the Senate. We will send those around.

***Academic Affairs Committee: Senator Nikolaou***

[Yesterday, the AAC discussed and finalized Policy 4.1.3 Textbooks which we will forward to the Executive Committee. We also reviewed the annual reports from external committees that report to the AAC: Academic Planning Committee, Council of General Education, Council for Teacher Education, Honors Council, Library Committee, Reinstatement Committee. We will continue the remaining reports during our next meeting.]

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

[Since the last Senate meeting, the AABC has held two virtual meetings in executive sessions to review the comments on the faculty, staff, and student surveys on the Performance of the President. The committee completed the writing of its report, which will now be communicated to the Executive Committee.]

***Faculty Affairs Committee: Senator Crowley***

[The FAC concluded its work for the semester and will carry two policy issues into the Fall of 2020.]

***Planning and Finance Committee: Senator Mainieri***

***No report received by email.***

***Rules Committee: Senator Seeman***

[Rules Committee finished up with our review of the Library Committee and Milner Library by-laws. We still need to finalize the external committee membership.]

***Adjournment***

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