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Academic Senate Minutes

Academic Senate

8-31-2022

Senate Meeting, August 31, 2022

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Academic Senate Meeting Minutes
Wednesday, August 31, 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.

Approval of the Academic Senate minutes of April 20, 2022, and May 4, 2022.

Motion by Senator Duffy, seconded by Senator Cline, to approve the minutes. The motion was unanimously approved.

Chairperson's Remarks

Senator Horst: Good evening and welcome again, everyone. I want to thank President Kinzy, once again, for inviting all of us over to her house for a special reception for the Academic Senate. I think this is a great tradition that demonstrates the collegiality between students, faculty, staff, and the administration here at Illinois State.

Tonight, I'd like to ask all of you to help us recruit people to serve on shared governance committees. Right now, there are several positions open on committees across the university, and the numbers on several important committees are getting quite thin. Over the summer, two faculty senators resigned – David Marx, who represented CAS for over ten years; and Laura Vogel, who, in her first year on the senate last year, dove right in and ended up chairing the Planning and Finance Committee. We wish them well. They both made significant contributions to their college and the University. But now, their seats remain open, and we need new faculty from CAS to serve. In addition to these two faculty senate vacancies, we still have a faculty senate seat open for the College of Business, and another faculty senate seat open for the College of Education. We are also missing a faculty associate representative and a graduate student representative. There are supposed to be 31 elected faculty representatives on the Senate, but we are now down to 26. I do believe that the full senate will make quorum; but because of our current definition of quorum, and because of way that the faculty are distributed on the internal committees, some internal committees may have difficulty functioning. Faculty Affairs, you have 6 voting members; quorum is currently based on the number of total seats, not the number of people currently serving on the committee. So, quorum for a meeting for you is 5 members. So, stay healthy! There are 4 faculty vacancies on the University Review Committee, out of 9 seats total. They are the nice people who brought us the ASPT document last year. Again, the URC may not be able to meet and forward us ASPT revisions if just one voting member is absent. I know that some faculty senators are breathing a sigh of relief at that news ... But, we do have some important clean-up to do on the ASPT document this fall, and the URC must take the lead on that work. Even the Board of Trustees has trouble making quorum this summer. This week, we discovered that last year the Reinstatement Committee tried

to hold 8 meetings. Of those 8 meetings, they made quorum for only 3 of them. So, that means that students who wanted to be reinstated to the University could not because not enough people showed up to the meeting or volunteered for the committee. Vice President Chassy of the Student Government Association just informed me that there are 27 vacant student seats on Academic Senate external committees. We have a lot of holes to fill, people.

So, I implore you to talk with your colleagues about volunteering. As senators, you cannot serve on many of our external committees, but your friends can. Students, one of the most powerful committees in the University – the Academic Planning Committee – has a vacancy for a graduate student and a vacancy for an undergraduate student right now. On this committee, you get to determine if programs are in good standing. You get to tell department chairs that they have to rework their planning documents because they don't meet the standards set by the committee. You learn about how programs from across the University are operating. Your vote on programs goes to the Senate and then straight to the Board and IBHE. There are 2 student vacancies and one CAS-Humanities faculty vacancy on the Council on General Education. This committee will be reviewing the proposed General Education revisions this year. You would be one of 18 people who would directly vote on accepting or rejecting this major curriculum initiative. We expanded the Textbook Affordability Committee last year – increasing the student members from 3 to 4 and increasing the faculty members from 3 to 4. Yet, we currently have only 2 students on this committee. We can create all kinds of elaborate representation on committees for stakeholders, but it is pointless unless people are willing to serve.

I know that I am preaching to the choir. Everyone in this room is what I would call a “service junkie....” Everyone in this room is completely overbooked. I am asking everyone in this room to please talk with your constituents about volunteering for a shared governance committee. Students, please have them contact Grant Chassy with the Student Government Association. Cera and I have been emailing the Deans almost daily asking for additional faculty volunteers. I think they sort of dread seeing Cera's email address pop up now. Faculty, please help us out; tell your constituents that there are still University level service opportunities available. Have them email acsenate@ilstu.edu and/or their Dean directly and say that they are interested in picking up some University level service.

The shared governance structure here at Illinois State University is incredibly powerful. I went to a national meeting with other faculty senate chairs this summer in Texas. I started describing our internal and external committee structure, and our senate, and our memorandum of understanding, and everyone was just floored. More than a couple of chairs from other institutions were taking notes, and then more than a couple were taking pictures of those notes. But, when we have all these seats at the table, so to speak, but no one is in them, that is not power. If you set an elaborate banquet table with 20 chairs, but only two people show, that is not a fancy banquet; that is a pathetic dinner party. Our shared governance system is only meaningful if people participate in it. So, please ... reach out to your constituents and try to interest them in participating.

Student Body President's Remarks

Senator Walsh: Hello, everyone. I hope you are having a great beginning to the school year. Thank you again to President Kinzy for having us all at your home for that lovely reception.

I have personally enjoyed my summer very much as I got to get to know many of you that sit around me in our introductory meetings. As much as I have enjoyed my summer, it is nice getting back to be with you all. I've very much enjoyed getting to see so many students out and about enjoying their time in this extremely warm weather. The student body has thoroughly enjoyed the vast amount of Welcome Week events and the current Festival ISU events. SGA has been and will be able to meet many of our constituents through all these events and students are excited to be back in person ready to get involved.

The Student Government Association has recently had some exciting additions and plans put into place. Recently, a new secretary position centered around the needs of non-traditional students has been created under the lead of Senator Alex Duffy. Through speaking to differing non-traditional students I have come to learn that they may experience a differing group of issues compared to what traditional students experience. Having a position tailored specifically to the needs of this certain demographic of students, I believe, will allow us to highlight and quickly resolve any issues that these students face.

Additionally, the Student Government Association passed a resolution that was centered around urging Illinois State University to consider the addition of textbook costs. Throughout the summer, I met with Chief Technology Officer Charles Edamala, and we discussed student interest in and usage of online textbooks, to see if they are cheaper, more accessible, and overall better for the student experience. This piece of legislation urges the University, but more specifically Chief Technology Officer Edamala, to pursue this with his team. I look forward to assisting in this process and learning about what he discovers.

Yesterday afternoon a crime advisory was released detailing some terrible crimes that took place here on campus. I had the opportunity to speak to the Chief of ISU Police Aaron Woodruff, and we were discussing ways we can work together to ensure that every student on campus feels safe and knows of the resources that are provided to assist them should, God forbid, any issue arise.

Finally, I read a similar note to the Student Government Association at our first meeting, but I would like to read the same here at the Academic Senate. On May 19, 2022, the Student Government Association's 2021-2022 Chief of Staff Andrew Fulcer passed away. Andrew was extremely dedicated to the Student Government Association and to his fraternity Sigma Pi. As his friend of almost three years, he could be seen as genuinely selfless, and a natural leader. He was very grateful for Illinois State University, and I know that Illinois State University was grateful for him. I offer my thoughts and prayers to his family and friends at this time. Thank you.

Senator Horst: I want to offer my condolences to the Student Government Association. I also want to mention that we have a Textbook Affordability Committee, so you could forward that resolution, I think they'd really appreciate it.

Senator Walsh: Of course. Thank you.

Administrators' Remarks:

- ***President Terri Goss Kinzy***

President Kinzy: Hello, everyone and welcome back. I think that we have all felt the great energy that Festival ISU has brought to campus this week. The Quad is alive. Seeing the opportunities that our students have, and also our opportunities to engage with students, faculty, and staff, I have loved walking around every day. Don't forget we have one more day tomorrow. But I still learn this year about all of the opportunities that are out there. I learned about a new genetics RSO that just started. So much happening on campus. I want to thank our Dean of Students office, our students, and the many campus partners that coordinate such a wonderful event to really help everyone start the school year completely engaged.

I've asked Senators Tarhule and Johnson to give updates in enrollment and housing, because I'm sure you are all very anxiously awaiting those numbers, at least an initial update. But I actually want to talk about compliance a little bit tonight. We have a couple really important things to talk about. First, I'd like to recognize Jeff Lange Director of Equal Opportunity and Access, Title IX Coordinator, and ADA Coordinator who's leaving Illinois State University for a new opportunity near his family. I want to personally thank Jeff for more than 10 years of service to Illinois State University and say how much I've enjoyed working with him. So, thank you very much, Jeff (he's with us here tonight), for everything you've done to help our community here be as compliant as we possibly can be. So, when someone leaves, we're sad, but I'm actually happy to say that this has become a new opportunity for us to welcome Assistant Director and Deputy ADA Coordinator Débora Piovezan Barbosa Avelino, who will now serve as our interim Director of OEEOA, Title IX Coordinator, and ADA Coordinator. We are very excited to have her join the team in leading this very important office. She's got a great deal of experience, and, as I've been told by Jeff who has incredible confidence in her, is a top notice investigator. So, Débora, welcome to the office, and welcome to your new role at the University. Congratulations.

So, one of the things that Jeff has been working on with Rob Blemler and other members of our community is a really important announcement of a new ISU compliance hotline. ISU is contracted with NAVEX for a program called EthicsPoint -- comprehensive and confidential reporting tool that enables employees and management to work together to address fraud, abuse, and misconduct in the workplace, while cultivating a positive work environment. EthicsPoint enables employees to file concerns via telephone or internet but provides this confidentially with an anonymous reporting option. EthicsPoint then provides the University with the ability to communicate anonymously after the initial concern has been sent in anonymously. So, what this new system will do, it will give us a truly anonymous system for reporting concerns at the University. While we have confidence in the confidentiality of our teams, that we understand that members of our community need a very safe way to express concerns. When someone goes to follow a report, employees can choose the following report types, and I'm going to read these to you so you understand the level of collaboration that's gone into this effort at Illinois State: Academic Affairs, Athletics, Equal Opportunity and Access, Ethics, Financial and Accounting

matters, Human Resources, Information Security, Research and Sponsored Programs, Research, Ethics, and Compliance, Risk Management, Student Affairs, University Police Misconduct, and, of course, "Other" for something that doesn't fit those categories. In other words, this has been a great university-wide collaboration to enhance our compliance program.

Now, our University Ethics Office and the Office of Equal Opportunity and Access will administer EthicsPoints and will coordinate with all of these administrative units on campus to review the concerns filed. I want to thank Jeff and Rob Blemler, the Director of Internal Audit, for leading passionately this effort to make sure that we provide the best possible service to people that have concerns in our University community. So, the system will go live in September with a soft launch, so we won't be putting all the PR out, but we'll be starting to get the systems up and everything else. Additional information and significant promotion of this EthicsPoint opportunity will be shared with campus in October and November. I truly hope that this helps people feel that they are able to express their concerns in a confidential way and I guarantee you that I will personally be testing the system myself once it comes on.

With that, I'd also like to give a short mention about what's going on with COVID-19. Thank you all for your concerns. Yes, I had COVID-19, but I was fully vaccinated, had been boosted twice, was testing out of an abundance of caution because I had been at an event where there was a significant number of people that ended up with COVID. I felt great. I got so much work done because I got to work from home and was doing things through Zoom. But it's important that we all remain very diligent. Our campus continues to monitor the updated guidance that comes from the Centers for Disease Control. We have new ways in which we do isolations; we're no longer quarantining people that have been exposed, but they will be wearing masks, and this has proven to be very effective mechanisms. We will continue to communicate with the campus community anything that we learn. We're carefully monitoring the status in McLean County, which is fortunately still low. We also still continue to stress the importance of being vaccinated and boosted and helping any member of our community that wants access to this incredibly important preventative measure for especially mitigating your symptoms, and any outcomes that could be very significantly life threatening from COVID-19.

The other thing that we are monitoring now is MPX, the new pox virus. As you may know, we are in regular contact with the McLean County Health Department over COVID. We're also in contact with them about this new pox virus, and at this time there is one known case in McLean County. We have no indication that it's related to anything at the University. It is important to also know that unlike the virus that causes COVID-19, this MPX virus is rare and does not spread easily between people without close physical contact. People who do not have symptoms cannot spread the virus to others. With that said, we will be providing additional information, what I've been told are called "Toilet Talks," -- information in our restrooms when you have some time to read, so we can help to educate our community. Think about it, this is great. It is important for people not to have fear and to have the information that they need. Our Student Health Services are always here to support our students. There's information available on the Student Health Services website regarding

MPX as well as the CDC and the Illinois Department of Health websites. I believe this week there's another webinar from the Department of Health to make sure we're all updated about this.

I do want to say for those of you who were able to join Scott and I at the University Residence for the reception at the beginning of the year, we really appreciate the opportunity to spend time with you. The residence is yours as well as ours. It's a great way to kick off the year. We had a request next year, Senator Horst, to have this meeting in the yard because it was so beautiful (the mics might be tricky). But we look forward to opportunities like this to get together to get to know you during the year, and I look forward to an amazing year ahead. Thank you very much.

- ***Provost Aondover Tarhule***

Provost Tarhule: I too want to begin by echoing what the President said about just how exciting it is to see so many students on campus in the Quad. Even though this is my third year, this is really the first year that is normal, and I just can't believe the excitement, the energy, and the enthusiasm. So, I'm very delighted by what I see and I'm extremely happy for our students. I wish all of us a very great and successful semester.

The President asked that I give you some updates about enrollments. I will preface this by saying we typically don't have enrollment numbers until tenth day, so after tenth day enrollments statistics are calculated, that's when we get the official numbers. So, what I'm giving you today is a provisional, but these are the numbers that we have. As of this morning, we have 20,725 students registered. 18,100 undergraduates. 2,600 graduate students. We'll probably experience a little bit of melt. That's normal. So, we might end up somewhere in the 20,600, maybe 270,700. But those are the numbers that we have. So, that takes us back to about what the student population was just before the pandemic. But the largest growth is in terms of the first time in college students. So, we have about 3,975, almost 4,000 first-time-in-college students. This is the largest first-time-in-college students that we've had at this university in the last 35 years. Lots of kudos to Jana Albrecht and her team, and all the folks in Enrollment Management and Admissions, and all of you in your departments, and the various roles that you play that's yielded us these numbers. Thank you for the great work that you do. This is very exciting.

The class is not just very large; it's also academically very talented. Average GPA is 3.62, but amazingly about 1,000 of these FTIC students have a GPA of 4.0 or higher. That's about 25%. So, this is amazing. The class will also likely, again provisionally at this point, but it looks like the class is going to be our most racially diverse ever. About 35% of students being racially diverse. So, a great class overall, and at the graduate level we've added 200 additional international graduate students on campus.

Finally, it looks like our retention is going to remain strong. It will probably come in about 80%, which is a very, very good number. So, great news all around. And again, congratulations to Jana's team, but also to everybody who's worked so hard to produce those numbers.

Earlier this month many of us in Cabinet, led by the President, went down to Springfield because we signed a new agreement with Memorial to run an additional educational site down in Springfield. I think this is the first time that ISU is running a degree program off-campus. So, it's a very exciting initiative between the Mennonite College and Memorial Hospital. It will help us to address the critical need for nursing shortages, all of us note what that need is. And we also historically have had tremendous number of very highly qualified nursing applicants that we'd not been able to admit previously. So, this new site will help us to increase our ability to offer additional nursing education in Springfield, and Memorial will be supporting us at that location financially for the next ten years. So, great news for Nursing. Great news for ISU. Great News for Memorial. And I think great news for Central Illinois overall.

COACHE update. COACHE is a Collaborative and Academic areas in Higher Education. We advertised this quite a bit last year, and many of you took us up and participated in that survey. ISU had the highest number of respondents of all the universities that took that survey this year. So, it's a pretty amazing feat. We got those results about two weeks ago, so we're still trying to figure out how to analyze it. I know Deneca Avant in my office is working with IT to create a website to put the data on it. They are just about ready to go, but they want to make sure that the data will be accessible to everybody, including people who have vision or any kinds of challenges. So, they are trying to figure out how to make that happen. I hope that we will be able to do that soon. The data will go up on the website as soon as IT figures that out. And then I think she plans to create a number of working groups, and she'll be reaching out to you and initiating all of you to participate in those groups so we can collaboratively analyze the feedback that we got from that survey and try to articulate our responses and strategies.

We also had a staff survey, if you recall. The President has asked each vice-president to identify areas of priorities that they are going to be working on from the results of those staff surveys. Those results are due to her about now I believe, and as soon as they are compiled, we will be announcing the actions that will be taken in response to that survey.

Engineering. So, just before the semester ended, last semester, we created a search committee for the Dean of the College of Engineering. We also created a number of other committees to create the academic curriculum. So, those committees have been working throughout the summer. I think we expect to go out with the job description for the dean of the College of Engineering in about a week's time. Our goal is to conduct the first round of interviews in November and on-campus interviews in December. We'd like to see if we'd be able to have the new founding Dean of the College of Engineering here on campus by spring of next year, if that's possible. Typically, when we create these search committees, I announce the leads to the campus; but because we did it just as the semester came to an end, I realize I haven't done that. I'll look for an appropriate opportunity to do so. Maybe we'll put that on the website.

We will also be running three searches in my office this year. Last year we ran two searches that were inconclusive. I understand how disappointing that is for everyone, for the candidates, myself, and many of you who took part in those searches. But we will run those

again this year, and I'd like to announce right up front that if we end up... I'm going to make a decision one way or another when we do the searches again. I think we've given it every opportunity for candidates. So, once we run it again, I will make a decision at the end of the search. So, those are the announcements that I have this evening. Thank you.

Senator Holmes: My question is if we continue to grow at this rate, we're definitely going to need an increased amount of on-campus resources like dining centers and stuff like that. We're already seeing extremely long lines at all of the retail centers here in the Bone. Are there any plans, if we continue to see large classes like this, to increase resources for the larger classes in the future at Illinois State University?

Provost Tarhule: I think Senator Johnson will speak to housing and maybe services on campus. What I will say is that it's important to put these numbers in context. President Patrick Walsh and I went through ten years of numbers. We lost enrollment during the pandemic. We are getting back to normal. So, we are really not growing at this point, not yet. If you look at the enrollment numbers in the last ten years, there were several years where we were much larger than we are now. So, we are not growing yet. If there are issues going on in services, I don't think they're really necessarily related to the fact that we are growing any larger than we have been. If you compared to the last year or two, which were pandemic years, this is good because we are essentially just rebounding. But yes, I think longer term we have tremendous amount of conversation and discussions between my office and Senator Johnson's office. We look very closely to what the numbers are. We use a lot of predictive analytics even before we make these decisions. So, back in May when we decided to stop taking deposits, there were lots of people around the table in the President's conference room, with the President, analyzing how many students we thought we could potentially yield and how many we could accommodate by the services. That was a decision that led us to stop taking deposits. So, yes, we're never going to let this dance take us by surprise. We try to look ahead as much as we can, and as much as possible we'll make sure that we provide for those services.

Senator Horst: Just to do a quick follow up, and this might be a Senator Johnson question, but last year we talked about a lot of staffing shortages. Are those still ongoing? Could that be the source of the long lines?

Senator Johnson: Yeah. I'd say it's a combination of things. But to the Provost's point, again, the numbers aren't necessarily that much larger in that sense; we're just getting back up to normal numbers. What happens every year is that we have new students, which I believe you are one, who they have not gotten used to "you don't all have to go to lunch at noon." Okay. You really don't. So, that tends to spread out then as people start getting the culture of the campus and start figuring out there are actually other times that you can take your meals, since we have continual dining and things of that nature. So, that will over time spread out a little bit. That being said though, we had a tremendous turn out for our first ever in a long time hiring fair for students. Great turn out. I think it was about 700+ students who turned out for that and signed up. But we are still short staffed. So, if you know students who need a wonderful leadership opportunity, student work opportunities on campus is a great opportunity. But we expect that we're going to continue to hire more

folks so that we can open up more facilities like Starbucks over at the Rec Center. You know L.J. loves his Starbucks, and there's an extremely long line, and, guess what, you students love it too. So, we have more and more students who love their Starbucks, the lines getting longer over at the Bone, but we're going to open up the facility at the Rec Center as soon as we can hire some additional folks. So, that does play into it. But things need to spread out a little bit over time, and that will happen with the campus culture, and students figuring out what's a good time in order to grab a meal.

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

Senator Johnson: Welcome back. Yes, indeed there is a great deal of excitement on campus, and we're excited, too, to have our students back in full effect. And speaking of full effect, Festival ISU has been in full effect for the last two days. We have one more day to go. I think it's governmental agencies and organization. So, looking forward to seeing what type of unique swag SGA has this year in order to create long lines tomorrow. But I encourage you all to see the energy on the Quad, and we're hoping for another great day of great weather.

I want to provide more of an update on our University housing area. I think it pairs very well with the enrollment numbers. But I want to start off by thanking all of you for all the support and assistance and literally physical wherewithal in order to assist us in moving and checking in our new students and our returning students into our residential environments. We had about 287 faculty, staff, students, administration, student athlete Curb Birds who assisted in the move in process over a series of days, and I would be remiss if I did not also thank our cracker jack University housing services staff, under the leadership of Stacey Mwilambwe (who's actually here with us today) in moving those students in, and once again creating a very effective, efficient, and smooth process; we received many compliments from students and parents during that process.

For some hard numbers, we currently have 5,990 students living on campus. To provide a little bit of context for you, back in 2019 we had 6,206 students living within our resident halls. As you know, our residential facilities are designed to be somewhat flexible in times of higher need or lower need, as far as demand is concerned. This year we started out with about 20 students we had in some type of temporary housing within our residential environments. To date, we are down to about 7 students who are in temporary housing. Of those students, none of those students are first year students. All the students who went into temporary housing were upper-class students who were really desiring to stay on campus. We did prioritize our new students and make sure their experience was going to be a good one starting off at the institution. So, we feel good about our housing numbers. They're very solid. They're doing a lot of great programming within our residential environments, and we're looking forward to a great year. But it doesn't stop there. We're monitoring enrollment moving forward, and we do have a team of folks meeting on a regular basis, coming up with strategies as to what are we going to do for next year, and the next three years, as a matter of fact, in order to make sure we have sufficient housing for our students and appropriate housing for our students until we get our new housing facility built. So, we're very excited about that. I think we're going to have some great plans in place. But we will not fall short, as far as supporting our students on campus.

Finally, there's still an opportunity for you to step up and volunteer to support our students within our residential environment. The call is out for our signature House Calls program, which will be conducted September 19- 22. This is an opportunity for us to check in and connect with our residential students and see how they're doing socially, academically, and personally, to check on their wellbeing after the first couple of weeks of classes. We literally go door to door and ask them how they're doing academically, are they involved, are they engaged on campus, is the heat working okay. But we want to make sure that they're being taken care of and any issues that they raise we try to follow up with, make sure that they are going to be okay and that they are going to be successful. You can sign up online. The deadline is September 12. We encourage you to do that.

Senator Blair: I was just wondering if there's any particular area where there are hiring shortages or is it just sort of a general issue?

Senator Johnson: As relates and we're connecting this directly to dining, the dining areas is one of the significant areas where we are short student workers. So, that's critical area. Again, we'll probably do some additional call outs and try to see if we can get additional students to sign up for some of our positions within EMDH, our dining centers and things of that nature. But that's a critical area where we could use some help.

Senator Rardin: While we are on the topic of student filled positions, I'm just curious if the University has explored any concept of increasing wages to keep up with inflation and also the fact that wages are increasing across the board in similar positions in the community. I noticed recently Taco Bell is offering \$15.00 an hour now, and I think it is very possible that our student worker shortage is because they could go get a job at Taco Bell for more than they would be making here. So, has there been any thoughts on that?

Senator Johnson: Yeah. Actually, we have literally raised the student wage I believe twice within the last year here in order to make sure that we are addressing that need as well. I think one of the bigger concerns is that we have students not really recognizing or knowing what opportunities exist. I have alumni who have friends who are going here who have reached out to me personally who have said, "Hey, is there information on student work positions or student positions on campus?" They're thinking back to their day where we had a lot of Work Study positions and the only way you could get a job on campus was Work Study. So, there are a number of myths that we have to break down. We've got to do a better job of getting information out there about the positions that are available, and I don't believe that everyone needs or wants to or has to be a barista at Starbucks. I think there are some great jobs here on campus within our academic departments, our administrative offices, and so forth that students just don't know about.

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

Senator Stephens: I, too, am excited for this fall term and that we're back on campus again. It's great to see the energy and the students walking around with their families here. So, I'm very much looking forward to a great academic year.

This evening I only want to touch on a couple of policy updates that our Human Resources team worked on this summer. Associate Vice President Janice Bonneville is here to give us a brief summary on those key topics that her and her team worked on this summer.

- ***Policy updates by Janice Bonneville***

AVP Bonneville: For what it's worth, there are currently 85 student jobs open on the HR website; so if anybody's looking for work on campus, those jobs are out there.

A couple of updates for policies that happened either over the summer or just as we were ending the spring term that I wanted to give some updates on.

3.1.5 is the Holiday policy. The governor codified Juneteenth last year for everybody but the public universities in the State of Illinois. So, this year they chose to codify that for us. If you paid attention, we had Juneteenth for faculty and staff this year on Friday rather than on Monday, which was the day that the state celebrated because the Governor didn't sign the law until the week of Juneteenth. But moving forward, we'll celebrate Juneteenth on campus and for the summer schedule consistent with all other holidays so that a Sunday holiday falls on a Monday and a Saturday holiday falls on a Friday.

3.1.49 and 3.1.51 are the COVID leave policies. Those are still in effect. 3.1.49 is the general leave policy for anyone who misses work and has a job that has a payable benefit. More importantly for the large number of students in the room, 3.1.51 is the policy that gives you paid leave if you get sick with COVID and you are vaccinated. The term "fully vaccinated" still only includes the base two shots; it does not include the booster shots. But for anyone that's fully vaccinated that misses time at work on campus, as long as we have proof of the positive test—so if you take an at home test please take a picture of it—and proof of your vaccination, then you get paid time for any time that you would ordinarily have worked but missed because of a positive test for COVID. That obviously applies to faculty and staff as well, but faculty and staff are covered by both policies while students are only covered by 3.1.51. Those policies remain in effect until the governor releases his gubernatorial proclamation on COVID. Right now, that's set to expire September 18, but it's only good every thirty days. So, if you were to go out to the governor's executive orders and proclamations page, you'd see month after month after month of those proclamations being extended. We don't know when this one will stop, but we do know it's good until the third week of September. We will advise this body if that changes, and those policies become rescinded.

The last couple of policies are just information because you may see some changes in what you see for staffing on campus in the fall now that you've returned. We did updates to 3.4.12 and 3.6.25, which are flexible work schedules for staff. And we also did updates to 3.1.31, which are remote work schedules for staff. So, we have expanded the opportunity with the agreement of and support of the administration to allow staff who are in positions that would allow it to have flexible work schedules, either flexible hours—to put it simply, even though we work 37.5 hours, something like four tens rather than a straight five day work week. Or to have some remote work opportunities to work anywhere from one to five days remotely depending on the job that the staff member performs. So, those are all in

place as well, and I think they have been received well and are moving forward. So, those are the updates I have for this evening.

Senator Holmes: I'm curious, how many student employees does ISU have in total? Like even a ballpark?

Senator Stephens: I believe it's somewhere between 5,000-6,000 when we're in full force. Some of our reports over the last few years have been in that range.

Senator Horst: I have a question for AVP Bonneville. The University Calendar that we did last year, did that include a Friday holiday that we'll have to change?

AVP Bonneville: No. Juneteenth this year will be on a Monday. The day lines up with the day of the week, so we have the Monday off this next summer. We had a significant number of years before we ran into the problem again in the event the law wasn't passed. So, Juneteenth this year will be celebrated on Monday June 17th.

Senator Horst: We did the tenure calendar last year and the Academic Calendar incorporated Juneteenth into the schedule. So, do we have to redo that?

AVP Bonneville: I do not think we do, but I would have to check on that because that's outside of my wheelhouse. So, I will double check with those in charge of the Academic Calendar and suggest adjustments if those need to be made.

Action Item:

Confirmation: Council for Teacher Education Chairperson appointment (Provost Tarhule)

The Council for Teacher Education bylaws that were passed in 2019 removed the Senate confirmation of the CTE chairperson. We will forward this to the CTE for their approval.

Information/Action Items: (Legislative Changes from Legal and Registrar)

08.11.22.01 PA 102-0998 - Student Debt Assistance Act

08.11.22.04 Policy 2.1.14 Withdrawal Current Copy

08.24.22.01 Policy 2.1.14 Withdrawal Policy Mark Up

08.24.22.02 Policy 2.1.14 Withdrawal Policy Clean Copy

Senator Horst: This relates to Public Act 102-0998 which was passed in Springfield on May 27, 2022. In section 20 of the Act, it says, "Beginning with the 2022-2023 school year, every institution of higher education must have a policy instituting a financial or physical hardship withdrawal process." Because of this act, there are two policies that need to be updated: 2.1.14 Withdrawal and 2.1.23 Transcripts. This is coming directly from the Executive Committee to the body, and not an internal committee, because of the urgency of implementation.

I'm going to begin with 2.1.14. Alice Maginnis of the Office of General Council, Stacey Ramsey the interim University Registrar, and Christy West a representative from Student

Accounts, and I worked on this policy. It was reviewed by the Executive Committee who decided to send it directly to the floor.

Going through the changes, under Withdrawal from a Course or Courses there's an addition of a hyperlink on the word website. On the next page there was an editorial change, shifting the word reasonably over in the sentence. "A student should consult the Office of the University Registrar Service Center," was changed to "Students Account Office." There were some editorial changes to capitalize O in Office. Page 3, adding the word University before Registrar Service Center. Then we get to the significant amount of text that's being added. This is coming straight from the Public Act in Section 20: "In the event a student needs to withdraw due to a financial or physical hardship, the University will work to limit debt owed by the student and assist the student if and when they choose to re-enroll. Types of hardship include but are not limited to: serious injury or illness; chronic illness; a medical issue of a family member in which the student has to become a part-time or full-time caretaker; a mental health condition; a sudden or consistent lack of transportation issue; and a significant cost of living increase. More information about the withdrawal process is available through the Office of the University Registrar." Again, that text is essentially coming from the act. In the other sentence, "Other university offices will likely need to be contacted by the student regarding the withdrawal. The Withdrawal Checklist on the Office of the University Registrar website includes more information about the withdrawal process..." I do want to point out that "Withdrawal Checklist" will be a hyperlink and it will link directly to the Withdrawal Checklist, which is on the University Registrar's website. There's another editorial change deleting "to students who." The Student Conduct and Community Responsibilities (SCCR) was updated with the correct name of the committee. At the end, some URLs were added. This is in information. Are there any questions?

Senator Midha: (inaudible)

Senator Horst: This policy was passed by Senate in February. So, the changes that we're passing this evening are only because of the Act. You can certainly bring forward some additional comments, however I would suggest those comments would go through the regular Senate process of going through an internal committee.

Senator Midha: (inaudible) "University will work to limit debt owed by the student," so what is the definition of limit?

Ms. West: We have a schedule of how much the charges go down as students withdraw. It is based on the date of their withdrawal. There's also that calculation on the financial aid side based on the student's last day of attendance. We've tried to match them as close as we can to limit the amount the student may owe. The calculation for financial aid is daily but the calculation for the student account charges are four tiers. So, we've tried to make it so it reduces their charges as much as we can.

Senator Midha: (inaudible) usual Withdrawal policy and withdrawal because of the financial hardships.

Ms. West: It's the same policy for both.

Senator Webber: My suggestion would be if a student is a victim of a crime. I know that sounds weird but sometimes there are students who, for whatever reason, lose their home, they lose their ability to go to class anymore because they're basically experiencing PTSD, they're not thinking clearly, and they're not making rational decisions about what they're supposed to be doing. Right. So, in that case, a lot of the changes proposed here kind of assume that a person knows what's wrong and is responding to it in a responsible way. I think there are a lot of cases that I know where students just kind of zone out because they're experiencing post-traumatic stress from something. So, I suggest we talk about that.

Senator Horst: I do note that it says, "Types of hardship include but are not limited to:" so is this something that could be included?

Dr. Ramsey: We have to put the types that the Act directly says that we have to address, but it does say types that "are not limited to" because we have so many reasons that students withdraw, one of them being that. I would say that if we had to list all the reasons that student withdraw, this would be ten pages long. I think the "not limited to" would cover that type of circumstance, and we certainly work with students all the time who have very extenuating circumstance that fall outside these that are covered by regular withdrawal. We are just trying to identify the words that we need to identify because we were told we had to have it as part of the Act.

Senator Horst: Could you specify who would make a decision about whether or not the debt would be limited?

Dr. Ramsey: The Student Accounts Office typically works on reducing the debt based upon the date of withdrawal. We supply them with the date of withdrawal, and then there is a process. If a student feels that they need to backdate the withdrawal, there's a process on our website where they can request to do so, and that is reviewed by our office and, if needed, the Provost's area to make exceptions for backdating those. And then we work with Student Accounts to make that happen. Those are usually some very unique and compelling circumstances; but again, there's always a route and always a way for us to be able to review unique and compelling circumstances.

Senator Webber: I guess I might just push it a little bit further because I think the "not limited to:" is not language that students experiencing stress are going to say, "that might cover me, I'm going to go in there." Right. They're going to read that list and say that's not me.

Dr. Ramsey: You can withdrawal for any reason at any time. Really, this is kind of being too specific. We really would prefer not to put that in there, but our hands are kind of tied due to the Act. But students can withdrawal for any reason. They don't even need to justify it if they withdrawal before a certain date; they can just withdrawal in their MY account. So, we felt we were being most flexible; but the Act is making us address these certain things, and

directly saying that we were limiting that. Even though we were already doing that, technically, in practice, we have to address it within our Withdrawal policy.

Senator Horst: Because you are raising it in a formal way on the floor, we can certainly forward this comment directly to the Academic Affairs Committee who is charged with this policy. And we can vet it in a more formal longer process, with the Office of General Council and the committee as well. Are there any further comments?

Senator Holmes: Is this Act actually changing anything with the withdrawal process that the Student Accounts office is currently doing? Is it going to change in any way, because it sounds like it's staying the same?

Dr. Ramsey: No. It's staying the same.

Motion by Senator Pancrazio, seconded by Senator Garrahy, to move to action item. The motion was unanimously approved.

The proposed revisions to policy 2.1.14 Withdrawal were unanimously approved.

08.11.22.05 Policy 2.1.23 Transcript Current Copy

08.24.22.03 Policy 2.1.23 Transcript Mark Up

08.24.22.04 Policy 2.1.23 Transcript Clean Copy

Senator Horst: Again, there is material in the Act that you have in front of you that says "Withholding of official transcripts at institution of higher education must provide an official transcript of a current or former student to its current or potential employer, even if the current or former student owe debt."

To go to the changes, the word "official" is used to clarify that we're talking about official transcripts. My understanding is that unofficial transcripts are quite easy to obtain for students, and they're not part of an official request process. The Office of University Registrar is spelled out. And then there is a new sentence, "Generally, if a hold exists, the transcript will not be released, except if a student is requesting a transcript be released to a current or prospective employer." So, there is just now one condition that they are requesting it be released to -- a current or prospective employer. And that matches the act.

This is to address the sentence in the Act: "The institute of higher education must provide an official transcript of a current or former student to a current or potential employer, even if the current or former student owes a debt." Are there any questions about these changes?

Senator Nikolaou: Just to clarify, the sentence you just read is different from the one that we have.

Senator Horst: That's correct. I clarified with Legal that there are not two conditions. This says that it has to be a financial hold, but the sentence that it read in the Act just says "

even if a student owes debt.” The Act says, “must provide an official transcript of a current or former student...” so that is what they must do.

Senator Blair: So, just to clarify, if you do have an administrative hold, you would still hand it out if it was for an employer?

Senator Horst: Yes. That’s why we clarified it.

Motion by Senator Nikolaou, seconded by Senator Blair, to move policy 2.1.23 Transcript to action item. The motion was unanimously approved.

Policy 2.1.23 Transcripts was unanimously approved as amended.

Information Items:

From Academic Affairs Committee:

04.07.22.17 Policy 4.1.2 Course Proposals For Undergraduate and Graduate Courses_Current Copy

04.07.22.18 Policy 4.1.2 Course Proposals for Undergraduate and Graduate Courses Mark Up

04.07.22.02 Policy 4.1.2 Course Proposals for Undergraduate and Graduate Courses_Clean Copy

Senator Cline: Policy 4.1.2 was brought to our committee because if you look at the original copy, you’ll see that the title was Course Proposals for Undergraduate and Graduate Courses, yet graduate courses were not in any way discussed in the actual policy. So, it related only to the undergraduate process. Our committee was asked to revise this policy in order to either change the name or change the content. The proposed text that you see was essentially guided by our representative from the University Curriculum Committee. We are open to suggestions. The intention was to lay out the intention more clearly the actual process, not simply to just include graduate, but to lay out the actual process as it is now.

Senator Horst: I note that the original form of the policy it had a sentence, “all proposals for creation, revision, or deletion or curriculum,” etc. “will go through the college and University Curriculum Committees comment, “and in some instances by the Academic Senate.” But this one just says, “and the Academic Senate.” And with the word curriculum, that could imply a lot of things might go through us that we don’t necessarily typically review. I was wondering if you would consider inserting the same phrase, “and in some instances the Academic Senate,” just to clarify that not everything goes through us.

Senator Cline: Absolutely.

From Faculty Affairs Committee:

04.07.22.14 Policy 3.2.12 Ombudsperson Current Copy

04.25.22.22 Policy 3.2.12 Ombudsperson Mark Up

04.25.22.21 Policy 3.2.12 Ombudsperson Clean Copy

Ombudsperson Council Report 2019

Ombudsperson Council Report 2020

Ombudsperson Council Report 2021

Senator Nikolaou: Throughout, you will see, we did some clean-up of the language. Right now, the policy was referring to only faculty issues. But if you look at the Ombudsperson reports that were included in the packet, some of the issues also involve staff. So, we added in the policy that it's going to be for faculty and staff. Also, one of the members of the Council is a staff. Then we moved the definition about Ombudsperson Council and Ombudsperson at the beginning the policy, because it is referenced later on. We clarified the title of the SCCR.

Now, the main changes are under the membership section. We specified that the faculty members are going to be full time tenured members, and that the staff member is also a full-time staff member. We added exceptions as to who cannot serve in the Ombudsperson Council, which is going to be members of the AFEGC, and current Senators based on feedback we got from Senator Horst. We have that, "Chairs/School Directors, Assistant/Associate Department Chairs/School Directors, Deans, Assistant/Associate Deans, General Counsel, Associate University Counsel, and Assistant/Associate Vice Presidents shall not be eligible for appointment to the Ombudsperson Council." I'm looking at the mark-up. At the bottom of page two to the beginning of page three, it gives more details about what the process is for selecting faculty members. For the faculty members, we are going to have the Faculty Caucus endorse them and then we are going to send a list of endorsed individuals to the Provost, and then the Provost is going to select the Ombudsperson Council. Similarly, if there is a vacancy, the Provost will be able to use this endorsed list in order to fill the vacancy.

Then the next big paragraph on page three is the mirror image, but when we are talking about staff. Because the staff member can be either an A/P or a CS staff member, we specified that the A/P Council is going to endorse any A/P members who are interested, the CS Council is going to endorse if there are any CS members who are interested. The names are going to be forwarded to the Provost, but because the A/P and the CS members may not be under Academic Affairs, we also say that we are going to seek the support the VPs from the other areas. But because we need to have one person who eventually is going to make the decision, we hope that the Provost is going to make the final decision in consultation with the other vice president. We clarified that these are three-year appointments, and they can be renewed for two consecutive terms. There was a question about what happens if someone is on a sabbatical leave or if someone is off campus. If someone is on sabbatical leave, or if they are on any other type of leave for more than three months, then they will have vacated their position and then the replacement is going to be selected based on the process that we just described.

Then there was an item where it said that the faculty members get one course release per academic year. We specified that it is a three-credit course per academic year. Before there was nothing mentioned about the staff, and keep in mind that we have two faculty and one staff member. In the committee we were saying, "Okay, let's find something similar that can apply to the staff member." So, we said, "Let's do one eighth of their pay." We talked with HR, and they told us that's not how it works with staff members. So, then we decided to do something in terms of release time. HR told us that's not how it works with staff members.

The sentence that you see, “Staff members of the Council shall consult with their unit supervisors for appropriate modifications to perform duties under the Ombudsperson Council.” This is after we went back and forth with Human Resources, because they told us that pretty much in the past, we had several staff members who serve on different councils, and we always have whoever their supervisor is to give them accommodations for attending these meetings. Thank you to Senator Cline for forwarding several of these questions.

Then we specified if needed, if you have a big load of work then the number of the Ombudspersons can be enlarged if they need to, but we are going to maintain the 2:1 faculty ratio. And then we clarified that eventually the policy is going to go through the Academic Senate, not the Faculty Affairs Committee.

Under Independence on page six, we add item d. where we say, “if some members become ineligible,” and that’s partly if we have a faculty member moves to an A/P position or an A/P moves to a CS and we need to keep the ratio, then what is going to be the process? They are going to be removed either when the member notifies or the Ombudsperson notifies, or the Academic Senate office notifies.

Item e. clarifies what is going to be the process for removing an Ombudsperson because of neglect, misconduct, or ineffectiveness. And we clarified that it could come from the Provost or it can come from the majority of the Ombudsperson Council, but we need to have—if we are talking about the faculty—that the Faculty Caucus is going to rescind for that specific individual. And similarly, the A/P or the CS Council, they will have to rescind their endorsement for that specific individual. The last thing you see is about egregious issues, that came directly from Legal.

Under 2.3, the sentence at the bottom of page seven, that came from Legal. The change under 2.6 came from Legal. Under 3.6 on page 10, where we added, “consistent with University record retention requirements,” that came from Legal. Everything else is editorial type of changes.

One other change Senator Horst sent us on August 22. Based on the Whistleblower policy, Legal recommends that under 1.2.b, we just change the language. Right now, it says, “The Ombudsperson shall be protected from retaliation by any person who may be the subject of a complaint or inquiry.” They proposed to change the language, “In accordance with the university Whistleblower policy 1.15, a member of the ISU community who believes that they are the subject of retaliation or reprisal should contact the appropriate office as designated in the Whistleblower policy.” That will replace 1.2.b on page six. Whoever is in the Faculty Affairs Committee can just replace that.

Senator Horst: Before we start, could you just explain what the Ombudsperson does?

Senator Nikolaou: The Ombudsperson is a council of three neutral individuals who are trying to resolve conflicts that may exist between faculty or between faculty and staff. They are only there to support the individuals. They are not going to take any official action. It is

confidential. One of the changes that was added, again from Legal, it was “unless required by the law.” That’s pretty much in a nutshell. Then, depending on what the recommendation by the Ombudsperson Council, then faculty may decide that they want to go further and do an AFEGC case. Senator Noel-Elkins would know more since she has served in the council.

Senator Noel-Elkins: I would simply emphasize the neutral part. Even if the members of the Ombuds Council are contacted by one person, their role is not to side with that one person who made the contact with them, but to simply serve as a mediator between the two parties, should it get to that point. Or to offer advice confidentially to the one person who may have contacted them. What tends to happen, unfortunately, is very often the Ombuds Council is contacted at the last stage of a conflict between two parties, and really the Ombuds Council should be contacted at the beginning stage of a conflict so that a process can potentially happen, and resolution could occur before any type of formal grievance or formal complaint.

Senator Nikolaou: I should add that the policy has gone through Legal, Human Resources, the A/P Council, the CS Council, and VP Trites last year. So, everyone has seen it, given comment, reviewed it, and said it was ready for the floor.

Senator Smudde: I was just wondering if the concept of release time, which is a colloquial term that we use to refer to reassigned time, or a time reassignment could be put in those more official terms. That might resolve part of the problem you had with the A/P and the CS staff in trying to refer to release time as that’s not a concept that’s germane to them, but it’s one that’s used among faculty. But if we say time reassignment or reassigned time, that might be more appropriate. I’m just wondering.

Senator Nikolaou: Are you talking about specifically the A/P and the CS member? Because we did talk about release time and HR is telling us that’s not how it works with staff members. And when we were talking, even the last sentence that we added, they advised not adding anything about staff members.

Senator Smudde: Even for faculty, if we refer to it as time reassignment, I think that’s more appropriate language than release time, which is, like I said, rather colloquial or something we say amongst ourselves.

Senator Horst: Provost Tarhule, do you agree with that? That is should be reassigned time for faculty? Yes. Okay.

Senator Noel-Elkins: I consulted with the A/P Council again prior to this coming up as an agenda item again, and the A/P Council still does have concerns about that statement. For many A/P staff or civil service staff, this is above and beyond their regular duties, and in some cases there’s no other person in an office to perform those duties. Think of a sole academic advisor in a department, there’s no other academic advisor in that department who can take on the other duties. So, I think, while I understand, I think A/P Council understands some of the obstacles in the way. A/P Council—I don’t know about Civil

Service Council—still believes that this is not a realistic reflection of how the Ombuds work can be performed above and beyond their job duties; and there likely won't be adjustments to their job responsibilities as a result, which is significantly different than the two faculty members who serve on the council. And some of the Ombuds Council cases are long. They can take a lot of time.

Senator Horst: Senator Nikolaou, could you talk about the logic of giving a faculty a release time for this position?

Senator Nikolaou: This is not something that we added. That was existing in the policy. We did ask then VP Trites if she remembered how it came to be. But she only remembered that it was there from the beginning.

Senator Horst: I was at the meeting it happened with Provost Everts supplied it. I was here. The Ombudsperson policy was formed in 2012, so it's been about 10 years now. And we have documentation on the hours. I think I was seeing something like 30+ hours per year. What's the logic for giving a faculty who's doing 30+ hours on a service release time as compared to a Faculty Caucus Exec member, who would probably do more than that?

Senator Nikolaou: When we were talking in our committee, we did agree with that point; that's why we wanted to keep it in the policy so that we can talk about it on the floor. And if we think it should not be there, then it can come as a recommendation to be removed. So, when you refer to the hours, for example, if we look at 2018-2019-2020-2021 the number of hours based on the reports, they were 11 hours per member. 11 hours per year in 2018. 26 in 2019. 41 in 2020. And 38 in 2021. So, on average it was approximately 30 hours per year, per faculty and staff member. Then, I did go, and said, "Okay, let me just go and check what other universities do." It is all over the place. Some universities actually have a designated position that they hire someone, and it is their full time Ombudsperson Council member That's, for example, UNC Greensboro, Clemson, and UC Santa Cruz. These were universities that are rated as comparators to us. And then some of them, they have an Ombudsperson Council, but they are more student focused, it's not faculty and staff. That's Miami University and Ball State University. Then, Bowling Green State explicitly has only one administrative staff professional designed. Indiana State University, it's not a comparator but I looked at it, and they say the faculty have either a course load reduction or a stipend as an alternative. And then Idaho State University says a 20% release with equivalent to a three-credit course release. But again, there is by no means consistency across the universities. It seems that each university is doing it differently. And to go back to your question, we just wanted to keep it in the policy, because we wanted to see what the Senate thinks. And if we think that this is not appropriate because there are other committees that require a similar amount of time, and there is no return to serving on these committees, and we think that it should be removed, we can do it as a Senate.

Senator Cline: So, I suppose a suggestion or possible avenue, I think the course release is understandable in the sense that sometimes there's a tremendous load and it's hard to predict, I think, with these cases. You might consider the possibility that additional pay instead of a course release so long as it's even. Staff do get additional pay. I'm not sure,

maybe some point of clarification there. But rather than a course release, perhaps additional pay per semester that is even across the staff and the faculty might be a suitable substitution and the Provost won't hate that because that costs less. I think the fairness across the three members is important; because if the staff person is uncompensated, that sets a sense of imbalance in the council. The council is supposed to be a place of equal airing for both faculty and staff when there are conflicts. So, I think anything that we can do to create a level playing field amongst those three would be good. That's a suggestion or an idea.

Senator Nikolaou: So, we did talk about the extra pay. And actually, as a committee, it didn't seem like we were in favor, in general, of having extra pay. That opens the case, well, we're serving in all these different committees are we going to get extra pay for all these other committees. So, I think we were at the point where if we think we should remove it for faculty, since the staff member doesn't get anything. If that's the desire of the Senate, then we are fine. But saying, instead of doing a course release to add extra pay, it might create problems with all the other committees. So, for example, I'm going to use the Senate. Why, for example, we are not getting extra pay when we are doing this?

Senator Cline: Yeah. But we are also not getting a course release. Right. So, I think it's an apples to oranges comparison for the current practice. My suggestion on the floor is that whatever happens happens for all three of the members of that council. And I think the value of the work that they do and their need to remain neutral and to do this complicated and emotional work is something that's significant, and we should foster their independence and their work. I would say that there is an uneven situation across the campus in general for heavy service loads. Right. Although some of us are still working other assignments in addition to Senate, and for some people it's sacrosanct, if you're on Senate you get no other assignments. So, it's already uneven. We can't affect that in this one policy. To kind of foster that work, I think something additional is important, however, that is manifest it should be even.

Senator Nikolaou: Okay. Whoever is the next Faculty Affairs chair, that should be one of the things to talk about. Oh. Another question that came from Senator Cline was about an off-campus Senator. So, in the policy, there is nothing precluding someone who is off campus, but they are still working for the university. They are not on any leave; they can still be on the Ombudsperson Council. Yeah.

Senator Horst: I noted that some of the Ombuds people were doing service in the summer when faculty aren't on contract. Did you consider having optional summer pay if there is a case?

Senator Nikolaou: Actually, that's the case when we started talking about the extra pay, and we said that, as a committee, we were not in favor of recommending extra pay. For other universities that I saw, actually they restricted for faculty; some of them say they are in the Ombudsperson Council for the period when they are under the regular nine-month contract, and then the summer cases, if there are any summer cases, they were for the full

time administrative or CS individuals. But some of these universities had a council of ten to fifteen individuals who were just spreading the caseload.

Senator Mainieri: I wonder, as you talked about these changes obviously carrying over from the original version in the policy, is the 2:1 ratio, faculty to staff, and thinking about this as a council that is fully serving both, I wonder if there was any conversation about having equal representation to faculty, to staff?

Senator Nikolaou: You mean to change the number in general?

Senator Mainieri: Correct.

Senator Nikolaou: So, the policy says that if we have a heavier load, then at any point the Senate can change the number of the Ombudspersons.

Senator Horst: But she's talking about the ratio. Right?

Senator Mainieri: Yeah. I'm talking about the ratio and what it kind of represents, right, an imbalance in the council. And then also thinking about alternative ways to compensate this emotional and technical work, if there were permanently one more member spreading that work out, perhaps talking about a stipend or additional pay situation, could be a realistic even flow if there's more hands handling this work spreading it across the members.

Senator Horst: Senator Noel-Elkins, can you make a general comment about the number of faculty cases versus staff cases that the council deals with?

Senator Noel-Elkins: I was going back to the previous reports to see if I could refresh my memory. My recollection is that it's pretty evenly split. I think what I have experienced occasionally is that some of the faculty members who were bringing concerns to the council were advised not to speak with me because I'm not a faculty member, so the load went sometimes to the faculty members. But I think it was pretty evenly split between faculty and staff concerns. It's a little bit combined, because sometimes the concern was staff and faculty, that of the two parties, one was a staff, and one was a faculty member.

Senator Horst: Thank you.

Senator Nikolaou: And that one we don't know from the reports because it's not always saying that that's the cases that involve only faculty, only staff, or a combination. So, unless you have someone on the inside who has done it, we wouldn't be able to know the specifics about the cases, and we shouldn't.

Senator Horst: I have a question about the procedure for the pool of candidates. You say "Candidates not eligible for open seats in any particular year will be presented to the Faculty Caucus during the next vote for which they are eligible." So, you're saying that the Senate office has to hold on to the nomination and present it in the next year? I would say that's a burden on the Senate office to keep track of who was eligible, and then contact

them again. I would propose that they'll be invited to submit their names once they become eligible, just because it's this sort of bookkeeping that drives Cera crazy. So, I'm just suggesting that.

We're about out of time, but it sounds like the Faculty Affairs Committee this year has a lot to think about. Thank you, Senator Nikolaou, for presenting this and the Executive Committee will talk about whether or not we think this should move forward next time.

Consent Agenda: None.

Announcement of Chairperson and Secretary elected for Internal Committees:

- ***Academic Affairs Committee:*** Chairperson is Senator Lea Cline. Secretary is undecided.
- ***Administrative Affairs and Budget Committee:*** Chairperson is Senator Dimitrios Nikolaou. Secretary is Deb Garrahy.
- ***Faculty Affairs Committee:*** Chairperson is Senator Pete Smudde. Secretary is Braxton Myers.
- ***Planning and Finance Committee:*** Chairperson is Rick Valentin. Secretary is undecided.
- ***Rules Committee:*** Chairperson is Senator Craig Blum. Co-Secretaries will be Senators Zoe Smith and Nate Rardin.

Communications

Senator Noel-Elkins: I just want to make an announcement about my outside job work and that is as the Community Engagement Chair for the School Street Food Pantry. There are several colleges this fall and Milner that will be doing food drives. The food pantry has seen, as is not surprising, an increase of students with students coming back to campus. The pantry shelves are a little bit bare right now. Individual donations are welcome. And please, if your college is choosing to do a food drive, please support it because our students are very grateful when they come on those Fridays for food distribution.

Senator Blum: I want to let the Senate know that Jim Thompson, a former chair of Special Education, is gravely ill and near the end of life. He contracted a rare disease. Beyond that, I wanted people to know how important Jim was to the Special Education department. He led the department. He hired me and that was very important in my life in coming to ISU. He was an avid scholar. Extremely productive. An excellent teacher. I think maybe he served on the Senate once. He was a doctoral coordinator. A full professor. He retired from ISU and worked as a senior scientist at Kansas University, which is a very prestigious roll for Special Education and a leading institute. He had worked on the support's intensity scale, which is a scale that devises support, particularly those for intellectual disabilities. He was a great friend to many, many people in Special Education. People from our department have been going to visit him. But whether you knew him or not, I think you would have liked him. It's very unfortunate when something like this happens. He was a Redbird. He went to school here. And he was always a great support for students. So, keep him in your

thoughts and be grateful that we have great colleagues and great students because it's very special.

Adjournment- Hard Stop 8:45 p.m.

Motion by Senator McHale, seconded by Senator Miller, to adjourn. The motion was unanimously approved.



ILLINOIS STATE UNIVERSITY

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NATE ROSTER

Wednesday August 31, 2022

Name	Senate Attendance
Blair, Cobi	1
Blanco Lobo, German	1
Blum, Craig	1
Bonnell, Angela	1
Carney, Lania	1
Cline, Lea	1
Duffy, Alexander	1
Fulton, Megan	0
Garrahy, Deb	1
Gerdes, Daniel	0
Graham, Rhiannon	1
Gudding, Gabriel	1
Harpel, Tammy- Excused	0
Hofstetter, Paige	1
Hollywood, Mary	1
Holmes, Jimmy	1
Horst, Martha	1
Hurd, Amy*	1
Johnson, Levester*	1
Kinzy, Terri*	1
Lucey, Tom	1
Mainieri, Tracy	1
McHale, John	1
McLauchlan, Craig*	1
Midha, Vishal	1
Miller, Chloe	1

Monk, Eduardo - EXCUSED	0
Myers, Braxton - EXCUSED	0
Nichols, Wade	1
Nikolaou, Dimitrios	1
Noel-Elkins, Amelia	1
Novotny, Nancy	1
Palmer, Carl	1
Palmer, Stuart- Excused	0
Pancrazio, Jim	1
Peters, Steve	1
Rardin, Nate	1
Samhan, Bahae	1
Schmeiser, Benjamin	1
Smith, Zoe	1
Smudde, Pete	1
Stephens, Daniel*	1
Tarhule, Aondover*	1
Taylor, Morgan - EXCUSED	0
Torry, Mike - EXCUSED	0
Valentin, Rick	1
Walsh, Patrick	1
Webber, Julie	1
Wielgosz, Alexander	1
Wilburn-Johnson, Jayden	1
Williams, Jake	1
Wollard, Jason	1
Wollard, Justin	1
Vacant - 1 CAS SCI Faculty	0
Vacant - 1 CAS SCI Faculty	0
Vacant - 1 COB Faculty	0
Vacant - 1 COE Faculty	0
Vacant - 1 Faculty associate	0
Vacant - 1 Student senator	0
Vacant - 1 Student senator	0
Student Trustee*	0
Samant, Ajay (dean rep)*	1
Holland, Daniel (chairperson rep)*	1
QUORUM (VOTING) (28) (*=NV)	39