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Academic Senate

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Senate Meeting, January 20, 2021

Academic Senate, Illinois State University

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Academic Senate Meeting Minutes
Wednesday, January 20, 2021
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.

Senator Kalter: Good evening, everyone. 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 a reminder that if you would like to be recognized to speak, you should raise your hand through the participants function in Zoom, or click on either the yes or the no button, if the raise hand function is not available to you.

We're going to start out tonight with Public Comment. The Academic Senate of Illinois State University welcomes constructive communications from members of the University community and the citizens of Illinois. Students, faculty and staff are encouraged to provide information relative to the academic mission of the University.

The Academic Senate will allow up to ten (10) minutes in total for public comments and questions during a public meeting. An individual speaker will be permitted two (2) minutes for their presentation. When a large number of persons wish to speak on a single item, it is recommended they choose one or more persons to speak for them. The Academic Senate will accept copies of the speakers' presentations, questions and other relevant written or visual materials. When appropriate, the Academic Senate may provide a response to a speaker's questions within a reasonable amount of time (24 hours or more) following the speaker's presentation.

If there are more than ten (10) minutes worth of speakers, further comment according to our bylaws will be carried over to the next Senate meeting. And people may also submit written comment tonight and we will distribute it tomorrow.

So, we're going to start out with Heather O'Leary.

Senator Horst: I had Natalie Jipson.

Senator Kalter: I had Heather O'Leary first, I believe. Is she here?

Ms. O'Leary: Hi. Sorry, Susan. We actually have Natalie and Alex speaking instead.

Senator Kalter: Oh, okay. Thank you.

Ms. O’Leary: But thank you. Yes.

Senator Kalter: So, next is Natalie Jipson then.

Public Comment:

Ms. Jipson: All right. Thank you so much. So, I’m a graduate teaching assistant and a member of the union. And the reason that I wanted to speak was we are currently negotiating our first contract and one of the issues that has been particularly relevant to myself and a lot of TAs is the health care provided, as the student health insurance. So, I just wanted to share some of the struggles that I have had accessing health care as a graduate teaching assistant since I started this fall.

Due to COVID-19, I am currently living out of state in Wisconsin. While I am glad that the opportunity was made to do schooling online due to the pandemic, it has created some challenges with me accessing care using my student health coverage. In order to educate myself on how to get mental health services, I attended a training planned by the Student Counseling Center. I was really excited and pleased by all of the amazing options and the free therapy appointments that my student fees pay for. When I called, however, I was directed to the director of the clinic and was informed that because I live out of state I’m not eligible to access any of those services and my only option would be to look for a local provider.

When I contacted the student health insurance, I found out that there is a huge shortage of covered providers in my area, and providers in general. In fact, there was not a single psychiatrist within an hour of where I am living right now in Wisconsin who is in network and taking new patients, which means my only other option would be to go across state lines to Minnesota. So, this has created lack of care that has been very challenging.

Another issue I ran into was filling my mental health prescriptions. I didn’t realize how the reimbursement plan that is offered by ISU works. What that means is basically we pay full price out of pocket and then send our receipts in for 80% compensation. When I realized that my 90-day supply of generic medicine was going to cost me over \$2,000 out of pocket every 3 months I was pretty horrified. And even if I got the full 80% reimbursement it cost \$400 four times a year. Considering that I only make \$857 per month that means that I am spending 2 months’ salary just on medication, and that’s before considering therapy, regular doctor’s appointments, dentists or anything like that. And each of those therapy appointments, even in-network is over \$50. When I called ISU (the student health insurance), they told me that until I hit the out of pocket maximum that there’s not any other options.

Thankfully, I am very lucky to have a family friend who is a pharmacist who informed me of a coupon program called GoodRX, and luckily my particular medications are discounted significantly through that program. Unfortunately, that’s not the case for a lot of medications,

and for a lot of students. My medication was discounted enough to make it affordable to me, once I get my refund from the ISU student health insurance, and I also have a partner who works full time and helps with the financial support while I'm in school. The problem is that there are so many GTA's who don't have a partner who helps support them. There are also many GTA's whose medications are also not discounted through other options like GoodRX and who would be stuck paying the maximum rate. I know that many insulin prescriptions are over \$500 per month even with the GoodRX. So, if you consider that those students would only get 80% back and have to pay upfront, that's an awful lot coming out of a pocket that only makes \$857 a month. Even after talking to Student Health Services, I wasn't provided with any information about the GoodRX program, and I was really lucky to have a friend who I could go to for help. Given that the prescription program with our student health insurance is a rebate program, it seems wild to me that this wasn't even mentioned as an option to help with the upfront costs.

As grateful as I am to have a position as a GTA, there is a huge problem with the health insurance that we pay for. It doesn't provide nearly enough coverage for people with ongoing health issues and medication needs. And with our current salaries, and due to the fact that many of us are living in different circumstances than is typical due to the COVID-19 pandemic, it has been really challenging to access care for myself and I know for many fellow GTAs. My student fees that I pay each semester don't actually help me get the care that they are supporting because of my current living circumstance. We also have no dental insurance. So, on top of all of the prescriptions and the doctor's appointments that I'm paying for, I additionally pay \$35 a month out of pocket just to get basic dental coverage for myself.

At the end of the day, as much as I love being a GTA, it seems like we should be able to afford our health care needs without going broke or having to rely on a partner's income to keep us above water. My story is just one that explains why we are working so hard towards negotiating a first contract with ISU. Thank you.

Senator Kalter: All right. Thank you, Ms. Jipson. And Alex Murarus is next.

Ms. Murarus:

Hello. My name is Alex Murarus and I am a graduate worker and member of the Graduate Workers Union. On Thursday, January 14, the union delivered a stern message to university negotiators about the stagnant state of bargaining. I will read that message to you now.

We in the ISU Graduate Workers Union have talked about the state of bargaining extensively among ourselves and what revisions or counterproposal we might make to respond to the university. However, ISU's proposals at this point are essentially no offers at all, status quo wrapped up like something new. Graduate teaching assistants did not volunteer many long and stressful hours forming a union, preparing and engaging in good faith negotiations in order to

merely approve changes or policies that the university has already made. Offering previously announced changes or policies is not negotiating at all. We do not believe that we are making progress or that ISU respects our time or the urgency of our situation.

Since we began negotiations on October 31, 2019, ISU has consistently stalled even as a global pandemic emerged and endangered our already endangered GTAs. A major example, ISU took over a year to respond to our initial offer. Over these 14 months, we have repeatedly tried to explain the dire situation that many GTAs are in. Due to the low stipends, many GTAs experience economic insecurity which leads to insecurities in other areas like housing, food, and healthcare. Some GTAs receive no pay at the end of the month after their fees are deducted. Others accrue substantial debt losing money from coming to work at ISU.

In the face of this urgent need, ISU offers small raises in accordance with state minimum wage law that will only affect a small percentage of our members and do little to ease the everyday danger that our GTAs experience. In fact, we believe that ISU wants us to negotiate against ourselves, which we have no interest in. As a result, we have nothing further for ISU at this time and we believe that it is fruitless to meet further until we have a mediator present. The insecurity and danger our members experience is too urgent an issue to waste time with ISU's non-offers.

We are not going to willingly continue to put ourselves in this position, when ISU has disrespected us time and time again. We are not refusing to negotiate, rather refusing to pretend that ISU is negotiating with us. If ISU has something to offer us that actually addresses the severe crisis that TAs face that ISU itself creates with low stipends, poor benefits, and high fees, we are ready, and we are willing to hear it. But until that time, we have nothing for ISU except the notice that we request that the Labor Board impose mediation at this time.

Last Friday, a delegation of the unionized grads served the mediation paperwork on Labor and Employment Relations Director Mike Kruger, the university's chief negotiator.

And to the Academic Senate, we would like you to recognize that we deserve at least a living wage, and we ask that you advocate for us to ISU's negotiating team and encourage them to stop stalling and to negotiate with us in a respectful manner. Thank you.

Senator Kalter: Thank you Ms. Murarus. And do we have any further public comment? (Pause) All right. Seeing none. Thank you very much to the public commenters. We're glad to see that you are here, and you're welcome to stay to observe the meeting. We're going to move now to the election of the Executive Committee faculty members.

Election of Executive Committee Faculty Member

Senator Kalter: So, we started this evening in Faculty Caucus rather than in Senate, because it's my understanding that Venus Evans-Winters has resigned from the University as of December

15, 2020. Her resignation has been verified with her chairperson and dean, and they are in the process of seeking a replacement for her on the Senate. Due to her resignation, we must fill her seat on the Executive Committee, and we wanted to do that immediately because it is mid-year. The process usually occurs in April and May where the faculty members on Exec are nominated out of the Faculty Caucus at one meeting and elected to the seats two weeks later at the full Senate. So, the nominee tonight out of the Faculty Caucus is Todd Stewart from Philosophy, and do we have any further nominations from the floor? Nominations or self-nominations? (Pause) All right. Seeing none.

Todd Stewart was elected to serve on the Executive Committee.

Chairperson's Remarks

Senator Kalter: We are now about 8 and a half hours into a new Presidential administration. I am going to be fairly brief about national political events of the past few weeks so that we have time to debate our Sense of the Senate resolution. I will simply say here that I and everyone in my extended family, most of whom voted for Trump, are disgusted and/or outraged and that I and everyone in my extended family of lifelong friends, none of whom did, are disgusted and outraged at the insurrection and his part in it, both his actions and inactions, his lies and disinformation.

Thank God we are turning the page today, with Democrat and Republican leaders stepping up to their oath to preserve, protect, and defend our great Constitution. Let us also mark with pride the inauguration of the second Catholic president, the first woman vice president, the first black vice president, the first South Asian vice president, welcoming perhaps the first professor First Lady, the first second gentleman, and the first Jewish second lady or gentleman, four years after welcoming the second immigrant and first naturalized citizen First Lady, the first First Lady for whom English is a second language, and twelve years after inaugurating the first black President and welcoming the first black First Lady. And let us note with pride a beautiful golden-tongued first national youth poet laureate. who stole the show. As poetry always should.

I wanted to let everyone know that the faculty representatives for the Presidential search have now been elected to the search committee. Those individuals are:

- Professor of Agriculture Aslihan Spaulding from the College of Applied Science and Technology,
- Professor and Chair of Philosophy Christopher Horvath from the College of Arts and Sciences,
- former Associate Provost and University Professor of Management and Quantitative Methods Jim Jawahar from the College of Business,
- Professor of Teaching and Learning Robin Seglem from the College of Education,
- Professor Cindy Kerber from Mennonite College of Nursing,
- Associate Professor, and Special Collections and Rare Books Head Librarian, Maureen Brunsdale from Milner College, and
- Associate Professor of Music Rick Valentin from the Wonsook Kim College of Fine Arts.

Thank you all for the distinguished service you are about to perform. In the initial poll and also in the first run-off for the non-tenure-line representative, the votes were close, so that election entered a final run-off this morning that will conclude by the end of this week.

You will notice on your agenda a discussion about the Engineering programs that were proposed out of the Senate back in 2016-17. The University hired consultants last year whose work was delayed slightly by the start of the pandemic but who are wrapping up, which is going to allow us to move forward into the final stages of consideration of that proposal. The Senate will be meeting tonight and in February and March, and, if necessary, in April and/or May, to hear and read the fleshed-out details of the proposal. The Executive Committee hopes that we can move to a vote on the three large particulars by March, so we are beginning with oral communications this evening. At our next meeting in early February, we will begin to see distributed communications and we hope to start moving through our information and action item phases.

On November 30, 2020, the day after Thanksgiving Break, the former chair of the Senate from 2002 to 2007 Lane Crothers, a Professor of Politics and Government, brought to my attention an item of grave concern to shared governance on this campus that I consider equal or superior to the concerns brought forward by faculty and Senators in the mid-1990s regarding the implementation of the Academic Impact Fund by then Provost Urice without Senate review. At some point during or shortly after 2017, under Provost Murphy, a program until then known as ERIP (Enrollment Rebound Incentive Program) was apparently quietly converted to RERIP, apparently standing for Retention and Enrollment Rebound Incentive Program. I as Senate Chair was never informed of this change.

The alterations made to the program and the metrics by which about \$1 million dollars, currently, of additional operating and/or personnel money were to be doled out to departments, who were now apparently being put into competition with one another, were never reviewed by the Senate. This was despite the fact, that the changes made, very squarely encroached into areas of shared governance that are recognized by all institutions across the country as being in the jurisdiction of the faculty of universities. Although RERIP is a budgetary mechanism, and the primary responsibility for budgeting lies with administrations of institutions, faculty must be involved in decision making about budgets that impact the academic area broadly conceived.

As former Chair Crothers noted, an administration is not entitled to shape academic change through budgetary incentives without considering the perspectives of shared governance. Provost Murphy started using the budget to achieve academic effects: expectations for faculty behavior beyond their ASPT requirements, curriculum (re)design, and other things. This change has profound academic effects. These matters are fully within the purview of shared governance and faculty responsibility. The administration is not free to use the budget to promote academic changes even if the ideas are good. That requires engagement with shared governance.

Some might argue that “student success” was the administration’s motivation and all the motivation one needs. But who doesn’t want student success? Are the faculty at this university being characterized as antagonistic to student success? The point is that this is about respecting shared governance while achieving that shared goal. We cannot have a version of student success shaped by only one person, or by a handful of administrators, especially if those administrators shaping that version have not been elbows deep in 5-10 classrooms per year for many years because of their full-time administrative responsibilities.

“As I understand it,” Dr. Crothers said, “ERIP was NOT an academic program, and RERIP is. So once the content changed, so did the shared governance system’s involvement. You can’t repurpose a non-academic program into an academic program and say that since it used to not be an academic program, you don’t have to deal with shared governance now that it is an academic program.” These are the rules that we all sign up for, that presidents and provosts agree to work under according to our governing documents—our ISU Constitution, our Memorandum of Understanding, our Policy on the Creation of Academic Policy and the shared governance principles and collaboration with faculty and students that they dictate. As he pointed out, and as I concur, the deans and chairs of our colleges and departments should have been the faculty’s first line of defense. Someone in that distinguished group should have asked if the changes had been run through the Senate given their obvious relation to several decision-making areas within faculty jurisdiction, from curriculum to personnel and beyond.

These concerns regarding RERIP and RERIP metrics were brought to the attention of our new Provost at the Executive Committee and, upon his request, I set up a meeting for December 15 among myself, Dr. Crothers, Provost office personnel, and several Senators, specifically the chairs of Academic Affairs, Administrative Affairs and Budget, and Faculty Affairs, who were identified at the time by Exec as relevant internal committees. The Provost postponed this meeting unexpectedly on December 11 for the purpose of gathering additional information and obtaining better evidence regarding perceptions and attitudes about RERIP to have a more informed conversation. He and I had previously discussed the need for data gathering, to include not only the chairs, directors and deans that he wished to speak with during this postponement, but the faculty. I had expected that the smaller group would be discussing how to collaborate together to gather that data, since collaboration with shared governance is clearly necessary to ask the right questions and to phrase them clearly. I still have that expectation.

That is why you see in each of your Issues Pending folders a folder regarding RERIP. In light of ongoing informal conversations and feedback from Senators on the Administrative Affairs and Budget Committee and others, it appears that each of the committees of the Senate now has a role to play in obtaining and/or reviewing shared governance feedback from faculty regarding the concept of RERIP and its metrics prior to, or if necessary, in lieu of the smaller group meeting and in responding to the 2017 breach in shared governance principles. Academic Affairs Committee Chair Dimitrios Nikolaou weighed in early at my request and conveyed his sense that the new program concept needed review and that the associated metrics needed Academic Affairs Committee and Senate scrutiny. Administrative Affairs and Budget Committee Chair David Marx brought the issue to that committee in December following a similar request from me for advice. It is clearly a budget committee question, particularly if a performance-based metrics were to grow from a mere \$1 million dollars divided among 33 [35] departments to a much more substantial portion of the budget. This would be of particular concern if the current metrics do not sufficiently appreciate the important diversities among departments. Members of AABC alerted us to the need also to involve the long-range planning committee, so Planning and Finance should also examine the issue. Secretary Horst pointed out that Faculty Affairs also needs to be involved. Rewards and punishments outside of the ASPT system and outside of systems that reward and discipline AP staff—such as advisors—are now in play for the first time in recent ISU memory. These monetary mechanisms punish, or fail to reward, entire departments (and thus punish the students in those departments) based on one

person's individual actions or inactions. This militaristic approach is new to our institutional culture. Finally, the Rules Committee will need to consider, should RERIP remain a budgetary mechanism, whether Senate oversight of the type that AABC is charged with for the Academic Impact Fund needs to be written into our governance rules.

Provost Tarhule has assured me that he has made no final decisions about the continuation of this program, the monies for FY21 having apparently been allocated prior to his involvement.

Finally, while I know this has been a long comment, I would like to say some words about the mediation that our Graduate Teaching Assistant union has asked for and about the public comment that I heard at the January 12 Board of Trustees meeting and here tonight. As a graduate student, I was not part of the union movement on my own campus in the 1990s, for a variety of reasons, but I did witness then California Governor Pete Wilson spend millions of taxpayer dollars trying to crush the grad student union movement in the University of California system, only to have the next governor reverse course, recognize the unions, and negotiate. Let us not make similar mistakes. I have in general reserved my comments over the years about collective bargaining to employees in the academic area, specifically non-tenure-line faculty. Graduate teaching assistants are even more vulnerable. The department of English runs something like 100 sections of English 101 every year, largely on the underpaid labor of GTAs, along with offering many sections of other courses with those relatively low paid laborers. The university is getting their labor on the cheap while millions of dollars accrue annually in the size and strategic budget carryover of funds intended to be used for instructional needs. My office is on a hallway with only GTAs, and I know many grad students over the years who have needed to moonlight at Heartland or an online for-profit to survive, drastically reducing the time they can spend on their own coursework, exams, theses and dissertations. Who have had significant medical events or conditions such as childbirth or motor disorders. Who put their undergraduates first at the expense of their own studies, particularly during this pandemic. And who occasionally I have witnessed being abused by one of those undergraduate students while I sat in my office and listened and tried to let the graduate assistant handle the situation, knowing I would intervene if I sensed danger and coming in to counsel, advise and support after the student had left. I do not have any illusion, frankly, that any university can give a living wage to any individual who works a 50% FTE job. As a GTA, I was paid about \$13,000/year in high-cost San Diego and had to make up the rest of my rent through 5 years of maxed out Stafford loans of \$8500 a year. But I do know that we as an institution could find a will and a way to pay these students a competitive stipend, one that would attract the best students in our applicant pools instead of losing them to other universities, one that would ensure that our students could concentrate on their studies at ISU rather than having their attentions scattered among multiple institutions, one that would acknowledge that they are the first and one of the most important faces of learning for many of our first-year undergraduates and that would honor their dedication. The reports from the union representatives that they perceive the university as stonewalling in the negotiation greatly concern me. Especially so soon after the reports we heard from our clerical workers. If true, this is high disrespect and perhaps as importantly pennywise pound foolishness. Our undergraduates should be very concerned about this issue and we should all be in solidarity with them in their modest requests for recognition, respect, fair and competitive compensation, fee reductions or eliminations, and employee benefits.

In the interest of time tonight, we will move onto Student Body President and Administrator Remarks and then take all questions following Senator Stephens' remarks. So, we'll move to Senator Harris for Student Body President's Remarks.

Student Body President's Remarks

Senator Harris: Thank you. "We've seen a force that would shatter our nation rather than share it. Would destroy our country if it meant delaying democracy. And this effort was very nearly succeeded. But while democracy cannot be periodically delayed, it can never be permanently defeated." Those are the words from our amazing inaugural poet (as Dr. Kalter mentioned) Amanda Gorman. Today has been an important day for our American democracy. Inauguration Day is the culminating symbol of the peaceful transition of power that upholds our democratic society. We know that civic engagement is one of the core values at ISU and SGA will continue to advocate for students to be informed and engaged global citizens as well as ethical leaders who work towards the betterment of our society.

Some additional SGA updates for you all: we had our SGA retreat last week, where we were able to identify issues that we wanted to tackle this semester, among those being mental health awareness. Particularly now that we don't have a Spring Break, we want to ensure students have their mental health as a priority. Sexual assault awareness. And then, as well as continue education on the importance of voter engagement as we do also have some local elections coming up as well.

I've also had the opportunity to work with students from Redbirds for Privacy groups and Charley Edamala and his team to inform students about the use of proctoring for their classes. So, about 29 faculty has expressed interest in using this service. I'm still working with Charley and the Redbirds for Privacy groups. We were able to identify the students that possibly could be having proctoring services and we hope to send an email out to them within the next few days about their options and the rights that they have, with regards to using proctoring services.

And then the last thing, just to be brief, this Friday SGA will be meeting with our Director of Governmental Relations Jonathan Lackland, as well as some notable alumni such as Nakita Richards (I know we all know Nakita), Tyler Clark, and others to prepare for our upcoming lobby day. Normal years, lobby day would be in person, but this year it will be virtual. And that will be happening very soon in February. So, we are getting prepared for that. And with that I yield.

Administrators' Remarks

• *President Larry Dietz*

President Dietz: Thank you very much. I share in the hope of a new era, if you will. I was not able to view the Inauguration today during the time when it was occurring, but in between... well right before this meeting I was able to listen to the poet and what a testimony for youth and creativity. And if there's anything that brings about the idea of hope and moving forward, I think her words did. So, I'm still inspired by that. That's all I'll say about the Inauguration. I did send out a message today to individuals talking about what I hope will be peace and harmony as we make this transition moving forward.

But also, talking about some other political changes, since the last time that we met there's been some changes that have happened at the state level that I would bring to your attention. Senator Bill Brady who has served as one of the four leaders of the General Assembly retired in mid-December. It's still being considered and there's a possibility that a decision will be made tonight or in the morning as to who his replacement will be. Senator Brady is obviously one of our local Senators and so he's really represented ISU on many issues and been a supporter of the university. So, his resigning from the Senate, not retirement, but resigning from the Senate and the person that takes his role will be an important issue for us to make sure that we follow up on that.

Also, out of our district, Senator Andy Manar, whose been a good supporter of education—I've appeared before him many times with the Appropriations Committee—Senator Manar has also resigned his position within the Senate and has taken a position in the Governor's office. And my understanding is that he will be working on quite a number of downstate issues and I think as most people define downstate it's about anything south of Cook County or south of I-80, and so that would include us. But there's a possibility he will also be drafted to work on some education issues which I think will be a positive thing for us.

And then obviously the other thing that has happened in the General Assembly is that we have a new Speaker of the House Chris Welch. I know him. I know him pretty well and I think that a lot of people have wanted new leadership there for quite some time, and I think Representative Welch, or now Speaker Welch, is knowledgeable about education and hopefully he'll bring some new ideas there as well. So, that's about all on the politician front.

I would mention a few updates here. I had a really good meeting yesterday with Cannon Design which are the group that we've been working with for quite some time about the Engineering program. And we're in some critical times moving forward here over the next several months in the future of this Engineering program, and Cannon helped me get a sense of where they were yesterday. I think this is the topic we would like to make, perhaps a bit of a topic with some kind of reporting going on at about every Academic Senate meeting, or certainly some of the Academic Senate meetings throughout the course of this spring semester.

There are several timelines that are important that we think about. We're hopeful that on the February 3 that some of our leadership, informed by the Cannon group, will be able to give a presentation to the Academic Senate planning committee. And then on February 17 we're trying to also schedule an Academic Senate meeting that will be more of a finance focus kind of session. There are several components of all this planning. There's the educational program curricular component. There's a program organization and structural component. There's a building/facility component, project, implementation, and consideration. Priorities and approvals that are needed both at the campus level, at the Board of Trustee level, and then at the Illinois Board of Higher Education level. So, we hope to be able to walk through those different expectations along the line, and our goal (and I think it's an ambitious goal) but nevertheless I think it's a good goal, and I think we can make this, is to step through the necessary processes that we need there and have a good discussion about the future of the Engineering program on the campus with the idea that the Board could potentially be voting on that at their May Board of Trustee meeting.

There's only one other meeting, there's February 19 meeting, and we're also planning to having a presentation to the Board of Trustees, no action on that one, but just informational. Possibility of having a special meeting either at the end of March, or the first part of April which we have generally had the last several years anyway. The regular schedule of Board meetings over the last few years seemed not to have been enough, and so we have a number of special Board meetings in between the regularly scheduled meetings. So, Engineering's going to be a topic of importance and we'll keep you informed as we move forward on that.

The last thing I have is that there's been discussion and very positive discussion about a potential new stimulus plan. And there's a lot of detail that we still don't know about, but we've done some scenario planning and out of what might be available given, you know, the discussion on this at the national level and down to the state level so if in fact all of this comes true, it looks like Illinois State University may very well be the recipient of roughly \$25 million in another stimulus package. So, that would be phenomenal, and it would be along the lines of the first stimulus, about \$8 million for students, and about \$17 million in reimbursement for costs related to COVID-19. So, I hope all that comes to fruition. That would just be terrific for everyone. So, I'll end with that and wait for any questions after we're finished. Thank you.

- ***Provost Aondover Tarhule***

Provost Tarhule: Thank you, Chairperson Kalter. I have really one note of appreciation and the rest of my comments are reminders of stuff I had brought before this body before. So, we really needed to have a student absence policy (I know it's on the agenda for discussions today) but I just wanted to appreciate the Academic Senate Exec for acting very expeditiously and attentively to something that really needed to be done. And that action allowed the President to indulge the action of the policy. And I know we probably have some clean up to do after the fact, but this is something that needed to be done and the Academic Senate Exec was right on top of it. And so, I just wanted to express that appreciation from Academic Affairs.

The other comments as I said are mostly reminders. Some of you are probably tired of hearing me talk about the upcoming Academic Affairs Retreat in February. But the reason is we place great emphasis and importance on this retreat. We think it will allow us to review all of the multilayered challenges that confront Academic Affairs and to help us identify priorities, and to develop strategies for how we are going to remain not just competitive but to thrive in the post-pandemic world. So, that's going to happen February 24-25.

It's slightly different from some other... our structure is slightly different from some other retreat you may have participated in, in the sense that planning and discussions about the relevant issues began last fall. So, we see most of the work as being done upfront. So, the retreat is not the place where we're going to start discussing the basics and fundamentals of these issues. It's the place where... it's going to serve more as an unveiling, if you will, of the strategic priorities that have been identified. So, it's of the utmost importance that everybody becomes engaged. We've identified ten different working groups. Collectively those working groups have more than 150 people working on them. So I invite you again, those who have not already engaged the process, if you go to the Provost's website, you'll see all of the working groups, all of the members, and all of the issues that they are working on. So, please contribute if there is something that is of interest to you, an idea that you think is going to be helpful to ISU to become a stronger more

competitive institution, please bring that to the relevant working group or to my attention, and we'd like to make sure that we've captured everybody's voices and your concerns, and interests and ideas. So, please check that website online and share your ideas. I think this is going to be really critical.

The other announcement I've made previously, but I think is worth repeating, is that the Culturally Responsive Campus Community institute... Alright, this is something we hold every year in the spring. This year it's going to be on March 19. It's going to be via Zoom. Registration will open soon. So, the goal of this workshop, of this institute, is really to recognize and rectify inequitable experiences, and to create a more just campus for all of us. So, it's going to try to raise awareness across the campus and the community about intersectional issues surrounding marginalization and oppression. The theme is going to be Equity with a Mirror. So, again, I hope that everybody participates and registers for that event. This is co-sponsored by the Division of Student Affairs, the Multicultural Center, the Office of the Provost, and the Office of the President.

Finally, in the fall I began holding what I called the virtual coffee hours which allowed me to meet with small groups, typically about 10 or less of faculty. And the goal of those meetings is really to help me to understand faculty as individuals, and to get that unfiltered sense of the issues that concern them, and the priorities that they would like to see pursued. So, I'd like to continue those meetings during the spring. I think the first one is tomorrow. I believe we've scheduled about four, but we're more than happy to schedule more if there is a need for it. So, it's again an attempt to talk directly to faculty and to get a sense of what they would like us to prioritize or suggestions that they may have for us. So, please spread the word to your colleagues, and let's make sure everyone is aware of this, and those who are interested hopefully will take advantage of this. I have learned a lot, even just from the few that I had last semester. Got to know a lot more individuals personally and learned so much more about what our faculty is doing and looking forward to doing more of that. So, please help me spread that word. Thank you so much.

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

Senator Johnson: Good evening, everyone. And I just have to say Happy New Year to everyone. It's great to see everyone. I've got two items. The first one it's my great pleasure to welcome Dr. Adam Peck as our new Assistant Vice President for Student Affairs at Illinois State University. His first day was actually yesterday and he is actually attending this meeting. So, welcome to the Academic Senate as well. Dr. Peck brings about 25 years of higher education administration experience, including about 10 years as an AVP, and at the AVP level at Stephen F. Austin University in Texas. He is excited about joining our team and will oversee the University Housing, Marketing and Communications, ISU PD, and Emergency Management departments. Dr. Peck is eager to connect with our community members, especially students. And is actually in the process of arranging meetings with various student leaders, and I believe that he already has a meeting set with Senator Harris and wants to connect with SGA. So, I know he's looking forward to that. He and his family have already made the move to the area and looking forward to becoming active members of the Bloomington Normal community. So, welcome to the team, Dr. Peck.

Second item: just wanted to make sure everyone is aware that the second floor of the Bone Student Center is open. And students, you definitely know that, and you have been actively leveraging that space. So, I want to send out some words of congratulations to all of the staff members within the Division of Student Affairs, Facilities and Planning, our construction partners, EMDH, all those folks who took part in the design and working through the construction process. I hope you all have a change (make the time) to go up and check out the space. Career Services has made their move over and if you have not checked out the huddle rooms you're missing out. Those rooms are available during the evening hours. So, again, I encourage you all to leverage the space and enjoy it. More information to come regarding Star Ginger. I think we'll be opening up that facility during the first part of February, and then the project will be complete. And then more word to come a little bit later on how we're going to cut ribbons and things of that nature (probably virtually) in order to officially commemorate the space. So, thank you all for your patience, your guidance, your feedback during the construction process. And I gotta steal a line from an old show but I love it when a plan comes together. I will turn it back over to our Senate Chair and she'll probably open things up for questions.

Senator Kalter: All right. Not quite. We've got to go to one more person. But I want first to say welcome to Dr. Peck and ask him if he has any words that he'd like to say to us here.

Dr. Peck: Certainly. Well, I'll just echo what Dr. Johnson said, I'm very excited to be here. One thing he didn't mention is that I'm a native of Illinois. So, though I may have spent some time in Texas, I was very aware it gets cold here, but I appreciate everyone who mentions that. And I'm just deeply committed to partnership with our colleagues in Academic Affairs to make things better for our students. A time of pandemic is a very hard time to meet people and build relationships, so I'm grateful for this opportunity to at least meet you in this virtual format and hope to have the chance to work together soon.

Senator Kalter: Welcome. Welcome. We are, as you know, a warm campus, and so when we get back face to face, you'll begin to experience that even more. We're going to go now to Senator Stephens for Vice President for Finance and Planning remarks.

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

Senator Stephens: Thank you, Senator Kalter. I'll keep my remarks brief. First of all, thank you for allowing members from my Facilities and Parking leadership team Mike Gebeke, Kristie Toohill, and Nick Stoff to present later this evening on a high level summary of our snow and ice removal process we have in place now that winter is upon us. I understand that they are near the end of the agenda, and if time constraints occur throughout the evening and we want to delay this to another presentation, we'd be happy to do so.

I only have a couple of quick comments. First of all, some of you may have seen via email or other communication channels, the 2020 W2 tax reporting document is now available. For the employees who actually selected for a printed document those were mailed out last Friday and you should be receiving those in the mail this week. Those employees who selected the electronic access, you can now see them on the online system in the HR, under, I believe, the heading is under tax documents. It is important to note that all employees, whether you selected

paper copies or the electronic version, can review this electronically and print it directly from the HR system.

The second topic actually was some comments that President Dietz referenced earlier. Over the last couple of days, we received notice from the federal government that there's a second round of COVID-19 aid that was awarded to ISU. I don't believe it's going to be called CARES Act 2, I believe it's going to carry a different connotation to the grant process. But President Dietz was correct, we've received information that we've been rewarded close to \$25 million, with \$8 million identified for students, which is similar to the original CARES Act funding last spring, and then the remaining \$17 million for ISU cost reimbursement. We've got the same administrative team that was used to work through this process last year: the grants office, Financial Aid office, Student Affairs, Budget office, a variety of groups across campus to help work through this. We'll end up gathering more information in the next several weeks so that we can share that, but it is some very positive news coming to the campus. So, that's all I've got. I'd be happy to answer any questions.

Senator Kalter: All right. Wonderful. And now we are at questions. So, are there any questions for myself, Senator Harris, or our administrators?

Senator Horst: Yeah. I just wanted to circle back to your comments and make an additional comment about the RERIP. I wanted to state that it's my understanding that a similar program was being done by IBHE, and IBHE actually consulted with the Faculty Affairs Committee, IBHE FAC. So, there's that precedent at the state level of consulting with faculty for such a program.

Senator Kalter: All right. Thank you, Senator Horst.

Senator Murphy: Hi. I was wondering if anybody could give us an update about planning for vaccination, both faculty, staff and students.

Senator Kalter: I'm going to pitch that to Dr. Dietz.

President Dietz: And I'm going to give a warning here to Senator Johnson, I may pitch it to him here shortly. I had a conversation today with the chair of the Illinois Board of Higher Education, mainly on the classification of faculty and staff from higher education not being included in the 1b provision, whereas K-12 faculty and staff are. We've let our collective voices of the presidents and chancellors of all the public universities be known right after that was announced that higher education would not be included in the 1b group but would be taken care of later. And we did an update on that today and Chair Atkinson said that he had talked with the Governor's office about that and expressed our disappointment not being included with the K-12 group. So, that's one issue. But right now, we're still not included, and that tends to have been handled differently by different states. So, the Governor's office in each state can make some of those kinds of distinctions and separate out who their priorities are unless they get into some federally mandated kinds of things. So, we're still trying to get the institutions of higher education included with the K-12 group. Whether we're in or out of that group, there's still a shortage of vaccine, and that's the biggest concern right now is the shortage of vaccine. And so,

Chair Atkinson and I talked about that and I think they're having difficulties getting good information, you know, from the federal level on, you know, where the vaccines are, and when and how they're going to be distributed. So, I think there may be more clarity brought to that as we turn another page in our leadership in Washington today and so hopefully, you know, vaccines will be more plentiful. But right now, that's really all I know. There are some selected groups that have already been vaccinated, but my understanding is that, you know, the over 65 group, for example, that, you know, first responders were first, and so we had a goodly number of those individuals vaccinated. The over 65 group, my understanding is that there were two days that were offered, and all of the appointments were filled up within about an hour. And so, you know, that's the second priority group. And so, my hope is that more vaccines will be produced, and we can get through the entire population at the university. My biggest concern is for students being the youngest and frankly some of the people that are the lowest on the priority list to get vaccines unless, you know, you have some health issues that include you in a different category. My hope is that vaccines would be plentiful enough that we would be able to vaccinate students before they left to go home in the summer, by the end of the spring semester. That may be only a hope, I don't know. But that's about all I know. Senator Johnson, I don't know if you have anything that you want to fill in there.

Senator Johnson: I don't have much more to add except, again, the COVID-19 steering team is working on what would that rollout look like, and what's the tiering that would take place of getting the vaccine out to various members of our community. Probably leveraging criteria such as which individuals are at the greatest ability to be exposed, who are working on campus, things of that nature, but did not come back fully with those recommendations and how that tiering would go, and things of that nature. So, that's about all that I'm aware of at this point.

President Dietz: We have, as an institution, volunteered with the county health department to identify a mass facility for some mass vaccinations when we get to that point, and we're really looking at Horton Field House. But you know, I hope that we... that would force us to do some different kind of scheduling over there, but I would welcome that challenge if we could get some vaccines available and, you know, get those, as they say, shots in the arms as quickly as we can.

Senator Jones: Hello. For the funds allocated to students, would that be available this semester or the fall?

Senator Kalter: Dr. Dietz, I think that's yours.

President Dietz: Yeah. I don't think that we know that. I think that we, Senator Stephens, do you that?

Senator Stephens: At this point, no. My speculation is that given the timing by which they release these funds that I would suspect it would encompass this spring term because I believe the grant reach out essentially 12 months from now. But again, we're just beginning to get the information coming from that. But I'm optimistic that it should be able to, hopefully, it should be able to apply to the current students that are here at ISU.

President Dietz: I think the good news on that is that it appears they're not changing a lot of the criteria for distribution and so as long as they're following similar criteria that we used before. Once we get the word and we get the money, we'll be able to roll pretty quickly.

Senator Stephens: That's my assumption as well. We have a large team that is working on this, trying to gain the necessary clarity, but right now we're very optimistic that it's going to look very similar to what we had in the spring and fall of last year.

Senator Samhan: Hi. I think my question is directed to Senator Stephens. I know you mentioned that the W2s are already being distributed but under the Affordable Care Act we are also... it's a mandate for us to show the 1095 forms for our taxes, so I wasn't sure if those were going to be distributed this year as well.

Senator Stephens: I'm sure if there are compliance requirements, I apologize for not completely knowing that. I can certainly check into that. But I'm pretty certain they should be, because that compliance is still being maintained every year. But I'll check with some of our payroll tax team and see if I can get an answer back to you.

Senator Meyers: Thank you. My question is a follow-up to the question about vaccines. Given that there are several training programs on campus that have public facing services that faculty and students are involved in, is there any discussion about getting access to students who may be placed in schools or placed in clinic settings to be able to get the vaccine?

Senator Johnson: I believe that, again, the different services and scenarios and situations that community members are being placed in is what's being considered as far as whom will get the vaccine when and (technology issue)

Senator Kalter: So, I believe that... I can see other people moving so I don't think my audio is the only one that went for Senator Johnson. Senator Horst, can you put your thumb up if you can hear me.

Senator Horst: I can. Senator Johnson, are you there now?

Senator Johnson: Yeah, I am.

Senator Kalter: We missed some of what you said L.J., could you repeat that a little bit?

Senator Johnson: Oh. Okay. Again, I believe that different services and the type of roles that people are playing is being factored into some of the thoughts on how the vaccine would be rolled out when we do receive them. One of the questions, I think, as Senator Dietz pointed out, is the aspect of how many we will actually get. As you all probably know and have heard not only are there issues of getting the vaccination out in the first dose, but we've got second dose issues as well. So, a lot of factors in order to consider as far as this rollout.

Senator Kalter: All right. Thank you. I see no further questions so I'm just going to remind everybody of something that Dr. Tarhule said about the Spring Retreat being on February 24-25.

And many of you are actually on those working groups that he mentioned, but even if you're not please mark out some time for that so that you can attend at least part of that.

Discussion:

Engineering Programs proposal (Provost Tarhule/President Dietz)

Senator Kalter: Senator Dietz already started us off with our discussion related to the Engineering Programs. I don't know, Senator Dietz, if you wanted to say anything more about that before we go to any questions or comments, discussion about the Engineering programs. Anything further?

President Dietz: I think I said what was on my mind in my opening remarks. It's a big, complicated issue but I think is really a positive program for the university's future. And I've been really impressed with the Cannon Design folks, with their knowledge base who've included a variety of folks, faculty and staff, in the early stages of all this. And their input has been really terrific to get us to the point where we are. But the meeting that Provost Tarhule and I had yesterday with them I really found to be terrific, and it's the same kind of information that they plan to have and kind of be in the background. I think a number of us are going to present ourselves, but they will be available to us during the presentations. So, a lot of the numbers and the planning, they've helped us with that a great deal. So, that's about all I want to say. Provost Tarhule may want to add into this, but I think tonight the most important thing is to know that we have a rollout throughout this entire spring semester where we're wanting to make sure that people are informed about plans that we have, and if we don't know the answer to some questions we'll do our best to get those. But sometimes I think you just have to, you know, go down a path because you won't know all the answers, anything like this, of this magnitude and complexity. There will be a little bit of learning as we go on all of this, but we're not going down a path blindly certainly and Cannon has helped us be informed with all of that. Dr. Tarhule, do you want to say anything?

Provost Tarhule: No. Not at this point. I think you covered it all.

Senator Kalter: All right. Wonderful. We'll open it up for any discussion or questions. (Pause) There may be none given that you didn't get any for your Administrator Remarks, or during them. And I'm not seeing anyone raising their hand here. So, great. So, as Dr. Dietz said, we will look forward to seeing more about that on February 3.

President Dietz: Right.

Information/Action Item:

***01.08.21.02 Policy 2.1.30 Excused Student Absences Due to Communicable Disease
CURRENT (Ani Yazedjian)***

***01.12.21.05 Policy 2.1.30 Excused Student Absences Due to Communicable Disease MARK
UP (Ani Yazedjian)***

***01.12.21.06 Policy 2.1.30 Excused Student Absences Due to Communicable Disease CLEAN
(Ani Yazedjian)***

***01.08.21.08 Rationale for proposed changes to Policy 2.1.30 Excused Student Absences Due to
Communicable Disease (Ani Yazedjian)***

Senator Kalter: And we're going to move on now to our Information/Action item on the Excused Student Absences Due to Communicable Disease. I just wanted to say something about Dr. Tarhule's comment about Exec's role. We actually didn't do anything except advise the President that he should move ahead before we got to the Senate. We usually do not do that. We usually want him not to sign a change in policy until we've seen it, but given the timeliness of all of this, we felt that it basically needed immediate signature and implementation, because it was going to be retroactive anyway to the start of the semester, and we were meeting at 4:00 p.m. on that day. So, I'm going to hand the introduction of the rest of it to Associate Provost Ani Yazedjian for explanation, and I believe that Dean of Students John Davenport is also here to help her field some questions. So, let me go to Associate Provost Yazedjian.

Dr. Yazedjian: Great. Thank you, Chairperson Kalter. I'll keep this brief. I just want to say that we made these changes. It doesn't really change anything in the substance of the policy itself, but really more in terms of the processes, and that was in part due to our growing understanding of where students were getting tested for COVID, and how the McLean County Health Department was issuing notices. And so, it really was just tightening up and reflecting the current processes, and those were the changes that we made to the policy. And also bringing in line the practices that are used for other excused absences and other illnesses that student might experience. So, we provided the rationale in the document that everybody received but really we're just, we're moving the date, the five business days because we can't control when students are notified, and reflecting the process that was in place, actually, towards the end of last semester.

Senator Kalter: All right. Wonderful. And thank you, by the way, for writing up that very short rationale, that was helpful. Do we have any questions, comments, suggestions, or concerns about the changes?

Senator Nikolaou: Yeah. Just a tiny one. On the third paragraph we need to remove one of the "it." "...it is ultimately responsible."

Senator Kalter: Excellent.

Dr. Yazedjian: Great. Thank you.

Motion by Senator Nikolaou, seconded by Senator Cline, to move the Excused Student Absences Due to Communicable Disease policy from Information to Action. The motion was unanimously approved.

Motion by Senator Nikolaou, seconded by Senator Mainieri, to approve the changes to the Excused Student Absences Due to Communicable Disease policy. The motion was unanimously approved.

***Action Item:
(Tabled)***

12.10.20.10 Policy 4.1.3 Textbooks CURRENT Copy (Academic Affairs Committee)

12.10.20.11 Policy 4.1.3 Textbooks MARK UP (Academic Affairs Committee)

12.10.20.12 Policy 4.1.3 Textbooks CLEAN Copy (Academic Affairs Committee)

Senator Kalter: I'm going to hand this one over to Senator Nikolaou for introduction. You might recall that this item was laid upon the table during debate the last time that we saw it. So, once Senator Nikolaou has introduced it, we're going to need a motion to take the item off the table.

Senator Nikolaou: Yeah. This is the policy we saw during our October 7 meeting as an action item. Just to give you a background of what happened, after a concern that was raised by Senator Johnson about the exclusivity wording regarding the textbook contracts under item 3, Senator Johnson, Senator Kalter, Dr. Danielle Miller-Schuster from the Division of Student Affairs, Associate University Counsel Alice Maginnis, and me, we met to discuss these concerns. So, based on that discussion, along with the feedback we got from the Academic Affairs Committee from last year (which is the committee that initially reviewed the Textbook policy), we came up with an alternative wording to elaborate on the actual intention of item 3. And there were actually three main points that came during all these discussions to address that one. On the one hand, the administrations should have flexibility when entering conduct regarding textbooks, at the same time student would be able to purchase textbooks from any vendors of their choice, and also that faculty should be able to adopt textbooks that meet their course objective, and that they should be able to discuss about different textbook availability with their own students. So, this resulted in the revised language you see under item 3 in the updated Textbook policy. So, we ran it with Senator Johnson and the Office of the Provost to review it, and we got word that they were fine with the updated language. We ran it through Legal and also it has been approved by the current Academic Affairs Committee, and that's why the Academic Affairs Committee would like to un-table it and eventually bring it forward for your approval.

Motion by Senator Nikolaou, on behalf of the Academic Affairs Committee, to take the Textbook policy off the table. The motion was unanimously approved.

Senator Kalter: Wonderful. The motion is off the table so now we are in debate on this action item. Do we have debate?

Senator Horst: I just want to applaud Senator Nikolaou's work on this. We worked a lot on it last year and it seemed like it was a very complicated issue and I want to congratulate him and all the other people who, you know, solved this incredible puzzle. So, thank you.

Senator Kalter: Yes, I agree and concur with that, which is redundant of course. Let's see. Do we have any further debate? (Pause) All right. We're going back to the shared screen for the magic and wonders of Senator Horst.

The changes to the Textbook policy were unanimously approved.

Senator Kalter: Terrific. We are now going to move to our information item, now that Senator Horst has gotten a half of a breath in. We're going to turn it back over to her to introduce this one on behalf of Rules Committee.

Information Items:

12.10.20.13 Horst Email Reinstatement Committee Charge (Rules Committee)

***04.06.18.01 Email_Student Representation on Reinstatement and LOA committees
(Information Item 11/20/21)***

01.04.21.01 Reinstatement Committee charge Current (Rules Committee)

01.12.21.01 Reinstatement Committee charge mark up (Rules Committee)

01.12.21.02 REINSTATEMENT COMMITTEE CLEAN Copy (Rules Committee)

Senator Horst: Okay. Yes. We are proposing changes to the Reinstatement Committee. This is a charge for the Reinstatement Committee that's contained in Appendix II of the Academic Senate Bylaws, it's informally known as the Blue Book. I'll go through the changes. We're changing the title of the chairperson. That's just a title change. We're adding Wonsook [Kim] to the description of the College of Fine Arts. I'm going to talk in more detail about the student voting change that we did not accept. Our fourth change is in the administrative representatives. The Associate Dean Office of Student Affairs is changed to Student Affairs designee just to make it a little bit more flexible. And we accepted the two additional ex-officio members. The reasoning was that admissions can be highly complex and to ensure that we're assisting students in graduation, it is essential to have more perspective, so we accepted that change. Another change is the members of the committee revised the functions and we accepted all of those revisions to the functions. The Reinstatement Committee is the originator of these revisions, so we reviewed their changes.

One proposal that they made that we did not accept, the proposal came from Jonathan Rosenthal who was a part of the Provost staff a while ago, and they suggested.... They said they supported and encouraged student participation on committees but due to the peer involvement in this committee they found problematic. They said that the nature and timing of its work—the Reinstatement Committee meets during winter and spring breaks and that can be difficult for students. And also, there's confidential information including documents related to how... The Rules Committee considered this, we did some research and we found out that students have been part of this committee since it was expanded in 1969; so, they have been on this committee for 51 years. And I don't believe, there's been numerous reports in the annual reports of this committee, that there's been trouble.

Also, there's other committees such as the University Hearing Panel and the Appeals Board that contain students, faculty, and administrators and they also deal with sensitive confidential information. So, we didn't understand the rationale how one of these committees would not be able to have students and the other ones would. I would suggest that if there is a problem with some confidentiality, perhaps that could be addressed in training. And the other thing I would say is that now that there is Zoom and Zoom meetings, perhaps this problem with the breaks and students not being able to meet some hearings, perhaps that could be solved in another way with a virtual attendance. But we did not accept the deletion of the three student members on this committee.

Senator Kalter: All right. Thank you, Senator Horst. And before I open it up, I'll just say also that I asked Ms. Hazelrigg to check about our student recusal policies, or procedures I should say, just to find out whether there are similar ones for students as there are for faculty and staff, where if you know somebody, you would have to recuse. And so that's also another way that we're thinking that this could be handled, so that students who know each other do not sit on

each other's cases. So, do we have any questions, comments, suggestions, concerns? This is in information stage right now. So, the stage where we help the committee revise it.

Senator Nikolaou: I just wanted to say that I concur with the Rules Committee's decision to keep the student in the committee since it has been working for so long. And a questions/suggestion that it might not be only for this Blue Book revisions is whether the committee might want to consider expanding the students from not only the SGA but also from the Graduate Student Association if one of their main concerns is that, well, I may have one of my classmates in my case. It's going to be less likely that a graduate student is going to be their classmate. Obviously, if you are reviewing a graduate student case, then there may be the undergraduate students. So, that was one, if the Reinstatement Committee, they even considered to expand the group of their student to graduates.

Senator Horst: Thank you for that suggestion. And we did not consider it. And I'm sort of requesting that Student Government Association could have a general discussion about placing students on all of our committees and develop some sort of plan as to how to incorporate graduate students. And I think once we get their feedback, we could potentially address the membership in a lot of different external committees.

Senator Kalter: Wonderful. Do we have any further questions, comments, suggestions? (Pause) All right. I see none. And so, we're going to see this one again in about two weeks.

Advisory Item:

11.24.20.10 Bonneville email Sick Leave policy (Janice Bonneville)

11.24.20.11 From Janice Bonneville: Policy 3.2.7_Sick Leave current policy (Janice Bonneville)

11.24.20.12 Policy 3.2.7 Sick Leave_Mark Up (Janice Bonneville)

11.24.20.13 Policy 3.2.7 Sick Leave_Clean Copy (Janice Bonneville)

Senator Kalter: And we now move on to an Advisory Item for the Senate. So, in the fall semester, our Human Resources Director Janice Bonneville notified me that Human Resources would like to make changes to the Sick Leave policy. So, the Executive Committee has determined that the Sick Leave policy is not in the academic area broadly conceived, as per our policy on the Creation of Academic Policy. Therefore, someone would need to make an argument to Exec or to Senate as a whole that the Senate should review changes. But without that kind of an argument, we do not route this one or most other HR policies out to committee. But we have thought that because we have both AP and Civil Service reps on the Senate as well as faculty and students, we think it's advisable that when substantive changes are made to these policies or even if they're substantial changes even if they're not substantive that because they affect all employees the HR Director should present those change to the full Senate and receive constructive input. So, let me hand it over to Ms. Bonneville to walk us through those changes.

Ms. Bonneville: Good Evening. Thank you, Senator Kalter. As Senator Kalter indicated, we made some changes to the Sick Leave policy. Many of them are not substantive in nature, they are kind of a restructuring of the policy. We thought to make it flow a little bit easier. Make it a little bit more understandable for individuals. I did a brief summary that I believe all of you have in your packets. We did not modify eligibility; we just clarified information.

We did modify the extended sick leave portion in two ways. First of all, we clarified that for someone to be able to access extended sick leave benefits during a fiscal year, they would have to actually have payable time during that fiscal year. So, someone could not continue to be off of work through an entire fiscal year and have access to new extended leave benefits. Remember that's a benefit that resets every single year for individuals who are in a payable status. The other thing we did is earlier last year we implemented a Parental Leave policy. So, the changes to the Sick Leave policy simply connect to the Parental Leave policy to make it clear that individuals can use the extended sick leave under a parental leave type situation. So, this came up extensively... we actually brought Parental Leave, I know the Senate approved the Parental Leave policy. This came up extensively, especially in the case of the parent who didn't have the child, so the partner or the non-birth parent who maybe doesn't have a lot of time. Or under the current policy, the extended sick leave is only for your own medical condition, but the non-birth parent doesn't have a medical condition at the time of the leave. So, this gives them (our faculty and staff) more access to time away from work than they would ordinarily have. The extended sick leave is that additional 20 days of leave that's paid without the individual having to use their own benefit time.

The other changes are with respect to our return to work section. One is the clarification that if anyone is hospitalized for any reason, regardless of duration, they are required to bring a return to work slip into HR so they can be returned. That is a safety function for our office for the employee to make sure that there's nothing about the hospitalization that would impact the ability of the employee to return to work, or if the employee has restrictions to make sure that the department is aware of those restrictions and that HR has indicated that the employee can't be returned if the department can't meet those restrictions put in place for the employee. And the other piece is simply administrative to say that if we do have a return to work slip it's always best for the employee to reach out to our office and make an appointment with their counselor. That way we know that someone is available there because only the benefits counselors can write the return to work slips. That is a privacy issue for our employees. We want to make sure that the least number of employees are involved in any kind of a medical situation with an employee, to make sure that they know exactly how that information gets handled and then moves through the process properly.

So, those are the changes. Again, really not a lot of substantive, just some clean up and some clarification, and also, as I said, the big piece was making sure we tied the Parental Leave policy into our Sick Leave policy.

Senator Kalter: All right. Wonderful. Let me ask if anybody has any questions, comments, concerns, any suggestions?

Senator Hollywood: For the extended leave where it has to do with the partner who did not actually have the child, how does that extend if the child is adopted? Or does it extend?

Ms. Bonneville: Yes. The Parental Leave policy covers adopted children, foster children. So, the Parental Leave policy is very broad, so that extended leave would apply to anyone under the

Parental Leave policy. It was originally thought of as the non-childbearing partner, but we extended that thorough the Parental Leave policy last year. And this is just a clarification.

Senator Hollywood: If I could follow-up with just one more question.

Ms. Bonneville: Sure.

Senator Hollywood: For the non-tenure tracks who do not regularly, because there is a provision in there that says that if you do not have two semesters back to back that are at 100% you don't qualify. So, for example, I regularly have fall at 100% and spring at 75%. So, if you don't qualify, you don't receive any of that leave for adopted children or anything like that?

Ms. Bonneville: Well, no. You don't qualify for accumulative sick leave. That doesn't mean that you don't qualify for extended sick.

Senator Hollywood: Okay.

Ms. Bonneville: So, two very different things. So, for NTTs, until an NTT reaches status, their personal earned sick leave gets zeroed out every year. But every employee on campus has access to 150 hours of extended sick leave every year.

Senator Hollywood: Okay. Thank you very much.

Ms. Bonneville: You bet.

Senator Kalter: All right. Do we have any further questions, comments, or suggestions?

Senator Nikolaou: Just a clarifying question for the notification part. Is it always the employee who needs to notify Human Resources? So, can it be, for example, my emergency contact? So, should it be like the employee or designee or something like that? Because I'm thinking, let's say I was in a car accident and I'm in a coma. I will not be able to notify you in any way.

Ms. Bonneville: It can be your emergency contact. We'll ask for some additional documentation to show that that person has the authority to speak on your behalf, but yes. If something happens and the employee is incapacitated and can't contact our office on their own, then yes, they can have someone speak for them to help our office help them move through the necessary paperwork. Absolutely.

Senator Kalter: All right. Do we have any further questions, comments, or suggestions? (Pause) I just have one thing to observe. I'm not sure whether this as a substantive change or just a clarification to the eligibility based on the union contract, but it looked like some of the non-tenure tracks had been eligible and are no longer, in the eligibility part. But I just wanted to clarify that, whether that was just wrong in the old policy, if it was a change, or if I'm just reading it incorrectly.

Ms. Bonneville: We did not make any changes to the eligibility. It's always been based upon NTT status. I have on my screen (although you can't see it, and I'm not sure that I can share my screen, nope) but there's actually a chart on the HR page that's been out there for a number of years that breaks down by a grid who is eligible for what kind of leave. That chart has not changed, and that chart is reflective in this... that chart is a result of this policy.

Senator Kalter: Okay. Great. It may just be that the markup was confusing, and so I somehow was reading that in one way and it actually meant it in a different way. So, thanks for clarifying that.

Ms. Bonneville: Yes ma'am.

Senator Kalter: Any other questions, comments, etc.? (Pause) All Right. Seeing none. I'm actually going to ask all of our committee chairs in the interest of time if you could just email your Committee Reports to us so that we can go to the short presentation about the snow and ice removal.

Academic Affairs Committee: Senator Nikolaou

[Senator Nikolaou: The Academic Affairs Committee met on January 20, 2021 and we discussed the proposed changes in the Course Material Fees as well as the annual reports for some of the external committees reporting to the Academic Affairs Committee.]

Administrative Affairs and Budget Committee: Senator Marx

[Senator Marx: The AABC did meet tonight and spent most of the meeting discussing changes to the Sound Amplification policy to address the concerns by Senators on the Senate floor that resulted in a tabling of the policy. The next step will be discussing some new language with legal counsel Wendy Smith before sending the revised policy back to Senate Exec]

Faculty Affairs Committee: Senator Hollywood

[Senator Hollywood: The FAC finalized the policy portion of the 1.8 Integrity documents (I, II, and III) and voted to send it to Exec Committee for the February 3rd meeting. We spent the remainder of the time discussing changes to the procedural portion of 1.8 Integrity.]

Planning and Finance Committee: Senator Avogo

[Senator Avogo: We had a very informative meeting today with the Dean of the Mennonite College of Nursing (Dr. Judy Neubrandner) to continue to probe our priority on how to increase the quality of online course offerings at ISU. As you may know, the College of Nursing has been offering online courses for a long time now and their experiences are directly relevant to our post pandemic planning in online learning. We are already seeing some common themes emerging from our previous meeting with the CTLT and today's meeting- e.g. faculty training on how to properly teach online, student motivation and engagement, strategies for increasing enrollment, content area instructional designers etc.

We have 2 or 3 more campus stakeholder's meetings remaining and we hope to compile our report thereafter.]

Rules Committee: Senator Horst

[Senator Horst: The Rules committee met on January 20th. We reviewed and passed the CAS bylaws and the Council for General Education Bluebook charge. We began discussions regarding the Academic Planning Committee Bluebook charge.]

Short Presentation: Campus snow and ice removal procedures for Spring (Kristie Toohill, Mike Gebeke, and Nick Stoff)

Senator Kalter: So, despite the fact that the pandemic is likely decreasing parking and pedestrian traffic pretty dramatically, we thought it advisable when Senator Stephens asked to give him time for the annual short presentation about this. We have Associate Vice President for Facilities Management Mike Gebeke, Director of Facilities Management Kristie Toohill, and the Director of Parking and Transportation Nick Stoff. And I have advised Senator Stephens that he and his staff, and Senator Johnson's staff are in a competition for the best virtual backgrounds and other enhancing uses of technology. Other teams are welcome to enter the competition. Take it away Mr. Gebeke.

Ms. Toohill: This is Kristie Toohill, and I actually have a presentation. I don't know if I can go ahead and share.

Senator Kalter: I think we can have Ms. Hazelrigg allow you to share.

Ms. Toohill: Okay. So, we will jump right in here and keep things moving. Thank you for the opportunity to come and speak. And I want to just jump in and let you know a little bit about what we're doing for winter operations. Quick outline, again this is just a few minutes to go through our grounds team, what we do for our readiness, the weather network that we work through, some guides that we have, our snow routes, and also some communication and support.

We have 19 full time employees ready to serve you this winter. We also have an assistant superintendent and a foreman that are also out there making sure the campus is clear and ready for everybody. Our team has worked together, and they plan ahead for the events as best they can, but as you know sometimes that doesn't always work. So, we have a process where we call "all call" and our team knows that when they leave they may get the call at any hour, and often we report about 3:00 a.m. to start clearing campus, to start getting everything ready for everybody.

We prepare our vehicles and equipment right away before winter begins, so we're ready. You never know when that first one's going to come. We prepare the plows on the front of the trucks and the tractors. We have a grounds equipment mechanic that takes care of everything. He is here during the event, so that anything goes wrong with our equipment we can repair and keep moving as quickly as possible. We have additional mechanics that are on Nick's staff that are also available to jump in if needed based on what's happening.

Our products and materials, all the rock salt was purchased and here on campus. So, there's no worry. We have everything here that we would need for this winter. We have two practices, kind of, that we do. We have the... we treat our salt (which is in that top picture) and it kind of shows we have this salt, we go through our mixer, we add an additive, and then we can store it here on

campus. We can store about 380-400 tons of that salt. The bottom picture kind of shows the brine that we have. So, this was kind of an exciting thing, our team came together and came up with this process, research a little bit and created it, and it's a salt brine process. So, we received an award for this as well through our international organization APA for affective and innovative practices. So, we're really proud of that. But you can kind of see down here on the bottom picture, the bottom by the bumper is kind of where it's spraying out. So, we go through our process where they take that same salt, they mix it together with some water, it goes into some bins that we have back here in the back, and we're prepared and ready for when it comes. So, you will see us out in the trucks like this and the tractors, putting that down on the ground, as long as it's not raining because otherwise it will wash away, but that's kind of a pretreatment that we do so that when the ice or snow hits it will melt away. So, we've been really happy with that process.

We definitely have a weather network that we have. We definitely partner with Emergency Management on this. Our grounds superintendent and foreman also have a lot of contacts, and so they reach out to two to four different areas checking the different networks, what's going on, what's coming, kind of work together to find out what our response should be. So, we're thinking about who's on campus at this moment. So, depending on when that's coming, who's here, where are they at, is what we're looking at. Time of day. Day of week. All those kinds of things go into our thought process. And then any events that might be going on on-campus. So, if there's a game at Redbird Arena, then we would definitely make sure we had people there as people come out. If there's a concert going on over in Fine Arts, we're going to go and take care of that area too. So, that's our process for preparing.

We also, as I'm sure many of you do, have several procedural guides that we have in place. So, our group is very aware, we have maps for all of our pieces of equipment. The one up here is our gator map. So, it kind of shows based on the locations where they're going to go. It's color coded by person. So, when we all arrive here all at the same time at 3:00 or 4:00 a.m. to start clearing campus, there's a plan, everyone knows their part and they go take care of it. So, we also have maps for the small equipment, like the little tractors and the gators. And also, a different map too for the large equipment, and you'd see them, you know going through the parking lots, some parking garages, taking care of it that way. We also have a snow procedures guide that we review and update annually together as a team as well.

Priorities, when we're looking at our snow and ice route (the maps that we have) we definitely want to first hit all the accessible areas. So, in the parking lots, the pads on the way, the ramps; that's definitely a priority. We partner with Student Access and Accommodation Services as well as the Office of Equal Opportunity and Access, and we check in with them each year and just find out, hey, anything new we need to know. Talk back and forth to make sure we're on the same page. If anything comes up during the year, they reach out to us as well. Hey, there's this sidewalk on the way into this building needs fixed, can we take care of that. So, that's part of our process and we definitely try to get those done before winter, because if there's a problem prior to winter there'll probably be a bigger problem in the middle of winter. So, we try to take care of that. Other priorities for us, again, when that group gets here and they've got that map that they're going to respond to, our hope is that as you pull in you can park in the parking lot you're usually at, a clear path all the way... the sidewalk to your building. And our first goal is one

main building entrance to each space, that's our first path. Then we'll keep going after we get that done, but we want to make sure that we get one entrance to all of the buildings. And again, another priority is any events that might be occurring on campus. So, we partner with the different areas, PD and the different areas to make sure we know where everybody is, to make sure it's cleared.

And again, the Emergency Management and PD are two areas that we work with quite closely. And one of the things is communication is very important, and students in the campus community, I think, already go to the police departments social media and so I think that's been kind of a great way to... they put little notes out and little tips out, you know, it's icy out there be careful, things like that just to kind of let the students know as a reminder, and campus too. I go on there to be extra cautious and so we think that's a good partnership is there as well.

And then we wanted to make sure that you knew that we do have support from a contractor. So, if ever needed, if we've got a significant amount of snow fall has come through, we have the ability to reach out to a contractor to help us. Again, that would be in kind of an extreme situation to some degree because we feel like without staff and the snow birds (we call the extra help that we have that basically come in just to do snow when it's snowing out, they like that call at 3:00 a.m. to come help us out) we can usually take care of it. But if there's significant snowfall and it's really packing up in the parking lots they will come and help us move it. That was quick. I tried to be fast.

Senator Kalter: Thank you so much for that. Do we have questions or concerns? (Pause) So, I'm not seeing anybody's hand up. No questions? If you do think of questions afterwards Ms. Toohill what is your email? The best email to reach people at.

Ms. Toohill: klander@ilstu.edu

Senator Kalter: Terrific. So, klander@ilstu.edu. All right. We will move on then. Thank you very much.

Communications:

Sense of the Senate Resolution (Susan Kalter and Dylan Toth)

Senator Kalter: We're going to start Communications with a Sense of the Senate Resolution sponsored by myself and Senator Toth.

I started the meeting by saying that I and everyone in my extended family and friends are either disgusted and/or outraged at the insurrection.

I've woken up almost every day since the 6th and often on days—weeks, months, or years before it—wondering if this is the same country I grew up in that gave me strong democratic and humanitarian values. I will also say that I was very proud watching democracy in action today and on the night of the 6th and the early morning of the 7th and that we need faith in it and each other and to hang onto such pride wherever we can find it. I hope that today will be the dawning of day again and that we will live in the daylight from now on, regardless of whether Democrats, Republicans, Independents, or others take on the weighty responsibility of duly elected President

of the United States. We all have had to live through presidents we didn't vote for or didn't think actually won the hanging chads or the electoral college or deserved the Supreme Court's stamp of legitimacy, and I for one have never voted for a president who lived up to my hopes. We get over it and move forward. That is maturity and grace.

I think that this resolution is both self-explanatory and non-partisan. I believe that as public intellectuals and students, we have a strong role to play in our democracy. Universities, faculties at universities, and students have both rights and responsibilities that they are expected to uphold with respect to academic freedom, for example, which is an extension of the First Amendment and promotes freedom of thought, idea, and debate in our country. I believe one of those responsibilities is taking a clear stand against unjust insurrection, particularly insurrection grounded in base and demagogic lies, and the acts of incitement of insurrection that we saw on the 6th. And I hope that we would all agree that if these acts were being perpetrated by Democrats rather than Republicans, we would be equally outraged and non-complicit.

So, before I open things up for debate, I'm going to ask my co-sponsor Senator Toth if he wants to also introduce the resolution.

Senator Toth: Yes. I do have a few comments. Thank you for the time. In advance, please excuse the strongly worded remarks but I think it accurately reflects the emotion that many of us have felt in recent weeks. Since four years ago today, former President Donald Trump and his enablers have committed heinous acts during his term, thus, resulting in a familiar sadness rather than surprise following the events of January the 6th. They've blocked legislation that could have prevented the deaths of hundreds of my peers in school shootings. They've confirmed an accused sexual assailant to the Supreme Court after refusing a thorough investigation. They've commended white supremacists in Charlottesville after a young woman died at their fault. They've taken children from their parents near the U.S.-Mexican border after they sought protection in our country from the life-threatening conditions they face elsewhere. After all this and more, four years later, Donald Trump received millions more votes than he did in the election prior. These opinions are obviously my own and don't represent those of this entire body. However, a condemnation of a global leader who has repeatedly violated our institution's core values is long overdue. The attack on the Capitol, which is no less than an insurrection, is just one of many examples of a president inciting violence against those who disagree with him. With that being said, too many students and faculty we serve on this campus, in this community, haven't felt safe even in their own skin as a direct result of the actions of this administration in recent weeks. Unfortunately, that will not change just with the inauguration of a new president. The effects of this insurrection and these leaders' actions will be a stain on the very fabric of our society for years to come. When voting for this resolution, I implore you to not only consider the most recent incitement of violence, but all of those in the past, and those yet to come. Regardless of whether you support Donald Trump or not, the simple fact is that the actions of this former leader and the individuals named in the resolution thoroughly violate our university's core values plus the values of our community. I am always one to encourage positive discourse, but in this

instance, there is only one valid opinion. No one else in our community has the opportunity to go on record vowing to stand up for our democracy and against its oppressors. Any and all ‘no’ votes surrender your spot on the right side of history. Thank you.

Senator Kalter: Thank you, Senator Toth. Do we have further debate about the resolution?
(Pause) All right. Seeing none.

The Sense of the Senate resolution was unanimously approved.

Senator Kalter: Wonderful. We will send that out to the community tomorrow.

WittKieffer Listening Session in preparation for the Presidential Search

Senator Kalter: So, our next communication is that I was contacted on Tuesday the 12th by Jay Groves who is assisting the Board of Trustees and the search firm for the Presidential Search. And the search firm is conducting a series of listening session with key constituents and since we are the principal governing body for Illinois State University with our powers delegated to us by the Board, they are making one of their stops here with us.

Just a note to everybody before we get started on that, we do not have a chat in this Zoom because we want these Senate meetings to be orderly as if they were in person, and we would not tolerate distracting side conversations in a Senate meeting, but we do want you if you have comments to send them to acsenate@ilstu.edu for transmission to the search firm, whether you make them here in person on the Senate floor tonight or if you think about them later. And I have a feeling that the search firm may also have an email address where you could send them directly or you could convey them to the Board of Trustees at bot@ilstu.edu.

So, I was looking to see if the chairperson of our Board is here, I don't think that she is, so I'm going to hand this over to Dr. Zach Smith from WittKieffer (which is our search firm) to give us the parameters for this listening session, and to start listening.

Dr. Smith: Great. Thank you so much. We appreciate your time today. Let me just start by introducing myself briefly. I'm Zach Smith. I'm based in Irvine, California. And our firm WittKieffer is based in Chicago, so not too far from you. We primarily focus on executive search in higher education and healthcare. Those are our two primary areas that we focus probably 90% of our business at the moment. We also do a little bit in the life sciences as well, but those two areas make up the most of work. I have had a lot of experience working at your institution recently. I worked on your Provost search last year, and I think I saw Senator Cline present today. It was a pleasure to work with her on that search (Hi, Lea). And I also did recently work on the Athletics Directors search, and I don't believe Brent Beggs is on this call, but he was the chair of that search. So, it's a pleasure to get to know the campus. I have today with me a colleague and let me just see if we can unmute her for a second, Alejandra is with us. I don't see her on my screen, but I know she's here. Alejandra, do you just want to introduce yourself quickly.

Dr. Gillette-Teran: Hi there everyone. My name is Alejandra Gillette-Teran and I'm a Senior Associate at WittKieffer, and also had the pleasure of working with Zach and Lea and others on the Provost search, and I am based out of Los Angeles.

Dr. Smith: Thanks, Alejandra. So, Alejandra will work on this search with me as well as Jeff Compher, who is not with us tonight. But he worked with me on the Athletics Director search. So, you have three of us who have had a lot of experience at your campus and we look forward to working with your Board and the search committee on this upcoming important, probably one of the most important searches for your campus.

We wanted to get your feedback today and take some note on your feedback about what you hope we will recruit in your next president. So, a few big major themes that I wanted to just put on the table—I know it's getting late, I'm sure a lot of you are ready to head off to bed—but I'm hoping we can get a little bit of your feedback before you do so.

The first theme that we'd like to hear from you today is on the qualities and characteristics that you would hope that we identify in your next president. So, that pedigree, what are those skills, attributes, what's the knowledge that they bring into the role, experiences that they've had. What would you hope that we identify when it comes to those qualities and characteristics in your next president?

And then the other theme is when you think about the campus moving forward and the priorities of the campus, the agenda items, what do you hope that the next president will come in and really focus on? What are those main priorities? You have a wonderful campus, a great momentum over the last many years, and, like I said, we've gotten to know you pretty well but obviously no campus is perfect. Everybody has challenges that you're dealing with, we'd like to hear from you tonight about what you think some of those priorities should be when the next president comes in and assumes the position.

And then finally, anything that you would like to share with us about the campus, about the culture, anything that you... if you had the chance to sit down with candidates, what would you share with them about why they would want to come to Illinois State and assume the role? And then of course, anything that you think would be relevant and important for us to hear from tonight would also be helpful. I'm also happy to answer any questions you have. Again, I know we're at the tail end of your meeting, so happy to stay as long as you like, but also happy to make this as efficient as possible. So, let me just stop there and see if anyone has any comments, you'd like to... Oh, I see President Dietz with his hand up, do you want to...

Senator Kalter: I do. I was just going to call on him.

President Dietz: Thank you. I think in the interest of free-flowing discussion though one of the good things about the Academic Senate, I think we have good discussions all the time. But I want to make sure everyone feels comfortable and perhaps some more comfort would be added

to this if I'm not on the Zoom. So, I'm going to say goodnight to everyone. And also, just want to say a word about WittKieffer. Obviously, this is our third contract with them, they've done a terrific job and you're going to enjoy working with Zach and his team. So, with that, good evening. Thanks very much.

Senator Kalter: Thanks for that graciousness, Dr. Dietz, and have a good evening. And we're going to... it looks like the first hand up is Senator Harris, who is our Student Body President.

Senator Harris: Yeah. I just wanted to say that we are working to have WittKieffer be with SGA next week, so if there's any students that want to marinate on this, you also have next week to give your thoughts as well.

Senator Kalter: Great. Thank you. Senator Mainieri.

Senator Mainieri: Thank you. And thank you for coming here and hearing our voices as we prepare for this really important search. I think that my piece that I want to contribute spans your first two items, so priorities and qualities and commitments. And I think that you'll hear a lot that one of our core values involves diversity inclusion equity and I want to add social justice to that piece as well. I think our campus is ready for specific actionable clear dedication to these values, beyond the typical DEI approach, and really looking for someone who can help head the dismantling of the structures of systemic racism and oppression of other minoritized groups that are part of our community. And so, looking for someone with clear evidence of previous action to dismantling such structures as opposed to vague commitments to those qualities, I think, is going to be really important for this particular search.

Senator Kalter: All right. Further Comments? Thank you, Senator Mainieri. (Pause) Okay. I can give a couple of my comments. I have a little bit of a leg up on other people because I was watching the Board meeting over the weekend and heard some of that.

So, I would like to see a faculty member who has a strong research and teaching background, but also a strong administrative background.

A true friend to the faculty and to shared governance principles as they've been articulated by the American Association of University Professors.

I think that this campus is not one that would tolerate a non-professor as a leader. So, there was a little bit of a discussion at the Board, or a question to the Board, about, you know, whether somebody who was a corporate leader, or what have you, would be a good pick. I would say that's not a good fit with our culture. I do know that there are examples like Marc Tessier-Lavigne at Stanford or people who have actually been very successful both in the professorial arena and elsewhere. So, I think we should probably stay open to somebody, you know, with that kind of a profile but that for the most part people who come into universities without a

professional background are rejected by the faculty, and usually for good reason, and so that's no way to sort of start a relationship. So, those are a couple of things.

Obviously, a defender of academic freedom, which I mentioned earlier, and the tenure system.

We have been blessed with very sound fiscal stewards and that is a really high value. We have kept our... in the face of very bad budgets in the State of Illinois, we've been able to maintain ourselves, to keep up our enrollments, etc., and we owe a lot of that actually to one of the people who's still sitting here which is Vice President Stephens and his predecessors, but it's also because of our presidents.

One of the things that we ask on our presidential commentary is whether the person picks good senior staff, you know, direct reports. And so, somebody who's really talented at finding other talent, and then let's them, you know, do what they do at that high level.

I want to echo what Senator Mainieri said about, you know, diversity and inclusion. And I think that we need also to have somebody who is able to balance all the different types of diversity and inclusion: race, gender, religion, political views. That is a big challenge, and not easy. So, that's an important value for me.

The other thing that I've heard at the Board meeting that I really appreciated, I had written down somebody who works with our existing culture and doesn't try to fix it or change everything, right, but who sort of becomes very intimate with us. So, I strongly agreed with Trustee Dobski, he said on Saturday that Dr. Dietz and Dr. Bowman are really good people persons, great delegators, people who work well with their own Vice Presidents, etc., but particularly Trustee Jones said ISU has a culture we are proud of and we don't want to see that culture change. Right. That she wants to see the bedrocks stay the same and be honored by that new president. So, that kind of echoing what she said there, that we're a big university with a small university feel. So those are some of my thoughts about our new president. Let's see. I'm still not seeing other hands up. Perhaps, even though we have people who are coming to us from California, we are all tired.

Dr. Smith: Okay. Let me give you an email address because, you know, I'm sure as you give this some thought you may have some things that you want to share. I guess you don't have the chat function activated but I'll just tell you what that email is, it's IllinoisStatePresident@WittKeiffer.com. WittKieffer is W-I-T-T-K-E-I-F-F-E-R. So, if you want to send us some feedback at any time, that goes directly to the search team and we're the only ones that will see that feedback, and it's always confidential. We don't certainly share that outside of us as a team. So, please feel free to send us your feedback anytime, if you have comments, thoughts.

And I also want to mention too, a lot of you are very well networked across the country and elsewhere, so if you know people who you think may be a good fit for the role, somebody that

you've observed and you've been impressed with in other leadership roles, you know, please send them to us. And please, also, don't hesitate to submit nominations along the way, because we value those nominations and we take them very seriously, so.

Dr. Kalter: That's wonderful. I'm glad that you made that announcement, and we will send out your email to everybody by tomorrow morning so they can all have that directly.

Senator Hollywood: I will just make it quick. I just wanted to mention that we do have a very robust non-tenure track faculty on campus, and we do like to have our voices heard in a fair manner. We do not ask for more than we deserve, but we deserve to be heard, and we would ideally like to have a president who is willing to listen to us.

Senator Murphy: I apologize, I was just going to ask for that email address to be repeated but I can wait for tomorrow.

Senator Kalter: I think it was IllinoisStatePresident@WittKeiffer.com.

Dr. Smith: Yep, that's correct. IllinoisStatePresident@WittKeiffer.com.

Senator Kalter: All right. Anybody else want to raise their hand? Anybody else have any other thoughts? (Pause) All right. If not, let me get back to where I am on my agenda. I believe, oh, yes, we need to ask... Well, first of all, we need to thank our guests, Dr. Smith, Ms. Gillette-Teran, thank you so much for staying up. It is about 7:30 p.m. out there so you are working some after hours as well. But have a good evening and thank you so much for attending. I saw both of you attending for some part of our meeting. So, you saw a little bit of us in action.

So, are there any further communications for the Senate? (Pause) All right. I'm not going to attempt this time to take you out on BTS or Dynamite, lest my screen freeze again. Do we have a motion to adjourn?

Adjournment

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