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## Senate Meeting, August 26, 2020

Academic Senate, Illinois State University

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**Academic Senate Meeting Minutes**  
**Wednesday, August 26, 2020**  
**Approved**

***Call to Order***

Academic Senate chairperson Susan Kalter called the meeting to order.

Senator Kalter: All right, terrific. We, as you can tell, this is going to take a little bit longer under Zoom, because we have a new June Open Meetings Act rule that we have to take roll call attendance and also do mic checks to make sure that everybody can hear one another.

***Roll Call***

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

***Public Comment***

Senator Kalter: Wonderful. We have a quorum. We're going to start tonight with public comment. Senator Horst, if you can verify for me the first person for public comment is Professor Carrie Ann Courtad. Is that correct?

Senator Horst: That's correct.

Senator Kalter: Okay. Dr. Courtad, you have two minutes to make public comment. Welcome.

Dr. Courtad: Thank you very much. For my public comment, this faculty might not be here, but I think the statement belongs in this forum. So, I'd like to make a statement to the faculty member who betrayed their colleagues' trust by allowing a reporter from WGLT to sit and listen to a faculty only meeting on July 16. Mr. Denham did not have to show press credentials, nor did he have to notify anyone that he was present. Those in the meeting had no idea that a reporter was listening on the faculty conversation. It was a sneaky and unethical move by both the reporter and the faculty member. I am saddened, offended, and personally betrayed by a colleague who would choose to allow Mr. Denham into this meeting. This was not an Open Meeting because the faculty alone are not an advisory board to the President. The full Academic Senate is that board, not us. If we cannot have an open and honest dialogue among ourselves, how do we expect others to put a good faith effort into shared governance and trust that our colleagues are doing the same? Shared governance is difficult work, and I appreciate the Senators that are doing this work. Please do not make it more difficult by acting in a deceitful manner. Now is not the time for toxic positivity. It is time to do hard work of shared governance and I hope that our current administration now understands that this to be the case.

So, here are my suggestions. I strongly recommend that the 17 summer work groups be heartily thanked for their hard work, and then disbanded. A group of concerned faculty members had a 12-page open letter that had solid recommendations regarding on how to go about reopening our campus. These recommendations were not used, nor acknowledged until far too late into the

summer. We might not have the crisis that we have now if faculty voice had been included in a meaningful and authentic way to affect change and institute a real plan.

The library should be closed immediately. With a 19.4% positivity rate on our campus, we need to save our library colleagues and shut the library down. I look forward to being involved in discussions and shared governance about our spring semester of 2021. Thank you.

Dr. Akman: Good evening. I am Fusun Akman, a professor in the Math Department.

This pandemic will not be over by Spring 2021. Not when our current positivity rate is 20%, compounded by our students' uncertainty and fear. They are sending us frantic emails, the GA's are asking about the sick students in their sections, and we have all received excuse emails from the Dean of Students! While ISU is trying to put out fires with platitudes, students are turning to us instructors for quarantine info, or just to figure out what to do next. Their plight is heartbreaking.

The hypocrisy of our local leaders about preventive measures adds insult to injury. Just stop blaming. We want to know now, without delay, what ISU is going to do about students who test positive for Covid-19, whether they live in ON campus or OFF campus housing. They are all somebody's kids.

Also, with the exploding infections and the library staff terrified, why is the library still open? Dozens of people with no masks are there every day, refusing to comply. The situation as we speak is intolerable. Let us close this incubator now, along with the Campus Rec Centers.

Time to start honest planning for spring. We demand that new work committees be created, with the Faculty Caucus fully represented, for academic, health, safety, and equity planning. We demand that the recommendations be reported not only to the administration but also to the Academic Senate. Last Spring and into the Summer, the administration made a naked power grab. They trampled on shared governance. Our recommendations were either ignored or misrepresented. How is that working out for everyone?

So, to reduce the general misery, each of us has a job to do; teach, help, plan, or speak up. Let us resolve to do our jobs or else get out of the way. Thank you.

Dr. Fleisher: My name is Kass Fleisher, Professor, English Department.

Many Redbird faculty feel that concerns about local, marginalized communities went unheeded.

Thus, I thank Senate Chair Kalter and Secretary Horst for allowing me to speak, and for their leadership, unpaid and *unprecedented* this summer.

I urge the administration to practice basic crisis management. Communicate more, not less. Tell us more truth, not less. Be responsive to the Clery Act, as described in section 6-2 of the Clery

Handbook. Broadcast our case count and positivity rate daily, including cases discovered by the Interstate Center. Provide data regarding the racial makeup of positive cases.

Locally, communities of color are overrepresented in our case by a factor of two. Is that the situation with students and staff? Tell us.

Don't send an email to students and parents about your plans for a pandemic and send an email to the faculty and staff *a day later*, and call that "information."

Don't put one faculty member on "task forces" and call that FACULTY INPUT.

Recommit yourself to marginalized communities and to shared governance by thoroughly informing us and working with the Academic Senate on what pandemic policy should look like. People who feel heard, who feel informed, and who feel safe are *better* able to develop *better* practices, which makes everyone safer. That's Clery-informed crisis management.

Thank you. [<https://clerycenter.org/article/covid-19-clery-act-faqs/>]

Mr. Hackl: Hello everyone. Thank you for allowing me the opportunity to comment.

My name is Jake Hackl, I'm a senior music ed major, and I am here today because I am scared.

This morning, WGLT released an article highlighting that ISU's 7-day positivity rate stands at 19.3%.

I understand that the university is taking serious precautions, but those precautions simply are not enough.

The data is showing that nearly 1 in 5 tested students are positive for COVID-19. We already have hundreds of cases, and I think we are on track to a thousand or more. That doesn't even factor in the faculty, families, and other community members that these students will be spreading the disease to.

ISU students are not doing their part to keep our community safe. I see it every day on social media as groups of students have parties, go out to the bars, and are not practicing social distancing.

It is incredibly frustrating because it is not the university's fault. But, it is the university's responsibility to do everything in its power to stop an outbreak in our community.

I believe we should not have any in person classes. As a vocal music education major, I know that being in-person is very important for my education, but that does not compare to a person losing their life to COVID-19. I believe that we need to send on campus students back home. Off campus, ISU should leverage its relationships with leasing companies to ensure parties are

broken up swiftly and social distancing is enforced. I can only imagine how difficult it will be for administration to coordinate all of this, but it must happen.

Since the student body has shown it is not capable of making the decision to protect our community, then the decision needs to be made for them. Stop in-person classes and send students home.

I know this will create backlash and I know you will continue to deal with students demanding reduced fees because of courses being online. That is valid, students should get partial refunds, even if that hurts the university's bottom line. Supporting our students during this unparalleled time should be the university's number one priority.

People around the nation are watching and seeing what we are doing. If we do nothing and allow hundreds or even thousands of cases to spread in our community, people WILL remember that.

We need to act now, and we need to act quickly. Please be the leader I know Illinois State University can be. Thank you.

Dr. Shelden: Chairperson Kalter and all members of the Academic Senate, thank you for the opportunity to speak to you tonight.

I want to preface my comments about future Covid-19 planning by reminding us that we have had no surprises. The virus is behaving just as epidemiologists and biomath modelers described before our March shut-down. We may be dismayed by a 19% positivity rate on campus, but are any of us who have followed the science surprised?

And so now we must plan for 2021. That planning must be rooted in true shared governance. Formation of work groups was not transparent. We are told faculty representatives are on each work group, but how were these people selected and to what extent has their input been influential or respected? Why was the work group most closely tied to Academic Affairs populated so heavily by faculty from a single department? Why were faculty not involved in determining who would represent them on work groups?

We know we must plan for 2021. To do so in a way that respects our stated value of shared governance, work groups must be reshaped. Our Faculty Caucus should determine tenure track faculty membership on work groups. The NTT union should be invited to determine NTT membership on work groups. Campus leadership should be kept informed about work group progress and recommendations. When reports are made to the President and his Cabinet, those same reports should be presented to the Senate Chair and leaders from the Administrative Professional and Civil Service Councils. Decisions should be made soon. Faculty members experienced significant uncertainty fatigue this summer. Student and family trust in our institution has been greatly damaged.

Finally, we must place equity concerns front and center in our planning. Is risk among teaching staff equitably distributed, or are graduate assistants and NTTs covering disproportionate numbers of in person meetings? Do students with less university-related navigational capital have equitable knowledge of and access to processes and supports? Will our decision for a broad

reopening of our campus this fall add to the inequitable impact this pandemic has had on essential workers and their families? When finally this is over, will we look back at our university response and confidently say we lived by our core value of diversity and inclusion? Thank you.

Senator Kalter: Thank you, Professor Shelden. So, the Senate makes room for 10 minutes worth of public comment, five people with two minutes apiece, so any further comment according to our bylaws, gets carried over to the next Senate meeting. People can also submit written comments this evening and we can distribute it to the full Senate by tomorrow. So, we're going to move now to Chairperson's Remarks. And thank you all for your comment. I know that public comment is very difficult to make, to speak in front of a large group like that.

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

Welcome and welcome back to the Senate during this second week of a very unusual academic year.

This meeting is being held electronically due to the issued disaster declaration, and because the President has determined that at this time in-person Senate meetings and Senate committee meetings are not prudent, practical, or feasible.

I'd like to take a minute to welcome three new faculty Senators. Eric Peterson and Lisa Tranel are both from Geology, Geography, and the Environment. Mary Hollywood is from History. Thanks to all of you for your service.

We will have a hard stop time tonight between 8:15 and 8:30 because the Faculty Caucus has important work to do in advising our Provost's office, University Review Committee, and departments regarding evaluation toward tenure and promotion during and in the anticipated aftershocks of the pandemic.

Although classes have begun, it is still August, and we are still living through a summer that has been the most trying summer in the United States for perhaps fifty years. In the midst of a global pandemic that has upended millions of lives, killed hundreds of thousands, pitted young against old and poor against wealthy, this summer all the people of the world also bore involuntary witness. Our witnessing of the lynching of George Floyd has become the shot heard round the world in a revolution for dignity and human rights once and for all.

Communities of students, faculty and staff here at ISU have gone through upheaval as a result both of the pandemic and this terrible instance in thousands of police and human brutality. One in thousands of incidents that continue to occur despite of and the midst of the civil rights revolution, as we're seeing in Kenosha, Wisconsin since Sunday.

Nevertheless, what we have witnessed, what I have experienced, has also been beautiful and enduring. Driven by a sense of purpose, grateful for one another, grateful for our lives, loving toward one another, we have sought each in our own ways to protect one another, to speak out

for racial justice, to keep people in safe spaces while they work and go to school, to save jobs or keep our communities whole by supporting the hardest hit.

The university may have to respond rapidly to the recent increase in cases among students. I hope our student Senators will continue to be ambassadors for responsible social distancing and mask-wearing and that we will all work to encourage responsible behavior without shaming our students. Without shaming our students. We want our whole community to survive. Period. That's what it's about. Living through this time. It is trying--to say the least--not to be able to be a normal college student having a normal college experience. But when we look to our grandparents and ancestors, we remember that many of them deferred their educations altogether to join war efforts during World Wars I and II, for example. Many of those never returned. We remember the intense struggle of the Vietnam era and the Civil Rights era. Many of those never returned. We can take courage from those experiences and live up to their hopes, dreams and expectations for us.

So I just wish to express my profound gratitude to the hundreds of people who have been and are buoying one another up and buoying me up during a very challenging time and modeling healthy practices for one another.

We will move now to Student Body President remarks and then Senators Harris and I can take any questions that you may have for either one of us.

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

Senator Harris: Hello, everyone. I just wanted to first say thank you to everyone who did give a public comment. I do echo a lot of the concerns that you all mentioned. So, I do hope to see a response come from those.

So, I just wanted to take this time to give an update on kind of what Student Government has been doing within the last three weeks since we started reconvening. So, our first week was the week of August 10<sup>th</sup> and 11<sup>th</sup>, and that was when we held our retreats. And at that time, we have President Dietz, Vice President Johnson, and Chairperson Kalter join in on sessions with us. And this was an opportunity for us to learn more about our relationship with Vice President Johnson as we serve under the Division of Student Affairs. And with President Dietz and Susan Kalter, we talked extensively about shared governance. At the retreat, we also have the opportunity to work together to brainstorm how we're still going to engage with our constituents this semester, even though we are virtual, and more importantly, how to ensure that they're following COVID guidelines as much as possible.

We then had our first general assembly, which was last week, and we had continuing conversations about student concerns regarding fees and tuition. What we're trying to do on our end as an association is look to hold a series of caucuses where we invite guests that create those numbers and those figures for us to explain to us more why the university makes those decisions in regards to tuition and fees, and we hope to relay that information to students, and then

continue to relay any concerns that students have regarding the issue of fees and tuition, because it is not an issue that I think students will be letting up anytime soon.

Other than that, we did pass two resolutions within our SGA assembly last week, and that gave ex officio members in our group the right to vote as well as giving our secretaries for internal committees chairperson privileges to kind of go along with the ex officios voting.

We do have a Constitution that we've been looking to pass the past couple of years, and it has it and a key part within that constitution is giving our ex officios the right to vote. Like I said, it hasn't happened within the past few years. But this is an area that Senators have identified that they wanted to work on again this year. I know that this year, there's definitely more challenges with COVID. Being here and having to get those students engaged with us to get their signatures that we need. But I do still think that we will be able to pull that off.

But other than that, we also have our Emerging Leaders Program, which is led by our Vice President, and they're currently looking for first year students to join the program. The program will be virtual this semester. So, if you do know a first-year student or a transfer student that is looking to be more involved, you can have them look at our website so that they can view the application and submit an application.

Some other goals or initiatives that we would like to continue working on this year is first and foremost, #AntiBlackISU. Myself and other Senators that are here today have been meeting with administration since last October, and we are now at the point where we are looking to see some of the action with our demands. We would like to start to see some of the fruits of the labor that we've been doing since October. So, this year we are really anticipating on seeing some action happening this year.

Some other things that we're looking to do is really being advocates for voter education and voter registration since this is an election year, and that includes informing students about the mail in actions. Myself and other students have already been working with CESL to prepare for our election season, regardless of whether or not we will be on campus. We still want to make sure that students are well informed wherever they are.

I will also say that leasing and other issues like that have been a concern for students as well. So as an association, we are looking to highlight more resources that are already available to us by the university such as the COVID-19 Redbird Response Fund, and the CARES Act money, just so that if there's anything we can do to help alleviate those issues, we can inform the students of that. We do understand that leases are a tricky issue, but as long as we are providing as many resources as possible to them, that is our goal. We also want to make sure that resources that are already here are continued, continuing to be sustained. For example, our School Street Food Pantry, we want to make sure that during these times that it is stocked and running for our students. So, several Senators have reached out and said that they would like to work/collaborate with the Pantry to have continued food drives to ensure that the Pantry will stay stocked.



And other things the Association is looking to do, despite being virtual, is past initiatives that have been done in previous years. Mental Health has always been a big issue within Student Government Association. Years ago, "It's Just a Period" was a campaign done by previous Association members where free menstrual products were offered to students. "You'll be fine, wait to sign," is something that is really prevalent right now, it's leasing education for students. This is not the point in time where students should even be thinking about signing leases for next year. So, we really want to ensure that we are educating students on really what a lease is, and how binding that is, and things that can come from having a lease.

So, that's kind of a broad overview of what SGA is looking to do this year. Even though we're virtual, we still are pretty ambitious. And I do think that we will be able to accomplish a lot of those things.

And lastly, to kind of echo what Susan Kalter said, and it's what I told Senators last week, is that even though we may be virtual, or we may be off campus, or living off campus, I still want to ensure that us as student leaders, that we are leading by example. So, that means not doing things that are not recommended right now, so that it means any other extracurricular activities happening within off campus that we know has led to some of the numbers that we're seeing right now. And I just wanted to echo that again for Senators, but then also for faculty and administration as well. I hope you all are doing things that's best for everyone's health right now. And that is all.

Senator Kalter: Thank you so much, Senator Harris. You can all see why I'm looking so forward to working with Senator Harris this year. Great, great leader starting out. Does anybody have any questions for either myself or Senator Harris?

Senator Agbonifo: I just had one question. So, I know ISU PD has been trying their best to break these parties up, but is there... I'm not sure if this is true, but I've heard they're like trying to start ticketing students. Is that like a possibility? Is that something that's gonna happen? Like if they are not social distancing or if they're like at a party?

Senator Kalter: So, Senator Agbonifo, I would love to take that question right now, but it's really a question that belongs in the Administrator Remarks, so can you hold it for then? Because we put other business ahead of that, this particular night, because we knew that if we started on COVID questions, we probably wouldn't be able to get other business done that we need to get done tonight. Is that all right?

Senator Agbonifo: Absolutely. My apologies?

Senator Kalter: No problem. No problem. I just figured that Senator Harris and myself probably can't answer that question ourselves. Any other questions for either one of us? (Pause) I just have a quick question for Senator Harris. Senator Harris, when you do the Constitution, looking for

the signatures to pass the new Constitution, does that have to start all over again with the new academic year each time?

Senator Harris: Yes. I believe this will probably be the third year, because the past two years that didn't happen. So, each year you have to start from scratch to get the 10%.

Senator Kalter: Okay, great. If you have need for it, you can talk to myself and Cera Hazelrigg in the Senate office if we can be of any assistance electronically or anything like that, for that.

Senator Harris: Thank you.

***Advisory Item:***

***FY2021 Surveillance Equipment Memo from President Dietz***

Senator Kalter: All right. We're going to move then to the main agenda. The first item, there are a couple of Advisory Items and a couple of Information Items on this agenda. The first item is simply the annual Surveillance Equipment Memo from President Dietz. We get basically the same memo every year, and this is a policy driven memo. Do we have any questions or comments about that? The Advisory Items we do not vote on, but we are sort of informing the Senate and by way of Senators, the rest of the campus, about various things through the Advisory Items.

***08.19.20.01 Advisory Item Explanation (From Martha Horst and Tracy Mainieri)***

***08.03.20.01 Policy 1.2 Anti-Harassment and Non-Discrimination Policy Current Copy (From Jeff Lange)***

***08.14.20.06 1.2 Anti-Harassment and Non-Discrimination Mark Up (From Jeff Lange)***

***08.14.20.01 1.2 Anti-Harassment and Non-Discrimination Policy Final (From Jeff Lange)***

***08.14.20.02 1.2.3 Hostile Educational Environment Sexual Harassment-Student Procedures Final (From Jeff Lange)***

***08.14.20.04 1.2.4 Title IX Hostile Work Environment Complaint Procedures Final (From Jeff Lange)***

***08.14.20.05 1.2.5 University Laboratory Schools Complaint Procedures Final (From Jeff Lange)***

The main events tonight are the next two sets of items on the agenda. You will notice that these are related items, the Advisory Items regarding policy 1.2 and its procedures, the Anti-Harassment and Non Discrimination policy are under Advisory Items because they were determined a couple of years ago not to be Senate-reviewable policy... (recording malfunction) academic area broadly... (recording malfunction) we conceive of the academic area here at ISU Anti-Harassment and Non-Discrimination policy is basically set by federal law and to a certain extent, I believe by state law, and so that's why we do not review those. But we do have them here again for the same purpose, to offer feedback to the administration about the changes that have been made to the Anti-Harassment and Non-Discrimination policies and procedures, and to help them refine what has had to already be put up on our websites, because we had to come into compliance with the federal law on August 14. And then you'll also notice that in the Information Items, there is the Student Code of Conduct which was also impacted by the need to change

these procedures. It used to be that Title IX issues for students went through the Student Code of Conduct. The new federal regulations have made it so that those now have to go through a different process. So, when we get to the Information Items on those, we will eventually be bringing those back for a vote regarding what was taken out of the Student Code of Conduct, and so we'll get to that in a moment.

I want to introduce Jeff Lange from the Office of Equal Opportunity and Access to introduce the 1.2 policies and policy changes. And then also he's going to explain a little bit some changes that were made since he received some feedback from Senators that are on the Executive Committee. When they went through the Executive Committee, we already issued some feedback so that there could be, you know, sort of rapid refinement of some of the typos and that kind of thing. So Jeff Lange, if you can take it from here.

Mr. Lange: Thank you, Chairperson Kalter, and I'm not sure if you want me to just do just 1.2 or you want me to kind of give the broad oversight of all of them at once, so we can do it all once. I'm not sure the most efficient way.

Senator Kalter: I'm thinking perhaps that the most efficient way is the second way, the latter, to do the whole overview, and then if there are particular points to go back to those.

Mr. Lange: So, I want to start by thanking the Academic Senate for having me, and also for any feedback or comments that we can receive. And I especially want to thank Chairperson Kalter and Senator Nikolaou, and Senator Horst for some excellent feedback that (as Chairperson Kalter mentioned) we've already received, a lot of which I was able to implement because it was insightful, they caught some other things that in our rush to implement I think that we kind of missed in terms of some terminology and things like that. So, I want to start by noting those changes.

So, in 1.2, in the draft that you all have, the first big change is moving the paragraph about the policy not prohibiting things about instruction, we move that down, based on a perception of how it relates the faculty and their teaching. The other big changes that are not reflected is originally we were going to have multiple procedures that included 1.2.2., 1.2.3, 1.2.4., 1.2.5. Actually, now the current 1.2.3 that you have is going to be 1.2.2, removing all of them up one as the student and employee compliance procedures for investigations for everything non-Title IX will be covered by 1.2.1 that I was just able to get to Chairperson Kalter this week.

The other significant changes in the actual policy of 1.2, for those of you that have had a chance to look, all of it relates to actual sexual harassment, and some new policy guidance issued by the Department of Education and the Office of Civil Rights. If you have a chance to look at it, we didn't have that many changes that we needed to make in that based on the feedback that we've received, but if you saw the original draft, there's a number of new compliance obligations in our definitions as well as some additional compliance obligations related to students. So, for example, for employees, it's the first time the Department of Education has ever said that Title

IX will apply to employees in the workplace, it had always been related just to students prior to that. And in addition to employees, faculty and staff, we also have Title VII, and we have to be compliant with both, which is why you see kind of the two different ways that we can get there, in terms of what could or may not be sexual harassment, hostile workplace environment. As far as students, this is where a bulk of the changes had to come. And most of those are reflected in the procedure, which you all have is 1.2.3, which whenever it's fully implemented will be 1.2.2. The overhaul of the procedures that we were required to make were jurisdictional, a change in the standard of what is or is not sexual harassment, requirements for live hearings, the filing of formal complaints. Based on some of the feedback we got from Chairperson Kalter, Senator Nikolaou, and Senator Horst, we updated some terminology.

Also, in the referral to a hearing, there was a question on how we would put together or assemble a pool of advisors. I'm sure all of you receive the email calling for volunteers to serve in that role. I can report tonight that we are approaching 60 volunteers that are willing to serve as an advisor to students in hearings and the appointment of an advisor is a compliance requirement. If an individual does not have an advisor at hearing, we are required to provide them with one. And the purpose of that advisor is to advise a student and to conduct cross examination on behalf of the student at the live hearing. The regulations specifically say that we are not permitted to allow a party to directly cross examine another party. The language for that is taken straight out of the regulation. So, we clarified in the procedure, how we are assembling those individuals and also they'll be specifically trained. So, now that we have our pool together, I will be conducting a training with all individuals that have agreed to serve in that important role for both our complainants and our respondents.

There were a number of other questions in the feedback related to what evidence could or could not be considered at a hearing. The language related to evidence and cross examination and questions that can be asked were all taken directly from the new Title IX regulations. These are compliance requiring of what we have to allow. The other changes from the copy that you all have is we clarified the Dean's Appeal Board and who serves in that role, and who oversees it as the Dean of Students, whether their Assistant Vice President or not, the Dean of Students, we clarify that, and updated some terminology later on. We found some inconsistency when we got our feedback due to kind of the rushed... the regulations came out in May of 2020, and we had to be compliant by August 14 of 2020, and this required creating whole new procedures we had never had before, or we had had versions of, but not the, to the extent that the federal government required it.

I think that pretty much reflects what changes were in the student procedure. On the employee procedure, from the version that you all have. The other thing is the hyperlinks will be going up with these, that was a common theme, we will be including hyperlinks every time you reference a different policy or procedure as it goes up on the website.

One of the one of the big changes that was made was we referred to, for employee hearings, we have a hearing panel, just like we do for the students, for employee Title IX sexual harassment versus Title VII. Title IX sexual harassment hearings will include someone from OEOA. And then the other two members that will serve on the hearing panel will be dependent on who the respondent is in the situation. So, if it's an administrative/professional employee, we would have someone from Human Resources, and OEOA will work with AP Council on identifying a third, and a fourth alternate, we always want to make sure to have an alternate to avoid any conflicts or bias, right. And then also based on Chairperson Kalter's feedback, we change Academic Senate to Faculty Caucus, to work with them and also work on some limitations over the summer and things like that, so we took that feedback as well. And then kind of the same notes as 1.2.3 over what evidence we use and what we can and can't consider, so, the similar changes to 1.2.3.

And then 1.2.5 (which will now be 1.2.4) this relates to our University Laboratory Schools. So, OEOA has worked with the laboratory schools for a number of years of addressing issues or concerns that occur within those schools. This will be the first time we have a standalone procedure that is specifically meant for the laboratory schools. As the Title IX regulations were implemented, there's a couple different places where they explain how the requirement is going to be different for the K-12 school system, because Title IX applies to K-12, just as it does to higher education. The biggest difference in those policies and procedures is there's no requirement to have a live hearing, we're allowed to have a paper hearing, which still allows for cross examination. A party through their parent/guardian/advisor, can submit a question to the hearing officers in that case, which will be someone from my office, and the building principal at the respective school, and then those individuals will submit those questions to the other party. We're allowed to do it all on paper, which is specific to the K-12 school system. And there's some other compliance pieces in there that's specific to the laboratory schools, but like I said, this would be the first time we have a standalone procedure just for those cases, and the changes in that is similar to from Chairperson Kalter, Senator Nikolaou, and Senator Horst's feedback is similar to the ones that we made in the other, it's based on some terminology and some consistency, as well as explaining places where we have to consider a certain evidence because the regs require it, and also the changing of calendar days to business days, was something else that was caught by, I believe, Senator Nikolaou. So, that's kind of a summary of the changes of the version that you all have versus the one that is implemented.

Senator Kalter: Wonderful. Thank you. And I forgot to say that Jeff Lange is the Director of the Office of Equal Opportunity and Access. Jeff, just one clarification before I open it up for comments. Title VII refers specifically to the racial discrimination portion of civil rights, is that correct?

Mr. Lange: Title VII refers to a number of protected classes.

Senator Kalter: Okay.

Mr. Lange: Including sexual harassment. And I can explain (and I know a lot of people have read them) so, the Title VII standard is severe or pervasive. The new Title IX standard is severe, pervasive, and objectively offensive. Those are the two big differences that we have to comply with both.

Senator Kalter: Great, thank you. And so this is the time to offer feedback on the new policies, and, as he said, they have already gone up on our policy website, but they are open to receiving changes to them, in terms of the wording, but not of course not the compliance.

Senator Cline: Thank you. Just really quickly, I'm pretty sure Mr. Lange that you have already found this typo, it's on page four of the final policy as provided to us. Instead of listing order protection, you have order of projection.

Mr. Lange: We already go that one.

Senator Cline: I just wanted to be sure that you got that. Thank you.

Mr. Lange: I also wanted to say, a lot of the typos and words, to be honest, that one was probably up there for a number of years. Thankfully, we were able to catch, as well as expanding some terminology and changing, for example, we always use dating/domestic violence, expanding that, because we have individual definitions. And I apologize Chairperson Kalter, I should have clarified this, and this was a question that came up when we were getting feedback, there is going to be a number of things that are not going to fall within Title IX: off campus conduct, some of those type of things. However, we do have a state law that we're compliant with that will still allow us to address some of those allegations, in the Preventing Sexual Violence in Higher Education Act. So, I know that's a question that has been out there. I just want to make sure that I would state it up front.

Senator Kalter: Let me ask a question that I know was in the feedback we offered you. I believe it was from Senator Nikolaou. The question came up because of the reference to the Violence Against Women Act. These policies, though, cover any type of sexual violence, whether it's a male to female, male to male, female to female, is that correct?

Mr. Lange: That is 100% correct.

Senator Kalter: Thank you. Do we have other questions or comments about these? (Pause) Remember to raise your virtual hand. (Pause) Well, it looks like you did a terrific job of explaining, and you and I think it was Ms. Smith in the Legal office, and John Davenport. And was there anybody else on the team that did the writing of these?

Mr. Lange: My deputy Title IX Coordinator Kaeleigh Birckelbaw was heavily involved, as well as for the laboratory schools, Alice Maginnis in General Counsel, as well as Janice Blair and Bradley Pearson in Student Conduct.

Senator Kalter: Wonderful. Thank you so much for all of that heavy lifting. We know it was anxiety producing all through at least last year if not before. Do you also anticipate that there could be changes if there are certain results of the elections this year?

Mr. Lange: I anticipate that if the results of the election go a different way that we will be willing and enable to move quickly for any rescinding of current Title IX regulations,

Senator Kalter: Because all of these changes were made based on regulation changes rather than on changes in the law, or was there that one that you said was the change in that severe and pervasive language? Was that actually a change in the law?

Mr. Lange: Yes. So prior to this, the change to how universities implemented Title IX was done through guidance letters issued by the Department of Education, right, the Dear Colleague letters. This was the first time they implemented it as a regulation, actually imposing it on universities and the actual implementation of the Title IX regulations. Although the changes are only about 30 pages, the implementation document is 2,035 pages, where they went extensively into how they landed on that standard which is based on the David decision of the Supreme Court, and that's how they came to that standard.

Senator Kalter: Okay, thank you so much.

***Information Items:***

***08.07.20.06 Student Code of Conduct 2016 version (From Dr. Davenport)***

***08.07.20.05 Student Code of Conduct Mark Up (From Dr. Davenport)***

***08.07.20.07 Student Code of Conduct Clean Copy (From Dr. Davenport)***

Senator Kalter: Let me preface this just a little bit. As I said a minute ago, the Student Code is a very definitely a code of behavior that is reviewed and approved by the Senate always. We have had also a student ad hoc committee that has been working both on the Title IX and non-Title IX issues with regard to the Student Code. That committee has not been able to finish its work on the non-Title IX issues, partly because of having to wait for what was going to happen with the Title IX changes. So, at the end of this, I will be asking about, you know, where are we with that. But if you can confine your comments more to what's going on with the Title IX changes, rather than sort of the Code as a whole, because that committee (that was asked for by the Student Government several years back) is still doing its work and has not been able to complete those non-Title IX changes to the Student Code. And I'm wondering, do we have Dr. Davenport here, or is it Dr. Johnson, who's going to take the Student Code changes and sort of walk us through those, or is it Mr. Lange?

Senator Horst: Davenport is not here.

Senator Johnson: If Dean Davenport is not here, I can't walk you through those. So, that's something that we would need to have Dean Davenport here for in order to assist in walking through those changes.

Senator Kalter: Okay. And, Jeff, it looks like you had unmuted again, or did you work in part on those?

Mr. Lange: That was a complete accident. I certainly can't speak to the Code. It's definitely John's area. But I think your summary, Chairperson Kalter is exactly right. The changes that were made over the summer all relate to removing those Title IX pieces out and into our policies and procedures. And I believe that's all that's contained in there. But John, it's certainly his area, and I don't know what other things might be in there.

Senator Kalter: Okay. Because there is a little bit of time pressure on this, although it's already in place, right. But we want to get any comments that the Senate has back to the President within a couple of weeks. So, we're going to do an Information Item tonight. And then in two weeks, we'll move to an Action Item to basically retroactively approve the changes that were made. So, does anybody have any comments about the way that essentially the items were pulled out? Any concerns? Any questions about how the, especially looking at the markup copy for the Student Code of Conduct, about what has changed there, and if you see any issues or problems? (Pause) Once again, it looks like compliments are to go to the team that worked on it. If there are no questions, comments or concerns. It's very unusual for this large of an Information Item to get no questions, comments or concerns. So, we'll have another, in two weeks, we'll bring it back for an Action Item. We'll do a soft start on that. So, if anybody looks at that, I know the first two weeks of classes this semester has been pretty hard. And it may be that people have not been able, you know, to fully take in a very long document like that. So, we'll sort of begin in Information session again in two weeks. And then we'll move those changes to Action just to sort of endorse what Dr. Dietz already had to put in place because of having to go into compliance right away before the school year started.

Also, if you do see anything in the policy 1.2 changes that Mr. Lange talked about, that you didn't mention here but that comes up after the meeting, please send that feedback to us at [acsenate@ilsu.edu](mailto:acsenate@ilsu.edu) and we can forward it on to their office, if you happen to catch anything after the fact.

***08.20.20.02 Withdrawal policy exception (From Jess Ray)***

Senator Kalter: I believe that I saw Mr. Ray here. Jess Ray our Registrar, and we're going to go next to our Information Item about an exception to the Withdrawal Policy for the duration of the pandemic. Do we have Jess Ray?

Mr. Ray: I'm here.

Senator Kalter: Terrific. Why don't you introduce this to everybody, Jess, and then we'll have a little bit of a discussion, questions, comments, concerns about it.

Mr. Ray: So, for context, Dean Zosky was working with some faculty members. I believe she's on today as well. And they had a question about what flexibility students might have in regard to



withdrawals. And as our policy is currently written, there are certain deadlines that are written within the policy. There is a different deadline for dropping courses, as opposed to another deadline for withdrawing completely from the university as a whole. So, I took a look to see if there was a different date that was a little later that might work out, and so the, after talking with over ten different offices and checking with different stakeholders on campus on processes to see if there would be any negative consequences from a process standpoint, couldn't find anything that would be a what we call a showstopper. And so, we took a look at November 20, as being a possible deadline for withdrawal, and to combine both of the deadlines into one to make it a little easier for students, so they don't have to remember, hey, if I drop one class or if I drop all classes, what's the different deadlines. Then also, combined, the deadline and the November 20 is right before Thanksgiving break occurs, and it's also right before the Incomplete policy will take effect. So, if a student doesn't withdraw by that point in time, they would be covered under the Incomplete policy which would allow in cases of illness and things like that. So, they would have some options that they wouldn't have had under the policy on withdrawal. I think that covers everything.

Senator Kalter: Yes, I think that covers everything as well. Do we have any questions? What we're planning to do here, as you can kind of tell by the way that the written document is worded, we are thinking of rather than actually line-item changing the withdrawal policy (that's a permanent policy) to simply put a kind of an exception up at the top of that policy on the policy website. In the meantime, the Academic Affairs Committee will get a longer-term question about whether we should make any changes to these deadlines for non-pandemic times. That's sort of a longer-term discussion that the committee needs to go over. So, what we would do, what you see in your materials is something that would be essentially pasted up at the top of the Withdrawal policy as it exists, and it would cover any semester that begins while the pandemic is still going on. So, do we have any questions, comments or concerns about any of that? The wording of that blurb, the actual substance of the exception, any anything about that?

Senator Mainieri: This will probably be covered when we're past the pandemic. I'm sure this exception will be taken off the website, but I wonder if it would be worthwhile clarifying exactly what it means that the pandemic is going on to determine whether or not this exception is going to be going into effect like, Senator Kalter, you just said, for as long as a semester starts under the pandemic. And so there might be some confusion. So, it might be worthwhile clarifying that language just a little bit. But, like I said, the exception would come down, I'm sure when we're done needing it. So, that would be my only thought or suggestion, is just to clarify the time that this applies to.

Senator Kalter: We're not in Action Item yet, but I'm wondering if you have any specific wording or which sentence or sentences you might be referring to there?

Senator Mainieri: Yeah, it's the very first sentence, the second line where it says, "...approved an exception for the duration of the coronavirus pandemic...". And so, I don't know if we want to

clarify in the way that you just said it, Senator Kalter, that any semester under which the pandemic is impacting University operation, or I'm not sure what that wording would be, but the way that you just said that just triggered me to think, do I need to clarify what that means? The duration of the pandemic.

Senator Kalter: And when you go two lines down where it says the deadline to request, where it says that any semester that begins while the pandemic is underway, you're saying that's not clear. That you would want something more like, during phases one through four of the Governor's Restore Illinois Plan, is that kind of where you're going?

Senator Mainieri: And even maybe moving and reiterating that information in that second paragraph, right. Because the sentence or that second line, I'm sorry, "...for the duration of the coronavirus pandemic..." We could say, anytime a semester begins with the pandemic is underway, also there. I just feel like those two places are saying kind of different things.

Senator Kalter: Oh, I see. In other words, moving that language that I just read up, so that it's clear from the beginning that this applies to anything semester that begins while the pandemic is going on. And then also potentially referring to what the definition of the end of the pandemic would be, or what it means when we're in it.

Senator Mainieri: Yep. Yep, something like that. I think just to be super clear, when we're doing an exception, it would be nice to be as clear as possible.

Senator Nichols: Thank you. I would try to avoid use of the term pandemic, with respect to policy, and tie it more to the Governor's actions instead, because it's not unreasonable to expect that the levels of the infection might drop below the technical threshold of pandemic worldwide, but it would still be epidemic in regions of the US that would still, you know, we would still be expected to have a similar response as we do, but it technically wouldn't meet the definition of a pandemic infection.

Senator Kalter: Thank you very much for that. That's really important to know. And so, you're suggesting kind of similar to what Senator Mainieri is saying, but to actually remove the word pandemic and refer to the Restore Illinois plan directly?

Senator Nichols: Yes.

Senator Kalter: Great.

Senator Robinson: I have a question about the language on, like, near the end where he says, for example, for fall 2020, the change deadline date for a full semester course would be... like, what about if you aren't in a full semester course?

Mr. Ray: Yeah. So, typically, with courses, like eight-week courses and things like that, we do proportional calendaring. So, it's not uncommon to what we do for our summer withdrawal

process. So, we have to go through and set up a special calendar for those courses, as by a course by course. And so, if I remember the wording without pulling it up right now, it's the 14th week, I think is how it's stated within there. We try to apply that same type of logic to the shorter classes. Does that make sense?

Senator Robinson: Yes, I understand now. Thank you.

Senator Kalter: Yeah, the way it's worded, Jess, is, "three weeks before the close of the semester is proportionally extended for those courses that are less than a full semester." That's, Senator Robinson, that's one of the reasons why that last sentence appears, "Please see the calendar on the Registrar's website for further details," because it's too complicated to put all of that in a short blurb on the top of the general policy, but then we're referring people out to essentially the very detailed Academic Calendar that's on the Registrar's website. Awesome. I see your thumbs up.

Mr. Ray: That was an excellent question and very detail oriented. I appreciate it.

Senator Kalter: All right. If there are no further questions or comments, thank you so much, Registrar Ray. And are you going to be able to do those two sort of very small edits, and bring that back to us in two weeks?

Mr. Ray: I can certainly try.

Senator Kalter: Thank you so much. We know you've got a lot of work that you're that you're up to right now. So very much appreciated. Terrific.

***04.09.20.01 Policy 4.1.3 Textbooks CURRENT Copy (Academic Affairs Committee)***

***04.20.20.06 Policy 4.1.3 Textbooks MARK UP (Academic Affairs Committee)***

***04.20.20.07 Policy 4.1.3 Textbooks CLEAN Copy (Academic Affairs Committee)***

And we're going to go last to Senator Nikolaou, who was the chair of last year's Academic Affairs Committee to walk us through the changes to the Textbooks Policy, policy 4.1.3.

Senator Nikolaou: Okay, so the proposal for the change in the Textbook Policy dates back to August of 2017 when Jonathan Rosenthal assigned it to the then Provost, Jan Murphy. And as you will see, most of the changes are mainly cleaning up and updating information. So, for example, adding a reference that we need to include pricing information for the textbooks, and that all the textbook related information should be available during the preregistration and the registration time period. We also have that we are removing the specific reference to the Act, because we don't want to have the policy being updated every time that the title of the Act changes, even if the content of the Act remains same. And that was also something that Legal said that, yeah, we don't want to make specific references within a policy. So, the main, item three, is the one where we spent the most time discussing. So, the initial proposal that we received recommended removal to the reference to the non-exclusivity clause. So, when we talked with Alice Maginnis, she recommended to revise the policy so that it doesn't refer to

exclusive language, and so did Danielle Miller-Schuster. So, for this reason, we asked if we could see what is the meaning of exclusivity and it mainly has to do with the current contract that we have with the university bookstore. So, the way that exclusivity defined within the contract with the university bookstore, it is in terms of being the exclusive on-campus bookstore for selling, reselling, buying back used textbooks. So, it refers explicitly to Illinois State University property that it is the exclusive component. So, for this reason, during our discussion, we thought that if we remove that whole sentence altogether, it would imply that the university can enter into a total exclusive contract, not only with the university bookstore but with any other vendor, and that's why we didn't find that it was wise to remove that sentence from the policy.

On the other hand, we also talked about how referring to an exclusive contract, it is not really binding in the sense that students can go anywhere online and get the textbooks. So, we could also see the other side, and that's why we wanted to bring it to the Senate with this sentence included, because we wanted to see what the full Senate thinks, and if we think that it is necessary to make some tweaks in the language or keep it as is. We are open to any comments. Also, because this is a policy that we talked about just before COVID. We stopped meeting because of COVID. If any other members from the committee, they have other things that I may have not mentioned, feel free to chime in.

Senator Johnson: Again, I want to go back to that. Thank you so much for that, I thought it was even handily as far as the opinions and some thoughts from the committee and so forth, as well as some of the feedback then from Student Affairs as well as a Legal Counsel. And again, I want to emphasize I think Legal has given us some very solid advice as relates to the relationship with our bookstore and our contractual obligations, and therefore recommending that the removal of that exclusivity language is extremely important. And I really urge us to accept the advice and the opinion from Legal Counsel then in that sense.

Oh, the other thing I would like to add is that, again, this would not prevent students as relates to purchasing books anywhere else outside of the campus, which they do, to purchase books that they feel might be less expensive or more convenient or what have you. So, it does not prevent any of that.

Senator Hollywood: I had a question. Now that we're going to be online with the textbooks, a lot of the professors are moving to online texts only that have a purchasing option within the link that is sent to them from the publisher. So, is that going to be something that falls within that ability for students to go looking elsewhere or is that something different?

Senator Nikolaou: So, this is actually one of the items that we also discussed, because we were thinking in terms of access codes, for example. So, we talked about how certain publishers, they may offer a discount option for getting access codes. And then we were not sure whether the university bookstore would be able to, you know, like, do a match with what the publishers are offering. And I don't remember, I think it was either Cengage or McGraw Hill that do something

like that, where the idea is that you can buy for... it's like a subscription for one year, and then you can access, let's say, five classes that may use textbooks from that specific publisher, and they can use the access codes and the ebooks. But then we didn't know if the university bookstore can offer a similar type of deal. So that's one other aspect that we discussed. But then, as Senator Johnson said, there is nothing preventing the students from actually looking at other options other than the university books. We cannot control them from where they're going to get their course material.

Senator Kalter: All right, any other questions or comments? (Pause) All right, I'm seeing none. All right, we're going to move... Thank you so much. We're going to bring this back in a couple of weeks. We will now move to Administrative Remarks. In order to hit our hard stop time by 8:30, I'm going to ask the administrators if they can all go and then we'll do Q & A at the end of the Administrator Remarks instead of doing it person by person as we usually do. So, we'll start with Senator Dietz.

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

- ***President Larry Dietz***

President Dietz: Thank you very much. And I also want to welcome everybody back. And I want to thank everyone for making this as good of a start as we possibly can under the circumstances that we're all working under.

Also want to talk about and make some introductions and welcome. Dr. Aondover Tarhule is our new Vice President for Academic Affairs and Provost. This is his first meeting of this academic year with the Senate. So, I'm glad that you're on board starting July 1. Also Dr. Doris Houston started July 1 as the new interim Assistant to the President for Diversity and Inclusion. And Katie Killian has also taken on some new responsibilities and communications in the President's office. I want to say a big thank you to Eric Hodges, who has been the head of our Emergency Operations Center for many years, and has worked diligently to help us get to the point where we are with our planning and with our emergency processes. Eric has taken another job and has left the university. We're in a search for that position now, and hope to have that filled relatively soon. I also want to say thanks to John Baur, who has stepped up to help us with our testing program. And those are some of the personnel comments I wanted to make.

Also, appreciated the comments earlier about workgroups. We're looking at the various work groups that were formed earlier on. And I just received some information today, so, I'm not ready to share all of that tonight, but we will be continuing some of the work groups, discontinuing others, and revising some as well. So, I'll be talking with leadership of Academic Senate about that and leadership of AP, Civil Service, and Student Government as well, about what we hope will be a reconfiguration there for the future.

I think each of the vice presidents are going to say a little something about COVID-19. And then I appreciate, you know, the Q & A at the end. A few things that I'll just include in my comments. We're continuing to have conversations with the University of Illinois about their saliva-based

testing program, absolutely delighted that it got approved by the FDA. The difficulty is going to be anywhere from six to twelve weeks before that can be rolled out to other institutions that have an interest in partnering with them on that program. And so, we had hoped it would be much sooner than that. But if you're an optimist, it might be six weeks, and if you're not, the fall semester, frankly, may be concluded before we could get saliva-based testing up and running on the campus. But John Baur is working on that as our lead person to help with that.

There was a meeting this week, between myself, the President of Illinois Wesleyan, the mayors of the Town of Normal and the City of Bloomington, the State's Attorney, a number of folks from the McLean County Health Department, and the genesis of that whole thing was to talk about any potential ordinances of the city and the town we're contemplating related to enforcement of distancing. And three areas that they talked about in particular, one was related to the distancing outside of restaurants and bars for people that were waiting on line to get in. I think a lot of people were very pleased about the distancing that was happening once people were in the establishments, but the wait lines to get in there, there was concern about that. There was also a concern about what they were describing as campus housing zones where they were interested in and discouraging people from gathering in large groups, and their definition was anything over about 10 people. They had not talked about fines. Champaign Urbana has passed an ordinance that has... the teeth in the ordinance there relate to fines where they can actually fine people. And there's no ordinance has been passed. There were a couple of folks on that call also, who were elected officials both of them Bloomington and Normal. But it was really kind of a wide-ranging discussion. And I don't think the issue was one of trying to be punitive to anyone because I think we came off of a week where working together, we encouraged a local landlord to drain a couple of swimming pools and to eliminate some of the outdoor gathering activities that were going on. That happened over the weekend before the start of school. But at the end of last week, we received a good cooperation there that reduced some of the activities that were drawing students in large crowds. So, I don't know where that's going to head. There was no conclusion to that, other than they're considering that, whether they will do that or not. I'm not sure.

Moving on to a couple of other quick items. Very delighted that the Redbird Rising Campaign ended June 30. Final counts for that, we had a goal of raising \$150 million, and we raised \$181 million for that campaign. So, thanks to all that worked on that, if you wrote a check, we appreciate that very much. The good news is that we had over 50,000 donors to the campaign, and over 27,000 new donors to the campaign. So, that sets us up well for any kind of future campaigns that we might have.

And lastly, the Commissioner for the Missouri Valley Conference, has announced his retirement and I'm co-chairing the search committee with that with the President of Drake University. We had our first meeting today. That's an important position for Athletics and our goal is to have someone on board by the latter part of the spring. And that'll conclude my remarks tonight. Thank you.

Senator Kalter: Thank you, Senator Dietz. We'll go to Provost Tarhule. And my apologies. I had already introduced you at the Summer Senate meeting and had forgotten that this was the first of the academic year. So welcome to our first fall meeting.

- ***Provost Aondover Tarhule***

Provost Tarhule: Thank you so much, Susan. And thank you to all of the Senators. As Susan and President Dietz has said, this is my first full Academic Senate meeting. And so I approached it with the mindset that I was going to observe the processes and to see how I conducted, so you will forgive me if I don't have extended remarks.

So, my remarks are really, first, gratitude and appreciation and thankfulness for all of the support and the very warm welcome that I have received so far. It's not an ideal time to start this job, given all the challenges that we have to deal with, but your support has made it a little bit easier to tackle. So, I appreciate that. The people in the Provost office, in particular, have been extremely supportive and they had work and knowledge and flexibility to work with me and to work with everybody has, has really been unbelievably appreciative and beneficial to me.

Maybe a couple of comments that I might make is that as you can imagine, when a new person comes into a role, the first thing you want to do is to be able to understand the lay of the land. And then to build upon that knowledge to set in motion or in place some kind of agenda that you're going to operate. So, we're following that same kind of template, even given the pandemic that we're going through. And so I'm going to be having a dean's retreat, a retreat with all of the deans, sometime October 5, where we're taking a hard look at some of the policies and practices and challenges and opportunities related to Academic Affairs, with a hope of trying to come up with a strategy that will try to see us through the pandemic and hopefully, position us to be competitive post pandemic. That retreat will also have to prepare for much larger retreats that will encompass all of Academic Affairs. And we're planning that larger retreat now for some time in late February of next year. And so again, the goal will be to come out of that larger retreat with a clear comprehensive plan about how Academic Affairs is going to conduct its business going forward. So, I think that's the one announcement that is relevant out of the Provost office that I wanted to share with you. So, thank you.

Senator Kalter: Wonderful, thank you so much. Our hearts were already warm towards you for coming in to be our Provost, and even more when the pandemic hit and we realized that you were going to come in in such a time, and thank you so much for the work that you've been doing with Executive Committee and with the Senate already. It's been really nice.

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

Senator Johnson: Hello, I want to welcome everyone back for this academic year. I want to, unfortunately, start off with a heavy heart in the sense of acknowledging as Chair Kalter did earlier, yet another and continued unrest and violent acts taking place against blacks, specifically in my home state of Wisconsin, currently, not just shooting but shootings. And bringing it back

home here, I want to acknowledge and thank the Black Girls Code student organization on campus for the march and vigil that they pulled off on Monday, which was simply outstanding bringing our campus community together to acknowledge violence at the hands of police, to black women specifically, but that was very... a great uniting type of gathering.

All that being said as well, I want to thank all of the work that has been done in order to bring our students and our campus community back. That of the work groups that were being formed, and the work they did this summer, to all of our frontline people who continue to work hard, including our folks and Housing and Dining and all the faculty, our Student Government Association, folks working in facilities, the Dean of Students office, and all the virtual programs that were put on. I even got a chance to serve and act as a superhero through one of the programs. But I want to thank everyone pulling together in order to pull this off, and I continue to have hope that we're going to work together in order to keep this thing going. So, I thank everyone for their efforts.

The last thing I want to cover is there was some specific questions that were being asked about a housing and quarantine and isolation space. So, I want to read off a statement here as relates to that, provide some background information, and then I'll probably end my comments then. "Prior to move-in, professional staff and RAs and CAs received extensive training about COVID-19 procedures and policies. During the first four meetings, which were all conducted virtually, RAs and CAs provided information to students regarding face coverings, physical distancing requirements, procedures for isolation and quarantine, and overall public health guidance. Students with questions or concerns are strongly encouraged to reach out to their RA or CA or professional staff within the residence hall, or University Housing Services main office. This information is kind of highlighted at the University Housing homepage for questions and concerns. University Housing Services is notified, as far as the procedures, for when we find out the students has or is positive for COVID-19, University Housing Services is notified by Student Health Services if they're positive or deemed to have been in close contact. Upon this notification, Housing staff contacts impacted students and explains isolation and quarantine procedures. We work hand in hand with McLean County Health Department in doing so, alright, as far as contact tracing as well. The university has a limited number of spaces for students who must remain on campus for isolation and quarantine. Students are asked to return home during their isolation or quarantine period so that there is an adequate amount of space for students who have extenuating circumstances that prevent them from returning home such as, but not limited to, housing or food insecurity and at-risk family matters. Students in on-campus isolation or quarantine spaces must sign an isolation or quarantine agreement that clearly outlines expectations. Students in on-campus isolation or quarantine spaces are provided with all of the following: linens, cleaning supplies, snacks, treats, and they're delivered a continental breakfast and two hot meals each day. Staff contact each student every day to check in on their wellbeing. Garbage pickup is daily. Care for our students and these spaces involves staff from Housing, Student Health Services, Facilities Management, Event Management, Dining and Hospitality.



Isolation and quarantine spaces are available in all residential areas on campus. The availability room changes day to day as students returned home or complete their required isolation or quarantine timeframe. On campus quarantine and isolation space is not included on the university's COVID-19 dashboard due to the fluidity of the number of spaces. Off Campus students who are in isolation or quarantine, if they are in need of additional therapy, we asked them to contact the Dean of Students Office, and the Dean on Duty at 309-438-2008.

There were some additional questions that were asked as relates to what faculty might need to do as it relates to if they notice a student in their classes that may present some symptoms, but maybe they're not COVID-19, it just could be coughing due to asthma or something else. We ask that those faculty members just encourage those students to contact Health Services, alright, for any support that they can get through that system. Students who are in need of support managing various impacts of the global pandemic, as far as mental health is concerned, again, reach out to the Counseling Services, okay, we have times that are available on a weekly basis. One of the great suggestions that I think was put out there, can we provide some additional information and make it clearer for folks that access information on isolation and quarantine, so we've added, we've added a Q&A actual link on the homepage now (and it should be up and running), where folks can get some clear information on what they should do if they need to be isolated or quarantine. So, I thank individuals who brought up that that suggestion, I'm going to stop there, so you can move on to the next person.

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

Thank you, Senator Kalter. I'll keep my comments very brief. I've only got a couple of facility updates that are hopefully on a positive note. We have the Multicultural Center project that got delayed the minute the COVID crisis hit. We were in bidding projects, trying to get all the contractors ready to get started, and unfortunately that had to get stopped because of the Governor's stay at home orders. But I'm happy to announce that all of those contractors and all those bids have been completed. And there is well over six to seven major contractors working over there now as aggressively as we can move the project through. That includes an entire renovation and HVAC/electrical. There's a new sprinkler system being put in. There's all new plumbing and ventilation work being done. There's roofing work. There's a lot of things going on and it's our number one priority from a facilities project this fall and coming spring. And so we're hoping that, without any equipment delays, that we should be finishing sometime in the spring time frame. So, we are definitely placing that is the number one effort that we focus on.

The second project that you see on campus that a lot of students see outside of Watterson is just the first floor of Julian Hall that also got delayed. But as you're probably walking by there now there's a lot of activity going on. It is moving at a very good pace. That is a springtime opening as well. It'll probably be a little earlier in the spring rather than later. So, things are moving quite well there. So, I'll leave my comments there and answer any questions that may come up.

Senator Kalter: Great. Thank you so much, Senator Stephens. We have right now eight people who have questions. My guess is that there are more, and we have actually already hit our hard stop time. So, what I'm going to ask, is I'm going to go through all of these eight people and ask you to put your question on the floor. But I'm actually going to ask the administrators to respond to the questions by email so that the Caucus can get its work done tonight. So, if you can all put your questions on the floor, we have the recording. So, I'm sure you, the administrators, will be writing these down, but we'll also send them to them in written form, and then we will distribute the responses, just so that we can be time efficient tonight. There's a lot of work to do. So, I want to go back to Danielle Agbonifo. Senator Agbonifo, if you can just repeat the question that you had asked originally, a couple of minutes ago, several minutes ago?

[Administrator's responses are in Appendix I below]

Senator Agbonifo: Hi. So, my question was, so, since students are not social distancing, is ISU PD or Normal PD enforcing tickets for not social distancing and not participating in correct COVID standards?

Senator Kalter: Okay, thank you so much. We will get that response to you as soon as we can.

Senator Spranger: I've less of a question more just of a comment. I am serving as a CA in Cardinal Court right now. So, we have an interesting perspective as we have all the quarantine patients. And I think that the people that are not living in Cardinal right now have a false sense of how secure we actually are over here. As a CA, I was on call the other night and I was asked to respond to a resident, a quarantine resident, that locked themselves out of their room. And that felt a little bit like inappropriate. I could have called up and had the pro staff that was on call help us out there. But we did end up delivering the key to the student. I don't know. It just feels like they are signing a contract about their quarantine, but there's no repercussions if they don't follow it. It's just kind of concerning because we are like putting ourselves very directly in the line of fire every day. And I know that my fellow CAs are all on the same page and we're a little bit frustrated. We don't really feel protected.

Senator Robinson: Hi, my question was for Vice President Johnson. I want you to ask about how we're recognizing the comments and behaviors that help create that sense of diversity and inclusion at ISU. I appreciate you're working to be inclusive in your language. But I understand the term "black people" to be more inclusive and more current than the term "blacks". So, that's what my question was about, how we're recognizing comments and behavior.

Senator Harris: Excuse me, can I, this is Senator Harris.

Senator Kalter: Senator Harris, I do have you down? Do you want to speak now or wait until your...

Senator Harris: I just, I think, I know that there's like other business that needs to happen, but this is also the first official Senate of the semester, and I know that there's probably a lot of questions that people may want answers to now, and I also know that there's people here from public comment who may want to hear the responses to questions. So, I just don't know how, if they do send it through email, how public comment individuals will be receiving the correspondences as well.

Senator Kalter: We can certainly send it to them. And I do apologize, it wouldn't ordinarily do this. But we were asked by our Provost to have a discussion about things that are directly related to the pandemic for faculty that have some time concern. So, unfortunately, you know, we have a lot of business to do this year, and if we don't get started, the faculty will be here until 11:00 p.m., and many of them teach in the morning. So, I am going to continue to take questions down, and unfortunately have that be a written thing this time. I'm very, very sorry about that. But we do, you know, Faculty Caucus does need to meet tonight.

Senator Lewis: I just want to start by saying faculty, thank you for your comments earlier. We love you. This is going to be a quick comment, quick question for the administration. I just want to highlight a grievance brought to me by a member of the student body who works at our local radio station WZND, and she told me how there has been a case of COVID in their staff. The program directors aren't being given... nobody's get being given hazard pay. They're putting their selves in a line of fire. I respect everything that's being said about, you know, Caucus later, but this is involving student lives. And the one thing I want people to understand from this meeting, because I want to put this on the record, is that if this is not handled affirmatively and students are not protected, lives will be on the line, whether we send students home now, or we send students home later, they're gonna bring viruses back to their families, and people's lives are gonna be on the line.

And so, we can see that... I'm going to tie this in very quickly to #AntiBlackISU (that whole movement) and just say, we see who this virus is affecting the most, we see why people are in the streets, we see why Kenosha is the way it is, and this is going to stop. All the demands #AntiBlackISU has brought up need to be handled, and they need to be handled by the time we are actually in school when this pandemic is actually over. I think one of the administration members brought up one time that this takes time. Well, we don't have the time. Let's figure this out. We can go back hour, days, and months if we wanted to try to get to Caucus. Caucus is going to happen. But students don't need to be dying and their families don't need to be dying because we didn't get to this and we didn't handle this the right way. So, that's basically all I have to say. Let's figure this out.

Senator Mangruem: I'd also like to go on record saying that I support all those who made public comment. We definitely hear you, and we're definitely going to be making efforts to fight for you. What I'd like to bring up is as of this morning, I believe, there was a 352 confirmed COVID cases from testing done on campus, and I think it's reasonable to believe that that number will

increase. I just had a question to whomever it may concern, at what point does it need to get to before we start being a little bit more proactive in protecting student lives, protecting faculty lives? At what number, or what percentage of positivity are we going to start closing campus facilities? Are we going to start sending students home? Are we going to allow faculty to educate 100% remotely? I would just like to know, because it's coming to a point where we don't want it to get out of hand, any more than it already is. So, I would just like some answers on that. And I would assume a lot of other students, a lot of other faculty members, would also like answers so they can feel safe doing what they need to do to have a successful year. Thank you.

Senator Chassy: Thank you for the time. Going off what Senator Mangruem just said, I was wondering if there was a hard number that has to be hit in order for a move out procedure to happen? Like we've expressed, lives are on the line. To me, I guess the foundational question is, is even one infection worth keeping students on campus? And what are the ramifications of keeping students on campus pass the current 352 known cases right now? I would like to know more about what that plan looks like for moving out if things become even worse. So, if I could get a more formal understanding of that, I would appreciate it. And just for future meetings, I think having a little more time for questions at the end, fully understanding that there's a lot of work to be done but I think it's important for us to convey to the student body what we're learning here. So, if we could make more time for that in the future, I would appreciate it. And I'd like to thank everybody for being here and for participating.

Senator Cline: Thank you. I'd like to bring an issue before the Senate and request comment. I'm a representative from the Wonsook Kim School of Art and this week we received our first notification of a positive student in one of the on-campus face to face courses. Obviously, studio art, sometimes it does require some face to face, so we are one of the areas of the campus that has some of those face to face courses. The concern that was raised to me was with the administration's directives to faculty who do find themselves in that situation where a student within one of our courses has tested positive and the instruction that those faculty not inform the other members of the class. And I understand that the University's taken the stance that, obviously, the privacy of the student involved is a priority and that they're waiting for contact tracers to do that level of work, and that the student distancing in the classroom is intended to be as such that it does not allow students to spend more than, you know, represent amount of time within any kind of close distance to one another. However, I do think we're kind of coming up against a bit of an ethical problem, when a faculty member knows that students may have had exposure and are instructed not to contact the students. So, I've spoken to Dr. Hurd and I'd like to have a formal response. Thank you.

Senator Toth: My question is for Vice President Stephens, I think. It's about facilities and cleanliness and sanitation. I have a second job on campus where we regularly welcome guests and families to campus, and recently, maybe a few weeks ago, there was an instance where we were asking if we need to wipe down the chairs and handles and everything like that, and we were told that unfortunately we would run out of wipes if that were to happen. And since they're

so expensive they're hard to get our hands on. I guess my question is how easy is it to obtain professional protective gear, more wipes, sanitation practices, everything like that if a department were to request it? And how would we go about getting, say, even just another bucket of wipes, or more protective gear?

Senator Harris: I wanted to know, I know the dashboard has just gone out, but it's only pertaining to tests that happen at ISU, and I know students are getting tested elsewhere. So, I think our percentage is around 19% as well, but I'm sure it's actually higher than that. So, is there a way that ISU can get more of that data from the Interstate and other areas where students get tested, so that our percentage rate is more accurately reflected?

Senator Small: I just wanted to, again, echo everything other students have been saying. I think that it's very important for us to keep the student body informed, as I know I have had many of my friends and constituents come to me with questions that I don't have answers to about the safety of life on campus. And I think that it's very, very important to keep students as in the loop as possible, as well as families, because we are literally putting their lives on the line with every day that we keep them on campus, with a 19% positivity rate. So, I think that we need to keep in mind, as I think somebody said earlier, that every student on campus is somebody's kid and we need to make sure that we're keeping them as safe as we can, because we don't want to see anything horrible happen on campus this semester.

Senator Horst: My question is for President Dietz. On July 30<sup>th</sup> you received an email that contained the results of a faculty survey. Many of those questions are now not relevant, but the one question about the future planning is still relevant. The faculty asked, "should the chair of the Academic Senate be present at the EOC when issues related to the academic area broadly conceived are discussed," and over 80% of the tenure track faculty agreed with that statement, 73% of the non-tenure track. So, I'd like a response to that request by the faculty.

Senator Kalter: Thank you, Senator Horst. And seeing no other hands raised, I am in the rather ironic position of being told that I'm holding back questions about health and safety and equity. And so those of you who know my activities over the summer, or who think you know them, may find that ironic. I'm going to give President Dietz and the administration here, one sort of round of responses so that we can then move on to the Caucus. And perhaps it's a good time at some point to have a town hall, or something better than a town hall, to answer some of the rest of the questions. But if you want to address some of the more urgent ones, I'm happy to give that time.

President Dietz: I've taken notes and I look forward to, you know, getting additional information after this meeting. I think... myself, sense is that I can answer one of these pretty quickly and that is that the police are not walking around giving people tickets related to COVID and any activities that they have there. The rest of these, they're gonna take a little bit more time.

Senator Kalter: Thank you. I do want to echo many of the questioners that there is a very strong sense among both faculty and students that we're not getting enough communication and that there needs to be more. Senator Johnson. I'm sorry, I think I cut you off.

Senator Johnson: No, that's all right. I wanted to respond to in addition to the one that President Dietz responded to, again, there's no issuing tickets, that I'm aware of, and so forth. Our officers aren't doing that. But also, to the question related to leveraging of appropriate language and the calling out as relates to the use of "black" and how do we hold ourselves accountable, and so forth when it comes to appropriate language and so forth. And I think you call it out, just like it was called out. I probably should have said "black people" or "black community" then in that sense. And I apologize for that. It is my community and I embrace it and I understand that. So maybe that's the answer to that one particular question then as well, I think we do need to call each out then and in that sense.

Senator Stephens: Oh, I just wanted to say thank you for the question about the chemical supplies and things, and we've got a lot of them that we were able to order and stock up, and I'll make sure, you know, tomorrow morning that we get an inventory of that and try to make sure that, for a process by which individuals out there want to assist with it as well to help us get as much as we can out in the field because we definitely do need some assistance in that. So, thank you very much for the question.

Senator Kalter: Great, thank you. I'm going to move past the committee reports. If all of the committees can just send us your chairperson and your secretary by email. [Emailed reports in box parentheses below.]

***Academic Affairs Committee:***

[The Academic Affairs Committee elected Senator Nikolaou as chairperson, and Senator Mainieri as secretary.]

***Administrative Affairs and Budget Committee:***

[The Administrative Affairs and Budget Committee elected Senator Marx as chairperson, and Senator Lewis as secretary.]

***Faculty Affairs Committee:***

[The Faculty Affairs Committee elected Senator Hollywood as chairperson, and Senator Small as secretary.]

***Planning and Finance Committee:***

[The Planning and Finance Committee elected Senator Avogo as chairperson, and Senator Palmer as secretary.]

***Rules Committee:***

[The Rules Committee elected Senator Horst as chairperson, and Senator Mangruem as secretary.]

*Adjournment*

Motion by Senator Marx, seconded by Senator Pancrazio, to adjourn. The motion was unanimously approved.

# 2020-21 ACADEMIC SENATE ATTENDANCE ROSTER

Wednesday August 26, 2020

1=in attendance; 0=absent

Name	Attendance
Agbonifo, Danielle	1
Avogo, Winfred	1
Blake, Adarius	1
Blum, Craig	1
Chassy, Grant	1
Cline, Lea	1
Dietz, Larry	1
Evans-Winters, Venus	1
Garrahy, Deb	1
Harris, Lauren	1
Hockenberry, Rachel	1
Hollywood, Mary	1
Horst, Martha	1
Jenkins, Sheryl	1
Johnson, Levester	1
Jones, Jalyn	1
Kalter, Susan	1
Kramer, Peter (Excused)	0
Lahiri, Somnath	1
Lewis, Djimon	1
Lucey, Tom	1
Mainieri, Tracy	1
Mangruem, Caleb	1
Marx, David	1
McLauchlan, Craig	1
Mendoza, Alexis	0
Meyers, Adena (Excused)	0
Midha, Vishal	1
Miller, Chloe	1
Murphy, Julie	1
Nahm, Kee-Yoon	1
Nichols, Wade	1
Nikolaou, Dimitrios	1



Palmer, Stuart	1
Pancrazio, Jim	1
Peterson, Eric	1
Phillips, Taylor	1
Qaddour, Jihad	1
Roberts, Chris	1
Robinson, Genesis	1
Rottinghaus, Jacob	1
Schmeiser, Benjamin	1
Seeman, Scott	1
Small, Maddy	1
Smith, Kyle	1
Spranger, Avery	1
Stephens, Daniel	1
Stewart, Todd	1
Tarhule, Aondover	1
Topdar, Sudipa	0
Torry, Mike	1
Toth, Dylan	1
Tranel, Lisa	1
Turner, Jada	0
Villalobos, Rodrigo	1
Miller, Jean (dean's rep)	1
Horvath, Chris (chair rep)	1
<b>ATTENDANCE (ALL) (29)</b>	52
<b>QUORUM (VOTING) (26)</b>	45

## Appendix I.

August 28, 2020

*As President of Illinois State University, I understand your frustration and fears as well as those in the Bloomington-Normal community. Members of the Cabinet and I live in the Bloomington-Normal community and come to campus every day. We are also frustrated to be where we are today in terms of the number of COVID-19 cases among our students and impacts on the community.*

*It is evident that you would like a clear and consistent message. So would we. Information coming from various agencies and organizations are not consistent nor do they provide clear direction. There are advocates and detractors on all sides of almost every issue related to COVID-19 in the country and here at Illinois State University.*

*The decisions that have been made have been, in my view, in the best interest of Illinois State University both for the short term and long term. Individuals may agree or disagree with decisions and that is the person's prerogative. I value and truly consider your suggestions as have all the work groups. We will continue to listen but must act to guide Illinois State University in a direction that we believe is best for the University based on the information that is available at the time.*

*Respectfully,*

*Larry H. Dietz*

*President*

### **Senator's questions to the administrators from August 26, 2020 Academic Senate meeting:**

Senator Agbonifo: I just have one question. So, I know ISU PD has been trying their best to break these parties up but is there... I'm not sure that this is true, but I've heard that they're trying to start ticketing students. Is that a possibility? Is that something that's going to happen if they're not social distancing or like if they're at a party?

*ISU Police has not been requested to break up gatherings on campus nor have they issued any university violations since the start of the semester. The gatherings referenced are likely occurring at off campus apartments, which are generally handled by the Normal Police. We understand that the Town of Normal may issue an Executive Order that limits the size of gatherings to 10 people or less and includes fines for the host and attendees.*

Senator Spranger: I am serving as a CA in Cardinal Court right now, so we have an interesting perspective as we have all the quarantine patients. And I think that the people that are not living in Cardinal right now have a false sense of how secure we actually are over here. As a CA, I was on call the other night, and I was asked to respond to a quarantine resident that locked themselves out of their room, and that felt a little bit inappropriate. I could have called up and had the prostaff that was on call help us out there, but we did end up delivering the keys to the students. I don't know. It just feels like they are signing a contract about their quarantine, but there's no repercussions if they don't follow it. It's just kind of concerning because we are putting ourselves very directly in the line of fire every day. And I know that my fellow CA's are all on the same page and are a little bit frustrated. We don't really feel protected.

*When students break quarantine or isolation, they will be held accountable. We will make it clear to the CA and RA staff that if they are aware of a student leaving, they should be writing an incident report. The hall staff will then handle the situation in the following manner:*

*Breaking of Isolation (contractual)*

*Housing receives a report of a person breaking isolation*

*Housing staff (Area Coordinator) sends a due process letter stating they want to meet with the student. If found in violation, contract cancellation is the sanction. Students can appeal to Associate Directors.*

*Students are permitted to finish their isolation in housing and then will be asked to leave housing (contract cancellation)*

*Breaking of Quarantine (contractual)*

*Housing receives a report of a person breaking quarantine*

*Housing staff (Area Coordinator) sends due process letter stating they want to meet with the student. If found in violation, the student is put on probation. Students can appeal to Associate Directors.*

*Second reported violation is received. Area Coordinator sends due process letter to meet with the student. Student contract is canceled. Students can appeal to Associate Directors.*

*Student will be permitted to finish their quarantine in housing and then will be asked to leave/contract cancellation.*

Senator Robinson: My question is for Vice President Johnson, I wanted to ask about how we are recognizing the comments and behaviors that help create that sense of diversity and

inclusion at ISU. I appreciate your working to be inclusive in your language, but I understand the term “black people” to be more inclusive and more current than the term “blacks.” So, that’s what my question is about, how we’re recognizing comments and behaviors?

*Dr. Johnson responded to the question of how we are recognizing comments and behaviors at the end of the Senate meeting suggesting that these behaviors be called out. In addition to his comments, the university offers diversity and inclusion resources to support our community through education, opportunities for dialogue, training and outreach when incidents occur. These can be found via our university website: <https://illinoisstate.edu/diversity/>*

Senator Lewis: I just want to start by saying, faculty, thank you for your comments earlier. We love you. This is going to be a quick question for the administration. I just want to highlight a grievance brought to me by a member of the student body who works at our local radio station WZND, and she told me how there has been a case of COVID in their staff. The program directors aren’t being give... no one’s being given hazard pay. They’re putting themselves in the line of fire. I respect everything that’s being said about Caucus later, but this is involving student lives. And the one thing that I want people to understand from this meeting, I want to put this on the record, is that if this is not handled affirmatively, and students are not protected, lives will be on the line. Whether we send students home now, or we send students home later they’re going to bring virus’ back to their families, and people’s lives are going to be on the line.

*If a student receives a COVID-19 test on campus either at Student Health Services or the two surveillance testing facilities, Student Health Services will contact the student who tests positive. The identification of close contacts (contact tracing) is conducted by the McLean County Health Department by individuals trained in the criteria and factors that are needed to determine if someone is a close contact. A close contact is defined as any individual who was within 6 feet of an infected person for at least 15 minutes starting from 2 days before illness onset (or, for asymptomatic patients, 2 days prior to positive specimen collection) until the time the patient is isolated.*

*Beginning next week (August 31), the University is supplementing contact tracers from the McLean County Health Department with students, faculty, and staff from Mennonite College of Nursing and the Department of Health Sciences. These persons will have completed Illinois Department of Public Health and additional training on contact tracing before beginning. Faculty will supervise students involved in contact tracing.*

*The University does not notify employees or determine close contacts of employees with COVID-19. This is handled by the McLean County Health Department. They are the department authorized by the State of Illinois to make such notifications.*

And so, we can see that... I'm going to tie this in very quickly to #AntiBlackISU (that whole movement) and just say, we see who this virus is affecting the most, we see why people are in the streets, we see why Kenosha is the way it is, and this is going to stop. All the demands #AntiBlackISU has brought up need to be handled, and they need to be handled by the time we are actually in school when this pandemic is actually over. I think one of the administration members brought up one time that this takes time. Well, we don't have the time. Let's figure this out. We can go back hour, days, and months if we wanted to try to get to Caucus. Caucus is going to happen. But students don't need to be dying and their families don't need to be dying because we didn't get to this and we didn't handle this the right way. So, that's basically all I have to say. Let's figure this out.

The pandemic may have slowed us down, but we will not let it stop us. After the spring COVID19 crisis that temporarily halted our meetings in March 2020, we resumed meeting with #Anti-BlackISU student leaders on July 17, 2020 and we continue to meet monthly via Zoom. I would like to acknowledge the work and determination of our student leaders who have sacrificed their time to advocate for equity and social justice for Black students at Illinois State. They are not tomorrow's leaders, they are leading now.

*We appreciate the sense of urgency regarding the demands presented by the #Anti-BlackISU student movement and we will continue to work vigorously to address these demands and rectify wrongs that will allow our campus to thrive.*

*Timeline of Progress to date:*

- *On October 16, 2019 President Larry Dietz convened a meeting with student Leaders from the #Anti-BlackISU student movement. During this meeting, students presented their concerns and list of demands in writing to the President and administrators. The President, Provost, VP of Student Affairs, and other administrators listened and acknowledged student concerns and agreed to address each of the concerns in a series of follow up meetings.*
- *On November 20, 2019, the #Anti-BlackISU Workgroup was formed and the first follow-up meeting was convened by President Dietz. During this meeting, several updates were provided to address students' concerns- specifically related to the demand for anti-racism and diversity training by campus housing staff, ISU PD, and faculty. VP Johnson confirmed that diversity training services were being planned for University Housing and Illinois State University Police Departments. These trainings included:*

- o Resident Advisor & Assistant Training - The Ceceilyn Miller Institute*

*<http://themillerinstitute.com/resident-advisor-assistant-training/>*

- o Culture and Diversity Services | Margolis Healy*

*[http://www.margolishealy.com/our\\_services/practice\\_areas/culture\\_and\\_diversity\\_services/](http://www.margolishealy.com/our_services/practice_areas/culture_and_diversity_services/)*

- In addition to the training plan presented for student affairs by VP Johnson, Dr. Yojanna Cuenca-Carlino, Assistant Vice President for Academic Administration provided a summary of the work being planned and/or implemented by all units in the Division of Academic Affairs to address issues of racism and bias in Academic Affairs. The overview of actions currently underway included four main sections:*
  - 1. Changing the classroom environment*
  - 2. Recruiting and retaining a diverse student body*
  - 3. Recruiting and retaining a diverse faculty and staff*
  - 4. Evaluation of faculty in the areas of diversity and inclusion*

*\*A more detailed overview of the plans being implemented by Academic Affairs was prepared by Dr. Yojanna Cuenca-Carlino for the Provost on Feb 13, 2020 in a document entitled Enhancing diversity and inclusion and addressing issues of racism and bias in Academic Affairs Office of the Vice President and Provost, Illinois State University (attached). (See attached).*

- During the November 20, 2019 workgroup meeting, President Larry Dietz agreed at the request of #Anti-BlackISU Anti-Black ISU student leaders, to host a joint student and administrator anti-racism training to take place in February 2020.*
- On Saturday, February 15, 2020, President Dietz reconvened administrators and students from the previously formed taskforce for an anti-racism training that included 6 student leaders from SGA, BSU, and the Black Homecoming Committee along with 13*

*administrators—most from the President’s Cabinet. The trainers, from Crossroads Antiracism Organizing and Training, created a courageous space to unpack and explore extremely complex racial and social issues. As part of the 4-hour training, a team approach was taken to analyze historic issues of systemic racism and the misuse of power within institutions.*

- *On March 4, 2020, student leaders and administrators who participated in the February 15, 2020, anti-racism retreat gathered for a one-hour debriefing to discuss the impact of the training and plan for next steps. The group agreed that next steps and “actionable items” should include reconvening to further discuss and evaluate Crossroad’s organizational assessment tool titled “The Continuum on Becoming an Anti- Racist Multicultural Institution.” Specifically, the group would like to discuss the reasons why student leaders in the workgroup experience Illinois State as less advanced on the continuum of the Crossroads anti-racist assessment scale when compared with administrators who view the institution as more advanced on the continuum. This important dialogue was originally scheduled for Wednesday, March 18, 2020, but was canceled due to COVID19.*
  
- *On May 1, 2020 an #Anti-BlackISU Anti-BlackISU status report was prepared at the request of Trustee Julie Jones. This status report was presented to the #Anti-BlackISU anti-Black ISU student and administrator’s workgroup and provided updates to the following concerns as raised by student leaders from #Anti-BlackISUanti-BlackISU:*
  1. *University Housing*
  2. *Office of Equal Opportunity and Access*
  3. *Student Counseling Services*
  4. *Office of the Provost (underserved students and faculty)*
  5. *Proposed multicultural center*
  6. *University Police*
  7. *University facility and space use*

- *On July 1, 2020 Dr. Doris Houston assumed the role of Interim Assistant to the President for Diversity and Inclusion. Immediately preceding this appointment on June 29, 2020, Dr. Houston convened the COVID-19 Equity and Inclusion Workgroup specifically for the purpose of providing guidance to the fall/spring COVID planning and decision-making process through the lens of diversity, equity, and inclusion. A draft of this report is currently being edited.*
- *On July 17, 2020, the #Anti-BlackISU workgroup was reconvened. During the meeting, student leaders in the group presented an updated list of demands to be addressed by campus administration.*
- *On August 25, 2020 Provost Aondover Tarhule and VP Levester Johnson provided preliminary updates to the revised list of demands specific to student counseling services, ISU PD engagement with students, and the student success initiative underway to address the opportunity gap experienced by African American students.*

Senator Mangruem: I'd also like to go on record saying that I support all those who made public comment. We definitely hear you, and we're definitely going to be making efforts to fight for you. What I'd like to bring up is as of this morning, I believe, there was a 352 confirmed COVID cases from testing done on campus, and I think it's reasonable to believe that that number will increase. I just had a question to whomever it may concern, at what point does it need to get to before we start being a little bit more proactive in protecting student lives, protecting faculty lives? At what number, or what percentage of positivity are we going to start closing campus facilities? Are we going to start sending students home? Are we going to allow faculty to educate 100% remotely? I would just like to know, because it's coming to a point where we don't want it to get out of hand, any more than it already is. So, I would just like some answers on that. And I would assume a lot of other students, a lot of other faculty members would also like answers so they can feel safe doing what they need to do to have a successful year. Thank you.

*As we have encountered throughout our response to COVID-19, there are no hard and fast rules and no easy answers. Information develops and changes very quickly. The University is in daily communication with the McLean County Health Department and looks at a number of factors on a daily basis. These factors include, but are not limited to: government directed change in operations, insufficient healthcare capacity within area hospitals, adequate levels*



*of testing and contact tracing, trends in number of cases, sufficient isolation and quarantine space for on-campus residents, and faculty and staff levels that may affect campus operations.*

*Sending students home from the residence halls will not solve the issue. Currently, we have 44 students in isolation in the residence halls and Cardinal Court. A vast majority of the COVID-19 cases are students who reside in apartments off campus. Many of the students who reside off-campus entered into leases for this fall in September and October of 2019. They were coming back to Normal regardless of the mode of instruction this fall and they plan to stay in Normal even if we move students out of the residence halls and move all classes online.*

*The University can address behavior on campus and is stepping up enforcement of safety rules in the residence halls and Cardinal Court. Students who blatantly violate these rules will have their housing contracts cancelled and leave the halls and Cardinal Court apartments.*

*The Town of Normal and City of Bloomington are working on executive orders to address bars and large gatherings inside and outside of residences. We understand that the Town of Normal plans to issue an Executive Order today (August 28, 2020)*

*Provost Tarhule sent the following information to Chairs and Directors today regarding providing faculty with the flexibility to make decisions on modality for their classes during the fall semester while ensuring that courses meet expectations and learning outcomes.*

- *If 25%, or a significant portion, of the students enrolled in a course are in quarantine and/or isolation, the instructor of record may choose to request to transition their course online.*
  - *The impact of these absences will vary based on the nature of the course, the total course enrollment, course design, etc.*
- *The instructor will need to determine if the transition to online is for a specified time-frame or for the remainder of the semester.*
- *The instructor will need to provide a brief, written rationale to their Chair/Director outlining why the change is needed and what the change will entail.*
- *The Chair/Director, in consultation with the Dean, will approve the change to online instruction.*
- *The written rationale should be pasted into the “notes to scheduling” section of the [course change form](#).*
- *Details surrounding how course delivery will be impacted will need to be communicated in writing to students enrolled in the class by the faculty member. Faculty members should make sure that communications to students do not a) identify numbers of students or identities of students who are in quarantine and/or isolation status or b) otherwise identify students' private medical information, including whether a student has tested positive for COVID-19.*

Senator Chassy: Thank you for the time. Going off what Senator Mangruem just said, I was wondering if there was a hard number that has to be hit in order for a move out procedure to happen? Like we've expressed, lives are on the line. To me, I guess the foundational question is, is even one infection worth keeping students on campus? And what are the ramifications of keeping students on campus pass the current 352 known cases right now? I would like to know more about what that plan looks like for moving out if things become even worse. So, if I could get a more formal understanding of that I would appreciate it. And just for future meetings, I think having a little more time for questions at the end, fully understanding that there's a lot of work to be done but I think it's important for us to convey to the student body what we're learning here. So, if we could make more time for that in the future, I would appreciate it. And I'd like to thank everybody for being here and for participating.

*See answer to Senator Mangruem's questions above. If the situation would warrant moving students out of the residence halls this fall, move-out would be over a period of time, similar to move-in, to provide for physical distancing.*

Senator Cline: I'd like to bring an issue before the Senate and request comment. I'm a representative from the Wonsook Kim School of Art and this week we received our first notification of a positive student in one of the on-campus face to face courses. Obviously, studio art, sometimes it does require some face to face, so we are one of the areas of the campus that has some of those face to face courses. The concern that was raised to me was with the administrations directives to faculty who do find themselves in that situation where a student within one of our courses has tested positive and the instruction that those faculty not inform the other members of the class. And I understand that the University's taken the stance that, obviously, the privacy of the student involved is a priority and that they're waiting for contract tracers to do that level of work, and that the student distancing in the classroom is intended to be as such that it does not allow students to spend more than, you know, represent amount of time within any kind of close distance to one another. However, I do think we're kind of coming up against a bit of an ethical problem, when a faculty member knows that students may have had exposure and are instructed not to contact the students. So, I've spoken to Dr. Hurd and I'd like to have a formal response.

*Within a classroom, students should not be within the CDC definition of a close contact - within 6 feet of an infected person for at least 15 minutes. The recommendation to faculty is based on this assumption and that sharing personal health information with other members of the class is an invasion of the student's privacy. A faculty member may tell their students that it is important that they be tested for COVID-19 on a regular basis and free testing is available on campus.*

Senator Toth: My question is for Vice President Stephens, I think. It's about facilities and cleanliness and sanitation. I have a second job on campus where we regularly welcome guests and families to campus, and recently, maybe a few weeks ago, there was an instance where we were asking if we need to wipe down the chairs and handles and everything like that, and we were told that unfortunately we would run out of wipes if that were to happen. And since they're so expensive they're hard to get our hands on. I guess my question is how easy is it to obtain professional protective gear, more wipes, sanitation practices, everything like that if a department were to request it? And how would we go about getting, say, even just another bucket of wipes, or more protective gear?

*The University has a sufficient supply of cleaning products, disinfectant wipes, disposable face coverings, hand sanitizer, and personal protective equipment. Departments in need of these products should contact Facilities Management Stores at 438-2087 or [fmstores@ilstu.edu](mailto:fmstores@ilstu.edu). It is recommended that departments identify one person to be responsible for supply orders.*

Senator Harris: I wanted to know, I know the dashboard has just gone out, but it's only pertaining to tests that happen at ISU, and I know students are getting tested elsewhere. So, I think our percentage is around 19% as well, but I'm sure it's actually higher than that. So, is there a way that ISU can get more of that data from the Interstate and other areas where students get tested, so that our percentage rate is more accurately reflected?

*The University inquired about receiving data from other sources, but accurate data is not available. For that reason, students who may get tests at the Interstate Center, through their personal physician, or at other locations are not included in the dashboard.*

Senator Small: I just wanted to, again, echo everything other students have been saying. I think that it's very important for us to keep the student body informed, as I know I have had many of my friends and constituents come to me with questions that I don't have answers to about the safety of life on campus. And I think that it's very very important to keep students as in the loop as possible, as well as families, because we are literally putting their lives on the line with every day that we keep them on campus, with a 19% positivity rate. So, I think that we need to keep in mind, as I think somebody said earlier, that every student on campus is somebody's kid and we need to make sure that we're keeping them as safe as we can, because we don't want to see anything horrible happen on campus this semester.

*The administration completely agrees that "we don't want to see anything horrible happen on campus this semester." Some members of the work groups have children and grandchildren enrolled at Illinois State University. The decisions being made affect their families also.*

Senator Horst: My question is for President Dietz, on July 30<sup>th</sup> you received an email that contained the results of a faculty survey. Many of those questions are now not relevant, but

the one question about the future planning is still relevant. The faculty asked, “should the chair of the Academic Senate be present at the EOC when issues related to the academic area broadly conceived are discussed,” and over 80% of the tenure track faculty agreed with that statement, 73% of the non-tenure track. So, I’d like a response to that request by the faculty.

*The Emergency Operations Center (EOC) is populated by individuals who have completed FEMA emergency planning training and/or additional crisis management training. They have responsibility for and authority over specific units engaged in the University’s emergency response. The EOC may be called to action at a moment’s notice to respond to various emergencies on the campus. In reviewing best practices in emergency management, representatives of shared governance and Cabinet are not included in Emergency Operations Centers. EOC is an action team responding to an emergency, not a policy making entity.*

*The Chair of the Academic Senate or designee will be informed of issues related to academic matters and, when time permits, consulted on such matters. The Chair is also invited to attend or appoint representatives to participate in work groups when they can lend their expertise to the groups.*