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Academic Senate Minutes

Academic Senate

12-8-2021

Senate Meeting, December 8, 2021

Academic Senate, Illinois State University

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Academic Senate Meeting Minutes
Wednesday, December 8, 2021
Approved

Call to Order

Academic Senate chairperson Martha Callison Horst called the meeting to order.

Roll Call

Academic Senate secretary Dimitrios Nikolaou called the roll and declared a quorum.

Approval of the Academic Senate minutes of 11/03/21 and 11/17/21

Motion by Senator Nikolaou, seconded by Senator Miller, to approve the minutes. The motion was unanimously approved.

Chairperson's Remarks

Senator Horst: I want to begin my remarks by expressing my heartfelt condolences to the family and friends of graduate student Danielle Fairchild, a first-year graduate student in the Department of Family and Consumer Sciences. This sudden and tragic death shook many in our community. At some point in the future, I hope that the administration will brief the Senate on how they are working with the Town of Normal to make the intersections around Kingsley safer. At this point, however, I want to express my grief for the loss of the life of another member of our Illinois State University community.

I also just learned this afternoon that Cory Abernathy, who worked in Research and Sponsored Programs, just passed away. Several current and past senators worked with Cory on various policies such as the Export Control and Intellectual Property policies and remember him as an excellent collaborator and insightful person. I served on the Intellectual Property Committee, which Cory chaired, for a couple of years. I was always amazed at how he could explain very complex research agenda of other faculty in a simple and straightforward manner. I wish to offer my condolences to Cory's family and to all of those who worked with Cory.

I want to thank everyone for coming out this evening in the middle of finals week. I spoke with more than a couple of people this week who were surprised that the Senate meets during finals week. I know that everyone has a lot to do, and I will do my best to make the meeting run efficiently.

I would like to acknowledge Senator David Marx this evening. Senator Marx has served on the Senate since 2011. He served on the Executive Committee and has served as chair of multiple internal committees. Senator Marx will be briefly stepping off of the Senate for a well-deserved sabbatical, and Dan Holland, chair of Physics and former chair of the Academic Senate, will be filling in for him. Although I started serving on the Senate in 2010, I took a year off for a sabbatical in 2015; so, in terms of semesters of service, Senator Marx is our longest serving senator. I believe in the US Senate, that would earn you the

distinction of “President pro tempore.” I wish David a good, long break and look forward to seeing him in the fall.

I’d like to thank Senator Beucher for her service this fall. She was serving as a sabbatical replacement for Senator Lucey. It was wonderful to work with her and get to know here, and I do hope that we see her in the future. I think she got the bug and she’s interested in doing more Senate work.

Tonight, our agenda will be somewhat more abbreviated than what was distributed. The Office of General Counsel had some last-minute feedback on some items. The Executive Committee would like to include a wording change from them in the Withdrawal policy 2.1.14 that was passed at the last meeting. We are submitting that wording change directly to the full body for review this evening. We will be delaying the review of some items this evening so that committees can take a bit more time to review other suggestions that they received from Legal. I have had several meetings with the Office of General Counsel regarding how we can ensure that their feedback comes to us in a timely fashion. So, hopefully, this will be a rare occurrence. We do appreciate their detailed work they do on our policies and their insight on all of the complex matters that are currently going through the Senate.

Student Body President's Remarks

Senator Villalobos: As Chairperson Horst said, let me first start by recognizing and giving a few thoughts on the recent tragic loss of ISU graduate student Danielle Fairchild. On behalf of the Student Government Association and the student body at large at Illinois State University I offer our deepest condolences.

I did have a few thoughts on this matter that I managed to write down earlier. We as elected leaders within this institution and within this body must not only recognize that this was a tragedy but even more unfortunately an avoidable tragedy. The area in which this accident occurred has been identified by students as an area of strong concern for some time now. This includes even earlier this year when multiple students highlighted this area during safety assessment of our campus and its surroundings. This institution, its students, and most importantly its leadership must recognize that ISU has a voice of significance with local, county, and state actors. This does not change regardless of whether we are discussing with the Town of Normal, McLean County, or the State of Illinois. Countless students have come and asked me why was no preventative action taken? Regardless of whose job it is, in cases such as this there is really no suitable answer.

In a social setting, I met up with a longtime friend and fellow student. I’ve known this friend of mine since we went to kindergarten together at St. Louis School in Princeton Illinois, and I looked forward to chatting with him. When I met with him, instead of talking about football or other things, he informed me that Danielle had been a classmate of his. It was there that I told him that I would make sure my next act would be a call to action to ensure that we recognize the influence and strength that we have as an institution in our community and state, and to use that to call on the appropriate actors to take proper action. Let us please never forget that.

Now, just a few SGA updates from me. Since our last meeting, SGA had a few successful outreach events, such as our collaboration with lead office for Tea @ 3 and our finals goody bag distribution event. I'd like to thank individuals heavily involved such as Senator Spranger, McNab, and Landfair, as well as everyone else who participated, helped, and attended those events.

Our last general assembly of the semester was held last week. Within that we discussed a number of different things, including an amendment to reallocate positions within SGA, that did not pass. As well as a resolution to support student tenant rights, which was passed.

The next meeting of the Police Advisory Council will take place on December 10 and I look forward in serving in that capacity with other students as well.

Lastly, I would like to thank both everyone within SGA and everyone within Academic Senate for the accomplishments that we had this semester. I really look forward to next semester. I know on the SGA front we have a lot planned. Myself and my team have been meeting with different areas of the University, such as counseling, our multicultural organizations, Information Technology, Athletics and more, and we are going to make sure that we continue to strive to serve all students at Illinois State University.

Administrators' Remarks

- ***President Terri Goss Kinzy***

President Kinzy: I, too, would like to add my sincere condolences to the family and friends of Danielle Fairchild. As we know, she passed away last week from the injuries she sustained when she was hit by a car on College Avenue. You don't have to wait for a response from the University; we had already planned to share that we have been in discussions with the Town of Normal, including their traffic engineer, regarding not only that pedestrian safety location but several others, many of which were identified during the walk around with the Student Government Association. That information had been shared with the town and we continue to work with them on a regular basis. There will be another meeting held this Friday, which will also include not just the town and University representatives but representatives of the Illinois Department of Transportation. I've also personally spoken with the town manager this week who has assured me that they will continue to work with us, not just there, but in all issues, the University and the town where we contact each other so that we can all work together so we can have the safest possible environment for our entire community and the community of Normal.

I'm also here to give a few remarks for Provost Tarhule who is right now participating in the Quality Leadership University of Panama Commencement with our College of Business.

He has several important items that he wanted to make sure the Senate was aware of. One is that Provost Tarhule has sent notification to the Academic Senate Office that in addition

to the College of Education dean search, he will begin the search for a permanent replacement for two positions within the Office of the Provost. There will be an internal search for the position of Assistant Vice President for Academic Administration, a position that reports to the Provost, and it will be a Panel of Ten search. Additionally, there will be a national search for the position of Assistant Vice President for Student Success. This position reports to Amy Hurd, Associate Vice President for Undergraduate Education. This will be run as a Panel of Ten search as well.

I also wanted to give you some updates on some important personnel and faculty matters at the University. I want to congratulate Katy Killian (who is sitting over there) who just today was named Chief of Staff of Illinois State University. And for those of you saying, “Wait a minute? she was Chief of Staff?” it’s important to know that she’s been in an interim role in the Office of the President since September of 2020, moving into the interim role July 1 when a new President showed up (no stress there). She’s also had many roles at our University including most recently as Assistant Vice President for Student Affairs, and more than 26 years at the University, not counting her years as a student. So, she’s a dedicated Redbird, and we’re lucky to have her. I’m personally lucky to have her as my Chief of Staff.

Also, congratulations to Dr. Noelle Selkow, who has been named Director of the Graduate School effective January 1. She’s served in the interim in that role since January 2019. She’s been at Illinois State University since 2011 as a full Professor in the School of Kinesiology and Recreation. It’s very exciting because we know how important our graduate students are to us, to our research mission, to our educational mission, and we look forward to her contributions.

Lastly, congratulations to Dr. Brent Teasdale, Chair of Criminal Justice Science, who has been named University Professor.

These are well deserving Redbirds for our accolades and we all wish them the congratulations and best of luck.

I’d like to talk about a few more health and safety issues. One is, as you can imagine, the University is continuing to closely monitor all the public health information regarding the omicron variant. As you know, there is still limited information on this variant. Variants are to be expected. There are variants every year of influenza, for example. We follow the information carefully. I would recommend that you look at the recent WGLT report that just came out today that does an excellent and balanced job of showing the most recent information on this variant, which is showing that while we should always be cautious when we don’t understand something, the initial evidence that we are seeing is much more positive than I think a lot of people were worried about. We will continue to be diligent in watching this information and monitoring the University’s response. I need to reiterate that

the best way to prevent outbreaks of COVID-19 is vaccinations. It continues to be safe and effective. It protects you and others from coronavirus.

In that vein, I'm very happy to say that our faculty, staff vaccination rate has gone up another percentage point to 94%.

I'm sad to say that our student vaccination rate remains stuck at 79%. So, I encourage our students to share with their friends that there is a lot of new information on vaccinations, and break is a great time to get vaccinated. You can be pampered by your family and friends; but typically, very few people have very severe responses, it definitely beats the disease.

One more congratulation I want to make sure to give is to our amazing women's volleyball team. Having been at all of the games during the Missouri Valley Conference, Gigi and Martha Horst were the most enthusiastic cheerleaders for our women Redbirds, and I am sure they were part of their comeback from a two-set downfall to win that. It was impressive. They went to the NCAA tournament. Our coach was just named the regional coach of the year. We are very proud of them. They are also fine ambassadors for Illinois State University and wonderful student athletes.

Another exciting future directive update that I wanted to share is that the Diversity and Advisory Council to the President, lead by Dr. Doris Houston, has sent to my office two of their working papers for recommendations regarding two aspects of our efforts on equity diversity inclusion on campus. One is about recruitment and retention of faculty and staff. Both Janice Bonneville and Provost Tarhule were provided these reports to look at them from faculty and staff perspective. There was a wonderful endorsement of our work with diversity advocates, which has just started at the University, and the Provost will be giving an update on his task force that's looking at our efforts in faculty recruitment after the first of the year, hopefully at our next meeting. They will also be reporting back to the DIAC their response to what they saw, and some of the ideas of how they can move forward.

I've also received the initial recommendations on the structural organization of equity diversity and inclusion efforts at the University. I will be meeting with that team after the first of the year to review their findings, talk to them about their research and discuss how we as an institution continue to move forward in a way that promotes equity diversity inclusion for all members of our campus community.

Last, but not least, I will end my remarks with congratulating our December graduates as well as their friends and family. It's such an exciting time. I've just told a few people that I'm starting to get nervous. I can't believe it's my first commencement. I'm so excited. These are my first graduates, and I can't wait to see their families participating in this. They're doing Redbird crossing, they'll be together, we'll confer their degrees, and we're very excited to

celebrate them. Again, there are more ambassadors to join our more than 200,000 alumni across the country.

Senator Horst: I have a very brief question. I was talking with the administrator and we were wondering about the testing regime and whether or not the omicron variant was picked up by our saliva test? I did receive information from Paul Garris that it will. So, that's just one little piece of the puzzle as something new that we're considering because of this omicron variant. I was just wondering if you had any other information of things you're thinking about as both a scientist and an administrator with the news of this omicron variant? Is there anything that ISU has to consider in particular given this new news?

President Kinzy: I think you should have confidence in our testing regiment because it is not just us doing it, but the company that we work with in Shield Illinois. The test is built in such a way that you are not just looking for one particular piece of the virus, you are looking at several pieces. We have always had a built-in redundancy that you needed to get a multiple positive hit on these different segments of the virus. So, even if there are a significant number of changes, particularly in that one aspect of the virus, the other ones have still all been confirmed that they are found by our test. I think it's important to note that Pfizer said that they can modify their antiviral vaccine by March, should that be necessary, but their most recent information shows that particular people with a booster do have good immunity, and as we know immunity from vaccination helps to prevent the disease. Although some people will still get break through infections, it's much less significant and they tend to not end up hospitalized. We know that those people in the hospital are people that were not vaccinated. So, we follow all of that. We continue to have our COVID-19 Steering Team meet once a week. We are looking very closely. Many students will be able to attest that our enforcement (one thing you asked about) will still be robust. We will still be testing in the spring. We are still working with Shield and get updates from them all the time about the testing regiment and how it works. And we are always looking to the Governor's office and the CDC, as well as other federal authorities, to see if there's any changes in the recommendation—which to date there are not. We always get this one question, "Can you give us a lot of notice before something changes?" I can only promise you we will give as much notice as we have. That sometimes it's not a lot of notice, but that's why we work very hard to be at the cutting edge of what is the best practice in response to COVID-19. So, I'll remind you that when the Governor implemented the requirement for vaccinator test, we had been doing that for six or seven weeks already. That is our goal, to remain at the cutting edge of what is the best practice at all times.

We will continue to see variants, so we will always be following the information. But I think what we all have learned from omicron is that its pretty amazing how fast—from the time it was identified in South Africa to the time that we started talking about it and saw it in the United States—that we started to have a lot of the answers about the severity and the

nature of the disease that it causes, and its ability to be passed along. So, I think that our international health organizations are really stepping up and communicating so we are much quicker at getting this information. I think that bodes well for the future for everyone. As a scientist, I say kudos to the South African health departments that instantaneously reported this, potentially to the detriment of their own economy. Because until everything is known, right, they were immediately shut down by all other countries; yet they did the right thing, and I think we will all continue to do that.

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

Senator Johnson: I also want to send out my condolences of the passing of Danielle Fairchild, to her family and our ISU community. One of the responsibilities I have as Vice President for Student Affairs is when we do have a student that passes away, I get to call the family members and the parents in order to offer condolences from the institution. I did have a conversation with the parents of Danielle, and there are a couple of things that they wish for this community to know, and to be very clear about. While they are grieving the loss of their child, they are overwhelmed by the outreach and outpouring of sympathy from our community. They are also amazed at what we have done to build community on this campus. Danielle felt a big part of this community, had bonded with her academic areas, with her classmates, and really found her place within this community. Numerous times in the conversations I've had with them, they want for you all to know, for this community to know, that despite their grief and what they are going through—they've mentioned this 5-6 different times—if they had a chance to make the decision all over again, they would send their daughter here. They love this institution. They love what it is about, and they praise us for the experience their daughter had. They thank you all for everything that you have done to make them feel a part of this Redbird community and appreciate everything that you have done at this point.

As our President has mentioned, we will continue to work with local government and with IDOT in order to make sure that we are making this the safest campus as possible. Traffic incidents occur, there's no excuse. We will do everything that we can to keep you all safe. But thank you all for everything that you have done to make this family feel like they've been a part of this community. So, I wanted to make sure that was conveyed for the family.

I also want to throw out my congratulations to our new Chief of Staff. I've spent years working with her. I'm very proud of her accomplishments and looking forward to working with her in that new role officially.

And finally, I'll end with many thanks to you all for a very successful semester and wishing you the best as relates to finals. Some of you still have some final exams left, so I wish you the best on that.

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

Senator Stephens: I also want to express my condolences to the family of Danielle. This is a very sad tragedy. As a parent I cannot imagine dealing with a circumstance like this. As President Kinzy and Vice President Johnson said, and I'm sure Provost Tarhule would say if he were here, as we all speak as the leadership team, this hit closely to our heart here, and we, in my division and all the divisions in the campus community here, are going to press for not only improvements to this particular area of campus but also others that we strongly feel just have to be addressed by the town or IDOT. So, you have my commitment to that as well.

I'd like to share some positive news that just got released last Friday. We had a very good annual review done by Standard and Poor's related to our credit rating, and our credit rating is what our institution utilizes to express to the banking and bond community whenever we're issuing debt that our institution is fiscally sound. The more fiscally sound your institution is, the greater opportunity you have to actually have very competitive interest rates. In the annual review, S&P not only had positive comments about our institution, especially getting through COVID well from a fiscally stability and outlook going forward, they not only affirmed our current rating, but they actually changed our outlook from stable to positive. That is a big deal in the investment community. So, where that stands relative to a benefit? It benefits the institution. It benefits our ability as we go to reach our request for additional financing in the future, whether that's for our housing project or an academic facility or an athletic facility. Having a positive rating from Standard and Poor's usually gives us the greatest opportunity to have very competitive rates. Over the past couple of years, we've just had a recent example of that when we closed last year during the middle of COVID we had a private bank (JP Morgan) issue us debt, about \$36 million, for a little less than 1.5%. We just closed a few weeks ago on a \$15 million debt facility for our CVA transition space that was also met with an interest rate around 1.8%. So, this is very positive news.

In the State of Illinois, the only institution that can match the type of rates that we are getting out of all the institutions is the University of Illinois system. So, we stand in that area of competitiveness from a fiscal point of view. We are very proud of that, and we're continuing to work with them to try to move our rating from an A- up to the next level. They have told me that if we are able to maintain and potentially grow our enrollments, there's a strong possibility in the future that they might actually get a credit rating upgrade up to the next level. So very positive news on that front.

Action Item:

From Planning and Finance:

***11.04.21.02 Policy 3.1.13 Illinois State University Domestic Partner Benefit Program
Current Copy***

12.01.21.01 Policy 3.1.13 Illinois State University Domestic Partner Benefit Program Mark Up

11.18.21.01 Policy 3.1.13 Illinois State University Domestic Partner Benefit Clean Copy

Senator Vogel: We received one friendly amendment to the policy which was discussed with the committee this evening on page 2 in the section where it's discussing the tuition waiver for children. The very last sentence that was added says, "Please refer to policy 3.1.17 Employee Tuition Waiver Benefits policy." We are suggesting striking that last word "policy" as being redundant.

Motion by Senator Vogel, on behalf of the Planning and Finance Committee, to approve policy 3.1.13 Illinois State University Domestic Partner Benefit. The motion was unanimously approved.

From Academic Affairs Committee:

11.04.21.06 Policy 7.7.2 Financial Aid Distribution Current Copy

12.01.21.03 Policy 7.7.2 Financial Aid Distribution Mark Up

11.18.21.06 Policy 7.7.2 Financial Aid Distribution Clean Copy

This policy discussion has been postponed.

Information/Action Item:

From Executive Committee:

10.21.21.02 Policy 2.1.14 Withdrawal Policy Current Copy

11.30.21.02 Policy 2.1.14 Withdrawal Mark Up

12.01.21.02 Policy 2.1.14 Withdrawal Clean Copy

Senator Horst: I spoke about this at the beginning of the meeting. This is policy 2.1.14 Withdrawal. As you see from the multi-color markup, we had a review from Legal where they brought up some wording choices. It's very interesting to me how these particular wording choices can really convey a lot of information. They suggested not only a sentence structure edit, but they noted that the term fee does not include tuition. We did receive that term from Jess Ray, and he confirmed that he agreed with that change. Legal is now suggesting "adjustment of charges" as a more accurate terminology, and also that term "adjustment of charges" was suggested to be used in two different parts of the policy. I find it easier to look at the clean copy of this where Cera has highlighted the wording change that will occur in the fourth paragraph. It will read, "For courses taken during a term lasting less than a regular semester the withdrawal date will be adjusted accordingly and a proportional adjustment of charges will apply." And then the adjustment of charges terminology will be used three paragraphs down. Are there any questions about this change that's being proposed?

Motion by Senator Cline, seconded by Senator Palmer, to move into action. The motion was unanimously approved.

Motion to approve policy 2.1.14 Withdrawal. The motion was unanimously approved.

Information Items:

From Planning and Finance Committee:

09.13.18.10 Policy 3.1.11 Leave of Absence Current Copy

11.18.21.13 Policy 3.1.11 Leave of Absence Mark Up

11.03.21.21 Policy 3.1.11 Leave of Absence Clean Copy

Senator Vogel: This next policy Leave of Absence has a few changes, so bear with me. Our group consulted with AVP Bonneville and some of the changes in this are based on new information laws and statutes.

You will see that the first major change is a recommendation to remove the statements on Military policy, which will become a separate policy, which I'll talk about in a few minutes. So, that first section on military service has been removed.

In the Bereavement Leave, we are changing some wording throughout to be consistent with workdays, and clarifying it's the employee's immediate family.

Some new statute terminology for civil union partners have been added.

There was a friendly amendment to what you have from the Executive Committee to put in parentheses the statement "as defined in Policy 3.1.13" of that section.

The next part is some clarification without loss of salary bereavement leave of a workday through a death of a relative outside. So, just some clarification of that section.

In the next paragraph, again, some updated language for civil unions and ex-partners and how that all is defined.

The next paragraph that starts, "Documentation of the reason for bereavement leave..." again some clarification on how that is populated based on the employees FTE or if you're on a flex schedule. There is a friendly amendment in that section to change work week to be hyphenated.

Next section, Unpaid Time Off. Again, some changes in the terminology to be consistent to workdays. Clarification that it's the employee's child. Six was spelled out. We added "employment length and" before "hours of service requirement that is designated by the Family Medical Leave Act," and then added a clarification statement at the end about employees who have exhausted their FMLA leave are not able to take any additional days under that Act.

Changes for Jury Duty were just to write out the name at the end.

Under Time Off for Voting, we had some changes for the first statement after the word "met." There should be a colon and all those bullet points need periods at the end. There is also a suggestion in the second bullet point to add after "special election" to add "is held,"

and that was not in the copy that you have. So, again, these are statements that are clarifying the time off for voting.

Time Off to Attend School Conferences. This is in accordance with the School Visitation Rights Act. Some of the language came from that. There were some changes again to be consistent with the word “workday,” and ironing out the members. In the third paragraph there, “Employee is defined...” there is a suggestion in that second part of the sentence “or academic professional employees” it should just be “employee who is employed,” so take off the “s” there. And then the last part of that sentence should read “prior to requesting this leave.”

Next paragraph about Notice. There was a friendly amendment to modify to at least 7 workdays, that is not in the copy you have, it’s clarifying for individuals the requirements to arrange the leave. We had a suggestion to change that last part of the sentence to “must schedule the leave so as not to disrupt the operations of the employee’s department.”

Under Documentation, those are things that came from the law they need to complete the Illinois Department of Labor School Visitation Form, and it needs to be changed to “workday” from “working days” just to be consistent.

There are some limits on the leave that is clarified in that last section there in School Attendance.

Religious Observances. We had a suggestion to change the word observances to accommodation to be consistent with other policies. That is also a friendly amendment that is not on the copy that you have.

In the Disaster Service Volunteer Leave, again, a friendly amendment to change 20 “working days” to 20 “workdays” to be consistent. Then some of the language here comes from other Acts, so it’s been updated to be consistent with the other laws that govern this type of leave. Again, all of those three bullet points need to have a period at the end.

The Next Section. Upon written receipt of confirmation by the Red Cross, some clarification that they also have included the Illinois Emergency Management Agency. And then the last sentence was updated to just say Human Resources there.

Next paragraph,” If all of the conditions are met during the absence,” there should be a common after sick time. That was a friendly amendment not in your current copy.

So, I think I’ve got all the suggested friendly amendments.

Senator Noel-Elkins: I just have four quick clarifications. On page 2, the paragraph starting “Bereavement leave is not intended for use...” the end part of that sentence where it says,

“partnership if the union has ended” could that word union be replaced with relationship since I don’t think it refers specifically to unions but all the relationships referenced above?

AVP Bonneville: Yes, that would be fine.

Senator Noel-Elkins: Another quick clarification on page 3, the second paragraph under Time Off to Attend School Conferences, leave under this policy, could that be changed to just say leave under this section of this policy, or the section of this policy? Because I think it refers only to this section of the policy, not the entire leave policy, correct?

AVP Bonneville: Right. That’s correct. So, leave under this section would be appropriate.

Senator Noel-Elkins: Okay. And then just two quick clarifications, for this particular section, the Time Off to Attend School Conferences, it’s correct that an employee has to use all of their vacation time first before they can access this leave time, correct?

AVP Bonneville: There isn’t an independent leave time. So, the employee has to attend their own time to attend the conference, but they could also ask for leave unpaid if they wish to observe conferences if they don’t have anymore leave on the books.

Senator Noel-Elkins: Okay. And then the last clarification, the Religious Observance part isn’t really a leave per se, it’s an accommodation. But to make it clear that we’re referring back to policy 1.6 it makes sense to leave it in the leave policy anyway?

AVP Bonneville: I think it does. But I have one comment about the recommended friendly amendment to say religious accommodation. We’re not making a Religious Accommodation here; we’re saying if the employee doesn’t get a Religious Accommodation, they can still use their own time to observe the Holiday. So, I would leave it here, because it is kind of the one place where employees go to look at what kinds of leave are available to them. But based upon the statements that were made earlier, I would not recommend changing that to an accommodation, because that’s not what this is.

Senator Otto: I’m referring to time off for Voting which is on page two. Given the University’s renewed commitment to civic engagement and a person who served as an election official for the last 15 years in the City of Bloomington, I would really like to advocate for us including time off for people who serve as election officials, because it really is something that’s desperately needed. It is actually very physical job, and most of the people who do it are elderly. So, putting that out there.

Senator Vogel: I can take that back to our committee and we can definitely consider that.

AVP Bonneville: The voting benefit is based on benefits that are provided under the State University Civil Service system, and the benefit to which you are referring, at least right now, is not a benefit that is provided under that system. We can certainly take a look at it,

but I believe providing that service, although important to the civic engagement standpoint, is a voluntary service based upon the desire of the employee. But we can certainly look at the request.

Senator Nikolaou: I had a clarification on page 3, under Time Off to Attend School Conferences. So, the third paragraph where it defines employee, is that specific for this section or is it for the whole policy?

AVP Bonneville: That is specific to that section. It is taken from the law.

Senator Nikolaou: When we were in Exec we were wondering about the very last sentence in the whole policy, because it seemed that it was out of place. It refers all the sudden to cell phones. Do you have an idea to what they may be referring to in that part?

AVP Bonneville: So, that section goes only to the voluntarily emergency worker piece. So, if you go to the very first paragraph of the volunteer emergency worker piece it says policy, we could probably change that to section, provides protection to employees. So, when you go to the last paragraph and you look at it, this protection does not diminish policies, collective bargaining agreements, etc. There are departments on campus that have specific rules with respect to the availability or the ability of an employee to carry their cell phone on them while they're working. So, there are some specific guidelines with that in certain departments. So, we want to make it clear that this policy, or this section of the policy, does not supersede those departmental policies.

Senator Nikolaou: Thank you.

Senator Samuel: Referring to that same section that was just mentioned about Time Off to Attend School Conferences, under the definition of employee, I was wondering if graduate students work their graduate assistantship could be included? Because I know some of them also have kids and it would make sense to me if you required them to meet the .5 FTE. So, extend that to them as well, but I know it's a legal definition, so.

AVP Bonneville: It is a legal definition. We can ask General Counsel to look at it, but I don't know that graduate students would meet the definition of a permanent employee, that would be my concern. We can check with General Counsel's office, but I think that may be where we run into an issue.

Senator Samuel: Thank you.

Senator Horst: Could you go through the logic as to why you are recommending separating the military service part?

AVP Bonneville: Certainly. The easiest way to say it is because the rules and the policies and the calculations around military service are very, very difficult. We've found that the

information was getting lost in this larger leave policy. So, we thought it was prudent to separate it out so we could be very clear what the statute allows and doesn't allow with respect to leave time, differential pay, additional pay, no pay, what kinds of leaves because they are very specific nuances for military leave.

Senator Horst: Thank you.

From Planning and Finance Committee:

11.18.21.14 Policy 3.1.11 LoA MILITARY portion only Current Copy

11.18.21.15 Proposed NEW Policy 3.1.50 Military Service Mark Up

11.18.21.02 Proposed New Policy 3.1.50 Military Service Leave of Absence Clean Copy

Senator Vogel: This one was taken from the previous policy and now becoming its own policy. Again, the language is based on the Illinois statutes of the compensation types of leave that are available, as AVP Bonneville just stated. As we look at this, the current text has been rearranged and changed to have the types of leave upfront in the top paragraph and then the compensation allotted for the different types of training and duties down at the bottom. That's a quick summary.

Senator Horst: I had one wording question. I'm looking at the clear copy. It says employees are required to provide notice of an impending leave of absence from military service as soon as possible to their department. Would it be more correct to say unit there or is department sufficient?

Senator Vogel: I would accept that as a friendly amendment.

AVP Bonneville: I think either one is appropriate. We don't ordinarily use the term unit.

Senator Horst: Okay. Department captures everything including...

AVP Bonneville: Yes. Department captures everything.

Senator Horst: Okay, great.

From Academic Affairs Committee:

09.14.21.03 Policy 7.7.8 Tuition and Fee Waivers Policy Current Policy

12.02.21.02 Policy 7.7.8 Tuition and Fee Waivers Policy Mark Up

12.02.21.01 Policy 7.7.8 Tuition and Fee Waivers Policy Clean Copy

This policy discussion has been postponed.

Consent Agenda: (All items under the Consent Agenda are considered to be routine in nature and will be enacted by one motion. There will be no separate discussion of these items.)

English: [Accelerated English Education Sequence](#)

Creative Technologies: [Creative Technologies Accelerated Master's Degree Sequence](#)

[Policy 3.7.1 Graduate Assistant Appointment Procedure](#)

[Policy 3.2.3 Academic Notice of Appointments](#)

Motion by Senator Samuel, seconded by Senator Landfair, to approve the Consent Agenda items as a slate. The motion was unanimously approved.

Academic Affairs Committee: Senator Cline

Senator Cline: This evening the committee spent most of our time talking about policy 2.1.12 the Pass/No Pass Credit/No Credit. We made some significant strides, and we should be sending that soon to Exec in the new year.

Administrative Affairs and Budget Committee: Senator Smudde

Senator Garrahy: The committee met tonight with Mr. Kyle Brennan and Ms. Emily Newsome from the department of ISU Athletics where we reviewed their athletics operating budget. We heard about their internal and external audits and reports required of the department, and we will be receiving a copy of the athletics presentation within a few days.

Faculty Affairs Committee: Senator Nikolaou

Senator Nikolaou: The Faculty Affairs Committee met this evening. We discussed the Sabbatical policy. We will be sending it to Human Resources, Dr. Trites, and Legal, so that we can get some feedback based on the changes that we made before we send it to the floor.

Planning and Finance Committee: Senator Vogel

Senator Vogel: Our committee met this evening. We discussed some of the friendly amendments on those items that are before the Senate. We have finished our discussion on the policy for Employment for Teaching Purposes of Administrative and Professional Personnel. We're waiting to hear back from the A/P Council on their thoughts on that policy. We hope to bring that before the full Senate for the January meeting.

Then the subcommittees continued work on their policies, and we reviewed updates on our issues pending list from the Executive Committee.

Rules Committee: Senator Stewart

Senator Stewart: The Rules Committee did meet tonight. We discussed 5.1.8 Skateboarding Activities policy and approved a revised version of that. We then spent the rest of our time discussing proposed revisions to the College of Education Bylaws.

Communications

Senator Horst: Good luck on your finals.

Adjournment or Hard Stop 8:45 p.m.

Motion by Senator Villalobos, seconded by Senator Landfair, to adjourn. The motion was unanimously approved.

Attendance:

	Senate
Name	Attendance
Aldeman, Matt (rep Qaddour, Jihad)	1
Avogo, Winfred - EXCUSED	0
Beucher, Becky	1
Biancalana, AJ	1
Blum, Craig	1
Bonnell, Angela	1
Chassy, Grant	1
Cline, Lea	1
DeNeve, Sarah	1
Deutsch, Lucky	1
Garrahy, Deb	1
Harpel, Tammy	1
Hogue, Hannah	1
Hollywood, Mary	1
Horst, Martha	1
Johnson, Levester *	1
Kinzy, Terri *	1
Lahiri, Somnath - EXCUSED	0
Landfair, Lawrence	1
Marx, David - EXCUSED	0
McLauchlan, Craig *	1
McNab, Maddie	0
Meyers, Adena	1
Midha, Vishal - EXCUSED	0
Miller, Chloe	1
Monk, Eduardo	1
Nahm, Kee-Yoon	1
Nichols, Wade	1
Nikolaou, Dimitrios	1
Noel-Elkins, Amelia	1
Novotny, Nancy	1
Otto, Stacy - VIRTUAL	1

Palmer, Stuart	1
Pancrazio, Jim	1
Paoni, Devin (TRUSTEE) *	1
Peters, Steve	1
Phares, Kevin	1
Rademaker, Hannah	1
Rardin, Nate - EXCUSED	0
Restis, William	1
Samhan, Bahae - EXCUSED	0
Samuel, Isabel	1
Schmeiser, Benjamin	1
Seeman, Scott - EXCUSED	0
Small, Maddy	1
Smudde, Pete - EXCUSED	0
Spranger, Avery	1
Stephens, Daniel *	1
Stewart, Todd	1
Swiech, Livi	1
Tarhule, Aondover * - EXCUSED	0
Torry, Mike - EXCUSED	0
Toth, Dylan	1
Valentin, Rick	1
Villalobos, Rodrigo	1
Vogel, Laura	1
Zoltek, Sophia	1
Neubrandner, Judy (dean rep) *	1
Brehm, Joan (chair rep) *	1
VACANT - 1 CAS SS Faculty	0
VACANT - 1 Faculty Associate	0
VACANT - 1 Student Senator	0
QUORUM (VOTING) (28) (*=NV)	40