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5-6-2020

Senate Meeting, May 6, 2020

Academic Senate, Illinois State University

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Academic Senate Meeting Minutes
Wednesday, May 6, 2020
7:00 P.M.
By Zoom
Approved

Call to Order

Academic Senate Vice Chairperson Lauren Harris called the meeting to order.

Seating of New Senate

Academic Senate Vice Chairperson Lauren Harris congratulated the new and returning Senators.

Roll Call

Academic Senate Vice Chairperson Lauren Harris took the roll by entry into the online platform and declared a quorum.

Election of Academic Senate Chairperson

Susan Kalter was elected by affirmation as the Chairperson of the Academic Senate for the term of 2020-2021.

Election of Academic Senate Secretary

Martha Horst was elected by affirmation as the Secretary of the Academic Senate for the term of 2020-2021.

Election of Executive Committee Faculty Members

The following Senate faculty members were elected by affirmation to the Senate Executive Committee for the term of 2020-2021:

Venus Evan-Winter, EAF

Tracy Mainieri, KNR

Kee-Yoon Nahm, THD

Dimitrios Nikolaou, ECO

Senator Kalter: What I'm going to do now is have Chairperson Remarks, Student Body President Remarks, and the Administrator Remarks all in a group and defer the questions and answers until the end of the meeting, after we've discussed and voted on the Senate calendar and also the Indirect Cost changes, just so we can get that business done. And then, I anticipate that there will be some other questions about COVID, and other things at the end, so I wanted to put that towards the end. We will have the remarks first, and then the business, and then the questions and answers about the remarks after that.

Chairperson Remarks

So, I'll begin. I just have a brief Chairperson comment tonight. First, I just want to welcome all the new Senators once again. I saw most of you at Orientation. Welcome to those that we didn't see. Congratulations, again, to the people who just got nominated. Thank you for your extra service. And thank you for the returning Senators for the important service here on the university's principal governing body.

As we start the 2020-2021 year of Academic Senate, we continue to move through uncertain times, very uncertain times. And I am more than eager to see everyone again in Old Main, on the actual Senate floor, where we can have serendipitous discovery that happens in the conversations before and afterwards. But, however, I am also realistic and do not expect that large gatherings will be possible right at the end of August without major changes on the national level. So, without those major changes on that level, I also feel that faculty, students, and staff should be able to choose where they are physically at all times and should not be forced to occupy spaces where it is not possible to maintain six feet of distance. So, with all of that, despite our new challenges, here's to a great 2020-2021 Senate, Caucus, and SGA year, and one that is and feels safe for all of the parties involved. We have shown and will continue to show as a campus that we can, do, and will move things forward in the most bizarre and adverse conditions, and I'm confident that we'll continue to be spirited in our approach to shared governance as in all things.

Student Body President's Remarks

Senator Harris: Hello, everyone. I just wanted to introduce myself, as I am a new Senator. I am Lauren, the Student Body President for the 2020-2021 school year. And I just wanted to say that I know myself and my fellow student Senators, we are ready to come back in whatever capacity that is. And we're ready to serve the students. And I also did want to talk a little bit about heading into summer, in summer course that we're going to have, I just want to encourage our faculty to continue to be as accommodating and understanding as you can during these times. I've heard some really great stories about how the faculty have navigated these times, and how they have been interacting with their students. But on the other hand, I've also heard some not so great stories of how students have had to deal with these times, in relation to with their faculty. So, I just want to encourage you all as we head into summer, and as we're still dealing with COVID-19, to still be understanding and accommodating. And, even as Senator Kalter said, as we head into the fall semester as well, still with so much uncertainty, to still be understanding of the different circumstances that your students may be going through right now.

Administrators' Remarks

• *President Larry Dietz*

President Dietz: Thank you very much. I want to start by congratulating Senators Kalter and Horst on your election tonight. Also, congratulate, Senator Harris, for your new role with the Senate. And to all the new electees, including Jada, who's our new Trustee, who's not in office quite yet but will be very shortly. So, congratulations to all of you.

I want to say a big thank you to everyone for another great year, albeit one that ended clearly not the way that anyone ever anticipated in last August, let alone even in January. So, my hat's off to everyone for being open to newness and adaptation and being resilient. I also want to say thanks to everyone for efforts to move to completely online instruction mode. No small feat. And thanks to all the faculty and support staff who helped them, all the grad assistants as well as all the students for being resilient with that. Thanks to all the folks that help move out nearly 6,000 students in a very, very short period of time, for the emergency management teams, for all the academic advisors, all the graduate assistants, all the essential staff, and the list goes on and on and on. And I know that I missed a large number of folks in that, but really, I couldn't be more proud of the amount of nimbleness, if you will, that we all have shown, I think, to take a very tough time and move it into something what was manageable, and not necessarily the way we like to conduct business, but nevertheless, allowed students to finish out their semester. So, I really appreciate that. I think Redbird Pride really took effect and made it work as a university.

I also want to say congratulations on graduation to over 4,000 seniors and graduate students. Last week, I did the virtual ceremony with six different commencements. I'd asked all the graduating students if they wanted to share a story with me about what this spring has been for them, to do so, and that I would select a few of those stories to include in my commencement addresses. And so, I got back over 200 different stories from individuals, and we were able to select three per college. And I want to say first of all that while there was certainly some that talked about their disappointment in not being able to finish their academic career here the way they wanted, there was some heartache that some talked about. But I want to say that not one said that the experience at Illinois State University had overall been a bad experience. Everybody knew that we, as a university, have nothing to do with the situation we all found ourselves in, and they were grateful for their education. They talked about the individualized attention, our value that we're so proud of. They talked about helping of faculty and staff, who helped them along the way. And they were grateful for the opportunity, and the opportunity to get a degree from Illinois State University was going to give them for their future. So, I encourage those of you to tune in to the commencement on Friday and Saturday. It's going to be quite a sight to behold, a first time in the history of the institution to do that, but we're very pleased about that. And there's also going to be a virtual commissioning ceremony also that will be held.

Turning to some other issues that we're spending a great deal of time on. Our leadership teams initially spent a good deal of time transitioning the spring semester to online and moving students out and so forth. So, the spring decisions, there were a lot of them and very complex. Quickly after that we turned to the summer and made decisions for the summer, and I think that will serve us well as we head into the summer. We're now turning our focus on the fall, and part of that very uncertain times for the fall involves both budget planning and return to work scenarios, and we're working through a variety of scenarios. We are anticipating that there'll be a decrease in state funding. All the indicators also show for most institutions in the state that there will most likely be a decrease in enrollment. We hope not. The upper-class enrollment

numbers, matter of fact, registration for the upper-class students is really looking quite good. But for the incoming freshman students and some transfer students, we've extended the May 1 deadline that we normally accept applications as a priority deadline back to June 1. And so, I think, perhaps some of the decreases that we're seeing right now in our deposits is a result of that having more time to make decisions.

But, nevertheless, I think we have two things going on that we really never had. During the budget impasse, we didn't have a state budget, but our enrollment was strong. We've never had a situation where we're anticipating there may be decreasing state funds, and also a potential decrease in enrollment, which may result in diminishing dollars there as well. In addition, we have refunded nearly \$20 million in a lot of room and board amounts that have been paid, and also in some fees. And we also have some lost revenues for this spring and summer that we would normally bring in. So, there's about \$6 million of that. So, there's basically about \$26 million that we generally have in our coffers that we're not anticipating that we will have at the end of the summer. So, the 20-21 year, I think, is going to be a year of adjustment. We are looking at July as being a very critical month, not only for a lot of parents and students to decide what their situations are going to be, and what they're going to be doing for enrollment.

I think the thing that serves us well is that our brand is very strong. It was strong before the pandemic, and it's going to be strong after the pandemic. I think it's a matter of how safe and secure people feel throughout the summer, and that's really going to be dictated, in my estimation, by the virus. But we already know that we're down about a thousand deposits for this fall, compared to this time last year. That alone, you know, would represent nearly \$10 million. So, we are going to start the scenarios of both budget planning, as well as return to work scenarios, and that will start this next week.

I think that students have realized also that online for them is not the same as the face to face that we've been known for, and they want to return to the latter, and I think, we do as well. So, that individualized attention piece is very, very important. I think that, you know, that will bode well for us in the future, but I do think that 20-21 will, hopefully, be a blip on the screen. But it's going to be a blip that will go on for a little while, and I would expect, hopefully, this time next year, there'll be a vaccine and everybody can feel a lot better about that. But until that happens, I think, you know, the health and safety issues is what really kind of rules the day.

I will continue to communicate with you regularly as new information comes available. And I certainly will communicate with you about the planning processes that we're going through. I will say that within a context, every Wednesday, I talk to the other presidents and chancellors on a conference call. I just got off of that, that occurred this afternoon, and all of this is within a context where about every institution is in a similar position; actually, I would say that in terms of the planning that we're probably in the top two institutions that are kind of leading the charge in that particular area. So, we operate in that context. We're also having weekly communication with the Illinois Board of Higher Education, and that's been helpful as well. So, I think I'll pause

there for a second. I know that there'll probably be questions that will come later in the meeting today.

But I would also be remiss, I think, if I didn't say that this may very well be the last Senate meeting for three individuals that I want to recognize: Provost Murphy has served in the Provost role with me for a number of years now, is completing 34 years with the university, and will retire on June 30. And Provost Murphy, I just want to publicly say thank you for your service.

Dean Zeck, Sheri Zeck, Dean of the Library is also retiring at the end of June. And I want to thank Dean Zeck for her leadership here on the campus, and in her most recent role as the interim Dean of Libraries.

And then also wanted to say thank you, and congratulations to Student Trustee Sarah Aguilar for serving in that role, and serving in many different student service roles for the course of her time.

And also, a big thank you to former Student Body President Samiat Solebo for all of her hard work, and all the other Senators who've given a lot of time and energy over the course of this last year. And I look forward to working with all of you throughout the summer into next year. And we got a lot more work to do, so we'll need to roll up our sleeves and get after it. But I think I'll stop there, and I think there's going to be question perhaps a little bit later. Thank you.

- ***Provost Jan Murphy***

Provost Murphy: Thank you so much. President Dietz mentioned enrollment numbers. So, I'll give you a little bit more information on enrollment numbers. As he indicated, we are down in deposits from first time in college students, or FTICS, so we're down about 24-25%, for incoming freshman. Transfer registrations are down by about 135 students, which it represents 12%. Preview registration is down a little over 35%. And Housing contracts are down at 24%. We're hoping that we have a big month in May to help make up those differences. Admissions continues to do an extraordinary job, even when they can't have some of the big open houses that are kind of our hallmark opportunities. But they're doing a lot of Zoom calling, just a lot of checking in with students, following up for students that would have financial indicators that they can help them with. So, kind of, hats off to Admissions, and Financial Aid, and University College for all the work that they're doing to help us build a good and solid incoming class.

As the President said, registrations for the rest of students are very strong, so we feel really good about that, because this has been a very difficult semester for all. But we're finding that our retention rate will be strong. And then returning graduate student registration are up by 2%, so that's exciting too that we're holding on to that strong graduate class.

Talk a little bit about pass/no pass, and WX statistics, since this has been an unusual semester for us as we developed some... not policy, but suspended it a little bit, the policy, our normal policies for pass/no pass and WX. So, in spring of 2020, so far... now, know that we extended the date to allow pass options for pass/no pass and WX, and then we're shutting down... we have

to shut down that system when faculty started submitting grades. And then we're going to open that back up for changes to and from pass/no pass and letter grades. We'll open that back up on May 14-18. So, through Monday when we shut the system down, we had a little over 2,800 students who opted for pass/no pass for a total of about 5,500 courses. That's significantly more than a year ago, and that's not unexpected. And I think that represents... let's see, for pass/no pass it represents about 6.5% of the total grades submitted. So, about 6.5% grades submitted are being submitted for pass/no pass. I don't know whether I think to tell you that there are going to be more pass/no pass after the 14th or if more students are going to find they would have done well with a grade, and are going to choose to flip that back to a grade. So, we'll have to see how that goes, and then report that information out. We'll work toward that to send it to Senate Exec.

Total WX: so, students that withdrew from courses. We have for spring of 2020 1,700 students, it's a little over 1,700 (I'm rounding that) who submitted WX requests for 2,485 course, and that's maybe 60% above what we would have had a year ago at this. So, WXs are also higher for classes.

In terms of total withdrawal from the university, we're running pretty even with a typical spring. So, we had 224 students who withdrew from the university this spring. That would have compared to 214 last spring. So, very even numbers there, a little bit higher, but we didn't see that we lost a significant number of students to the university.

I can talk briefly about planning for courses in the spring semester to give you a brief overview for the fall semester, give you a brief overview of what we're doing, and then can of course answer questions later. We've got a group that is working on academic continuity for the university through the EOC. That's headed by Ani Yazedjian, the Associate Provost, Amy Hurd, Associate Vice President for Undergraduate Studies, and then Charley Edamala, who's our Chief Information Officer for the university. So, in terms of courses, you know, we are sure that we will have more online courses in the fall semester. Again, the hard part is that we're trying to plan for the fall, without having really any idea, you know, what the state of the health, and what the state of COVID will be. But I think it would be fair to say that we will see more online courses in the fall. We hope to see more hybrid courses. Courses that have a combination of technology, and face to face, and could easily flip one way or another if they need to, and then we'll still have face to face though. We have faculty who want to teach face to face. We have courses that truly can only be taught face to face in certain disciplines. And we have students who want the face to face experience. Students who move to Normal, Illinois, to have an on-campus experience. And so, for that reason, and the fact that our place in the state, our strength is as a residential campus, that it is our hope that we have a university that's teeming with activity in the fall, all the while we're trying to help people understand what health means, how to maintain health, how to maintain social distancing when we can.

We are currently surveying faculty about their experience with distance education courses; hopefully, students are also having that opportunity to provide their input through regular student

surveys and student evaluations. But we also wanted to make sure that we got a good input from faculty. I think the first day the survey was open we had 25% of the faculty who had responded. So, I believe that we're going to get some good input, some important input from our faculty, as we think about what we need to change, what we need to upgrade in order to make sure that we're providing the resources necessary for a good, a better, online experience, or a hybrid experience. More technology to support those students who are here on campus. We're looking at a variety of scenarios, trying to figure out how we continue to provide a quality learning experience for students, while considering the health and safety of our faculty and staff. I think Amy, Ani, and Charley have a near impossible task, to try to balance the competing interest of the health and safety, plus the experience that students really desire when they come to Illinois State University. And of course we're looking... right now, our group is looking at the academic experience, the course experience, but there's a whole kind of 24/7 experience that students get. And I know that Senator Johnson, Vice President Johnson, and his team are looking at other aspects of that scenario. We know that we need to provide guidance, and what hybrid courses could look like, how technology can support the work we do with students.

Again, we have many competing interests, in terms of providing students with a certain number of face to face courses, while still providing some online opportunities, particularly for faculty who have health issues and are compromised, and can't come and stand in front of a class, so.

The bottom line is we've been planning, you know, literally hundreds of hours, and we hope to have guidance out for chairs and directors, so that they can work with their faculty to look at each class, and get a sense of what the faculty think would be good, and what the chairperson thinks can happen with each of our courses.

So, you know, if you have questions or suggestions specific to a classroom or course, you know, and if we don't have that time (I'm not sure how much time we'll have tonight) we are glad, all you have to do is email me, or email Ani, or Amy, or Charley, and we will take your suggestions, take your input, if you didn't get a chance to give it in the survey. Students you always have that opportunity to email us, and then we'll add that to kind of the work that we're trying to do as we work with chairs and directors, and work with their faculty, all of the faculty, in trying to decide what we can do this fall. So, the only other thing I would say is that on Friday, May 8 from 1:00-2:30p.m. there is a research town hall, so you can Zoom in, and have your questions answered from folks from Research and Sponsored Programs, Ethics and Compliance, IRB, IACUC, the Graduate School. So, anything that you're kind of... as you're continuing your scholarly and creative works, if you have questions or concerns. All faculty would have gotten an email with that Zoom address, but if you don't have that email, just email me, and/or Senator Baur, or Eric Boerngen of OISP [correction after the meeting: RSP], and we can provide that information.

So, I believe this is my last full Senate meeting, so I want to thank you all for all that you do on behalf of this University. It has been kind of a... quite a ride, let me tell ya. But, thank you for everything that you're doing to help the university maintain its success. So, thank you.

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

Senator Johnson: Okay. I want to echo all the accolades shared by our President, Senator Dietz, as well as our Provost, acknowledging all those individuals who have served the institution in Senate roles, and SGA who are moving on, be that graduation, or on to other things, and endeavors. So, thank you for your service. Also looking forward to working with those new Senators in your roles, and the SGA leadership as well. Next year's going to look a little bit different. So, as it relates to Welcome Week, Orientation, move in, I think, we can all expect that it's going to be different starting off the new academic year. That being said, I for one remain very encouraged and excited about whatever's in front of us, because we will devote our programs, and our services, in conjunction with our students and with the leadership of the campus community. Students, this is your wheelhouse, okay. So, as it relates to leveraging technology, as far as engagement of the campus community moving forward, if we have to do so, moving forward I'm excited about it, because we'll leverage your thoughts, your creativity as you've done in the past, and we'll create some great things in order to make sure we're getting by next year. Okay. So, very excited about the future.

I think the Provost shared the Housing numbers with you all. So, our Housing deposits are mirroring what our enrollment deposits are for new students. We're working on a number of different scenarios for, again, whether that's move in, whether that's housing our students, how would we put on programs moving forward given social distancing. So, we're working on all types of scenarios for all of that. And again, I think in cohort with you all, and working with you all, I think we'll be successful moving forward, and hopefully provide the type of experience that you've come to expect from Illinois State University. With that being said, I wish you well, as far as a great summer, and will be open for whatever questions come as soon as we're done, I think, with our final Senator, and that would be Senator Stephens then in that sense.

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

Senator Stephens: Good evening, Senator Kalter. And congratulations to everyone, elected and re-elected this evening. I'll keep my comments brief tonight. I want to leave time for Q&A at the end of this session because Janice Bonneville was kind enough to join us tonight to help answer a number of questions, because we've entered into the CMS benefits open enrollment period right now and there obviously are a number of insurance related questions that she may be able to answer in much greater detail. So, I'll keep my comments brief.

From a campus facilities perspective, we have a few capital projects that are finally beginning to resume work, now that the Governor's allowed the contractors to be deemed essential workers. So, beginning next week, we've got a number of contractors that'll be back on site, here on campus, to help restart the work on Julian Hall first floor, the Cybersecurity program renovation. We're also going to open back up all our renovation efforts in the Multicultural Center, and over at Horton Field House, where we're working on a roof replacement that we had started and had to stop. From a CDB perspective, they are the Capital Development Board, funds certain small projects on campus. They've got three roofing projects that they're managing on our campus that

are also able to start up... they actually started up this week. These projects are at Turner Hall, the Ropp Ag building, and the Science Lab building. So, we're actually pretty excited now that things are moving in a positive direction, we're actually able to get some of these projects going. This will slow down some of the planned date. We had hoped to have had the Multicultural Center opened in August. We're hoping that we'll be able to get it done later in the fall. The only thing that we aren't able to control is some of the materials that we have to order, and if those are able to come in in a relatively reasonable timeframe, then trying to complete the project later in the fall is probably... it may not be too optimistic. I think we can make that, but if we get any delays in either HVAC equipment, or some structural steel, or things that we've got to do in that building, that'll cause us in a delay. So, but we've got all our contractors. They're excited to get back to work. Our teams are excited to partner with them. And so, we're very much focusing on that project. From a lot of different points of view, both with Mike Gebeke's team as well as the Procurement, and a number of other groups. So, I'll stop there and allow for more questions later in the evening. And like I said, Janice is on tonight. I appreciate her coming on, and we'll be able to answer your questions later in the evening on the CMS benefits environment.

Senator Kalter: Great and thank you very much. And just to reiterate for those of you who have never been to a Senate meeting before, we usually do questions and answers after each and every one of those set of remarks, but just in order to get our business done on a Zoom meeting, I'm mixing that up just a little bit here.

Advisory Items:

04.28.20.01 Summary Regarding the Senate calendars

Calendar2020-21 Regular time

Calendar2020-21 Time Change

Senator Kalter: So, we're going to move to our only Advisory item. This is usually only just an Advisory Item, but we have a proposal to do a time change on our normal Senate calendar, and I'm going to put that Time Change calendar on the floor for discussion. You have the summary regarding the difference between the calendars. We've got a Regular Time calendar, and a Time Change calendar. And I think the most efficient way to do this is for me to put the Time Change calendar on the floor for discussion, and eventual vote. If the Time Change is defeated, we will just adopt our Regular Time calendar, and if it's adopted we'll move forward with the Time Change calendar.

So, let me also just sort of remind everybody, normally over the course of many years, we've had internal committee meetings at 6:00 in the evening, then the Senate meeting will start at 7:00 in the evening, and usually we've had what we call a hard stop time by either 8:15 or 8:30. And then, after that, if the Caucus has business, it starts its business at about 8:15 or 8:30. The Time Change calendar proposes to move the Senate meeting up to 6:00, so that the Caucus could get started by 7:15 or 7:30, because the Caucus has a lot of work to do next year, with a five year review of the Appointment, Salary, Promotion, and Tenure policies, which usually take most of the year to get through for the Caucus. And when the Caucus meets on those, it's often meeting

until 9:30 or 10:00 at night. And so, the idea for the Time Change calendar would be to move that up in the evening so that we can all go home a little earlier. In order to do that we would have to move the internal committees off of the Wednesday, and have them, essentially, find a time to meet. What would happen would be that Cera Hazelrigg, who's our office administrator, would get everybody's calendars, and find time for each of those committees to meet on a regular basis. So, that's the proposal. I'm going to put that one on the floor for discussion and vote. And obviously while we're talking about that, we'll be talking about the Regular calendar, sort of, by way of that. But I'll put that one on the floor for discussion.

Senator Nikolaou: Hello everybody. So, because of the items we're going to have in the Caucus for next year, I would tend to favor having the early Senate meeting, so that we can meet in the Caucus earlier. Because, for example, this year, you know, we are all much more tired when the Caucus time comes, and we may not have as much discussion. And since we're going to have the ASPT discussion, we're going to have potentially the Sabbatical coming to the Caucus again. Or even what we're talking about this spring, if we need to make any adjustments in the evaluation of the faculty because of the COVID, all these are going to be items that are going to require much more time.

On the other hand, I would also favor if we could have a specific day and time when the internal committees are going to meet, instead of leaving it up to each of the committee chairs or, you know, the committee finding a common time and day. So, I didn't know if there is a possibility to move one of these meeting on the off Wednesdays? Because right now we are meeting as Senate every other Wednesday, and then the Wednesday when we're not meeting, we heard that the SGA is meeting. So, if we move our Caucus meetings when the SGA is also meeting and then the internal committee and the Senate are meeting on the same day, just an idea. So, that they are fixed days and times, and they are always Wednesdays, it's just now we are splitting the 6:00-10:00 p.m. that happens every two weeks, we split it into every week, but in a much smaller time period.

Senator Kalter: So, if I can reiterate part of that, just to summarize. I think you're saying you either favor the 6:00 start time for Senate, or to move the Caucus meeting to the alternate Wednesdays, either one would be amenable.

Senator Nikolaou: Yes.

Senator Kalter: Okay. Terrific.

Senator Horst: I appreciate the desire to have the faculty a little bit more awake during the ASPT discussion, but I'm not in favor of this change. I'm concerned about a couple of things. The first one is whether or not we're going to find a time. As Dimitrios just stated, it can be difficult for the committee members to find a time that's common, and we've already had troubles making quorum in some internal committees, so that could make it worse. The other thing is that the chairs of the committees are going to have less time if they all decide to meet on a Monday, for

instance, then they'll have less time to get their work done in the week. And you know, I appreciate that there's a lot of COVID work as well, but we've done major revisions of the ASPT process from 8:15-9:30, we did the whole articles of Suspension, and all of that. So, I know that we're going to be tired, but I'd rather just keep a format that I know works.

Senator Kalter: Okay. So, you're speaking in favor of the Regular Time calendar in that case. Great.

Senator Harris: Yeah. The only thing I would say with Senator Nikolaou's proposal is that SGA, Wednesdays, we also have our own internal meetings committees, that we meet at 6:00.

Senator Mainieri: I want to echo Senator Horst's statements. As much as I would love to find a way for us to end earlier, I'm just really concerned about the alternative of trying to find, each committee finding time, even with Cera's amazing help, because she's always very helpful in that sense. But when we are, you know, in the fall I imagine we're going to be back closer to a normal schedule, which I think is just going to be challenging to try to coordinate faculty, staff, and student schedules to find an alternate time for committees to meet, as well as committees very often have guests come to their meetings who are administrators and have busy schedules in and of themselves. And so, I worry about some of the challenges, despite the fact that I would just love to find a solution that meant that we weren't there until 9:30. So, I'm also speaking in favor of retaining our typical schedule.

Senator Nikolaou: Just a clarification for Senator Harris that what I was asking is if we were thinking to move the Caucus on the Wednesday when the SGA meets. And then we would have the internal committees and the full Senate on the Wednesday when the SGA is not meeting.

Senator Kalter: Thank you. In other words, you weren't suggesting moving the internal committees to that alternate Wednesday, you were suggesting moving the Caucus to that alternate Wednesday.

Senator Nikolaou: Moving the Caucus, yes.

Senator Kalter: Further comments about the Time Change calendar? (Pause) All right. Since we haven't heard from many people, we should probably take a vote.

Motion by Senator Kalter, seconded by Senator Nikolaou, to move the Time Change Senate calendar from an Advisory Item to Action Item. The motion was approved.

Motion by Senator Kalter, seconded by Senator Nikolaou, to approve the Time Change Senate calendar.

Senator Pancrazio: I'm in favor of having the schedule remain the same. I think very easily this could expand into a multi-day series of responsibilities that could take up the time for teaching, even teaching another class. So, I am in favor of things remaining the same.

The motion was defeated 11-28.

Senator Kalter: Okay. So, we will go with our normal calendar. But we will also... Senator Nikolaou proposed a possibility of having meetings for Caucus not on the normal Wednesdays but on alternate Wednesdays. We'll continue to talk about that, and if for some reason there is a need to change it, you know, in the middle of the fall semester, or at the beginning of the fall semester, we'll bring this up again at that time. But for now, the motion is defeated, and we'll just do our Regular calendar, with Caucus meetings right after Senate meetings on the Wednesday when we usually meet. Okay. We'll move now to our second item of the day. It's an Information/Action Item coming to us from Senator Baur. So, I'm just going to turn that over to Senator Baur and Provost Murphy for description of what this is and why it is coming to us at this time.

Information/Action Items:

04.17.20.01 Email Indirect Cost Distribution Pilot (John Baur)

04.17.20.02 Indirect Cost Distribution Memo 1990 (John Baur)

04.23.20.01 Indirect Cost policy CURRENT (John Baur)

04.23.20.02 Indirect Cost policy Mark up (John Baur)

04.23.20.03 Indirect Cost policy Clean Copy (John Baur)

Provost Murphy: I'm going to let Senator Baur take this one.

Senator Baur: So, the Indirect Cost policy dictates how indirect costs from grants are distributed out to the departments and colleges and different administrative units. And the policy is based on a process that was developed in 1990. I don't know if anybody saw the memo that was attached along with this. It was a process that was developed 30 years ago that has not really substantially changed at all. And so, the policy has a lot of process that's left over from a long time ago when things were very different. And so, what we've been talking about for a while is trying to improve how indirect costs are distributed and give the departments more flexibility, more predictability distributing the indirects on a regular basis, and into a different type of account, so that... there's this thing called excess funds. If too much money accumulates in agency accounts the state limits how much we can carry over, and it has to be swept, and turned into a different kind of fund type. So, anyway, we've been talking about a way to improve how we distribute it, but when we went to the policy, on the original policy the second bullet point dictates exactly how much is put into different types of accounts. Again, if you've read it, 15/23 of the allocation for the departments is turned into what's called an agency account. 8/23 is put into a general revenue account. For the colleges, 14/24 is put into an agency account. And 10/24 is put into a GR account. That was developed, again 30 years ago, to encourage people to spend the money, because if it goes into an agency, it gets carried over automatically. Anyway, with this thing called Strategic Budget Carryover (SBC), I don't know if you want to know the details, anyway it allows us to carry over funds, general revenue funds, from one year to another, and making this requirement, this second bullet point, kind of irrelevant because you can now carry over general revenue funds. So, what we'd like to do is remove—well, the procedure really needs to be

revamped—but one thing we’d like to do for our pilot is to change the types of accounts that we put the indirect costs into. We’re not changing how much each department gets, we’re just changing what type of account it goes into. But the policy right now prohibits us from doing that. And so we’d like to change how we distribute it into just general revenue accounts that will allow you to carry it over using Strategic Budget Carryover, and just avoid agency accounts, because of the excess funds issue that develops every year when too much accumulates in those funds. It’s kind of technical, but basically, this will give the departments, colleges, and the administrative units, to give the indirect costs additional flexibility and more predictability and budgeting. So, we’d like to start this pilot this fiscal year. And so, the policy prevents us from doing that the way it stands right now. So, we’re basically asking that the second bullet point be removed for now, and then maybe in the fall we can revisit the entire policy and remove some of the procedure that is, again, very archaic.

Senator Kalter: Thank you. So, I will add, ordinarily this type of a policy would go through the Faculty Affairs Committee, which is the one that Senator Baur sits on, but because this proposal is coming to us very late in the year, and the fiscal year begins on July 1, and particularly with, you know, fiscal uncertainty that Senator Dietz talked about, it seemed advisable to put it directly on the Senate floor, rather than having it wait to go through committee. And as Senator Baur just said, a temporary, or sort of a change right now to something that’s really, we would consider it now a procedure rather than really a policy, and then looking later next year at the policy to pull out anything else that looks like it’s a procedure rather than a policy, so that we have policies up, rather than procedures, and the procedures are, sort of, more changeable in the background. So right now, this is an Information Item. Let’s have discussion if there is any discussion to be had. Do we have comments, questions, or concerns? (Pause) All right. Seeing none.

Motion by Senator Horst, seconded by Senator Mainieri, to move the item from Information to Action Item. The motion was approved.

Motion by Senator Marx, seconded by Senator Nikolaou, to approve the changes to the Indirect Cost policy. The motion was approved.

Senator Kalter: All right. So, now we go back, before we go to Communications, we’re going to go back to Administrator Remarks, and Chairperson and Student Body President Remarks, and go to the Q&A for that. If we can unraise virtual hands first on that.

And then, are there any questions for the Senator Chairperson? (Pause) All right. Seeing none.

We’ll go to Senator Harris then, or at least we’ll ask if there are any questions for Senator Harris? (Pause) Now I have a feeling that there will not be silence or no questions for Dr. Dietz.

Do we have questions for Senator Dietz, or any of the team, by the way, that he has brought with him? Let me see if I can sort of name some of the people on that team, as I can tell. Looks like

we have, and this is also people from the Provost's office: Sam Catanzaro, Dan Elkins, we have Janice Bonneville from the Planning and Finance division, from HR, although you may want to save those comments for when Senator Stephens' turn is up, and then Charley Edamala from AT, and I might be missing somebody, but I think I might have gotten them all. So, do we have questions for Senator Dietz?

Senator Blum: Yes. I just want to reiterate my concern about faculty safety. I did hear in the Provost's remarks that there was some addressing of that. And I can tell you, like, on a very personal basis that there are two at-risk adults in my household, that...and I will be honest with you, six feet social distancing is a guideline, it's not a guarantee. And that I have asthma, alright, and anyone who knows me knows that if I get a cold, I mean, it's hell, and it takes me months to recover. That if I get this, I don't know what'll happen. I have a 12-year-old at home, my wife is 65. So, it's almost like a double whammy. So, I'm really, really, really concerned that... I'll be honest with you, about my university protecting me. That it's a... I don't want to be in a position in the fall where my chair's asking me, or saying to me, that for face to face that I have to be there. All right. Now, I'm actually, in the fall, most of my classes are online anyway, so it wouldn't be a big shift for me, but I'm sure there are many other faculty that are in very similar situations. And so, this is a real concern. It is highly likely there's going to be a major outbreak in the fall. I don't think any credible science around it says that there's not going to be. But even if there isn't, I mean, it only takes... it's not just the virus that's passed in the air, all right. The virus... you can touch something, all right, and then somebody else can touch it, so you get it through cross contamination. So, there are so many ways... I mean, these decisions are really different for different individuals. So, there may be individuals who don't have an elevated risk. There's a lot of people who get this disease and barely even know it. So, anyway, I just kind of wanted to throw it out there. Maybe the Provost wants to chime in, you know, I'm not sure who wants to address that, but I think it's a really important issue.

President Dietz: I appreciate your comments tonight, Senator Blum, and your comments that you made earlier about this. I know that you're a person of integrity, and I know you professionally and personally, and respect what you're saying on this. I simply think that we'll, you know, it's going to be a bit of murky road of sorts, but I think the issue of health and safety has to be the overarching theme for all of this. So, I think as we move closer to that, depending upon, you know, where we are as a nation, and where we are as a state, and where we are here in McLean County, that'll bring some clarity, but think that we're going to have to make, you know, some individualized decisions on this. And I appreciate your comment, and we will take that very seriously. So, but I can't get you a definitive answer today. I think it's going to be a little closer to the time we get that, but I think some individual decisions obviously are gonna have to be made on this. We want the faculty, and staff, and students, all three, to be comfortable in the environments that they're in as much as we can be. So, your points are well made, well taken, and will be considered.

Senator Blum: That's all I'm really looking for. And I just really appreciate it. I'm not asking for a decision today, I mean, I understand there are several months before fall, and I understand the complexity of it. I just want to make sure that we don't get into a position where we haven't thought of that, and that that hasn't been considered, or that we're not consistent as a university. I think one of the things that is risky is that we end up one college doing one thing, or another college doing another thing, or like that, and that could end up to, you know, for obvious reasons, that could be problematic.

President Dietz: Yeah. I understand.

Senator Cline: Hi. So, this is a comment as much as it is a question. It's very much in the same vein as Senator Blum. I think like lots of people on this campus, I have a variable teaching environment. That there are environments in which I'm with students, just a small number of 10 or fewer, but I also teach in the CVA rotunda, where I have 200 students in a big survey course. And over the last two years we have been fighting a battle just to get that room cleaned, all the way up to my Dean making requests to have the room cleaned, and it was never cleaned. It would go the entire semester without being cleaned. So, while I considered that sort of an annoyance in a normal semester, in a case like this coming fall, this is now kind of a life... health and safety situations. Right. Where 200 students are touching the same desks over and over again. So, I suppose the comment that I have, and the sort of request that I have is that the teams that are thinking about how we're going to go forward in the fall consider those variable kinds of contexts that we're in. Right. That 200 students coming in and out of that same rotunda space, hour after hour, it's going to be nearly impossible to create a sanitized environment in any way. Right. So, since we've even been having difficulty having the trash picked up, I don't have a whole lot of confidence. So, in my school that's the big questions amongst our faculty is how can we possibly teach in that room, you know, in a safe way. Right. So, I just want to be a bug in your ear, I suppose, about the kind of cleaning process, and how we can handle that in those very heavily used and large, large rotunda spaces.

President Dietz: Well, I'm sorry about the cleaning issue for this last year, and I was looking at Vice President Stephens is on the line here, and I know Mike Gebeke is on the line as well. Mike's relatively new to the university here, but I know that they'll take note of the past issue with that. Certainly, in terms of the future, one of the things that we're looking at in those high-volume areas is really about scheduling, and do we schedule as tightly. Potentially, if we schedule before, those are things that are being considered by task groups in those areas. But points are well taken, and we're still writing things down and taking notes, and these kinds of conversations are very helpful about that. And the good news is that it's only May 6, and we've got a little bit of time to work some of these things out, but I appreciate the comment.

Senator Toth: Hi. So, I just had another, maybe financial questions. I know you touched on, a little bit earlier, you mentioned that somewhere in between \$20 million and \$26 million is money that we may not have by the end of the summertime that we regularly would, but does that figure

take into account any expenses that we may be, I hate using the word saved on, but in essence kind of didn't have with students being off campus. So, maybe there's like food, or expenses for the dining halls that since they've been closed, we've sort of saved money by not having students on campus. Does that figure take that into account, or is that money being estimated or anything like that?

President Dietz: Well, the food is a great example, we gave that money back. And so, that's the issue is that we don't have that, because that was part of the room and board refund, and part of that was related to dining. But the \$20 million is the room and board refunds, it also includes some fee refunds. The \$6 million is money that we typically would have had in hand as a result of camps and those kinds of things that we normally host in the summer that we're not going to be hosting. Though we also don't have the expense for that, but that \$6 million figure is more of a net figure on all of that. But those two issues are major financial issues. The ones that we still don't know about and may not know until very late about, we clearly won't know about enrollment until the 10th day. We run data on that literally every day, and that would be kind of a weekly report, and study about that. So, the enrollment, I'm still very hopeful about. I think students want to be here. We want them here. And if health and safety considerations will allow us to be here, that's what we want, and I think that's what they want. So, I'm optimistic about that. But I also want to be realistic, and we've got to look at the numbers about where we are right now and we have to plan around that.

The other big issue is the state, and I've had conversations, fairly recently, with the some State Senator, as well as a State Representative, and depending on who you talk to, some have talked, you know, optimistically about maybe we would have a flat budget for this next year. I think most people think that's not going to happen. The most doom and gloom figure, if you will, that I've heard debated about is that our state appropriation may be decreased by up to 35% this next year. So, we're in conversations. So, somewhere between flat and 35%, I think, frankly, is where we're going to be on the state appropriation side. I'm a little more optimistic, and if we're going to have a decrease, I think it may be, you know, closer to the 10% or 20% amount, and the only reason I say that, other than I've talked to other people along that whole spectrum of conversation as well, and so. The thing that I've also emphasized, another person said, well, maybe we'll give you a bridge budget, which basically means a half year budget, and I've really spoken against that, to say, you know, we're not a half year enterprise, and if you give us a six month budget, that's gonna go back to the point where we were in 2015-2016 when we didn't have a budget at all, and that's going to bring up the whole crisis of confidence of parents and students about, well, if you're open for the fall, are you going to be open again in the spring. We don't need that. If it means that with confidence you have to give us a smaller percentage, then perhaps you can make up for later in the year, that'd be great. But give us a full year budget so we've got that to plan around, and we're not caught flat footed, either by saying we've got to give money back in the middle of the year, or that we only have money for six months. So, hopefully, you know, there's a lot more conversation. The general assembly's not been called

back. They might not be called back this whole month. And so, a lot more discussion needs to happen. But I think that's the idea is that you need to have a plan, and I always think you plan for the worst, you hope for the best. But if you don't have a plan at all, it's irresponsible. And so, we're doing various scenarios and that'll continue, really throughout the summer months, and then a lot of the budget stuff starts next week, and the return to work discussions start next week as well.

Senator Toth: Great. Well, thank you for keeping us updated on those figures. And thanks for your perspective on them.

President Dietz: You're welcome.

Senator Harris: Yeah. I kind of have a question that I guess could go for Senator Murphy and Senator Dietz. One being, since we've transitioned classes that would normally happen during the summer in person, has there been thought of offering those as pass/fail options as well, since students may have signed up for them in early February, not anticipating not being on campus. And then my other question was when it comes to summer courses as well, and how we are not on campus, has there been any thought on adjusting the student fees that come with the summer courses?

President Dietz: I think I'm going to pass this one to Senator Murphy, and then I might come back and add a few things in.

Provost Murphy: Thanks so much for the question. We have changed a few courses this summer moving to online, but Senator Harris, the vast majority of our courses every summer are online. So, for example, we offered 940 course and sections, and I think all but less than 100 were online. And those 100 include things like internships and professional practice. So, again, the vast majority of courses have always been online in the summer. We have a very small on campus offering. And so, that really is not much of a change for us. There'll be a handful of course and work we made sure ahead of time, so the difference between this spring semester and this summer is that students know going into the class, you may have registered for the class but you haven't started the course, and if the student doesn't want to take an online course, they can unenroll in that course, and had time to do that before any tuition or fees were charged. So, I'll turn it over to Senator Dietz to talk about fees.

President Dietz: The fee issue, I think that there is a... and then Charley Edamala's on the call tonight, I think as well, and may want to weigh in on this, but I think there's kind of an erroneous idea that you can offer online courses a lot cheaper than you can offer face to face courses. Generally, that's not the case, in terms of additional investments and technology, faculty development, etc. So, often times, the conversation I had this afternoon with presidents and chancellors, I asked this very question and this was pretty much verified by the other presidents and chancellors is that what generally happens with online is that sometimes there's a switch to an outreach fee, but that cost is pretty similar to a mandatory on campus fee. So, in terms of

savings overall, there generally is not much savings there. And I think most campuses are in that same kind of situation. Charley, I don't know if you want to jump in here or not.

Mr. Edamala: Yeah. So, when we made the switch in March, we did not know it was going to go on this long, right. So, we made the assumption that we'd need to get to the end of the semester. So, for example, Zoom, we bumped it up from, I think we only had like 50 licenses or thereabouts, and we bumped it up so that every student and every faculty, everyone has a Zoom license. That cost a little bit of money. Like I said, we thought it was a one-time thing, and then we'd reduce it to the steady state. There was about three or four pieces of software like that we bumped up. And then there's one piece of hardware investment that we made that we also thought was going to be temporary, which is we created these virtual computer labs. So, GIS, for example, the software is not available everywhere. The only place it's available is in the GIS computer lab. So, we created setups hardware and software that allowed the GIS students to get to the labs. We also thought that would ramp down at the end of the semester, it doesn't look like we can do that. So, we end up with these ongoing annual costs that honestly were not planned for. In addition, there's other pieces of software that we're beginning to realize we need. Proctoring software, for example, we just don't have anything like that. So, there's many little pieces that add up to quite a bit. And so, I turned to Vice President Stephens, and said, well, you know we have this burden that's going to go on for a while, how do we fund this? So, that's basically my side of the story.

Senator Harris: Thank you.

President Dietz: Dan, do you have anything you want to add?

Senator Stephens: Yeah. Thank you Dr. Dietz. And, Charley, thank you for adding those comments as well. The only other point I would add is that organizations or institutions out there, if you really stop and think, those institutions that have chosen to be... their business plan is a virtual campus what they really have is they have a major, major investment in their learning software cloud based expenditures, people, a lot of IT people dedicated to that, and they'll have 20,000 or 30,000 students, and then their main campus will be maybe 2,000 or 3,000 students with maybe three or four maybe five buildings. Our campus is exactly the opposite. What we have is a major investment, not only in our infrastructure for the experience of face to face and hybrid, but also the ability to move the modality from not just face to face but through Zoom or through the internet. So, Julian Hall for example, is our data center. And so, our building itself, all that hardware that's over there, that's running not only that class exchange, but also this meeting, and also every email that crosses, every communication that occurs. We've got 25 academic buildings, major academic buildings. We've got infrastructure across the entire campus. So, ISU's success for 150 years is an investment in a face to face environment, and what we're really doing today is removing that environment to add another modality to give that greatest flexibility to students that are able to come here physically, but also those students that potentially can... that are in, let's use Chicago, that could say I'd love to get into ISU class but I

could never come down there. And so, I still want to experience that, but that's just going to be a mixture of a combination of the two. So, it's not an isolation of individual pieces, it's not an incremental number, it's a collective number, and we try to track cost in department and things, but at the end of the day, ISU is one institution not one delivery method or one type of cost. So, it's a blend of all of that together and this is a change in that delivery method in this temporary case, but also ability to allow that to be increased in the future, you know, if students and faculty/staff choose to do so.

Senator Harris: Thank you.

President Dietz: Thanks.

Senator Horst: This question, I believe, is for Provost Murphy. I have two questions. One is could you give us an update on the INTO program. And then my second one is that you mentioned that you had this committee that you were forming with other of your Provost staff, and you were making decision of maybe faculty couldn't stand in front of a classroom because of health issues. And I'm just wondering, is this people who feel that they're at risk, Senator Blum spoke about that, and there's other faculty that might feel they're at risk. Are we supposed to be identifying ourselves? So, that's my two questions.

Provost Murphy: No. In terms of the committee, I'll start with that and then back up. The EOC, it's our Emergency Operations Center, has an Academic Continuity Committee and so that's part of that ongoing EOC. There are, I think, 16 different committees, and that's the committee that Dr. Edamala, Dr. Yazedjian, and Dr. Hurd are chairing, and it's a fairly good size committee. They could tell you maybe who is on it.

In terms of how we're trying to move forward with teaching, our recommendation is that we get to a point where we kind of see what are the overarching assumptions that we're working with as an institution and then we would encourage... we're getting the information from faculty, through the faculty survey, then I think we simply need to go in, and offer direction to chairs and directors, that as they look at their list of courses for the department, pick whatever department. I'm looking at Dr. Nikolaou, so I'll say the Department of Economics, we would ask that chair not to make all the decisions about which courses could be online or should be online alone. We're saying please work with your faculty as you think about each of the courses. And I think there are a variety of factors we have to take into consideration, but what we can't have is, it is not the place of chairs or directors to be asking health questions of their faculty. So, that will always remain an HR process, where if a faculty member does have a health concern, I think that faculty member, to some extent, has to talk about their course. I'm going to use Senator Blum as an example, only because you've shared that. I would assume that Senator Blum's chair or director (chair) is going to be working with him to say, here are the courses you normally teach, or here's the department's courses, and let's all talk through, are there courses that could logically go online if they needed to, and it could be a combination of the course pedagogy itself.

Senator Blum, you're already teaching courses that could be online, so I think those are easy answers for those courses. But no, I am not suggesting, Senator Horst, that any supervisor of any employee on this campus ask health questions. I mean they're not medical doctors, and that's private information that a faculty member really needs to share with HR to see if an accommodation needs to be made. That always comes back to the chair through HR, through a normal formal process. But I do think faculty need to have... they need to be able to weigh in on courses, and what pedagogies will work for courses. I mean I think we have to be working with faculty on that. So, I don't know if that answers that part of that question for you.

Senator Horst: So, potentially we should identify ourselves to our chairs and/or HR if there's concerns.

Provost Murphy: I think, yes. If you have a medical reason that you feel that you cannot teach in a classroom, yes. And that should be part of all of our return to work information, and part of what we would encourage any employee to do, because we do have to worry about the health and safety of our employees whose immunity is compromised, who are more susceptible to this.

The other piece of your question dealt with INTO, and I want to make sure I understand your questions. In terms of enrollments to INTO, we most certainly are worried, and know that we will have fewer international students who are able to come to campus. Not because our program has changed, but because it's going to be harder for students who did go back home, or who would be new students to get visas to come in. So, one of the things that Ken Fansler has encouraged, and Dr. Schoon has encouraged us to do is to look for opportunities for distance education for online courses, that perhaps international students who are interested in coming to ISU, perhaps have even applied to ISU, but then are prevented from coming in the fall, are there online courses that they could take, and could we work with advisors to come up with a full complement of courses? So, the real changes to INTO are the changes that we're going to have to deal with to help support international students who still want to come to Illinois State University, but may not be able to show up on campus in mid-August.

Senator Horst: Thank you.

Provost Murphy: Great. Thank you.

Senator Kalter: So, I just wanted to remind everybody that we're technically right now in the Q&A for Senator Dietz. I don't see any other hands, but I do want to chime in on what Senator Blum and Senator Cline have said, with a couple of concerns. One is that I think a national conversation is going on that seems to assume that the larger the classroom the more risky it is. And I understand, yes, of course there are more bodies and so, you know, there's more risk because there are more people. But, on behalf of my department, I just want to say that even small spaces are risky. So, a 30-person space can be very heavily trafficked, you know, a two or three person space can be, you know, very close quarters. And so, I think that we have to make sure that we are bucking the national conversation about, as though the problem is 50 persons or

more, because I think the problem is the cleaning, the close quarters, and that kind of thing, and that can be as much of an issue in a 25, to 30, to 44 person classroom, as it can in a 200 person lecture hall.

The second thing that I am concerned about is the sense that faculty who do not have health conditions that would cause a disability accommodation are somehow going to be in the classroom when other people are not. We know that people have died of this virus who have had no known underlying conditions, and so I think that we may need take that into account. And it's also a massive endeavor to try to identify those people who have a preexisting condition who haven't already disclosed it. And so, I just want to put that in our minds that that may not be the most practical way, or the way to ensure that we don't have deaths on our campus. And so, just wanted to chime in about that. Senator Dietz, did you want to say something about that?

President Dietz: Other than I hear you. You know, that's both good considerations, and your points are well made.

Senator Kalter: Let's see. Now Janice Bonneville has her virtual hand raised.

Ms. Bonneville: Thank you. I just wanted to clarify one point. I agree with the comments that have been made by both Senator Murphy and Senator Dietz. Senator Horst, to your specific question regarding identifying yourself (not yourself, but individuals with perhaps an underlying condition identifying themselves to HR). As we move through this process and start talking about what the progress for our campus looks like, we will be sending information out that talks about exactly that kind of information. So, I don't want anyone to leave this meeting this evening and think that all of you should suddenly (not all of you, or some of you, and others that you know) should suddenly send a bunch of information into Human Resources regarding an underlying medical condition. Okay. So, we want to make sure that as we move this process forward, we're giving anyone who has the concern the opportunity to send paperwork to either our office or Jeff Lange in OEOA depending on what the situation may be. I just wanted to clarify that point. Thank you.

Senator Julie Murphy: Hi. I just wanted to say that I know of at least one civil service worker in the library who did provide HR with a letter from their doctor saying that they had serious underlying medical conditions that put their health at significant risk if they were forced to keep working with the public, and HR rejected their letter.

President Dietz: I don't know what to say, other than we'll look into that, and I appreciate your comment.

Senator Julie Murphy: Thank you.

Senator Villalobos: Thank you to the chair for the time. I guess this is more of a comment than a question. But obviously, I can't speak for everyone, but I believe the general sentiment of the

student body is that they strongly desire to return to campus. And I'd like to point out that clearly there is no perfect solution to this matter, but of course I'd like to thank President Dietz and others for actively considering all options. A return to normalcy seems impossible by the time that August comes around, and I believe the previously mentioned ideas of sort of like hybrid courses is a quality idea, but I do strongly feel that the overall goal and direction of the University should be to return to face to face instruction on as large of a scale as the situation allows. But I'd also quickly like to discuss that, I personally have sensed that there is a sort of growing regional and national sentiment among college students that they may not be willing to continue extensive primary online education over face to face instruction for a variety of reasons, including financial. I myself have heard from students state that they'd rather simply take a gap year or switch over to a community college if primary online education were to continue. I'm not sure if the university has seen evidence of this per se. But in the end, I do believe that it should be a cause of concern and should be taken into account in decisions that are made by the university.

President Dietz: I appreciate your comments on that. We've not... you know we've heard the idea, particularly for freshman, that if they were going to be experiencing mainly an online environment in the fall that they would prefer to probably stay at home, or take a gap year, or go to community college, or whatever it might be. We're really hopeful, just in terms of student progression, that they don't take a gap year. Regardless of other plans that they might make, often times, I guess what we've found overall for students that do stop out, often times they stay out. And so, I guess I would really encourage students to keep on plugging, and we hope that they'll keep on plugging here. And we hope that we'll be able to offer as much face to face instruction as we can. But again, appreciate your realization that it probably will be a blended offering. We'll have some online, and some face to face, and some a little bit of each probably. But we really... another part of the conversation I had today with the presidents and chancellors and with IBHE is that we're thinking about starting a... kind of a marketing campaign if you will, that would probably be led by IBHE, that really discourages the gap year, and tell students to start at Illinois and stay at Illinois, which maybe will help with some of the outmigration issues that we've had, and students are feeling that perhaps going away and that going away involves going out of state, we're hopeful that more of those folks will stay in state, and perhaps go to our institution. But your points are well taken and we're going to do all that we can to offer that, you know, individualized attention, if you will, here, but also in a healthy and safe environment.

Senator Villalobos: Thank you very much. I appreciate it.

President Dietz: Thanks.

Senator Evans-Winters: This might be redundant, but, you know, I was just thinking that... well, it's more of a comment and there's probably a question somewhere in there. But it's interesting to me because I thought Senator Blum was basically speaking to his risk of acquiring COVID.

But I think it was more of a question of how are we going to not only protect faculty, but as an institution how are we going to make up for faculty lost. Now I've been doing the statistics just using our numbers here. So, if the CDC predicts that anywhere from 40-80% of the US population will at some point acquire COVID, whether it's asymptomatic or not, it seems like the university, not just the departments, should have a plan when 40-80% of this faculty will acquire COVID. So, for example, looking at these numbers, of 65 of us on this call 25-50 of us may actually get sick between August 2020 and next May 2021. So, we don't have... we need a contingency plan for faculty as well. I think the assumption here is that students may be contagious, or our faculty, you know, may be putting themselves at risk, but we also need to know that we have a back up plan and that, of course, not only our jobs are protected, but also our mental and financial health are protected in the case we are hit hard. And I don't just mean death, right, I mean sickness, long term, serious sickness. So, do we have a contingency plan when 25 of us just around the table may be absent at some point?

President Dietz: Well, we're working on all kinds of plans. You know, to try to say there's any kind of guarantee on any of this would be foolish. And so, your points are well taken, and we've got 16 different task groups that are working on various scenarios, not only the budget side of things, but obviously the return to work side. Included in those 16 different working groups are folks from our Student Health Center, our Student Counseling Center. We have constant conversations with our health department and are being advised by IBHE also through the Governor's office. So, we don't have a specific plan right now, but your points are well taken and we're early enough, I think, that we can begin to think about those and what might happen. You can't guarantee anything ultimately, but what we can try to do is work to have the best plan we know how to have at any given time.

Senator Evans-Winters: Thank you, President Dietz.

President Dietz: You're welcome.

Senator Kramer: Hello. To go back to the discussion about financial loss in the university, how is that going to manifest in our university? Will that manifest as layoffs, or as reduction of services that we offer? I'd like to know how that is actually gonna play out.

President Dietz: Well, the short answer is that we don't know. I would say that everything is on the table. And as I, again, talked to my colleagues across the state, there's only been one institution right now that's really said anything about layoffs and furloughs, and that's Northern Illinois University, and they've really done it out of the context of an athletic conference that they're in versus a public university and the State of Illinois. So, they've made definitive kinds of statements about that. We were able to make it through two budget impasses with no furloughs and no layoffs. This is a different scenario, and so, we want to try to maintain as many folks at the university as we possibly can, but we've made no decisions about any of that, that's what this planning process will be involved with as departments are involved with this and we're looking

at the different budget reduction scenarios. So, I would say that we're not at the place at all of saying, well, we're gonna do furloughs, or layoffs, or any of that nature, and certainly there's no specifics within any of those because we're just not at that point yet. But I think we'll have a plan along various scenarios, certainly by the end of this month.

Senator Kramer: Thank you. That's all for me.

President Dietz: Thank you.

Senator Kalter: All right. And I don't see any further questions for Senator Dietz. So, well move to questions for Senator Murphy. (Pause) I did have a couple of questions for Senator Murphy regarding a couple of interim AVP appointments that have been made recently, or interim appointments in general. The Interim Associate Vice President for Student Success, I'm wondering if any faculty/staff of color were considered for the interim position?

Provost Murphy: It was an open... it was certainly an open search, and of course I wasn't on the search committee, and we didn't have on campus interviews. But there was only one on campus individual who was forwarded by HR as having met the qualifications for the position, and that's the person who was appointed as the interim.

Senator Kalter: So, the information, in other words, that the search had been failed and an interim was appointed is incorrect. In fact, what happen was that the internal finalist was appointed?

Provost Murphy: No, the search was failed. It is an interim appointment. The search was failed because we couldn't hold on campus interviews. There were external candidates also. So, it was a national search. You asked, there was only one internal person who was forwarded to us by HR as having met the qualifications to be considered for the position. So, there were other... there were three candidates that were going to be interviewed but then we could not bring candidates to campus to complete the interview. So, the internal candidate was appointed as an interim, and it's a date-definite appointment, and then that search will have to be run again.

Senator Kalter: Okay. And so, the answer then to the question of whether faculty/staff of color were considered for the interim position is no.

Provost Murphy: For the interim position, I'm sorry. No, we... I think that's a hard... I'm not sure how to answer that question, because it's not my place to say who the candidates were that weren't forwarded, but I think it made sense to Dr. Hurd based on the candidates that had applied for the job and met the qualifications for the job, that was an internal person who could be appointed as an interim because they met the qualifications for the job description.

Senator Kalter: Okay. So, moving to the Director for University College, were any faculty/staff of color considered for that acting position or interim position?

Provost Murphy: I will ask Dr. Hurd to talk about that process.

Dr. Hurd: I told University College, I sent them a message telling them what was happening with Dr. Noel-Elkins, and I told them that we would be doing... that we would have an interim person come in to U-College because Amelia could be back there in two years. And at that time, I asked them for input and any interest, and I had a lot of people give me ideas on who they thought should be in that position. And I took that information, and it was pretty much everyone wanted Wendi Whitman for that. So, you know, there wasn't anyone who expressed interest in that, no staff of color who were interested in it.

Senator Kalter: And no outreach to any that didn't self-nominate?

Dr. Hurd: No.

Senator Kalter: And for the CTLT Director, were any faculty/staff of color considered for that interim position? This is for Senator Murphy, obviously.

Provost Murphy: Dr. Cuenca-Carlino was the person who worked with the University Teaching Committee to try to look for an interim. And I couldn't tell you who all they considered when she appointed on an interim basis, Dr. Friberg.

Senator Kalter: And I'm wondering if you know the salaries attached to each of those three positions?

Provost Murphy: I don't know them off the top of my head, no.

Senator Kalter: Would you be able to send those to us?

Provost Murphy: I can do that. Send those to who? You?

Senator Kalter: Send those to the Senate so we can distribute that information?

Senator Blum: Yes. Senator Murphy, I've had some faculty ask about ongoing professional development, given almost no matter what, we're still going to be in some sort of online format. So, just, they want.... I think different people want different things. And then they also had a question, I think, is more student centered, is how to ensure that students have the proper internet, basically. All right. So they can have access to online learning. And so, there may be some financial issues, I think they were concerned about that. So, those are kind of different issues but related.

Provost Murphy: Sure. I'll let Dr. Edamala answer the questions about access, to ensure that students have access. But yes, Dr. Cuenca-Carlino is working with CTLT and developing a plan for professional development opportunities for our faculty. So, there should be information about that. If it's not available yet on the CTLT website, also look at the Gladly We Teach website. But

that information will come out from that office. But she's worked closely with CTLT to start to develop those professional development opportunities for faculty.

Mr. Edamala: Senator Blum, could you repeat the question on the access?

Senator Blum: Yeah. Some faculty are concerned, particularly about the financial end getting students to have access. You know, I know we don't know what's going to happen, okay, but, you know, there are students who... particularly when they went back home, they probably had better internet access when they were here than when they were at home. And it's, I mean, you know, I managed it fine, I mean we worked it out, but I think the faculty concern that was of the people that represent, that's what they're concerned, well, what about the students who can't afford, you know, to get that highspeed internet access. I mean, are there ways to do that? Are there ways we can support them?

Mr. Edamala: Yeah. So, the first thing that we realized, I mean, it was pretty hard to hear it right. There were many students who didn't have laptops. Right. So, I was pretty proud of the fact that all parts of the university pitched in together and we figured this out. We got a bunch of really good machines that were being recycled, and we set up a laptop loaner program within a week. I mean, we sent it through Legal, and got all the paperwork sorted out for each student, and we ended up mailing and giving out around 60 laptops, and we still had a few leftover that if we need to give them out, we could have. But the really tough piece, the Senator's right, is the internet access. And in some rural areas, we had students... there's nothing there. There's no option for internet, right. Same with other areas, where it's too expensive, or they can't afford it, or whatever it had been. So, what we did was we reached out to Verizon, and a couple other cellular phones companies to get these hotspots, more mobile hotspots. Well, as it turns out everyone was looking for them, and they're still on back order. So, we didn't get any in hand. So, one of the things that Vice President Stephens and I have been talking about is with that Academic Enhancement Fee, if we do get that, would be to buy a number of laptops and a number of hotspots, right. Now, we'd have to work out all the details of, you know, how we're going to work out the monthly cost and all the rest of that stuff. But Vice President Stephens was on the same page. I mean, we had to do something fast. We have to figure this out. So, that is one line item in that Enhancement Fund. Regardless, we see this as an issue, right. We see this as an equity issue, and we see this as something that we need to do something about.

Senator Blum: Thanks. That's terrific.

Senator Kalter: And I'm looking... it doesn't look like there's any further questions for Senator Murphy. (Pause) And if not, we'll find out if there are questions for Senator Johnson. Thank you, Senator Murphy. (Pause) I'm not seeing any virtual hands for Senator Johnson. So, we'll move, do we have any hands for Senator Stephens for Q&A?

Senator Pancrazio: Yes. Senator Stephens, can you tell us when work will begin to finish up in Bone Student Center?

Senator Stephens: Yeah. I'll give it from a higher level and then Mike Gebeke can also chime in here. But we are, as you can imagine with the Governor's recent work order changes where construction industry, all the employees that are involved in the construction industry whether they're local or across the country are now beginning to come back and be allowed as what we call essential employees. So, we are beginning to deploy on all of our contract management through David Gill's team, which is the Facilities Planning team. They'll look at all of the contracts that we had to place on hold. We've been contacting the contractors themselves. We've been talking about social distancing. We've been very much trying to move people, especially when the trade itself allows for an individual to work by themselves, or maybe at a distance away from another skilled tradesman. There are going to be some areas, some trades that can do that quite well. There are going to be some areas of the Bone Center, if I understand the information correctly, I think the new Asian food court, Star Ginger, is going to be in an environment where there's going to be a lot of workers together trying to get that done. So, that may actually have to move at a little slower pace, than perhaps another area within the building. So, we're excited about getting things done. And I'll let Mike answer some questions, now more specifically in certain areas. But just know that we are... we've been biting at the bit, ready to get things done before the Governor allowed us. So, I appreciate you asking that. And, Mike, I'll let you add any more comments you can bring forth.

Mr. Gebeke: Yes. Senator Stephens, the Bone Student Center will be coming up shortly. They're looking at that. It's exactly what you said with being able to socially distance and be able to get apart while working inside there. We're looking at materials coming in and everything like that. But we are bringing people back slowly right now. They all have to... every contractor that's coming back on campus actually has to have a plan in place on how they bring people in, they know that have been tested somehow, whether it's a... to say they know they haven't been sick, they know they aren't sick, somehow, some way. We know they aren't going to be able to get tests but that they're going to have at least a thermometer test, or something like that, so that they can check them before they come to campus. While they're working on campus, they'll also have a way of enforcing the social distancing, and wearing of masks, and taking care of how they are on campus. So, that's what we're going for, actually, that's every project that we have on campus right now. So, Bone Student Center is getting started. I think we had some bids that were... we had a protest before the shutdown that we had, but I think those have all been resolved. So, we will work with Procurement and with this new part of the contracts to see how fast we can get them started back up. But again, Star Ginger may be a little longer than we had in the past, simply because it's so close inside there. But the rest of it, we will be looking at starting up pretty quick here.

Senator Mainieri: I wonder, it's been a while... a few meetings since Janice Bonneville had joined us and told us to anticipate significant changes for our benefits, and we're now in the benefit choice period, and of course we're not going to have an in person virtual benefits fair. So,

I just wonder if we can get a little update on where we are with all of that, and if the changes were as significant as you anticipated.

Senator Stephens: All right, Janice, this is your opportunity to shine.

Ms. Bonneville: Yes. Depending on how you look at it. So, thank you, Senator Mainieri, for your question. So, yes. The information has gone out. There were two virtual seminars actually held this week, conveniently during finals week, I know. There are additional seminars scheduled. I know for this week, and I apologize, I don't know off the top of my head how many additional dates there are for those seminars. In my opinion, the changes were exactly what they expected them to be. For members, the average increase for employees was \$18 twice, for their coverage, because there was supposed to be an increase in January that didn't happen. So, for members it is \$38 a month on average, across the plans. And then for dependents, it's an additional \$26 a month across the plans.

The other piece that changed some costs rather significantly, particularly for our campus, was the decision by CMS to divide out the cost associated with the managed care plans. So, prior to this year, all costs for managed care plans were the same. You had one price for quality care, and then one price for all of the managed care plans. Moving forward, you now have an individual price for each managed care plan. Without giving away anybody's person information, I can tell you that well over 80% of our employees are enrolled in Health Alliance, which only Health Link has more significant increase than Health Alliance. And the bulk of our staff who are not enrolled in Health Alliance are enrolled in Health Link. So, we saw some of the most significant increases in cost for our campus, associated with those costs because of the increased cost for the vendors.

We also saw addition of the consumer driven health plan with the health savings account. I was very disappointed to hear from CMS that they wouldn't be providing what was called a limited flex spending account along with that, which would give our employees an opportunity to still have money set aside to cover vision and dental costs. I'm concerned that folks don't understand that you can't cover vision and dental costs with health savings account money.

The other pieces, traditionally, I would expect to have seen a consumer driven health plan premium cost to be noticeably lower than the other plans, and I don't believe that's the case under the CMS plan. There are some additional costs built in essentially, everywhere there's a co-pay, or a co-insurance, that cost has changed, as well as costs associated with prescription. So, I think it's rather significant.

With all of that said, a friendly reminder that the health insurance costs have not changed in six years. The last change done by CMS was when I still worked for CMS. So, it's been six years since anything has changed for health insurance costs. So, this is not the end of it. There are

changes built into the union contract through the next four years, between the state and AFSCME Council 31. That union contract is published, so I'm not giving away any secrets. You just don't happen to get the information from CMS in a pretty benefit choice book until April of the year in which the benefit changes occur.

Senator Stephens: Janice, was there, and I think I know the answer to this but I'll ask it anyway, because costs have been held flat for a number of years, that there's not really any choice in there that even creates a reduction in rate, other than this new health savings plan where you've got high risk. When you've got higher risk in order to bear a lower premium but you incur higher cost if your individual or family member ends up in the doctor or in the hospital. You've got that counter risk associated with that. Is that correct?

Ms. Bonneville: That's correct. So, other than the consumer driven health plan, there's really not an opportunity for folks to avoid other cost. I will say there was one change, it has nothing to do with benefit choice, and this is an area where I don't know that CMS did a very good job of communicating. In fact, we asked the follow-up question after the benefit choice seminars, got an answer, which Kelli Walker put out in a message to campus, which I know these come with a million different messages from us lately, and they have gotten lost in the weeds. But for those that have flexible spending accounts, one of the sections of, I believe the CARES Act, not the FFCRA, but the CARES Act reversed the ruling from a number of years ago regarding over the counter medications for flexible spending money. So, we've had a lot of folks asking questions about, "I didn't get to spend my flex because I can't get in to see the doctor, I can't get in to see the dentist. That's what I use that money for." And so, the federal government changed the guidelines for flex spending, and now will allow those over the counter purchases of medicines without a prescription and flex dollars to be used for that. And that was retroactive back to the first of this year, and we got clarification from CMS towards the end of April that that would apply to our plan. It wasn't clear because, since we're a fiscal year plan, not a calendar year plan, it wasn't clear that that would happen. So, we did put that out in a communication. So, if people do have extra money in their flex spending account, over and above the \$500, they can roll over, they can use that for over the counter medications now, between now and July 1.

Senator Mainieri: Thank you.

Senator Bonneville: You're welcome.

Senator Kalter: All right. And do we have any further questions for Senator Stephens? (Pause) Looks like none.

So, we're going to move into the Communications part of the agenda. For those of you who have never been at a Senate meeting before let me just give you a couple of hints about what a Communication is. In a sense, it's anything that you want to communicate to the Senate. So, we've had things like announcements about when the next Theatre programs are going to be, when Business are going to be, when certain things that SGA is sponsoring are going to take

place. Usually we don't have many of those in May, but are there any Communications for the Senate?

Senator Horst: I wanted to thank Cera Hazelrigg for all of her very hard work that she's done in the past couple of months. Usually, Susan and I would take you out to lunch. Unfortunately, we can't do that now. But I really appreciate all of the extra hard work you've been doing to make the Senate function during these difficult times.

Senator Kalter: And I will echo that. I will just say that is has been very difficult, not impossible obviously, but difficult to move onto Zoom, and Cera has been an absolute hero, and in fact I think at one point was teaching Charley Edamala's group how to do some things, right, Charley? So, just phenomenal, and a lot of work. And many of you don't know, but one of these nights, I can't remember if it was Orientation or the one before that, she and I were here until 11:00 at night, because the Zoom recording would not compress and load, so working some overtime as well. So, thank you very much for that, Cera.

Do we have any further communications for the Senate? (Pause) Okay I have two, or actually three or four. No. Three.

Parking permits usually would be going out around this time, we're obviously going to hold them until and unless we have actual in person meetings. So, we didn't forget you, but there's no point in having a parking permit if you're really not going to a Senate meeting.

Second thing, if you have not gotten your internal committee preference forms in, please get those in right away so that we can seat the internal committees.

And then, I just also want to say a huge appreciation for all of the people, for all of us, right. That we've, all of the people who have been working in the administration on the emergency operations teams, all of the faculty/staff who have been working to pull our campus online, and basically doing double duty in our classrooms, and etc. And all of the students who have really, you know, stuck with us and been spirited and supportive, and helped us, and are going to help us if we have to go online in that fall, you know, do it better, provide you with something better than we were able to do when we had to do it really quickly. So, if there are no further Communications for the Senate, we need then a motion to adjourn.

Adjournment

Motion by Senator Mainieri, seconded by Senator Blum, to adjourn. The motion was unanimously approved.