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Senate Meeting, November 4, 2020

Academic Senate, Illinois State University

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Academic Senate Meeting Minutes
Wednesday, November 4, 2020
Approved

Call to Order
Academic Senate Chairperson Susan Kalter called the meeting to order.

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

Chairperson's Remarks
Senator Kalter: All right. We're going to move right into Chairperson's Remarks. I just wanted to let you all know, again, 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.

Just also a reminder that if you would like to be recognized to speak this evening you should raise your hand through the participants function in Zoom, or you can click on either the yes or the no button, if the raise hand is not available to you.

We do not have a Faculty Caucus meeting tonight, so there will be no hard stop time.

We are in the midst of a presidential election. We may hear results during the meeting tonight. I just wanted to say I am thankful to hear that things were relatively quiet around the country and in McLean County last night, and I am thankful to live in a country that continues to challenge itself to sustain and improve its democratic processes. We have a lot more in common than our differences might suggest, and we should never forget it. Continued dialogue across those differences is going to be crucial in the days and years ahead, regardless of this week's outcome. So, much gratitude also should go, and does go to the local officials and volunteers all across the country who work to ensure that our elections are free, fair, and guarded against foreign or partisan interference. I could not agree more with Republican strategist Scott Jennings, who said this morning that he's thankful for our decentralized vote counting system, which helps to ensure the integrity of our elections. I also liked what I heard from University of Southern California Law Professor Franita Tolson, who said that we might want to "normalize patience," and since I'm in Normal right now, that seems like a good idea.

That's all I have at this time. If you would like to text results to me during the meeting, my number is 815-450-9411. That is a one-time special offer. It's not going to extend to subsequent Senate meetings. And that's it for my Remarks tonight. Does anybody have any questions?

Student Body President's Remarks
Senator Harris: Hi. I don't have much, it's just talking about the election as well. That SGA kind of wrapped up our efforts. We had a lot of students out yesterday, either being an election judge

or that was doing some volunteer work to get some last-minute students out there to vote. So, now we're kind of focusing on post-election for students and resources, and I think I saw Katy here, so I'm sure she'll talk about that more. But we are definitely advocating for students, and now taking the time to care for their mental health, as well as your personal safety, as we wait for our result. So that is all.

Senator Kalter: Excellent, thank you and hooray for all of the students and any faculty and staff who were election judges. Do we have any questions for Senator Harris? (Pause) Alright. Seeing none. We'll go to Senator Dietz for President's Remarks.

Administrators' Remarks
- **President Larry Dietz**

President Dietz: Thank you very much. I do have a few remarks, but first of all I want to say congratulations to Senator Cline for winning her election, and also I think we had a student Ms. Beer, and I am sorry I don't know her first name, but I understand that she won an election last night as well. If there are other students or faculty or staff members that won an election and I didn't mention you, I apologize, but I know that Senator Cline and Ms. Beer were successful in their election bids.

Also, I want to echo what Senator Kalter said in terms of us going through interesting times and agree with a normalization of the whole thing about patience, and so forth. I sent out a campus wide letter in mid-October encouraging folks that were not registered to vote to get registered to vote, and then to vote, but I tell you the heavy lifting of this in trying to get more voters out really occurred and then started planning really after the 2016 election. I met personally with the County Clerk several times, and then I think we got some agreement on some areas of improvement. But the heavy lifting for all of this was really, I want to say kudos to Dean of Students John Davenport and a lot of his team for being involved with this. To Katy Strzepek in the Center for Civic Engagement. Hats off to Senator Harris for mobilizing the students and taking a big interest in this whole area, really for the last year. And so, I think that all of those efforts really helped get the vote out, and I sent out a campus wide letter yesterday, I think many of you may have read, again, asking for patience for the process to work its way through, and then respect for whatever occurs after the election is over.

The Center for Civic Engagement has been also doing a lot of work with a lot of other groups and they've created a website and, again, congratulations and thank you to Katy Strzepek and her team for all the different potential resources that are post-election resources that could help faculty and any kind of classrooms circumstances, could help staff, could help students, could help basically all of us communicate a lot better with each other.

And so, pre-election, couple of the things that the County Clerk and I earlier agreed upon is that we can't have the big waits in line that we had in 2016. And so, I think that that was handled really quite well from what I understand. I think part of the help with that is that we had two polling places and not just one, and then there was also a lot of educational opportunities called

Deliberative Dialogues that involved nearly 500 students across 20 classes. The Redbird Voter Guide was very, very helpful. The School of Communication hosted a debate watch party. But a lot of this post-election resources are on the website from the Center for Civic Engagement. There's also been a lot of thought go into, I'm talking about efforts from the demonstration support team, heretofore. Demonstrations that have occurred on the campus have been effective. They've been respectful. They've been organized and very effective in my estimation. And that model that we formalized was a model that had been utilized at Indiana University quite successfully. So that group is ready, the Dean of Students Office is ready, the Communication team with our social media analysis and response team is ready. The ISU Police and our Emergency Operation Center is ready in the event that we have to activate them. We certainly hope that we don't. A lot of programming occurring through the Multicultural Center and the Counseling Center is ready as well to help people who need some assistance there. So, I think we've got a lot of resources out there, and my hats off to all the individuals who have helped create those resources. And again, I just want to emphasize how important I think the issue of patience and respect are with all of this. We're getting through the pandemic. We'll get through this election process and come out the other side.

I also want to commend the organizers of the Culturally Responsive Campus Community Conference which attracted nearly 1,000 attendees last week. I had hoped to be able to attend more sessions than I was able to, but I was able to attend the keynote address by Tamika Mallory and enjoyed that very much. I wanted to attend the panel that involved Senator Harris as the facilitator of that panel that involved some current students and some alums, and was not able to do that, but I have been briefed on that panel, and I just simply want to say that we are committed to continuing to make improvements, and have made some, but we've got a long way to go. So, we're making progress, but, again, have more to go. I have provided a report last week, progress report to the Board of Trustees, and we're also going to be sharing progress widely through an upcoming series of regular updates reporting on the diversity, equity, and inclusion initiatives.

Two other quick items. There's a Board of Trustees Retreat tomorrow and Friday that I'll be participating in. It's mainly about Board development and takes a little bit of a different twist from other retreats that we've had, which had been focused a lot more on data. And I think that we've had a Board meeting every month for the last several months, and I think, frankly, they feel like they've had quite enough data. And so, they're really now focused a little bit more on Board development, and that'll be Thursday and Friday.

And then I also just want to say, as we all know, that the COVID-19 positivity rates are increasing in McLean County. They're increasing slightly at ISU. We maintain our website on all that, and I just want to remind everybody to remind other folks also to continue to wear masks, socially distance, wash your hands, and avoid large crowd. So basically, take care of yourself and each other. And with that, I'll stop and try to answer any questions that you might have.

Senator Kalter: All right. Terrific. Do we have any questions for Senator Dietz?

President Dietz: One last comment I might make, Senator Kalter, is that I have my weekly meeting with the other presidents and chancellors and also, I've talked with some of our folks today on the campus. Last night was pretty quiet, and that's really been the experience of the other presidents and chancellors on their campuses and within their communities. And so, we obviously hope to… that that'll continue to be that way. And if people wish to express themselves, that they'll do so, again, with respect and peacefully and we'll move ahead, so.

Senator Kalter: Excellent. Yes, I haven't heard anything around the entire country. It may just be because there are election results coming in, but hopefully it's characteristic of all of the states. So, any questions for Senator Dietz? (Pause) Alright, seeing none. We'll move on to Provost Remarks from Senator Tarhule.

- ***Provost Aondover Tarhule***

Provost Tarhule: Thank you, Chairperson Kalter. Before I make any comments, I just want to say that my computer has kicked me out, just shut down by itself twice today for no good reason. So, if that should happen when I'm talking, please go on, while I try to reconnect and get back on. So, I'll try and get this fixed tomorrow.

So, a few comments I wanted to share. This week is First Gen Celebration week. So, I don't know, I haven't checked with Vice President Johnson to see if he has comments to make on this, but there is work from Dr. Davenport's office (Dean of Students Office), they have a full lineup of activities all of this week, including a stage play and workshop, the title of one of the workshops is the Role of First Generation Professionals, self-advocate of first gen students, and From First generation students to first generation professional. So, this is a group that we really want to support. So, I think this is an important event. And so, I wanted to bring that to your attention.

The other comment I wanted to make is Academic Progress Alerts. As most of you may know, the university utilizes two interim grade collection periods, and the first happens in week six and the second happens in week 11. This is actually designed to coordinate with withdrawal updates for courses, so we asked faculty to send in the grades of students so that we can figure out who is doing well and who is not doing well. This year the response was 88%, which is good, but we would really like to get this closer to 100%. So, if you can take it back to your constituents that we really like to get those grades, that's very helpful for us. So, we'll utilize these grades to figure out the students that are getting Ds or Fs, and then we call them to try and figure out what can be done to bring their grades up. So, it's a really important activity. One of the points of pride that ISU is really proud about is our individualized student attention. Because of COVID, that has taken a little bit of a hit, we think, or we fear that it may have taken a little bit of a hit because of the complaints we get from students. And so, we are really very mindful this year,

maybe even more than normal, to make sure that we're contacting students to try to bolster their student success, and to improve their retention.

So, a couple of things that we're doing, academic advisors have followed up with students who received a D or F in the midterm grade to see if they need any kind of support, and how we might be able to support them. So, advisors targeted students via phone calls, and they email, and then individualized appointments to all of those students. So, by looking at those midterm grades, we've contacted a total of 1,561 students, for what is called a Club Success initiatives. So, students in these groups are the ones that are provided with University College personalized support. This includes Zoom workshops, drop in peer academic coaching, advisor center tutoring, and Reggienet workshop site Club Success meetings. So, as you can see, if we don't have the grades coming in a lot of students could fall through the cracks. If we don't know how they're performing, then nobody contacts them, and if they are falling behind, then we risk losing them and actually harming our retention and their graduation rates. So, I encourage you, again, very strongly to reach out to your constituents, and tell them the importance of sending in these grades.

Students are actually very interested in those grades as well. Every success group in our office this year indicated an uptick in the number of students. So, we're trying to utilize these services that we provided. So, I think that's a measure of the concern that they have about their grades. And in fact, if you look at the distribution of the grades during this midterm compared to last year, this is a shift to the left side. So, we have a higher percentage of students who have zero grade GPA. That means they're not submitting anything at all. In that percent, that number in percentage terms, it's almost twice as high as last year. That's not a good thing. There's also a much higher percentage of students who are getting between one and two, who are getting Fs and Ds. So, this is a matter of concern, and we have shared that number with deans and academic directors to work with faculty to try to see if there's an opportunity to have some of the students to improve their grades before the end of the semester.

So, these are some of the things that we are working on. There are a considerable number of data points that we're contacting students on various initiatives. I don't want to bore you by going through all of them here. Just so you know that we're spending a lot of time because folks in our offices are very concerned about retention and making sure that we can help students graduate on time.

A couple other points very quickly. Proctortrack. So, Proctortrack is the proctoring software that faculty requested over the summer semester, earlier this semester, that we introduced. There is a group of students that is very opposed to this, to using this. They complain on the basis of privacy. The situation is not just, it's not unique to ISU. Students across the country don't like this proctoring software. So, there's nothing unique about what we're seeing. On the other hand, we still have faculty who want to use it. I've sent out communication suggesting that if faculty have to use it for accreditation purposes, perhaps there's not much we can do. But if faculty are

simply concerned about individuation or other means, there may be a way in which we can work with them to make sure that, to find other means by which they can satisfy the needs to maintain the integrity of the exams without the necessity of having to use this Proctortrack. Some of the students actually demonstrated in front of Hovey Hall, the President was there. Vice President Johnson was there. Dean Davenport was there, as well as I, and we're going to continue to meet with them. Now, we know that faculty have a right to indicate how they want to proctor the exams, but please get in touch with them to see if there are alternatives or if they're interested in considering alternatives, we will work with them to make that happen.

And we had an open forum about the Engineering program several weeks ago. Some of you may be wondering what has become of that effort. The consultants have taken your input, all the good inputs that it provided and they're working that into the planning. They've given us one update since then, and more updates are coming. So, as soon as we get to a point where we can share more of that information back with you, we'll be doing so. So, just to let you know that Engineering program is on track, and the discussions continue, and so far, we're pleased with the way they're going. So, those are my remarks and I'll be happy to answer any questions if you have them.

Senator Kalter: All right, wonderful. We'll probably start with what did you do to your computer to help you to stay on. But I'll ask if anybody has any questions for Senator Tarhule?

Senator Horst: I was wondering if you had all looked at whether students who were receiving those lower grades that you mentioned, if there was a correlation with the type of modality, they're using. Did you look at that at all?

Provost Tarhule: That's a really good question. Let me see, Amy, is Amy on the call?

Senator Kalter: She is, yes.

Provost Tarhule: Amy, is that something you looked at? I don't know, but Amy might know.

Dr. Hurd: We did not because there's really no way for us to tell. We know what the faculty put into the system as to the modality of the course, but there have been a lot of changes, and the faculty didn't go and update that. So, we haven't. They are asking that. They're asking what the issues are when they talk to the students. So, they're going to summarize all their comments and what they found when they're finished contacting the 252 who had a 0.0 GPA. So, I'll know when they're done with that.

Senator Blum: Yes, just kind of expand on the Proctortrack. Is it…? I'm just sort of wondering, I'm not truly familiar with it that, but is it invasive beyond its purpose? Is it just student reaction? Is it… maybe we just don't want to use it because, I mean, maybe that's good enough reason by itself? The students are uncomfortable. All right. I don't really know enough about it to comment intelligently, which is sort of why I have a question.

Provost Tarhule: So, there are levels of this software, level two, level three, I don't know if there's level one or not. And there's increasing intrusiveness as you go up the levels. The level we got is level two, which by the assessment… By the way, I should mention that there was actually a considerable amount of consultation done before we decided to use this software. There were about 80 faculty and students that evaluated a number of proctoring software. And this was the one they decided was the best, based on a number of factors. And the level that we got, level two, from our point of view, it is intrusive, but not excessively so. So, it doesn't do all the 360 room, it doesn't hold taking as much private information as level three, for example. But the student's major point of concern is privacy. I think Senator Harris has been involved in some of these discussions, so she may have a different perspective. But they also note that it makes them nervous, the idea that maybe the system might flag, something that is innocuous but the system thinks maybe they're cheating, and so that heightens their level of concern, and anxiety, those types of things. So, it's probably a combination of factors. I don't know if that answers your question, but I think it's a combination of factors.

Senator Blum: Yes, that does. Thank you.

- ***Vice President of Student Affairs Levester Johnson***
Senator Johnson: Right, good evening everyone. Two updates for you. One is a departmental move, and then the other is a programmatic announcement.

Career Services will be moving from the first floor of the Student Services Building to the second-floor concourse of the Bone Student Center, and this will be effective January 4 is what we're looking at. There will be a new reception area, staff offices, a resource hub with the classroom, and 11 new huddle rooms equipped with technology for activities like virtual or in person interviews. The huddle rooms will be managed by Career Services during the day. But they will also be available for students, faculty, and staff use in the evenings and weekends. With more than 24,000 touch points annually through its programs and services being located in the Bone Student Center provides an even greater access for students, faculty, staff, and employers. So, we're very excited about that move and look for that again to happen as soon as we come back for the spring semester.

We also have some programmatic changes that we're going to do or offer within the Bone Student Center starting this week. Actually tomorrow, get ready for some movie opportunities within the Braden Auditorium. Don't worry, we will still stick with our institutional limits of 25 people, but just imagine 25 people in that theater for 4,000. You can totally socially distance within that space. But we're going to start offering some movies during the evening hours as well as during the weekends, there'll be some matinees as well. So, look for that to start as early as tomorrow, November 5.

Also, if you're into Bingo. Bingo. Bingo. We will start having some Bingo competitions and game nights over at the Bone Student Center as well, within the Old Main room, and that starts on Friday, November 6. Okay. So, unfortunately, no food or beverages will be allowed, but lots and lots of fun will be offered. Okay, those are my two announcements and updates, and I'll open myself up for any questions that you may have.

Senator Kalter: All right. Wonderful. Do we have any questions for Senator Johnson? (Pause) I have a comment and a question, Senator Johnson. You look like you're rocking the Zoom sketches over there. If you have, you know, tips or tricks on how we can do this for ourselves, please send them our way.

Senator Johnson: You need to get yourself a Marvel Comic like artist and so forth and volunteer a picture of yourself for a program. They do wonders.

Senator Kalter: Alrighty. Will you send that to us, and we can send it around on the listserv?

- ***Vice President of Finance and Planning Dan Stephens***
Senator Stephens: Thank you, Senator Kalter. I'll keep my remarks brief this evening and focus on just two requested updates from the Connect Transit contracts that we recently had approved at the Board level. Back in October, just a few weeks ago, we had requested a six-month extension to our Connect Transit transportation agreement. That agreement takes us from January 1 of next year, through June 30. It did have a zero percent increase in the fixed rate, we've been having ongoing contract negotiations with the leadership at Connect Transit for well over a year trying to get a multi-year agreement settled with them, but unfortunately those negotiations have stalled and especially recently. A few months ago, both the general manager and the assistant general manager have left the Connect Transit here in Bloomington/Normal to take positions elsewhere. So right now, they've got another interim general manager, it's actually an individual some of you may know. Mark Peterson, who used to be the Town of Normal City Manager, has taken on that interim position while they search for new leadership. We don't anticipate any serious contract negotiations for the long term to take place until after that new leadership is brought on board.

From a ridership perspective, it's probably more promising to talk about pre-COVID. Prior to the COVID environment hitting us, we were having a lot of activity on Connect Transit routes. On an annual basis, we were exceeding close to 620,000 boardings, with about 65% of those occurring in our main campus routes under Redbird Express, and the other 35% of data was captured around universal access, that involved, from a unique ridership, somewhere between 9,000 to 10,000 riders with, as you can imagine, most of those being, around 95% of that ridership is coming from our students, and the remaining information from ISU is ridership coming from staff and faculty.

From a current COVID environment, I'd love to tell you that we've got ridership information in order to compare to it, but unfortunately, we don't. Because of the safety concerns and social

distancing needs, the Connect Transit group stopped doing card swipes and stopped gathering that information in order to remain safe, both for the driver, as well as the passengers. So, we don't have a current ridership data. We do know it's certainly lower than it was in the past and we're anxious to get out of the COVID environment so that we can get back to a more normal situation here. Connect Transit is, from an agreement perspective, they're running all the buses and the routes that are in the agreement. They're running all the same normal hours that we have, it's just unfortunately there's just not as many riders as there were in the past, and they're still providing the same amount of service to the local Bloomington/Normal area.

We hope to resume contract negotiations next spring once their new leadership is on board. And our ultimate goal is to achieve a multiyear agreement that's both fair and reasonable, that provides quality and flexible services to both our students and staff. So that's my summary comments on Connect Transit and for sake of brevity, leave it there, and ask for any questions.

Senator Kalter: All right. Terrific. I believe that it was myself who requested that update because some of you who were on the Senate last year may remember that this came up as a topic. So, if anybody has any questions, I think Senator Stephens has just given us the information that we were talking about last year, so that's really helpful, especially to know that 95% of those contacts are with students, and also to know that a lot of them, I think you said the majority or the vast majority of them, are with Redbird Express. So that's very helpful for us to know. Anybody have any questions for either Senator Stephens, or our parking guru Nick Stoff is also here in the ballpark.

Senator Miller: Yeah, you said something about that they're still offering the same services to the Bloomington public community. If the rate of students continues to go down, will they still offer these same services do you think?

Senator Stephens: We believe so. It's important for the, you know, for the ISU community, but for the community at large. I forgot to mention this, but their Board just recently approved again from a physical point of view, to help out those less fortunate in the community, who need to ride the bus, they've extended the free fair rates, I think through early March of next year. So, we haven't gotten any word about any reduced level of service, and to be honest, I'd be surprised if they chose to do that.

Senator Kalter: Any further questions? (Pause) Alright. Seeing none. Thank you so much, Senator Stephens, and Mr. Stoff for coming over and visiting us.

Action Item:
10.23.20.02 ISU Police Chief Advisory Council
Faculty Caucus election: ISU Police Chief Advisory Council Academic Senate Faculty representative
Senator Kalter: We're going to move on to our first Action Item. It is the Police Chief Advisory Council. So, in order to prevent us from having to call a Faculty Caucus meeting simply to hold

one election for one Senator to sit on the new Police Chief Advisory Council, the Executive Committee decided to embed this Caucus business into tonight's meeting. However, several of the members of the Executive Committee also requested that before we move into the Faculty Caucus election, we have a Senate wide discussion of the Police Chief Advisory Council and its specific composition of members. And they asked that Chief Woodruff, who I know is here, start us out by just talking to us about the origins of this idea, and how the Council has been shaped along the way as it was being prepared for rollout. So, Chief Woodruff.

Chief Woodruff: Sure. Thank you all. I think I last spoke to you in January and talked about a lot of the things that our department has done over the years, and I think there was a lot of information that unfortunately maybe we're not good at sharing as much of all the things that we're involved in. And so, this is one way of certainly getting that information out, but also getting feedback from the campus community. And so, as we're looking at this, the creation of the Council, I actually found it a lot harder to find examples at other higher ed institutions. There are certainly a lot of community municipalities that have these types of councils, but in higher ed it's kind of a rare thing. So, this is actually modeled off of one that I found through UCLA. So. it's very similar to theirs. In terms of the structure, I think everybody here should have received the overview in the packet, but in that is the structure of how the Council's made up. And what you'll find is that it is very heavily based on shared governance, and that's for a couple reasons. One, sustainability. As many of us know it's hard from year to year getting that consistency of commitment for people, predominantly students, and it's not a knock on students, we know that it's just hard when they're transitioning from year to year. So, shared governance offers an opportunity to make sure that we're sustaining that involvement and keeping this ongoing. Some of you, I know before Lauren's time, about 10 years ago, SGA came to me about creating something similar. It lasted for about a semester and it kind of faded away. So, hopefully we can keep this going a little bit longer.

The other thing that's a little bit different from what's in your packet is I did reach out to Dean Davenport, and I think he had contact with Senator Harris, and she's, I believe (hopefully this isn't a surprise to Senator Harris) she's going to include it as an agenda item in her email she's sending on November 16 to add two student at-large positions. So, hopefully a little bit more student representation. But the other thing you'll see is that it does include, as I mentioned, our shared governance and also different departments on campus that we may be dealing with a little bit more than others, such as Housing, Dean of Students, the Multicultural Center, and certainly the Assistant to the President for Diversity and Inclusion to help represent some of those other voices that may not be at the table.

And then I think the unique thing that I wanted to make sure that we added here was the faculty member, specifically from the Criminal Justice Department. We're very fortunate that we have a Criminal Justice program here, and hopefully we can come up with some unique things, research-based items that maybe we can institute here. And so, using that kind of laboratory idea in what things that we might be able to do on campus that may long term impact law

enforcement nationally as well. So, that's kind of an overview of it. I'm certainly willing to take any questions you may have.

Senator Kalter: All right. Wonderful. Do we have questions? (Pause) It may be, Chief Woodruff, if I understood your comment about Senator Harris that the questions that were brought up on Exec were already sort of taken care of. I think that what you're saying is that you're expanding the Council from three students to five students, which would make the whole Council thirteen. Is that accurate?

Chief Woodruff: Yes, not including myself. And certainly, the other thing you'll see on there is we can bring other people in on an ad hoc basis. For example, I imagine, one of the topics that we could be discussing is hiring practices, recruiting, so that may require somebody from HR to come in and talk about the Civil Service testing process and how that works. So, it doesn't mean that these will be the only people attending

Senator Kalter: All right. Wonderful. It looks like we might be able then, if there are no questions, to move sort of provisionally into Caucus session. So, we asked for volunteers and we got one volunteer, Senator Hockenberry. I did not receive, Senator Hockenberry, your statement of interest, which was to include any experience or expertise that you might bring to the Council. I'm wondering if you wanted to make a statement about that before we move into a vote?

Senator Hockenberry: Sure. Hi. I'm very interested in being involved in this. I am new to Academic Senate this year. I am a third-year pre-tenure faculty, and I am just very interested in becoming more involved with the ISU community at large. And I think it's important that whoever the Senate representative is on this Council is someone who is going to help advocate for the rights of the students, someone who has the best interest of the students in mind, someone who believes that Black Lives Matter, and someone who believes that we can all work together to achieve common goals, and that's why I'm interested in serving in this position.

Senator Kalter: All right. Wonderful. Thank you so much. And so, I'm going to move into a formality and just so that everybody else in the room sort of understands this, what I'm about to ask can only be answered by other Caucus members. I just want to make sure there are… or find out if there are further nominations from the floor, nominations or self-nominations? (Pause) All right, seeing none. We'll close nominations and we're going to go to Senator Horst to work that election magic.

The Faculty Caucus elected Rachel Hockenberry unanimously to serve as the Academic Senate faculty representative on the Police Chief Advisory Council.

Senator Kalter: Wonderful. All right. Congratulations, Senator Hockenberry, and thank you for volunteering to serve. That's wonderful. And, Chief Woodruff, you now have your second faculty member. Good luck with the Council, and we'll look forward to hearing updates every once in a while.

Information/Action Item:
10.08.20.01 Policy 1.6 Religious Accommodations Current Copy (Academic Affairs Committee)
10.08.20.02 Policy 1.6 Religious Accommodations Mark Up (Academic Affairs Committee)
10.08.20.03 Policy 1.6 Religious Accommodations Clean Copy (Academic Affairs Committee)

Senator Kalter: Alright, we move now into an Information/Action Item. Senator Nikolaou has this for Academic Affairs. Would you like to give us a rundown regarding why we are seeing the Religious Accommodations policy so soon after approving it late last spring?

Senator Nikolaou: Yes, so this is the policy we voted on and approved last spring. But then the university had an audit and they found that the policy did not explicitly refer to the admissions process. So, the Office of the General Counsel sent it back to us with the change that you see on the first paragraph under students, where it says, "…in regard to admissions, class attendance, and the scheduling of examinations and work requirements or other issues…" And then the Academic Affairs also made changes so that instead of talking about students in general that we talk about current and prospective students, since we are now talking about the admissions process. And you will see that we also removed the second paragraph, under the student section. because before it was explicitly for current students. So, we were giving examples of what kind of accommodation we would have, which would be missed exams, quizzes, or other work. But now, because it is for prospective students as well, it didn't make sense to have that portion of policy. And we actually ran it through the Office of General Counsel, so Wendy Smith looked over it and they said that the changes are fine, and I think she's here as well. So, these are pretty much the changes that were driven from the audit, just to be in compliance with what they needed us to do.

Senator Kalter: All right. Wonderful. So, we're in Information session. I'm wondering, first, if anybody has any questions, comments, or observations? (Pause) All right, if there are none, Senator Nikolaou, would you like to make a motion to move this from Information to Action.

Motion by Senator Nikolaou, on behalf of the Academic Affairs Committee, to move the Religious Accommodation policy from an Information item to Action item. The motion was unanimously approved.

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

Senator Kalter: All right. Wonderful. Congratulations to everybody and thank you to Wendy Smith for your work on that. We're now moving into our Information Items. So, usually we don't move items on the floor in the same night. We usually give two weeks in between so that we can kind of get the questions and comments and potential revisions out during one night and then bring them back two weeks or more later. The reason we did the Religious Accommodations that way in one night was simply because we had already done it like, you know, less than six months ago.

Information Items:
11.17.15.02 Policy6.1.13_Amplification_current_policy (Administrative Affairs and Budget Committee)
10.27.20.01 Proposed Policy 6.1.13 Sound Amplification Mark Up (Administrative Affairs and Budget Committee)
10.27.20.02 Policy6.1.13_Sound Amplification Clean Copy (Administrative Affairs and Budget Committee)

Senator Marx: Thank you, Senator Kalter. Some time ago the Amplification policy was assigned to our committee for policy review. The policy was subsequently included in the work of the First Amendment Task Force, but then was later decided that they would not include it in their recommended policy changes. Then it came back to us. So, this markup version that you see is mostly the work of Wendy Smith from the University Counsel office.

We reviewed the revisions and have made only minor changes to what was submitted to us. (inaudible) was to provide a meaningful limitation on electronically amplified sound, and a process by which individuals or groups can apply to use amplification that is content neutral.

The one point that our committee questioned is labeled number seven on the second page of either the marked up version or the clean copy, and that relates to where it says any electronic devices can be used as long as they cannot be heard 100 feet from the device. In discussing this with Police Chief Woodruff, he said that if one were on the Quad listening to a Bluetooth speaker or even their cell phone, that that likely would not require permission, as long as it couldn't be heard 100 feet away, and that that would be in compliance. So, with that I'll be glad to take questions.

Senator Horst: Yeah, I have three questions. And my first general question is the definition that you added in the third paragraph, you say, "Sound amplification shall mean any noise that unreasonably interferes with the enjoyment of life, or with any lawful business or activity, including but not limited to…" and then it lists a lot of stuff. Am I correct in reading this that sound amplification is just any noise?

Senator Marx: No, it relates to electronic amplification.

Senator Horst: But that's not what it says.

Senator Marx: As far as I understand this policy… Here it says it's, "…not limited to the use of electronically operated or assistive devices for the amplification of sound." So, your question is a good one, in the sense that it's too general, I believe. I believe that's your point, right?

Senator Horst: Yeah, you know, I'm a Music professor, so I'm thinking about the percussion ensemble on the Quad, is this policy going to apply to something like that? Or just any noise? I mean, it just seems like you're taking the idea of sound amplification and broadening it.

Senator Marx: I'm wondering if we could get Chief Woodruff to respond to this?

Chief Woodruff: Yes, actually if you look at the current policy, it does prohibit musical instruments out there, that was actually a concern. So, I think what we're… I'm trying to open the mark up in front of me here and it's not letting me. Let me see if I can get it. Okay. …" But not limited…" I thought it clarified it further down somewhere.

Ms. Smith: I can clarify a little if you'd like, Aaron.

Chief Woodruff: Yes, please. Thank you, Wendy.

Ms. Smith: The law that is the basis of this policy states, "no person shall admit beyond the boundaries of their property any noise that unreservedly interferes with the enjoyment of life or with lawful business or activity." So, that language is almost straight from the law, and we tried to, you know, give boundaries to that so that it really was truly interfering and not just any noise. And so, obviously, you know, Chief Woodruff already mentioned that we took out musical instruments as a call out because that could go beyond maybe making noise within 100 feet, but it also is the purpose of that could be exactly what our business purpose is. So, I think that language comes straight from the law, and we tried to make sure it was defined so that people have the right to still do what is connected to the business of the University, and also still have their demonstration rights as long as they're not interfering with the University business. So, it's narrowly defined, more so than the law even, in this policy.

Senator Kalter: Ms. Smith, if I could just follow up on that for a minute. So, my understanding, and I read this a couple days ago but we're making this policy so that it doesn't matter whether the noise is being made indoors or outdoors, as I recall. And this would be no different than if I were in a classroom and the person in the classroom next to me had their film on for their class and the volume was turned up far too loud so that I couldn't conduct my class. Is that kind of the idea?

Ms. Smith: Yes, and I think also technology is changing so quickly that to just state amplified sound really narrows and doesn't get to the point of the law, which is actually much broader. And so, that's why the distance was important and also the key guiding principle is that the activity or the noise has to interfere with the lawful business of the University. So, that typically is not going to include musical instruments that are performing, classrooms, that kind of… it's not going to include stuff happening in those unless it's interfering with another classroom. So, it's kind of that give and take of what is the purpose of the space that's being used, and how do we make sure that people have the right to demonstrate without interfering in a content neutral way.

Senator Kalter: Okay. Terrific.

Ms. Smith: Also, for new technologies and new ways of amplifying sound.

Senator Kalter: Great, thank you. And I'll go back to Senator Horst because she said she had three questions. And I think we're still just on her first.

Senator Horst: That's right. And so, I'm just going to point out the "enjoyment of life" is a very vague statement, and so anybody who's yelling something on the Quad could prohibit my enjoyment of life. And so, I understand your argument for the lawful business or activity, but you may just consider that definition. I think I'll now go into the point that Senator Kalter just pointed out about amplification of sound inside or outside all locations. The School of Music is in the process of building a new building, and we're going to start having classes all across the university. And every single music class that I run I used amplified sound. And so, I'm just… am I now subject to, is my class subject to the sound amplification policy now?

Ms. Smith: No. Because academic programs are given maximum protection for amplified sound.

Senator Horst: Okay. Good. Because we're going to be…

Ms. Smith: Also, that enjoyment of life is in the law. So, I understand that it's broad, we kind of use the definition from the law because that's what we're subject to, and then in addition, kind of limit that to what our purpose is.

Senator Horst: All right. Okay. And then my third question is in point numbers six, it talks about the vice president would handle the appeal. And I was just wondering which Vice President would do that?

Ms. Smith: Aaron, are you taking that one, or am I?

Chief Woodruff: Oh, you wrote the policy, I'm just here for moral support.

Ms. Smith: Okay. There was no real set approval process before. So whichever area is reserving the space. If it's being reserved in Alumni Relations, it would be that Vice President. If it was a Student Affairs event, it would be that Vice President. That way there's consistency in a small group. But it's directly related to that Vice-Presidential area, so that the specifics of that area can be taken into account. If it's happening in an academic area would be the Provost. So, that was the intent was it to be the Vice-Presidential area of the reservation space that's being requested, and that's not always clear, but most of the time, it is pretty clear.

Senator Kalter: Alright, it looks like Senator Horst has her questions out and answered. So, we'll go now to Senator Mainieri.

Senator Mainieri: I'm on the markup, page three under "Amplified Sound/Noise Complaints." And I'm looking at the second paragraph that starts by saying, "The sponsor/contact person will take immediate steps to reduce the noise level (even if below the above state guidelines) of the event." And I guess I'd like to just hear a little bit about the reasoning behind why a group that's adhering to the guidelines would still have to reduce their sound if they're doing everything

correctly. And so, I just wonder if we can hear a little bit more about that. And I would encourage us to think a little bit about the implications there.

Chief Woodruff: I can give you an example of one of the reasons why this got brought up. There was a performer on the Quad, and one night (I want to say was in the fall of two or three years ago) and the music that was being played had a lot of language which would be offensive, or certainly things that you wouldn't want maybe young children to hear. But the volume of the music was so loud, it could be heard all the way… we were getting complaints all the way from the north end of Normal. And we know that wind plays a role in it. And, you know, other things can play a role in how well sound carries, but really, we didn't have a lot of restrictions on how to limit under the old policy. Yes, we know you have this event and it was approved. We need you to turn it down. We're getting complaints. And so that was I think the basis for this part, Wendy, if I'm correct, that's why this language is there?

Ms. Smith: Yeah, I think it's also, you know, Town/Gown relations. There are some events that are so close or so late that if we're getting complaints, the first step is to ask the group to lower the sound versus shut down the event. So, it's the least restrictive thing that can be done to allow the event to still go on. It's not meant to be punitive, it's meant to address wind, sound, different amplification that may be used, or being able to be heard when we didn't realize it would be heard, new technologies that might amplify it further. So, it's meant to be kind of a give and take between the group and a way to address complaints that are legitimate without shutting down an event.

Chief Woodruff: Just to give you an example. We get complaints about athletic events on West Campus all the time. The PAs, the fireworks, you name it, our office gets phone calls from individuals that live in the neighborhood surrounding there. So, we deal with it on a regular basis.

Senator Kalter: Senator Mainieri, is that answering your question?

Senator Mainieri: It does answer my question. I guess I still have some concerns about the wording basically saying that… Particularly if they're below the guidelines that the first step would be that the sponsor/contact person, even if they're doing everything right, has to do something. I just wonder if there's something that can be put in that, you know, some type of explanation or wording with the complainant to explain the policy too. I worry a little bit about saying even if you're doing everything right, you still need to reduce the noise level. So, but the reasoning has been explained, so I appreciate that explanation.

Senator Kalter: All right, and so the committee obviously can take that into consideration and maybe confer with Ms. Smith and Chief Woodruff about if there's any rewording of that that could happen.

Senator Marx: I want to point out that this paragraph follows the previous paragraph which does relate to noise complaints. And so, the paragraph shouldn't be taken by itself, that'd be taking it out of context. So, it's not just any request to turn down the sound. It results from various complaints from the community that the police would take action.

Senator Kalter: And therefore, Senator Marx, I think what you're saying is it also follows the law that Ms. Smith referenced earlier, right?

Senator Marx: Exactly, yeah.

Senator Kalter: All right. Thank you. Senator Nikolaou.

Senator Nikolaou: I'm on the same paragraph where Senator Mainieri was looking at. And my question was, who is the person who is supposed to take the immediate steps to reduce the noise level? Because the paragraph before it talks about the designated contact person. But then the next paragraph says the sponsors/contact person, and then the rest of the paragraph talks about the sponsor. But if, let's say, I'm being sponsored by, let's say Panera, and they have nothing to do with the actual event. They are not present during the event. Are they responsible to try and mediate the noise level or is it actually the contact person?

Senator Marx: Thank you.

Senator Nikolaou: Because right now it says contact person, sometimes it's sponsor, sometimes it's a sponsor/contact person.

Chief Woodruff: For the way it works is there's a request to do the amplification when you reserve space, particularly the Quad. So, Conference Services generally… Unless, I think, if it's a student, then it goes to the Dean of Students Office. So, I think the intent was to cover all the different possible, so organization, sponsor, contact person. Somebody can make the request to… for the facility request and to have the event, but that doesn't necessarily mean they're there. So, think of all the different RSOs we have and some of you may be advisors to a RSO, does that mean you're at every RSO event? Not necessarily. So, there's issues sometimes where you don't have the contact person there, but you have somebody else there or the sponsor may not be there, but there is a contact person there. I think the intent is to allow us to get in touch with somebody who's at the event to say, hey, we need you to turn it down we're getting complaints, that type of thing. So, I don't know if the wording can be done differently, Wendy, if you want to comment on that.

Senator Nikolaou: If the intent was either the sponsor or the contact person, maybe everywhere it should be sponsor/contact person.

Ms. Smith: Yeah, I think that's a great suggestion. And sponsor in this sense is more on the reservation form, you have to have a sponsor and list a contact person who can be contacted at

the event if you request sound amplification. So, I think having both of those listed each time would be a great edit.

Senator Kalter: Wonderful. All right. And let me just ask, Senator Horst, do you have your yes on just because it was on from before? So, you do not want to make a comment, or you do have a question? You have another question.

Senator Horst: Yeah, this is just after Wendy said she was applying that, you know, the definition from the law. And I was just wondering if she could just briefly explain, you know, because it's talking about the boundaries of his property, of a person's property. And can you explain how the Quad, it's a public space, but how does it not belong to the public, the spaces in the university? How is it correct to apply this personal property law? If you could just explain that to me, I'd appreciate it.

Ms. Smith: The laws typically apply to other governmental events or entities as well. I mean, it's kind of the time, place, and manner, way to restrict in the least restrictive way, in the most narrow way, interference with the business of a university or any public area. So, even if you have a public park or you have a street, you can still do very narrow restrictions on traffic, safety violations, interference, or disruption. And so, this is kind of putting that out there and giving people a way to get approval ahead of time in the least restrictive way. To protect classrooms, speakers who have reserved a space, anything else that might be going on at the time.

Senator Kalter: All right, and, Senator Horst, any follow up on that? Good. Okay. All right. So, we're in the Information stage on that one, it'll come back to us in two weeks or more.

09.24.20.01 Library Committee Bluebook page Current Copy (Rules Committee)
09.24.20.02 Proposed Library Committee Bluebook page - MARK UP (Rules Committee)
09.24.20.03 Proposed Library Committee Bluebook page - CLEAN COPY (Rules Committee)
Senator Horst: Now it's my turn. All right, and so the Library Committee charge is from the Blue Book, and that's Appendix II in the Academic Senate Bylaws. And these changes came to us from the Library Committee. I believe they reviewed them at least a year ago. And so, we are proposing some of these changes to how the committee is run. The first one is really changing the number of people on the committee. It was suggested to make it three to five students as opposed to five students, and we check that out with SGA and they approved of that.

In the same membership line, after some feedback from an Executive Committee member, we are striking the words "or more," and it will read, "…and three ex-officio non-voting members, Dean, Associate Dean," which aligns with the way it is now, or should it say three to four because it could be two Associate Deans. I'm looking at Dimitrios. And then the title change is the Director of Communications and Outreach. And now as I look at this, there's two Associate Deans, the Dean, and the Director of Outreach, so it would be "three to four," but not "or more."

And so that, we changed the title. We, a big change in this proposal is that right now when we seat this committee, the words "it's preferable that there are people from different colleges" and this now says that we will, "include at least one representative from each college outside of the library and preferably at least one from each area of the College of Arts and Sciences." So, this is a significant change that it will be… when we seat this committee, we must look for at least one representative from each college. Under the student section, there's some language added, again, the changes are from, as opposed to five, it's three to five students. And there's language regarding the graduate students, and this language was suggested to us from Noel Selkow, and it's the same process that's used for the graduate… It comes from the Graduate Council Bylaws.

Let's see, the Officer text is shifted, so that's just a reorganization. There is a sentence added under Functions. And then there's a brief rewording under the reporting.

Senator Kalter: All right. Do we have any questions for Senator Horst about those changes?

Senator Nikolaou: Senator Horst already addressed the "or more." I was just wondering, because when I go on Teams, the version that we have it still says, "or more." So, should read as "or four."

Senator Horst: Yeah, my committee talked about these changes with the Dean of the Library and amongst ourselves, I just didn't submit a reword because I thought I could just address it this way. And as I was reading it, I think it should say "3-4" just because it includes the possibility of two Associate Deans.

Senator Nikolaou: And the only other question I had was under the Officers. If we know what is the rationale for "Secretary (Secretaries)"? Why would there be more than one secretary for committee?

Senator Horst: You know, this is legacy language from the way it is set up now.

Senator Kalter: I'm going to pitch that one to Dean Long, who was at one point one of those two secretaries. I'm wondering if you could explain that one to us, Dean Long, because it is kind of unusual for a committee to have more than one official recording secretary.

Dr. Long: Yes, I have been the secretary for the University Library Committee for probably much of the last seven years, and I think the reason the language is written that way is in the event that I could not attend the meeting the secretary duties automatically shifted to the library's other Associate Dean.

Senator Kalter: That's interesting. I'm trying to think if we have other committees that work like that, where there are backups, and if so, whether we need to put that in policy or not. Maybe Rules Committee could just do a little bit of a brief query about that to some of our other external committees to see if it's normal. Because what I'm… I agree with Senator Nikolaou about this one, that it's probably best to have one of record, and then if there are informal processes that

allow like an absence or what have you, that it just sort of automatically shifts to have that be somewhat more internal. But it's interesting that there may be more than one situation like that across the external committee structure of the Senate. So, it'd be interesting to sort of find out how they deal with those kinds of things when they occur.

Senator Horst: Yeah, I don't think it exists in any other external committee. I'll look into it and agree it's unusual. I was just preserving it because it's the current process, but I will certainly look into it.

Senator Kalter: Wonderful. Thank you. And are there any further questions? (Pause) All right, it looks like none, alright. So, we will see that one back again either two weeks or longer.

11.17.15.03 Policy6.6.16_FlagsOnCampus_current_policy (Administrative Affairs and Budget Committee)
10.22.20.05 Proposed Policy 6.1.16DisplayofOfficialFlagsonCampus_MarkUp (Administrative Affairs and Budget Committee)
10.22.20.04 Policy6.1.16_DisplayFlagsOnCampus_clean_copy (Administrative Affairs and Budget Committee)
Senator Marx: Thank you. In this policy, we began with the removal of the word policy and the part about the Senate recommendation. We added the word official to the title of the policy to make sure that this only applies to those flags, such as the U.S., state, or other official flags, such as those of other countries. The flying of flags at half-mast generally comes either as a directive from the state or the U.S. president. So, we altered Part c to enable the flying of other official flags at the direction of the university president. With that I'll be happy to answer any questions you may have.

10.27.20.03 Policy 7.2. Parking (clean copy) (Administrative Affairs and Budget Committee)
10.22.20.07 PROPOSED DELETION Policy 7.2.1Parking Lots and Spaces (Administrative Affairs and Budget Committee)
10.22.20.08 PROPOSED DELETION Policy7.2.2 Permits for Parking (Administrative Affairs and Budget Committee)
10.22.20.09 PROPOSED DELETION Policy7.2.3 Parking Permit Types (Administrative Affairs and Budget Committee)
10.22.20.10 PROPOSED DELETION Policy 7.2.4 Parking Citations (Administrative Affairs and Budget Committee)
10.22.20.11 PROPOSED DELETION Policy 7.2.5 Motor Assistance Program (Administrative Affairs and Budget Committee)
Senator Marx: All right. The Parking Committee did some work on this. They were looking at the parking policies, this was quite a while ago now. And what they requested was that we take all of those parking policies that are under 7.2 and just have a single policy document, and then everything else is really about procedures which are on their website. And so, the links to those procedures are given in the new version of the policy. So, what remains is just the policy with regard to parking permits, and then the links to those procedures. And then, of course, we would remove those other existing policies. All right, that's it.

Senator Kalter: So, this is a new policy, plus a proposed deletion of five old policies.

Senator Marx: Five. Yes, that's right.

Senator Kalter: All right, do we have any questions or comments or observations about that one? (Pause) All right, I'll just say, Senator Marx, that this one made me feel joyous and I say hallelujah when it comes back. I think these have been out for at least four or five years to get cleaned up and it's very sensible.

Senator Marx: It is a long time coming. Thank you.

Academic Affairs Committee: Senator Nikolaou
Senator Nikolaou: Academic Affairs Committee met this evening, and we had Dr. Rocio Rivadeneyra join us as the Chair of the ad hoc committee that worked on the IDEAS proposal, and she gave us some insight that the committee needed. And that's where we are.

Administrative Affairs and Budget Committee: Senator Marx
Senator Marx: Oh, thank you, again. We had our meeting tonight. We've been going through some administrator policies. There are some that relate to the nature of these positions for department chairs and school directors and deans, and then how they are evaluated. So, we've managed to get through almost all three of those policies. Thank you.

Faculty Affairs Committee: Senator Hollywood
Senator Hollywood: The Faculty Affairs met tonight. We invited Kathy Spence to join us because we have been working on the Integrity documents. And I'm happy to say after four years in the Issues Pending, we are getting to the point where we can make a clean copy and get it to the Exec committee, I should be able to get that done next week.

Senator Kalter: All right. Wonderful. That's another one where I feel like saying halleluiah. We should mark that that is a very long policy. So, what the Committee did tonight was the first part, the policy part, and then we'll have the procedures coming afterwards. Is that right, Senator Hollywood?

Senator Hollywood: Yes, we did parts I, II, and III, and then those are the first part, and then part IV is a monster. So, we will be working on that one next.

Planning and Finance Committee: Senator Avogo
Senator Avogo: Okay. So, we also met this evening, and we've been busy brainstorming the outline of our current priority, which is to increase the quality of online learning at ISU. As you can imagine, that can be a little broad and easily fall outside the mandates of our community. So, we have fine-tuned stakeholder questions. We have questions for the Provost Office. We have questions for the Student Success office, CTLT, Financial Aid Office. We're looking to talk to Nursing to see, you know, the program or experiences online can be a model for rest of the

university. So, we will email those questions to the various offices and see if we can get some responses. We collect the response, compiled into a report, and we'll report to the Senate.

Rules Committee: Senator Horst
Senator Horst: The Rules Committee met. And the primary thing we did was meet with Chris Worland who's the chair of the Council on General Education and Amy Hurd, and we discussed items on the Council of General Education Appendix II charge.

Senator Kalter: All right. Terrific. And I did forget, before I go to questions from other people, I did forget to ask all of you, if you did meet a two weeks ago, when we canceled the Senate meeting. I think most of the committees met. Is there anything important that you want to report out about those meetings?

Planning and Finance Committee: Senator Avogo
Senator Avogo: Yes, we did meet, and it was a continuation of our brainstorming sessions.

Administrative Affairs and Budget Committee: Senator Marx
Senator Marx: Well, I'll say that we were able to meet for an hour and a half last time. It was much appreciated. And that's why we were able to bring the three policies tonight.

Rules Committee: Senator Horst
Senator Horst: I'm now remembering what we did. We did the CAS Council bylaws, and that's going back to CAS now to work on the changes we suggested.

Senator Kalter: All right, so does anybody else have any questions for the committee chairs. (Pause) Does anybody have any Communications for the Senate?

Communications
Senator Mainieri: I do. I have a brief statement of reflection I'd like to share with the Senate. I attended the Culturally Responsive Campus Community Conference this past week and felt compelled to share a few reflections. On Friday morning, we heard from a panel of three young black alumni of ISU moderated by our tremendous current Student Body President Lauren Harris. For those of you who weren't able to attend this panel, I want to share some quotes I wrote down from these young voices.

"Students are not here to be activists. We're not here to deal with anti-blackness. We're not here to be oppressed. We are not here to do your job." "We come here to learn. We come here to follow our dreams. We come here to take that back to our community, but so many of us don't make it." "We can't do this by ourselves. I mean, we will, but we need help." "By the time I graduated, I didn't care about this place anymore." And finally, in reference to the alumni donation emails they now receive, "You're asking me to pay you for my suffering."

These are sentiments we have heard from our students and many of our faculty and staff colleagues for quite some time. So, these sentiments were heartbreakingly familiar for me to

hear. What struck me with that was that these alumni, removed from our campus by months or years, were still visibly traumatized by their experiences with us.

I find it essential to use my power and privilege to amplify their voices, their experiences, their pains, and their demands. I believe we've made progress toward combating anti blackness on our campus, in large part due to our students being courageous enough to tell us what they need. However, we can and must do better. I yearn for a time when our black students have the luxury of just being students on our campus. I will be taking direct action in my own spheres to work toward that vision. Tonight, I urge my faculty and instructor colleagues to take some time to reflect in this delicate post-election period, how we can each take immediate action to combat anti blackness in our own spheres of influence on our campus.

To finish, I'd like to amplify the voice of one of my KNR colleagues Olivia Butts from who've I've learned so much. She said, "When we uplift the most marginalized groups, everyone's conditions improve. When we create equity for black folks, we create more equity for everyone." Thank you.

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