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## Senate Meeting, March 2, 2022

Academic Senate, Illinois State University

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**Academic Senate Meeting Minutes**  
**Wednesday, March 2, 2022**  
**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.

***Public Comment:*** None.

***Presentation: Recruitment and Retention of Underrepresented Students (Associate Vice President for Enrollment Management Jana Albrecht, Associate Vice President for Undergraduate Education Amy Hurd, and Assistant Vice President of Student Affairs Danielle Miller-Schuster)***

Dr. Albrecht: I am Jana of the Jana, Amy, and Danielle presentation. So, I'll go ahead and start. We're each going to briefly talk about some of the sections that are in the report. So, you will notice that it is a 52-page report, which is why I said we will briefly talk about some of the things in the report. But just so you know, it is from a number of different divisions and a number of different units on campus. We'll see what we can do and then we'll have time for questions. Also, we have friends around the table, because as it's such a long report we may not have the specific information on some of those questions. So, we do have quite a few people who came to help us out with those questions. Thanks to all of them.

New student, new freshman, and new transfer enrollment for this fall semester, we felt pretty good about the results that we had for this semester/term. Our freshmen were about even. Our transfers were up a little bit from the prior year. But what you'll notice is that we did have an increase. The top two increases that we had in our freshman group were for Latino students and for black students. We have an increase of about 20% for our black students, and an increase of about 14% for our Latino students. Also, what that did for us is that this particular class was about 35% racially diverse. That's up pretty significantly from our prior years. We've seen between 28% and probably 33% in prior terms. The biggest increase for our transfer group was in Latino students. The second biggest increase was in a group of students that two or more races on their admission application. We were a little bit down in new graduates, but we did see an increase for new Latino students, for students who selected two or more races, and for international students. So, what that did for total enrollment in general is we moved from about 27% racially diverse to about 28% racially diverse this fall term.

So, Amy will highlight a few of the retention statistics and graduation statistics that are in the report. But I thought I would go ahead and just mention some of the recruitment initiatives that we had for this particular year. And please don't think the ones that I'm bringing up are the most important, they are not. They are all very important. And just so you know, all of us look at the programs and initiatives that we put forth every year, we analyze what has worked well and what hasn't. We asked students and parents and actually we ask a lot of you that help us with the events that we put on for feedback, and we make changes based on all of that feedback. The other thing that I will mention is that in the report you'll see that making initiative is in one section of the report but often times many of our units work together on lots of these initiatives. So, there is some overlap in some places.

But what I thought I would talk about first is that we continue to work with community-based organizations. So, you can see that a lot in the admissions section. But one of the new partnerships that we added this year is from a communications firm in Chicago. The name of the firm is Wyn-Win. I love their name, that doesn't necessarily mean anything, but they have a lot of connections with community-based organizations in Chicago and with corporate partners. Our first few meetings have gone really, really well with them. They introduced us to six or seven new community-based organizations, and it was really a very eye-opening experience in that these major organizations in Chicago didn't know a whole lot about us. But the other thing that we gained from that is that we asked them, in their opinion, what did they think institutions were doing right, what do they think institutions could do better, and I think we're going to get some really good information and we're going to meet some additional partners that we could continue to partner with as we move forward. So, we're very excited about that.

And just a brief mention that all of the EMAS units have been engaging in more professional development and training opportunities in the last couple of years, and I think you can probably see that throughout the documents. We have an EDI committee, and one of their major initiatives this year is to actually analyze policy and procedures, a lot of what you all do, with an EDI lens. And then we also have a professional development committee, and those two committees talk regularly. It helps us to do more things more quickly. We either get those programs in place more quickly, more widespread, and then we also invite people that aren't necessarily in EMAS to attend those professional development sessions. So, I think with that my time limit is probably up, and I will hand it over to Amy Hurd.

Dr. Hurd: I don't know if you said what EMAS was, so it's Enrollment Management Academic Services. It's a group of us that are focused on that. Jana and I joke that it's her job to get them in, it's my job to keep them and get them out. So, I want to talk a little bit about retention highlights and some programs we're working on. When we talk about retention, remember that we're talking about from first to second year. So, on page five in

the report, you can see the retention data, and it says 2019 we had a significant spike. That means the students came in in 2019 and they returned in fall of 2020. Well, we know what happened in spring of 2020, and the 2019 retention where we saw a significant spike that was higher than it has been in ten years. We knew that 2020 would come down a little bit from that point. But we're still pleased with where we are. Some of you are probably asking, "Well, why?" We did several things during that time. You can recall we had Pass/No Pass options. So, students could take Pass or No Pass for any course that they wanted. We had a lot more money from COVID relief packages, so we could help with that. We did not dismiss any students, even if they were slated to be dismissed; we kept them on for another semester. And looking at that data, half of those that we should have dismissed at that time ended up staying and are progressing right now. So, that's a good thing. More students could stay home, so there's financial reasons/support there. If you looked at some of the graphics, we also show transfer students, and we retained our next transfer students at a higher rate than anyone; and I don't know why that is, but that's a good thing, and that's the way it's been for many years.

So, we continue to develop programs and assess how they work and refine. A few of the programs that I want to mention, the Persistence Committee -- we've talked about that before. That was the brainchild of Amelia Noel-Elkins. It is a group where we bring people together from all over campus and we review cases of students who may have some financial issues. They may have some situations that are preventing them from moving on in the program, and we try to address those the best that we can. So, we have some microgrants that we can help with and different things like that. We have a program that is brand new. It's for scholars and we have a cohort of fourteen students that we are providing support sort of as a wrap around support services to help them navigate college. A lot of them are first generation students. The past two years we've had peer academic coaches to help students who are struggling, especially with the learning environment that COVID has created. We mentioned TRIO. Our TRIO program has a 93% retention rate. It's one of the highest retention rate of any group on campus. The only one that is higher is Honors and they are at 94%. So, those programs work.

We also had several initiatives that came from the GEER grants. Amelia also got to oversee that. It was a \$1.9 million grant; these funds are for low income, underrepresented, first generation students. It allowed us to have loaner laptops, microgrants, fund RSO's that fit within that description. It allowed us to fund a podcasting room over in the Multicultural Center. And one of my favorite pieces of this was we were able to provide stipends for students who were doing internships. We know that internships are so important to students getting jobs, but sometimes students just can't afford to do an internship. They're working full-time, they're not getting paid for that, they're having to give up their position

at their other job, so we were able to fund some of that. That was a good partnership with Career Services.

Milner Library was able to provide 220 eBooks this past year. They had books for 29 different departments on campus, and so you could use those for free.

One of the last things I wanted to talk about is the success team within My Illinois State. So, when students login to MY they can see their success team there. They can see their librarian, their financial aid counselor, their advisor, an RA, their contact in Career Services. So, it's a one stop shop if they need assistance someplace, they can go there and see who it is that can help them right away.

So, Danielle it's all yours.

Dr. Miller-Schuster: In addition to Academic Affairs, we appreciate the opportunity to provide information to all of you each year on the programs and services that we offer in the Division of Student Affairs that we believe both aid in the recruitment and the retention of our Redbirds. We believe it helps you especially shape a full understanding of our students experience by having both information from Academic Affairs as well as Student Affairs.

As you read through the full report, and if you haven't had a chance once you do, you will likely notice an intentional focus on professional development. I'm so glad that my colleague Jana brought this up, and you see it across both Academic and Student Affairs. I cannot underscore enough the importance of advancing student, staff, and faculty learning by building understanding and interaction between and across identities. This includes cultivating our community building traditions that we have on campus that are both inclusive but also increase a sense of pride and belonging at Illinois State. I think a great example was this past Friday with our Cultural Dinner, where we had the opportunity to have guest speaker Jemele Hill on campus.

So, like my colleagues, I wish to showcase just a few new initiatives from the report in the section for Student Affairs. One thing that you will see in each of the examples that I provide for you this evening is a theme. And each one includes either a collaboration or a partnership either within the Division of Student Affairs or across the divisions at Illinois State.

So, first up is University Housing Service. Hopefully you know that we have added the rainbow floor, which is a themed living and learning community. The floor is designed for our students who are interested in living on a floor that is supportive of the LGBTQ+ community, which can include students who identify as part of that community or those who identify as allies. The floor showcases the collaborate efforts of Housing, Women in

Gender and Sexuality Studies, the Multicultural Center, and our School of Communication all coming together to be mentors on that floor.

In addition, in collaboration with the Multicultural Center, Student Counseling Services has added a Multicultural Therapist to their team. The position is responsible for creating and implementing a comprehensive plan for deep colonized healing, which includes individual and group therapy, serving as a liaison with our student leadership community, creating and implementing programming, and of course our social media engagement.

As Amy mentioned, in partnership with the Office of the Provost, Career Services coordinated a grant opportunity for those students who were offered or were currently working in an unpaid internship. And I'm so glad that she shared that because we are able to provide up to \$4,000 per semester for students who are underrepresented on campus, first generation, or low income.

There's also a growing importance placed on dietary accommodations and inclusive practices when it comes to the food we serve across campus. Event Management, Dining, and Hospitality's dietician and nutrition team works very closely with our students with dietary concerns, those with certain preferences and/or restrictions. Please know that they can be medical in nature, religious, or cultural. And it may be the very reason a student can actually come to Illinois State and thrive all four years while they're here. That team also works very closely with our student advisory boards, whether it be vegan or vegetarian, and our INTO students, to ensure continued satisfaction with the diverse food selection that we offer in both of our dining centers and in all of our retail dining venues.

As you should know, the University hosted nationally renowned research and author Dr. Jennifer Eberhardt in late fall. But during her visit, I'm not sure if you do know this, but she actually spent time with our full staff at the University Police Department to discuss implicit bias in policing. Topics ranging from tactics to procedural justice to community engagement and even how we gather data and share that information. All of this was unpacked with an eye on personal and professional reflection.

Another new training program that we wanted to bring to your attention within the police department within this past year, included the Procedural Justice Institute whereby our UPD supervisors embarked on an 18-month training program. We did not do this alone; it was led by a national consulting leader in higher education, and our topics throughout those 18-months went from hate crimes to organizational ethics and biased policing to creating organizational transparency.

I'm happy to say that a named scholarship was established in our E-sports program over the last year, providing financial assistance for student participating in the program. Eligible students provide a statement to demonstrate how their life experiences foster an

understanding of and commitment to the value of diversity as it relates to women in Science, Technology, Engineering, Arts, and Mathematics. The statement may also address the gender equity in the gaming community and its anticipated impact on the student's career.

Last, but not least, I'll draw data that came from a survey conducted by the framework for Inclusive Teaching Excellence Growth Team, which actually indicated that students and faculty seek more opportunities to practice respectful dialogues in the classroom about controversial topics. In response, there was curricula from the National Issues Forum Institute used to create what we now call the Deliberative Dialogues program. It trains faculty, staff, and students, and some of you actually in this room, to facilitate those conversations in classes and in our community. The Center for Civic Engagement hosted 792 people in those dialogues over summer and fall in 85 different sessions, and we are on track to have approximately 279 more people participate this spring in an additional 17 sessions that are scheduled.

So, that's the end of my highlights of the Student Affairs portion. As they both mentioned, it is a 52-page comprehensive report. And we are happy to answer questions from you this evening or in writing, whatever is best for you. But we truly appreciate the time this evening to share this information.

Senator Horst: I have a question regarding the data in figure 1 and figure 2. We've been talking about how COVID's such an unusual year, and some of the graphs give a little bit more context. Going forward, it's going to be difficult to figure out what's going to be the impact of COVID, and it really would help in the future representation of this report if we could have a five-year or seven-year context, just to see what happens with that data in 2020. If it's just a blip or what. So, that's just a request for next time. Any further questions? Okay. Well, thank you very much.

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

Senator Horst: It's great to see everybody. Some people are maintaining the masks and some people aren't, and that's just the state we are in. It's great to see some peoples faces for the first time in several months.

We have a full agenda this evening, so I'm just going to keep my comments brief. Again, I want to thank our three guests, Associate Vice President for Enrollment Management Jana Albrecht, Associate Vice President for Undergraduate Education Amy Hurd, and Assistant Vice President of Student Affairs Danielle Miller-Schuster for their informative presentation on Recruitment and Retention for Underrepresented Students this evening.

In a few weeks we will also be having a presentation by Dr. Doris Houston, interim Assistant to the President for Diversity and Inclusion on Illinois State University's five-year

campus climate evaluation. Together, these two presentations give our Senate important data and information on how we are addressing our core value of diversity and inclusion.

This evening we have two Action Items, one potential Action Item, and three Information Items. In addition, the Executive Committee has set a hard stop time of 8:30 p.m. and I've learned that made some people happy in my committee meeting today, so that the Faculty Caucus can have a somewhat longer block of time to discuss and debate the ASPT material.

So, besides wishing everybody a restful and pleasant break, I have nothing further.

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

Senator Villalobos: I wanted to start by echoing the sentiments that were expressed by the University yesterday, and I'm sure will be later, regarding the disturbing and tragic unjustified invasion of Ukraine perpetrated by the Russia federation. Understandably, there are students, faculty, and staff who are impacted and struggling with these events. And please know that you have the full support of the Student Government Association while going through this. I and some of my student colleagues here will be exploring official methods to declare our condemnation of these unjust actions. Make no mistake, these actions, these actions against civilians and innocent individuals are the actions of mad man that is obsessed with reconstituting the evil empire that was the Soviet Union. No matter what happens, freedom and integrity will always win, and we must stand in opposition to actions that are against those principles.

I'd also like to take the time to personally express my individual support for the data and expert driven decision take by ISU to transition to a mask optional approach. The duly elected governor of this state and leading health experts across the nation, including the CDC, support this approach; I for one am happy that we have been able to reach this point. With that, I'd like to make something clear, however; we must continue to adhere to our University's core value of respect. No student or faculty member should be ashamed or admonished for their personal decision to either wear a mask or to not wear a mask. Let us please embrace the culture of compassion and tolerance that we try to uphold every single day as we continue to navigate these challenging times.

A couple brief SGA updates. I want to give a welcome to Senator Williams who was unanimously confirmed as the next College of Arts and Sciences Senator. My understanding is that he's already busy at work and he's already scheduled meetings with the leadership of the college, including the Dean. So, welcome to you and thank you for joining our ranks. We really appreciate it.

I also wanted to give a thanks to everyone who participated in our successful Lobby Day and for the efforts in that. I know individuals like Senator Biancalana were very instrumental in that.



I also wanted to give a thanks to Senator McNabb for leading the organization of a recent SGA team bonding event. That's all I have. Nothing further.

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

- ***President Terri Goss Kinzy***

President Kinzy: I want to share my wishes that you all have a restful Spring Break. Take advantage of it, maybe turn your email off a little bit.

I also want to, thank you for your comments, Senator Villalobos, about the situation in Ukraine, and add that I asked for you to think about the last line in our email which is, "Please show care for your fellow Redbirds." Be it one of our students who's in the reserves who may be facing or worried about a call up, to our students with ties back to Ukraine, to people that just have a general passion for peace where this is extremely difficult. This is again, where our wonderful Redbird tradition of care will come through.

Also, you had an update on the changes in COVID-19. I just want to point out one thing, for the email that just went out. I want to thank you for the feedback that we've gotten from members of this group. It's the shared governance partners that we consult before we make decisions, but it's also in this room (whether in this room itself, if you remember, or in conversations outside of this room) that asked us to be thoughtful and give as much notice as possible (I believe the number used in this room was two weeks) when changes are coming so people have the opportunity to adapt. We've been very thoughtful about keeping that to allow people the chance of all the changes that happen, and in addition we've just been very appreciative of the thoughtful comments we've gotten from the members of this body, and the support from our shared governance partners.

Lastly, it has been a busy time in Government Affairs. The perfectly timed Lobby Day was the day before our testimony before the House Appropriations Committee. I know some people watched that. It was relatively short, which I was told is a good thing, because some of my presidential colleagues lamented the torture they were put under by the House. We were not tortured. I was tortured a tiny bit for saying the right thing. But honestly it was a very fruitful discussion. We have all of the information available, if someone would actually like the remarks, we highlighted: the University; our successes; our work on being student focused; our continuing efforts to make mental health a priority; our wonderful opportunities on campus for improving our infrastructure and how we feel that will impact the student experience; the impact of COVID-19, but also how we've been very resilient and how proud we are of our institution. And of course, as always, we talked about Pawficer Sage. But again, it was very well received. We will testify in March before the Senate. We have submitted a Bill sponsored by Representative Brady for our Appropriation for this year. That has not been done before by this University, and while the Governor has proposed a 5% increase for higher ed, we actually put in the Appropriation that we had

approved by our Board, which I believe was 14.7%. So, we'll see what happened. Stay tuned.

Senator Horst: Got to do it yourself if nobody else is going to.

President Kinzy: You got that right.

Senator Horst: Are there any questions for President Kinzy?

Senator Phares: I want to also thank you, President Kinzy, for your leadership through these uncertain times. I recognize that a lot of decisions made out of your office can be quite controversial around the University, and they aren't always easy to make. It's kind of a two-part question, and it stems from the update email that we got today regarding masking in classrooms and stuff. In the email it states, "Starting March 21, please also wear face covering in classrooms if requested by the instructor." While at face value this seems like a reasonable request, professors of some of my constituents have already emailed classes saying that face masks are required in their classrooms, and if they are not worn, students will be removed from the classroom; and, in some cases, the professor will refuse to instruct the classes. Is this an acceptable practice by professors at the University?

President Kinzy: So, I think that the interpretation should be, we want a respectful culture. If you walk into my office and I have a mask on, I can ask you to wear one, they are not required. They are recommended, they are not required. So, I would encourage anyone that feels that if the policy is not being followed, particularly in a classroom, to send the specific information to the Provost, so we can look into that. But that is not the interpretation of our new policy effective on that date.

Senator Phares: Okay. So, just to clarify, if a professor refuses instruction to an entire class, they should contact Provost Tarhule because of masking issues.

President Kinzy: Correct.

Senator Phares: Okay. Thank you.

Senator Blum: I was wondering, I know when COVID became a problem we needed to get students out of different parts of the world. I was wondering in Ukraine or Russia there may be need of getting people out. So, are there faculty or students in these regions doing academic activities that need assistance getting out of there? Has the University pursued that at all?

President Kinzy: Provost Tarhule, are you aware of any student or faculty in the Ukraine or Russia that need to be repatriated?

Provost Tarhule: No. Not to my knowledge. What we have done is we've contacted every student from Russia and every student from Ukraine, actually we met this afternoon with a faculty member from Ukraine. So, what we are trying to do is offer assistance to those who are here and support, because we know this is not a situation of their creation. I'm not aware of faculty or student in Ukraine or Russia, but if anyone has that information, we'll be happy to look into it.

- ***Provost Aondover Tarhule***

Provost Tarhule: I have four comments to make, so I'll try to move through them as efficiently as I can. First of all, I'd like to say a big congratulations to the organizers of the Three Minutes Thesis. Those of you that participated or watched that, I think you would agree that the quality of the competition was extremely high. I was very impressed to watch that. So, congratulations to all the participants, to the mentors, and to the judges. I was actually pretty glad not to be a judge, because I think that was a pretty tough decision. And in many ways, I would say that all the participants are winners, but of course we had to have only one winner. So, big congratulations to Brittanica Howe from the School of Theatre and Dance, who was the overall winner of the competition, but I believe the People's Choice Award as well. So, absolutely amazing. Congratulations to everyone.

We've been talking about the COACHE survey for faculty since last fall, and you all should have received an invitation to participate in that. So far, our response rate is 27%. But we are early in the process, so I expect that to go up. Several other institutions where this has been conducted, they've had responses as high as 60%. So, I'm pretty sure we're going to equal or better that 60% rate. So, if you have not already responded, I encourage you do so, and also to encourage your peers. The survey is designed to help us understand your experiences as faculty members at this institution and how we can improve that experience. If we don't know, we are limited by the strategies we can develop. So, I encourage you to participate.

The next two comments are really comments that have been asked in this setting, so I want to quickly address them. The first is the administrative searches that we're doing, how are they going, that came for a constituency form this group. They are going very well. So, we are running right now seven administrative searches. I believe five of those have gone through the first round, the Zoom meet-and-greet. Over the next two to three weeks, the selected finalized candidate will be on campus. I'd like to encourage all of you to participate and provide your feedback, because that's how we pick great administrators and people who do this work.

The second has to do with graduate assistant funding. We've got some questions about concerns or lack of clarity with respect to the University's position on graduate assistant funding. So, let me explain it this way. I'm going to make a distinction between graduate

teaching assistants and other GA's as a category. So, our message has been, I think, clear and consistent since the beginning, which is that all graduate teaching assistant positions will be covered. So, even if they cost more, if the departments need more money, those will be covered centrally from central reserves. And I believe that I've made a commitment several times before, but I'll repeat it here, there will be no shortage of GTA/GA's because of the increased wages that we negotiated. Then I'd like to be on record as saying that as clearly as possible, there will also be no additional work to any GTA because of the increase because of what we have negotiated. So, I would like department chairs and faculty to be calm. If you need GTA's make that case through your department chairs and deans, and we will cover it. But you also cannot create new arbitrary GTA positions because we are offering to cover everything, right. First of all, we can't by virtue of the agreement we have with the unions. So, please, do not create additional arbitrary GTA positions, because we say we're going to cover them. But if you need them for teaching, we will cover those.

Increase stipends for graduate research assistants will also be covered until all the students that were hired under the old system graduate. So, no PI's need to worry about having to have fewer GRA's because we increased the funding. Now, beyond that, we are in consultation sending that data remote. So, the Director of the Graduate School Dr. Noelle Selkow, I believe, has either scheduled or will schedule consultation with each and every department that has a graduate program, and the goal is to figure out how you are hiring GA's, what are the conditions, what work are they doing. When we get that information, we will then analyze that information and then hold further consultations with department chairs and the deans to decide on this project going forward. So, if you hear anything different it's just rumor. We're gathering information to try and understand. Right now, we don't have a clear understanding of who gets to hire GA's and under what conditions, and that makes it really difficult to plan. So, we'll gather that information, and then we'll work with department chairs and deans to provide you information to be consulted and it will be as transparent as possible.

The second announcement that I'd like to make, the last Senate meeting I mentioned here that we are reviewing the recommendations of a report that was produced about an effort with respect to faculty diversity. Just a quick recap, faculty diversity is lagging behind our student diversity. So, we keep getting requests and demands from some departments. "When are you going to do something about the faculty diversity?" So, we put together a group last year, and it was led by Yojanna and Roberta from my office and one of the deans. They led a 17-member committee that reviewed what we're doing with respect to faculty diversity. They started a lot of diversity enhancement programs for faculty at other universities, and they produced that report that President Kinzy has now fully analyzed. I did say last meeting that this meeting I was going to announce what our recommendation and our decision is, with respect to that topic, faculty diversity. So, I am super delighted and

super pleased and honored to announce that on the basis of all that consultation and analysis, Illinois State University is going to invest over the next five years \$4.5 million to accelerate and strengthen our faculty diversity. So, this big goal, this bold and ambitious program is designed to ensure that at the end of successful completion our faculty diversity composition should look exactly like our student diversity or as close to it as possible. So, there's going to be, as you can imagine, it's a big report. It's a complicated number of factors behind this. But you will be getting a lot more information from your deans who have been involved in this process since last year when we started discussing it. There will be a lot more information forthcoming. But I wanted to let you know, and fulfillment of the promise I made at the last meeting, that we have joined the rank of those few institutions that are making big and ambitious moves to ensure that we are not just targeting this very important problem one small faculty at a time. We want to make sure that we have a major investment. So, with the support of President Kinzy and also Vice President for Finance and Planning Dan Stephens, this is the investment that the University is making.

The last comment I'll make is that ,at this point, this is a one-time program. So, it will actually run for five years when we recruit a cohort, but the period of funding will be seven years, because we have two years to make sure that the people we recruit will go through that program. The President and I are committed to continuing in this time period to find additional funding either to make this permanent or to keep it going even longer. But, at the present time, that is the program that I'm announcing; it's called the Faculty Diversity Enhancement Program, and a lot more information will be forthcoming from your deans, from the Provost's office, and also from other sources. Thank you.

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

Senator Johnson: I have two programmatic announcements for the group. First one being Career Services will be hosting a guest speaker who will share their career journey including the challenges they faced during their educational efforts and how they overcame adversity and found success in the workplace to continue education. Additionally, the speaker will discuss ways they identify inclusive organizations and how involvement activities define who we are then and now. Join us for Equal Identities on Wednesday, March 16<sup>th</sup> from 3:30 – 4:30 p.m. To sign up, visit the Career Services website.

The second programmatic announcement is from EMDH will be hosting a St. Patrick's Day dinner on March 17 from 4:30 – 8:00 p.m. at both dining centers. They will also be hosting a National Nutrition Month event on Wednesday, March 23 from 11:30 a.m. – 1:30 p.m. in the Culinary Support Center Test Kitchen which can be accessed through Watterson Dining Commons.

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

Senator Stephens: I have a couple of items to share. The first one is continued great news from our bond credit rating agencies. You may recall back in December, I reported to this body that Standard and Poor's had raised our credit rating outlook from stable to positive.

Well, Moody's has now done exactly the same. On Monday of this week, they announced publicly that they were raising our credit bond rating with them from a stable outlook to a positive outlook. This applies to both our AFS system debt and our GR debt. They based their decision on a number of factors, but predominately the fiscal strength we continue to have through continued steady enrollments and our ability to weather through the negative affects of the pandemic this past couple of years. They also felt more comfortable with raising our outlook given the improved financial strength of the State. Our credit rating is strongly influenced by the credit rating of the State of Illinois, so we benefit when the State does better financially. Having a credit rating with a positive outlook helps our ability to borrow funds in a much more attractive interest rate, either from local banks or in the public markets. This should help us as we look to finance the new Athletics indoor practice facility, our new Nursing simulation lab building, as well as potential future projects on the table, such as new housing and an Engineering facility.

The second item I'd like to address this evening is the opportunity to personally thank our employees within our facilities and grounds team for their dedication and tremendous efforts during the multiple snow and ice storm events that hit our campus during the month of February. To help offer some context surrounding the monumental task they faced, here are some statistics. With the first storm that started on February 2, where we were closed for two straight days, our campus received approximately 13 inches of snow in roughly a 24–36-hour timeframe. The team had as many as 26 individuals working on snow removal alone, including full time staff, extra help staff, and student employees. They collectively worked approximately 1300 hours on snow removal alone. They used 125 tons of salt and 1,000 gallons of salt brine. For this part, I've never seen this happen before, but over 310 semi dump truck loads of snow were actually hauled away from this campus. The second storm that came only two weeks later, where we were closed again, received about 10 inches of snow, and the team worked well over 850 hours during that time frame. Then finally, just a week ago on February 24, the team also had to address a very dangerous ice storm that hit our campus, adding about a quarter inch sheet of ice. The team put in some 400 hours putting down salt and brine mix to ensure safe walking conditions. So, I'm very thankful for all these team members who were asked to brave the harsh weather conditions both day and night to help keep our campus safe for everyone. I have Associate Vice President Mike Gebeke here with me tonight to help address any questions you may have as well as offering the insights into lessons learned so we can help continue to keep our campus safe during our most severe winter months.

Senator Spranger: I know that there was a demonstration at the last Board of Trustees meeting, I was just wondering if there as anything concrete discussions about moving forward, is there anything happening with that?

Senator Stephens: Yes. We've got a team that is dedicated in our Human Resources area that's continuing to work with the union. They're very much valued on this campus, and we continue to offer our perspective on reasonable rate increases, and we'll continue to actively work with them, and, hopefully, we'll be able to find an acceptable set of terms and conditions that benefit them as well as the University very soon.

***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.)***

- ***Mathematics: Data Science and Computational Mathematics Sequence***

Motion by Senator Cline, seconded by Senator Garrahy, to approve the Consent Agenda item. The motion was unanimously approved.

***Action Items:***

***From Faculty Affairs Committee:***

***01.20.22.04 Policy 3.2.3 Academic Notice of Appointments Current Copy***

***01.20.22.05 Policy 3.2.3 Academic Notice of Appointments Mark Up***

***01.20.22.06 Policy 3.2.3 Academic Notice of Appointments Clean Copy***

Motion by Senator Nikolaou, on behalf of the Faculty Affairs Committee, to approve policy 3.2.3 Academic Notice of Appointments. The motion was unanimously approved.

***From Planning and Finance:***

***01.20.22.09 Policy 7.1.10 Fundraising Current Copy***

***02.24.22.01 Policy 7.1.10 Fundraising Mark Up***

***02.18.22.18 Policy 7.1.10 Fundraising CLEAN COPY***

Senator Vogel: I have one additional friendly amendment to the version that you have in front of you. On the top of the second page of the clean copy, there is an extra 'the' in the fourth line which will be removed.

Motion by Senator Vogel, on behalf of the Planning and finance Committee, to approve policy 7.1.10 Fundraising, as amended. The motion was unanimously approved.

***Information/Action Item:***

***From Faculty Affairs Committee:***

***01.20.22.01 Policy 3.2.8 Sabbatical Leave Current Copy***

***02.25.22.02 Policy 3.2.8 Sabbatical Leave Mark Up***

***02.25.22.01 Policy 3.2.8 Sabbatical Leave Clean Copy***

Senator Horst: We saw this at the last meeting, but because of some technical difficulties, the Executive Committee felt it appropriate to present the Sabbatical policy again as an Information Item and then take a motion from the floor to make it an Action Item.

Senator Nikolaou: So, there are three changes. The first one is the editorial change that Senator Bonnell made, to just say Milner faculty, which is already incorporated in the mark up. It is on page three of the mark up, Sabbatical Length of Leave B.2. So, it says for Milner faculty, instead of for Milner library faculty.

The other change is Senator Lucey recommended in the section where it reads Sabbatical Proposals and Approvals, in the first paragraph to add something about the process. So, to move part of what was included in the first paragraph in the Overview in that section. In

the Faculty Affairs Committee, we came up with a paragraph which pretty much clarifies the process.

Senator Horst: I'm sorry, this is new language for Sabbatical Proposals and Approvals? The first paragraph?

Senator Nikolaou: Yes, the first paragraph. And even though it is pretty similar, I'm going to add it to Teams, the Academic Senate folder if anyone would like to look at it as I'm reading the actual wording. The idea is because it's Sabbatical Proposals and Approvals. The current version only says that you need to complete this form, and then that it needs to move to the appropriate dean or chairperson or unit supervisor. And then it just lists what the proposal is going to contain. So, now the idea is that now we are going to say a bit more about the process and that's the language that we added. This language actually comes heavily from the report that we submit every year to the Board of Trustees where we list all the proposals. So, it is an adjustment of that paragraph before we list the sabbaticals. So, the first sentence is exactly the same. So, "A complete proposal for sabbatical leave shall be submitted with a Leave of Absence Request [PERS 917](#) form to the appropriate Chairperson/School Director or appropriate unit supervisor no later than September 15 of the academic year preceding the leave." That's what we already have in the policy. Now we are going to add, "Each application shall be evaluated by the DFSC/SFSC based on the benefit which will accrue to the full-time tenure-line faculty member's professional development and to the University. The Chairperson/School Director or appropriate unit supervisor will forward all applications and recommendations to the Dean in priority order. The appropriate college committee will review all submitted applications and make recommendations to the Dean. The Dean will submit their recommendations to the Provost in priority order. The Provost will review applications as ranked by the Deans. The President grants final approval following review and recommendations by the Provost." And then we have what is already in the policy, "The proposal shall contain the following:". Partly why we added this language is also because Senator Otto is going to express some of the comments that she had, partly because one of the concerns is that the current version the policy doesn't say anything about if all applications are going to be moved to the higher level or if it is that if my department received 5 applications and they said no I reject 3, they could send only the two applications. So, now we say that all applications and recommendations they will forward even if the department does not grant them. And then similarly that the dean will also forward this information to the Provost, so that the Provost also has information about the lower grant proposals. So, that is the rationale for the addition. Again, if you want me to read it again, I can, I've also added it, as I've mentioned, on the Teams site, Academic Senate, General.

Senator Horst: Are there any questions? (Pause) Do you have any other changes you would like to announce?

Senator Nikolaou: Yes. So, this is one, and we have one more. Let me also post in on Teams. This is going to be on page two under item c. Item c you'll remember we were talking about an exception to the timetable where we allowed that the sabbatical leave may be deferred for a year if requested for the convenience of the University. Now we are going to add



another item (and I added it on Teams again). So, the rationale was that there may be other circumstances that we cannot foresee that they may interfere with the sabbatical. There can be a referral that it's going to be initiated by a faculty member. For example, the more recent case that we actually were talking about in our committee was that what if someone was supposed to be going to Ukraine for their sabbatical, and now because of this unforeseen circumstance they cannot go? Now we say that this person, this faculty member, can defer their sabbatical for one year and then they are not going to be penalized in terms of starting the period when they are going to get the sabbatical. The language is going to be pretty similar to what we already have in item b, apart from the first sentence that I'm going to read, because it talks about it in different cases. And it reads, "In rare circumstances, a full-time tenure-line faculty member who has been awarded a sabbatical may request to defer for one year an awarded sabbatical leave on grounds of unforeseen, documentable circumstances beyond the faculty's control (e.g., FMLA, disruptions that endanger the safety and well-being of the faculty member at the approved sabbatical site, political strife, natural disaster, cancelation of contracted arrangements with an external agency necessary for the successful completion of the sabbatical). If the sabbatical deferral request is approved, the full-time tenure-line faculty member shall be eligible to apply for another sabbatical leave six academic years from the completion date of the originally requested sabbatical leave. Such sabbatical leave deferral requests shall be endorsed by the Chairperson/School Director or appropriate unit supervisor (after consultation with the Department/School or appropriate unit), and the Dean. The Provost must approve in writing and confirm agreements for deferral of sabbatical leaves due to unforeseen circumstances." So, that is going to appear as a new item d, between the previous exception and the argument that talks about the chairperson and school directors are eligible to apply for sabbatical.

Senator Horst: Okay. Are there any questions? Let's start with the newly proposed red language that we just heard.

Senator Cline: Just a tiny scrivener's error, cancellation should have two ls in the American English spelling.

Senator Horst: I have a question. In the COVID situation, could potentially everybody who had a sabbatical defer it? Is that what this is implying?

Senator Nikolaou: We have it in there as rare circumstances. So, if I had a sabbatical that I was going to complete on campus, then it wouldn't fall under any of these categories that we give as examples.

Senator Horst: But that would be circumstances beyond the faculty's control. A worldwide pandemic.

Senator Nikolaou: Yeah. For that one, we also include that it has to be approved by the chairperson, the dean, and the provost. But if that's the case, then we might have to talk with the Provost and see what will happen. And that's why we say this is going to be in more rare circumstances. And we were thinking that if, let's say, Senator Cline was

supposed to go to Italy, and because of COVID she cannot now go to Italy; this is going to be a circumstance that she couldn't do anything about. But if I had a sabbatical during the same time period, during COVID, I could still be able to accomplish the purpose of the sabbatical. So, we wanted to provide some more flexibility if there is something that's beyond our control, instead of just saying that there is no option.

Provost Tarhule: I wanted to make you aware of two possible implications as you discuss this policy. The first is that we have a fixed number of sabbaticals that we can approve in any given year. So, it's a percentage of the tenure track faculty members. We can't exceed that number. So, what can happen is let's say we award 50 sabbaticals, if somebody can't take it after they're awarded and they defer it to next year, what may happen is in that current year we have fewer sabbaticals. So, let's say we have 49 or 48. But next year if we were then to award 50 because this one carried over from the previous year, we now have fewer sabbaticals the previous year and we bump off somebody in that subsequent year. Because if we were going to get 50, now we take one from the previous year, there's one person who is not going to get it. So, just be aware of that implication as you discuss the policy.

The second is I'm not sure the reason for saying all application should be forwarded even if the department ranks them very low. Again, the outcome of all of that is it makes the Provost be the bad guy, to say no. Right. Because everything is forwarded from the department, the deans. So, the department chair can say, "Yeah, we forwarded your request." I can't turn over to the President and say, "Yeah, you decide." She'd probably kick me on the backside. Right. So, I have to be able to decide and say these are the ones that we are approving. So, it has the effect of painting a target on the Provost, which is one of many additional targets. So, I wanted you to think about that as you have your discussions.

Senator Horst: Provost Tarhule, could you give us any indication as to how many sabbaticals were postponed due to COVID? Or Dr. Trites. Two. Just two. So, that was a possibility? Alright.

Senator Otto: Senator Nikolaou, and the Faculty Affairs Committee, I really appreciate the extra work that you've done since we saw this last, because I think part of what you've been able to foreground is one of the big diversity and equity issues that has been in this policy, and that is this problem of people feeling like they are sort of a shadow process going on that happens at the department and at the college level. In that, the Provost doesn't really get to see the full range of proposals, because this is a competitive process and it's important, we acknowledge that. So, I really appreciate that change of language.

I have another aspect of the phenomenon that I would like to talk through that I'd like the committee to consider, and my constituents have brought this up. I'm just going to read this through a little bit. We talked a little bit about this in the Executive Committee meeting. There are some faculty members who are not applying for sabbatical despite becoming eligible. And it's not because the University has asked them to delay as you've included language in the policy now, but they're putting off application for sabbatical leave because of other things pressing on them from the institution. They're not being asked, but they feel

they cannot take sabbatical. Provost Tarhule has been really interested in this phenomenon and he has kindly agreed to research this. This is particularly true we know of woman faculty, but this phenomenon also applies a lot of times to folks in the Health Sciences who might run labs, for example. And I've seen this repeatedly myself, is that some folks, especially those deeply engaged in academic mothering, those who work with doctoral students on dissertation committees, and those who are in departments that the university has not staffed, or poorly resourced, so they're severely understaffed, are pressuring themselves or allowing students to pressure faculty to not apply for sabbatical. So, the current iteration of this policy really doesn't account for that. And this is, as we know, a problem in a lot of different ways. It's a path to surefire burnout for faculty. And this has a direct bearing on the faculty members who put off sabbatical on their ability to go up for full, to be competitive for endowed chairs or apply for University Professor. I think if we disaggregate the data by gender and race, this is going to tell this tale. In fact, this phenomenon is very well theorized and documented in the literature in higher education, the late and great Dr. Kelly Ward, among those, and her colleagues who theorized and evidence the mommy track. I know there are a lot of people, in the College of Ed in particular, who feel like we can do better, particularly for faculty members of color who have enormous burden and self-imposed responsibility to mother and make a home for ISU's many students of color. And this is particularly in light of Provost Tarhule's very exciting announcement tonight, we already know this is an issue. So, it's our hope that this will go back to committee for revisions based on these concerns. So, that is one thing I'd like to share.

And the other is, I wanted to ask the committee if they could please give a little overview on the floor of the research that the group did on other comparable institutions including how those institutions calculate eligibility, how they calculate once a faculty member is tenured and promoted, and in what specific ways have other institutions shown flexibility such as counting service toward sabbatical leave, or counting service in units or in incremental ways so that there is a little bit of flexibility, and that's, in particular, for the exact folks that I'm talking about, with this previous phenomenon.

Senator Horst: So, Senator Otto, I'm going to propose that we take the first issue first, and then we can move to research with other institutions. Provost Tarhule, do you have any comment on the phenomenon that Senator Otto just described? How it could be enacted in this policy or other ways it could be treated?

Provost Tarhule: It's an interesting nuance. As Senator Otto says, there is no restriction to these people for taking a sabbatical. There's nothing in the current practice stopping people from taking a sabbatical. If people were to take a one semester sabbatical, they get their full pay during that time. So, what I have proposed is I'd like to figure out why and how many people are in this group. This was not something I was familiar with before, but I did offer, I believe I asked Roberta and Yojanna in my office to look into this and to figure out how frequent is this occurring, and is it an educational process? Do we just educate the people? Because we've given all the opportunities and the resources to take a sabbatical, but if people still don't take it for other reasons, what is that frequency and what are those other reasons that we don't know? So, my sense is we need to get more of that information and

understand the problem better before I'm in a position to suggest or maybe begin the process of trying to figure out how we might be able to.

Senator Nikolaou: So, during our committee, actually, we talked about all of these issues. And we agreed that we do want to have more information about if this is happening, if it is in specific colleges only, if it is more disbursed throughout the University. And partly, that's why we also made the change in the language when we said all recommendations should be forwarded to the dean and then to the provost, because that way we can see all the applications that happen and not only a subset of the applications. So, that might help with having actual data just from the process itself. So, even though we agree with the essence of the comment, as a committee we thought that we don't right now have the data to actually add something in the policy to address it. We thought that we should gather the data first, and then based on the data that we find, then we can revise the policy in the next round.

Senator Horst: Yes. So, I would propose that the Provost's staff, and the Provost, when you complete this report, please submit it to the Senate and the Executive Committee, and then we can consider whether or not we want to continue revising this policy at a later time after we have that report. Does that sound acceptable, Senator Otto?

Senator Otto: Yes, it does.

Senator Pancrazio: I wanted to give a bit of history on the discussion of this policy. I believe it began in 2015. Part of the initiating process was that we were looking at a consistent problem that was going on in Milner Library because of the specific load. We had faculty in Milner Library that had not been able to take a sabbatical in over ten years. They are still waiting for a response. That was the initial discussion. So, I think it's a great idea, we had a concrete problem and we addressed it, and they are still waiting for the results of some discussion. So, I hope that any further discussion doesn't impede a decision on the faculty, because they have been waiting for seven years, we addressed those issues very early on. I certainly think that we would come up with a very clear idea of what the problem is and how to address it a motion to revisit following that report would be the appropriate way to do it, because I'm reluctant that after almost seven years Milner should have that opportunity to begin looking at the option that we've provided to them.

Senator Horst: Thank you, Senator Pancrazio for that. Now, I will turn to Senator Nikolaou regarding the second part of the question, research you did on other institutions on eligibility.

Senator Nikolaou: Sure. So, we went to the PRPA website, and we looked at 14 PRPA comparative institutions. We found that nine of these institutions have the seven-year eligibility. Three of these institutions have a five-year eligibility. Two of them have a much more complex structure. And the more complex structure is where they have, to give you an example, it depends on if the sabbatical leave is going to be on campus or off campus, and then they say, for example, if you have four semesters for two years, then you can only get a one semester sabbatical for .44 of your salary. And then if you have five semesters then you get .56 of the salary, and then so on. Then, for example, eight semesters nine

semesters, ten semesters, that's only when you are eligible to choose between a one semester or a two-semester sabbatical. So, that's a much more complicated structure and both of the institutions are from the UC (University of California) system, Riverside and Santa Cruz. So, that is in terms of eligibility.

The other part of the question was how we calculate eligibility once someone is tenured. Based on the policies, there was no distinction based on if you are probationary or if you are a tenured faculty member. The only statement that was in the policies is that if you are probationary faculty then you can apply, but award of the sabbatical is going to be conditional on being awarded tenure. And then some of the policies for tenured faculty, they were saying that you would need to be careful if you are close to retirement because when you are going to retire, it may affect the years that you can claim towards the retirement. But for eligibility there was not distinction between the two groups. Was there another part, Senator Otto?

Senator Otto: Did you all discuss a more incremental system of earning credit towards sabbatical? Was that shown in other institutions? And what was the discussion around that in committee?

Senator Nikolaou: Those incremental ways that you mentioned, it was only from these two institutions (Riverside and Santa Cruz) that they have an incremental system. So, we did talk about that, but we didn't see, at least in the current state of our university, a need for a much more complicated structure.

Senator Jordan: A quick question regarding all the applications submitted to a department going to the college. Those would all go ranked and then when they got to the college, they would all be ranked in relation to the rest of the college applications, and all those ranked applications would go to the Provost? I just want to make sure that's the implication.

Senator Nikolaou: Yes. So, each department is going to send their priority order to the dean. And then the CFSC is going to rank the applications they have within their college in priority order, so that way the Provost, for example, if we have to allocate, let's say ten, and we go based on the priority order, you can have them, but then you can also see other applications that took place. Again, that is in order to be able to gather the data and actually have them document it.

Senator Jordan: Thank you.

Senator Horst: I would say it's unusual to have this much discussion on an item and then move it to Action. But we did list it as Information/Action, so I'm not sure if there's anything. Senator Otto?

Senator Otto: I do think there are less complicated ways of putting together a more incremental way of earning credit. And I'd really personally like to see that looked into more. I'll also say, and I don't totally know the rules of Senate so I'm putting it out there too, I feel like too many changes have been made to this policy for us not to see a clean edit

before we make it an Action Item. So, I would like this to be put on as an Action Item next meeting, rather than voting.

Senator Horst: I was suggesting that as well, but I was putting it up to the group, if there was a motion, because it is listed on the agenda that way.

Senator Samuel: Can I ask a question under Information still?

Senator Horst: Yes.

Senator Samuel: I just had a quick question to clarify. Under Sabbatical Leave and Length of Leave Compensation, section B2 where it's talking about Milner faculty, the way I was reading it is if they have a twelve-month appointment, they get six months of pay, but a three month appointment is three months of pay, and I didn't see that pattern anywhere else. So, I was wondering if it was an error or if that's how it works over in Milner? I'm on the clean copy and it's at the top of page three.

Senator Nikolaou: That is the language that was given to us for Milner.

Senator Pancrazio: Specifically, that was the relationship with Milner because Milner faculty are on a twelve-month contract. So, it was asked by Senator Mainieri, I believe, about two years ago on the floor that they wanted to have something that match up with the type of contract that they have. So, we made that, we had a specific problem and addressed it. So, yes, you remember correctly.

Senator Horst: Do you need to check the policy through Dean Long?

Senator Nikolaou: The policy has gone through Legal, Human Resources, and AVP Trites.

Senator Samuel: I just wanted to make sure it was intentional.

Senator Nikolaou: Yeah. That was intentional. It's gone through Legal, Human Resources, and AVP Trites. That's not something we changed.

Senator Pancrazio: For information, Milner would be able to do a six, three, or they could take an entire year and get half pay. That was the best we could come up with according to the contract they have. Regular faculty are on a nine-month salary.

Motion by Senator Pancrazio, seconded by Senator Cline, to move to Action Item.

Senator Otto: I feel like there are too many changes and too many things in play for us to move this to an Action Item tonight. I think we need to see a clean copy. And then also give the Provost and Dr. Trites a little bit of time, you know, because we have Spring Break in there, to learn a little more about the data that the committee and constituents are interested in seeing.

Senator Nikolaou: I just wanted to make a clarification about the data. So, when we talked in the committee today, we did support the data, but we didn't think that we are going to have enough time to gather the data in order to make changes in the policy in this iteration. That once we have the data and approve or not approve the current version of the policy, when it goes through the next review, then we can make adjustments to the policy. I just want to clarify that part.

The motion was approved, with one nay.

Motion by Senator Nikolaou, on behalf of the Faculty Affairs Committee, to approve 3.2.8 Sabbatical Leave as amended. The motion was approved, with one nay.

***Academic Affairs Committee: Senator Cline***

[Senator Cline: In our March 2, 2022, meeting, the Academic Affairs Committee completed our review of Policy 2.1.21 Undergraduate Academic Standing, Probation, and Reinstatement. We also completed our review of the Code of Student Conduct cases external report and thanks the University Hearing Panel and University Appeals Board for their effort in supplying it.]

***Administrative Affairs and Budget Committee: Senator Smudde***

[Senator Smudde: The AABC, in its March 2, 2022, meeting, had a guest presentation by Mike Gebeke, associate VP of facility management, planning & operation; and Amy Hurd, Associate VP for Undergraduate Education, about revising Policies 6.1.3 and 6.2.3. Mike will send recommended changes for Policy 6.1.3. No changes are needed for Policy 6.2.3. The committee also discussed the status of the academic calendar, the writing of the AIF report, and the data for the surveys about the president's performance.]

***Faculty Affairs Committee: Senator Nikolaou***

[Senator Nikolaou: The Faculty Affairs Committee met this evening. The Committee discussed language to be added to the Sabbatical Policy to address feedback we received from two senators since the last Academic Senate meeting on February 16, 2022.]

***Planning and Finance Committee: Senator Vogel***

[Senator Vogel: The Planning and Finance Committee met today and concluded our discussion of Policies 1.14 Sustainability and 9.6 Student Computer Ownership. We will be forwarding our suggested changes to the Executive committee. We also continued our discussion of policy 3.4.7 Employment for Teaching Purposes of Administrative/Professional Personnel.]

***Rules Committee: Senator Stewart***

[Senator Stewart: We did meet tonight. Roberta Trites gave a presentation on policy 1.19 Protection of Minors to Rules, with Alicia Lage assisting. We used the rest of our time continuing the discussion of the College of Education bylaws revisions.]

***Communications:*** None

**Adjournment or Hard Stop at 8:30**

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

	Senate
Name	Attendance
Avogo, Winfred	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 - EXCUSED	0
Holland, Dan (rep Marx, David)	1
Hollywood, Mary	1
Horst, Martha	1
Johnson, Levester *	1
Kinzy, Terri *	1
Lahiri, Somnath	1
Landfair, Lawrence	1
Lucey, Tom	0
McLauchlan, Craig *	1
McNab, Maddie	1
Meyers, Adena	1
Midha, Vishal	1
Miller, Chloe	1
Monk, Eduardo	1
Nahm, Kee-Yoon - EXCUSED	0
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	1
Restis, William	1
Samhan, Bahae	1
Samuel, Isabel	1
Schmeiser, Benjamin	1
Seeman, Scott	1
Small, Maddy	0
Smudde, Pete	1
Spranger, Avery	1
Stephens, Daniel *	1
Stewart, Todd	1
Swiech, Livi	0
Tarhule, Aondover *	1
Torry, Mike	1
Toth, Dylan - EXCUSED	0
Valentin, Rick	1
Villalobos, Rodrigo	1
Vogel, Laura	1
Williams, Jake	1
Miller, Jean (dean rep) *	1
Jordan, Scott (chair rep) *	1
VACANT - 1 CAS SS Faculty	0
VACANT - 1 CAST Faculty	0
VACANT - 1 Faculty Associate	0
VACANT - 1 Student Senator	0
<b>QUORUM (VOTING) (28) (*=NV)</b>	<b>44</b>