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Academic Senate Minutes

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### Senate Meeting, October 26, 2022

Academic Senate  
*Illinois State University*

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**Academic Senate Meeting Minutes**  
**Wednesday, October 26, 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: All speakers must sign in with the Senate Secretary prior to the start of the meeting.***

Senator Horst: The Academic Senate of Illinois State University welcomes constructive communications from members of the University community and the citizens of Illinois. Students, faculty and staff are encouraged to provide information relative to the academic mission of the University.

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

Just a reminder to our public commenters to please keep their presentations to two (2) minutes. If needed, Senator Nikolaou will provide a 30 second warning before your time is expired. We have three public commenters this evening. Our first one is Jakai Martin, who's a junior in Sociology.

Mr. Martin: Good evening, everyone. For those who do not know me, my name is Jakai Martin. I am a black, queer student here at Illinois State University. I am a junior majoring in Sociology while pursuing a double minor in Gender Studies and Political Science. Before I begin my address, I want to clarify two things. First, the person who assaulted me is not currently an Illinois State University student. At one point he was, but as the investigation continues, it was brought to my attention that he is no longer attending this institution. Secondly, I want to reiterate what I am advocating for on behalf of the queer student body here at this intuition. First, more counselors at Student Counseling Services, as well as an addition of telehealth resource. Secondly, a centralized safe space for LGBTQIA+ students. Lastly, a public apology from President Kinzy. The petition I created stating the aforementioned demands is currently at 2,849 signatures.

Even though I hold no official elected position among this group, I speak on behalf of the queer students at Illinois State University who are being targeted. This is not a matter of

political ideology, but a matter of morality and common decency. Queer students are not safe at Illinois State University. Our administration remains deflective while students like me are being ostracized. There are gaps between the administration, faculty, and student body, and minority students are falling in between them. Although the administration is doing its best to remain neutral, neutrality is not a privilege that everyone is afforded. I recognize the balancing act, walking along a tightrope to not appear bias to either side. One side is morality and common decency, and the other is homophobia.

As for you, President Kinzy, I have a quote, "Remaining neutral in situations of injustice is siding with the oppressor." Thank you.

Senator Horst: Thank you Jakai Martin. Our next speaker is Jack Abraham who is a junior in Political Science.

Mr. Abraham: Good evening. My name is Jack, and I'll be giving a comment on behalf of Jakai's mother Mary. As I'm assuming there are many parents in this room who can imagine how I felt the day I answered a phone call from my son who was crying and unable to speak. Eventually, he was able to speak and stated, "Mom, I've been hate-crimed." He began crying again and after gathering himself, with some support and encouragement from his friends, my son explained to me that he was verbally and physically assaulted by another individual. I felt so relieved once I knew he was physically okay, but at the same time I felt so much sorrow, so much pain, trying to hold back my own tears of anger as I'm talking to him. Experiencing his feelings. Experiencing his pain emotionally. Unable to do anything more than listen. After we got off the phone, I knew he was coming home where he would be safe. But I began to feel angry. Pacing around my room, while at this moment, Jakai's younger brother and sister began to worry about their brother. I started to think to myself, who does this kid think he is to put his hands on my son? For the benefit of time, and to speed up my story. I'm losing sleep. My anxiety his high. I'm fearful for my son. After gathering more information from others, I'm coming to realize that this was not a freak accident or a single incident from a knucklehead, but a reoccurring issue that kids continue to get away with based on the culture that has been established. My heart broke even more after seeing the President's address feed into this culture and not standing up for what is right. Her lacking address led me to think that she's siding with the majority in matters like hate crimes because it's easier. I feel that that is a huge problem in today's society. People of power choosing to side with the majority. To not go against the grain because it's easy, not because it's right.

As I look around here at the majority, I dare to say that you are able to have fun in your day, enjoy college parties and at the end of the night getting to where you were going safely, without being assaulted and/or traumatized. Don't all students deserve that right? Again, as the majority here today, some probably have children and/or grandchildren who one day may be in the minority, I hope you are doing what is right by speaking out and holding those accountable when they choose to go against ISU's core values of learning and scholarship, diversity and inclusion, respect and collaboration. And in doing so, standing up for what is right, and safety for all, so when the time comes for your children or

grandchildren, whether they are in the majority or the minority, they get home safe at the end of their night. Thank you.

Senator Horst: Thank you, Jack Abraham. Our last speaker is Javi Usher.

Mr. Usher: Good evening. My comment is more of a question and statement. Have you all considered the intersectionality of race and sexuality when thinking of ways to combat the homophobia on campus? (Pause) No? Well, I would like you to consider it when you think of the difference between the black and white students on campus, and how the sexuality does not make them equal. Thank you.

Senator Horst: Thank you to our public commenters.

***Approval of the Academic Senate minutes of September 28, 2022.***

Motion by Senator Blair, seconded by Senator McHale, to approve the minutes. The motion was unanimously approved.

***Chairperson's Remarks***

Senator Horst: Good evening, everyone, and good evening to all of our visitors. Tonight, on our published agenda after opening remarks by myself, the Student Body President, and the Administrators we have two action items and an information item. The Executive Committee has set a hard stop time of 8:30 pm in order to allow faculty time to complete their work in Caucus. So, my job this evening will be to make sure that the body completes the work on the agenda approved by the Executive Committee while also ensuring that all members of the body who wish to ask pertinent questions may do so. To keep things running smoothly, I ask that people not ask duplicate questions on the same topic; also, I will prioritize calling on Senators who have not had a chance to speak before calling on Senators who have additional questions.

I would like to offer comments on two items this evening.

First, at our Faculty Caucus meeting on October 12th, the Faculty Caucus approved a slate of four faculty for four positions for the search committee for the Associate Vice President for Academic Administration and a slate of four faculty for four positions for the search committee for the Associate Vice President for Faculty Development, Diversity, and Learning. Policy 3.2.13 on Administrator Selection states that the Faculty Caucus is to provide a list of eight to ten names to the Provost for consideration for each search committee. Further, three out of the four names provided for the VP for Faculty Development, Diversity, and Learning were from the same department. Policy 3.2.13 states that “both the shared governance groups and the appointing officer have a positive obligation to ensure the search committee has the broadest possible representation of unit diversity.” So, the Faculty Caucus did not provide enough names, and we failed to provide the broadest possible representation of unit diversity. After discussions with the Provost, he has accepted the names of the eight faculty approved by the Caucus on October 12th but has requested that we keep on trying to find and approve more volunteers for both search committees. So, faculty, please talk to your constituents and try to find volunteers for these

search committees. We will be accepting names of volunteers for both search committees through the close of business on November 3<sup>rd</sup>. Interested faculty should email [acsenate@ilstu.edu](mailto:acsenate@ilstu.edu) and send their CV and indicate which search committee they wish to be considered for. The only senators who should not do this are myself and Rick Valentin as we have way too many volunteers from Music.

Second, I wish to comment on the recent attacks on members of the ISU LGBTQIA+ community. I am quite saddened to hear that this sort of thing is happening at our campus. The recent assault, coming on the heels of a separate hate speech incident by members of a campus fraternity, has caused members of our community to feel unsafe and unheard on campus.

Because of this, I am calling on the Administration to prioritize revisions of the Student Code of Conduct that are long overdue. The Code needs to contain language that makes what the legal community calls “hate crimes” explicitly prohibited.

During an Executive Committee discussion in April, 2019, several members of the Senate Executive Committee commented that there was no clear language condemning hate crimes in the Code. Student senators, faculty senators, Provost Murphy and President Dietz thought that this was an important issue that should be discussed and investigated. Senators Blum and Mainieri were at this meeting, and they also agreed that language against hate crimes should be clearly included in the Code.

This request was repeated during a full Senate meeting on May, 2019. Dr. Davenport, Dean of Students, said that “the Student Code talks about specific behaviors, but if mitigating factors such as racial things of that nature become a factor, then SCCR works in conjunction with OEOA. But we can make it more clear in the Student Code.”

The Student Code of Conduct was last approved with a full review of the Senate during the 2014-2015 academic year. We have approved compliance-related items with no internal committee review in 2019 and 2020. But, the Senate has yet to do an extensive 5-year review of the Student Code and receive language that addresses the hate-crime item brought up in 2019.

For everyone’s information, after the difficult review of the Code in 2015, an ad-hoc committee on the Code was formed. We have records of the first ad-hoc committee regarding revising the Code meeting in 2017. This committee met through 2019, 2020, and part of 2021, and then stopped.

I have been asking for a revised Student Code of Conduct since day one of becoming Academic Senate Chair. I know that we have an interim Dean of Students, that there has been turnover in the SCCR unit, and that COVID was all-encompassing. Never-the-less, these incidents against LGBTQIA+ community members highlight the need for clear language that prohibits violence and threats against ISU community members simply because of who they are. The Code represents what we value. It needs clear language that condemns “hate crimes.” I call on the Administration to send a revised copy of the Student

Code of Conduct to the Senate by June, 2022 that addresses this issue. We could do it via another “ad-hoc committee.” Or, the Administration could work directly with SGA, who is charged with the review of the Code in our Bylaws. Either way, the Senate needs to receive a document this summer that can then be thoroughly reviewed and discussed by an internal committee and then by the full Senate.

Further, the Senate should consider creating similar strong language against hate speech in policy 1.17A Code of Ethics: Professional Relationships. Statement one of the Code of Ethics calls out making rash statements and spreading malicious gossip; but it says nothing about hate speech. Our policies need to reflect who we are with clear and meaningful language. President Kinzy has emphasized this to me repeatedly. I am asking her and her Administration to prioritize the review of the Student Code of Conduct, and I am asking that the Senate formally begin work on the Code of Ethics to consider including statements against hate speech.

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

Senator Walsh: Hello all. I hope you are having a nice week and preparing for a fun and safe Halloween weekend. I would like to thank Jakai Martin as well as our other public commenters for giving their public comment today.

In the past month, there have been many attacks on the LGBTQIA+ community that have directly affected members of our student body. These attacks are heinous and blatantly unacceptable. As I look around me today, I am fortunate to sit with so many influential members of our school community. Everyone who I am with right now has deep influence on our university, either through the classroom, registered student organizations, or more. I can almost guarantee that every single one of us within this governing body may frequently come in contact with members of the community who are directly affected by these attacks. That is why I urge everyone to do their part in taking a crucial first step to aid these individuals. First, listen. Genuinely listen to the needs of the individuals who are affected. Next, I urge you all to see how you may be able to advocate for these individuals. Last week, I had the great opportunity to get to meet with Jakai Martin, who is directly affected by these attacks. Throughout our conversation we were able to discuss possible solutions we in Student Government can help work toward in making the LGBTQIA+ community on our campus safer. No matter who we are or what role we hold, these are steps we can all take to better serve every member of our ISU community.

I next urge that the university maintains consistent transparency on the processes that are being conducted regarding these events. Additionally, I urge the university to always stand against any form of bigotry that, God forbid, any members of our campus may experience in the future.

The student body has recently taken multiple stands against these attacks. Recently, there was a march on Friday advocating for the safety for the LGBTQIA+ individuals on our campus. Then additionally, there was a march advocating for campus safety, taking a stand for LGBTQIA+ students as well as a stand against sexual assault. The safety of all students will always be a high priority in the Student Government Association, and we urge our

fellow Redbird faculty and administrative individuals to always stand with us on that, continuing campus safety.

While I know it is Halloween weekend and I encourage everyone to enjoy themselves, I end that I just ask for everyone to stay safe and watch out for your loved ones as well. Thank you.

***Administrators' Remarks:***

- ***President Terri Goss Kinzy***

President Kinzy: Good evening, everyone. Our LGBTQIA+ students and our community at large have experienced trauma as a result of recent incidents. I take these events seriously. And I want to reiterate that hateful and malicious words, including slurs and actions, have no place on our campus community. I'm aware that there are a series of questions and I'd like to reserve our time today for those that were provided in advance to the Academic Senate and allow those questions to be asked in this forum.

Senator Mainieri: On Monday, I completed the required State of Illinois Ethics training for university faculty, staff, and graduate assistants. In the training I came across wording that deeply troubled me, including the definitions offered for sex and sexual orientation. The definition of sex seems to hold a strictly binary view of sex, and the sexual orientation definition seems to conflate sexual orientation and gender identity, as well as use terms that seem outdated. I worry about the messages that such troubling definitions send to our colleagues and students who identify within the LGBTQIA+ community about their inclusion in our ISU community and all of our colleagues and students about our university's commitment to EDI. I wonder if you could share on the floor who controls these definitions and how we can advocate for an update of the definitions to better reflect contemporary understandings of sex, gender, and sexual orientation?

President Kinzy: Thank you, Senator Mainieri. The information I'm going to provide comes from Rob Blemler, who is the head of internal audit. So, the Ethics training that's utilized by ISU has to be approved by the Office of the Executive Inspector General of the State of Illinois. The training is developed each year by the University of Illinois, and it's actually utilized by all of the four-year public institutions in the State of Illinois. The content of that training comes from a couple places. One is the Ethics Act, and the other are state statutes such as the Whistleblower Act and the Illinois Human Rights Act. Now, while that training is reviewed annually by our University Ethics Office and our Office of Equal Opportunity and Access, as well as the Office of General Counsel, and which the university can provide comment and edit for consideration to the training material, in fact it is limited by the legislation that requires this training. So, what that means is that while in April we will have a chance to review this again, the statutory definitions that are currently used, we believe, come from [Illinois Human Rights Act 775 ILCS 5/1-1030 and 01](#). That in fact limits our ability for edits and changes. So, to the question as to how this can be changed, one is we will continue to communicate and will communicate now, in advance of the April, what the concerns are on our campus. This will allow us to understand if, in fact, these have to be changed by a legislative change related to the Illinois Human Rights Act, which is currently

what we think that will take. This is, of course, an opportunity for the State of Illinois to look at the Human Rights Act and make appropriate changes to make that document more inclusive as well. And something I can imagine that our students would be excited to be a part of. Thank you.

Senator Horst: President Kinzy, will the Chief Diversity Officer be involved in the screening of the questions?

President Kinzy: Yes. So, our new Chief Equity and Inclusion Officer, it's been very exciting to develop that role on campus. She cannot be with us tonight because she's out of town; but, indeed, she is a part of a lot of our reviews now that we have established that position in the university.

Senator Horst: Thank you.

Senator Holmes: It has been two weeks since I last asked the university administration about the university response to recent events. Since then, Jakai Martin was assaulted at an event over Homecoming weekend. Let me be frank, an unlisted two-minute YouTube apology video is not enough. Jakai was invited to speak at SGA General Assembly last week with numerous public officials and community members in attendance. The lack of the presence of the Office of the President was painfully obvious. I have numerous questions for you.

On the subject of the YouTube video, why did it take so long for you to release a response video? Why is the YouTube response video unlisted on the University's YouTube channel?

On the subject of Jakai Martin, why have you not been in direct contact with Jakai? What are you doing to make steps towards making Jakai's demands a reality here on campus?

And on the subject of the events of September 28<sup>th</sup>, has the investigation into these events concluded? Without releasing the names of the students, has the university expelled the students responsible? And what is the university doing to ensure this doesn't happen again?

President Kinzy: Thank you, Senator Holmes, for your question. Let's start with the video. The video was in preparation prior to when it was released. The university, including myself, had hoped to have more concrete information to provide to our community consistent with the policies that we follow when there's any case of a review and investigation on campus. It was clear that that information was not going to be forthcoming in a reasonable amount of time, so a decision was made to go forward with the video, not just an email. Even though we could not answer all the questions that were being asked, at least to help our community understand that we were looking very closely at this, and we would not tolerate, under any circumstances, this sort of behavior on our campus. So, even today, we cannot provide detailed information about all the situations because they continue to be under review and investigation.



This question of an unmarked YouTube channel: university messages to the community. None of those are posted on that channel. It was not this one in particular. We don't publish any of those on that channel. So, that is a consistent process in the community.

I will say as to the SGA meeting, there was a representative of the Office of the President. Dr. Doris Houston our Chief Equity and Inclusion Officer and member of our leadership was able to attend that event on short notice. She took detailed notes, shared them with myself, Senator Johnson, and other members of our leadership at the university. It's important to know that when there's an event on campus, we have very specific procedures to reach out to students with the expertise, resources, and knowledge, as well as experience of our community to provide students with services that we have available. We certainly hope that people understand that our number one priority is reaching out directly to students with direct assistance. Somethings we can do more directly, and Senator Johnson can talk about that. Other times we are referring people to outside resources, if that's appropriate. Those can be the Dean on Duty within the Dean of Students Office, housing staff, etc. Dr. Houston, herself, is involved in those outreaches.

As to the question about what is this campus doing in general to make sure that our community is not just welcoming, diverse, and inclusive, but safe, it's important to know that ISU is working every single day to make advances on inclusion on our campus. Everyday it's something we think about, and I think one of our greatest evidence of that is the inclusion survey that just finished this week. One of the things that we're really committed to is continuing the work that started with the 2016 EDI survey that was done on campus. And holding ourselves accountable on reporting on what happened from the information that we received back then as we go into a new stage of, again, looking at the information from our community about where those needs are.

So, as example, in that 2016 survey it was very clear that this university needed to expand our Multicultural Center, give it a home, an identity, a budget, and staffing. In addition, we formed the Diversity and Inclusion Advisory Council to the President. That is a community of members most of whom hold very important EDI roles in our campus. They provide feedback to the President when requested on specific topics, as well as bringing together topics that are important to our community. It's that committee that's allowed for some of the changes that have happened on campus. They are the one who advocated for having what we now call Chief Equity and Inclusion Officer, and those are the sorts of ideas that this community brings together to make sure that we're hearing all the voices that recognize the need for advancement on our campus.

Now, we know that we face challenges that remain. A big one is faculty diversity. This body has heard a great deal about the efforts that we're making to increase the diversity of our faculty on this campus. It's important for the inclusion of everyone within our faculty and their ability to serve as mentors, role models, and educators for our students. The Provost has developed what we call the Faculty Diversity Enhancement Plan, a \$4.7 million investment that will have assistance from people across our university so that we can work on our policies and procedures to enhance the diversity of our search processes. In fact, the university now has Human Resources looking at every policy and procedure we have

related to hiring to increase the specific instructions, verbiage, and clear message that we expect a diverse applicant pool, a diverse community of finalists, and diverse outcomes on our searches that do not have bias at this institution. We also know that the creation of the Chief Equity and Inclusion Officer -- the office and its funding -- that's being permanently budgeted within our base budgeting system; and the new location that's been identified on the Quad in Old Union in the space currently occupied by WGLT is an important point of bringing together everyone across campus for opportunities to listen, as you've just heard right now, to share, and to be together where people can be in community and can also work for change.

That is an ongoing process. There is no end to the EDI work that we have to do on campus, and we do want input. That survey is really important to us because that's the information that will really help to drive our decisions for the next three or four years. These surveys need to be done more frequently, and we're committed to that. We're going to be analyzing that information with an external firm that will help us avoid bias in our own evaluation of our strengths and weaknesses. Over the next few months, we'll be seeing that information, sharing it with our community, sharing it with DIAC and the EDI leaders circle to look at where our next opportunities for growth, where do we still have challenges, and what is recognized as success.

So, in terms of the steps that the university's taking in response to the incidents, it's important that the person with the best information provide that to you; I've asked Senator Johnson if he could please share where we are in terms of where the investigation and review is at, as well as our processes, which are really important to understand.

Senator Johnson: Thank you, President Kinzy. Good evening, everyone. I'd like to start with my great disappointment, disgust, and great disdain for the actions and behaviors that have been exhibited both on and off campus, which have caused, as President Kinzy identified, trauma and concern for the safety for our LGBTQIA+ students, faculty, and staff. Again, just to recap, there were two significant incidents that have taken place within the last three weeks. I wish to share where we stand with those cases and our efforts to seek accountability.

I'll start off by providing an overview, and if there are any specific questions as relates to process, we do have with us Janice Blair, who is our Assistant Dean of Students, who oversees our Student Conduct and Community Responsibility Office. The first incident did involve the Tri Sigma organization Alpha Sigma Phi front yard signs that were vandalized and spray painted with a slur. This incident involved, we believe, one of our organizations and numerous students who are probably currently enrolled with the institution. The Office of Student Conduct and Community Responsibility is still investigating this incident. This investigation can result in charges to the organization as well as individuals as they are identified. Please note that these investigations do take time. You may interview one individual who may identify another individual, who may identify another individual. We try to follow up on all the cases, all beliefs, and all the information that we have so we have a full packet of information to review.

While these cases are pending, neither SCCR nor I can comment on where we stand specifically as this case is going on or make any initial judgments. Doing so violates our institutional policies of which his body has voted on for us to move forward with at this point, even though folks are calling for changes. Nonetheless, these are the policies, rules, and conduct that this body and this institution has agreed to follow. We will not violate, take shortcuts, do anything in order jeopardize that case and the rights and privileges that this body and this institution have afforded, whether it's an organization's or individual's. We all deserve that right. Nor can I as the VPSA take a stance one way or another at this point, especially because, in some cases, I am called upon to take on appeals.

The second incident took place during Homecoming Weekend. The event took place off campus, and the individual involved who spoke a little bit earlier was assaulted, it was a physical altercation that involved slurs as well. But the other individual who was involved, as he mentioned, was not—I repeat, was not—an ISU student, currently an ISU student. Let me emphasize that our approach is always to offer and provide support services to our students via the Dean of Students office, our case managers, our Counseling Services, and residential staff, when appropriate. As relates to accountability in this case, the incident took place off campus, and the individual involved is not a student and, therefore, not under our purview for adjudicating or filing any charges or following up in that sense. That being said, some of this information was shared and has been shared, I believe, with the Town of Normal. I believe there has been a report filed. And we've encouraged the student to follow through with law enforcement within the Town of Normal and any recourse that could be achieved through that system. During all of this, we are supportive of our student, and we'll do what we can in order to support any student that is affected by incidents both on and off campus. We care for our students. That being said, I'll stop there and see if there are any additional questions or things that I can answer or address.

President Kinzy: One last comment. There is one question which is, "What can the university do to ensure that this does not happen again?" This is the hardest answer that someone has to give. But we live in a society where hate and exclusion exist. That's why we continue to work to create an infrastructure within ISU to make every effort to prevent hateful events and to give us resilience in the face that those arise. I wish I could say this would never happen again. I don't know anyone who wouldn't say that. The challenge that we have to try and do as an institution is to work on a culture and to work on its physical, as well as administrative, and organizational infrastructure where we have the opportunity to try again. We want to prevent. We want to educate. We want people to grow. We want to avoid these instances wherever possible. And we want to be able to respond and assist when they happen. So, we will do everything we can. We ask you to help us do everything that we can that they don't happen again. But sadly, our society needs to get to a place where these conversations aren't required anymore. Let's all try to do our part and listen.

Senator Myers: It has been shown that throughout these attacks, even stemming from 2019, that hate speech has been cultivated throughout the fraternities and other Greek Life organizations here on campus. What is being done at the university level to change the culture in fraternity and in Greek Life, and in other off campus organizations to reflect the University's values?

Senator Johnson: Thank you for your question. I would not single out fraternal organizations as relates to the education, the support, the working relationship that is needed with student groups and organizations. I've been working in higher education for a number of decades; and, it's extremely well known that my profession was actually started because, within the collegiate environments, students will organize, students will gather, students will make decisions (with newfound freedom) that maybe, normally, they would not make -- that are not good decisions. Fraternal organizations have been identified as having situations where they've been found responsible for unfortunate behaviors, but the same can be said of—as I go to my national conferences, not to single out bands—bands have issues. Campuses that do not have fraternal organizations... University of Notre Dame -- guess what? they don't have fraternities, but their residential environments have some challenges and things of that nature. Our job as university officials, especially within the area of Students Affairs, is to do a great job, or attempt to do a great job, of educating our students, learning what the best practices are as relates to EDI, and sharing that with our students, and making sure that they are held accountable for their actions. I know recently the Inner Fraternal Council has been attempting to make steps in order to receive additional education within the area within EDI. But again, I would challenge, and that should be the case for all of our student groups and organizations, as we should all be held accountable for being knowledgeable as relates to microaggressions and doing our part to be knowledgeable of different backgrounds, upbringings, and what identities are a part of this community, and that we are a welcoming environment.

Senator Taylor: So, a follow up to Senator Myers' question. This campus clearly does have a problem though with fraternities harassing LGBT students. So, I understand that that isn't everywhere, that bands harass students as well, but here it is fraternities. I just wanted to reiterate Senator Myers question, if there is anything being done in the Inner Fraternity Council to educate and change the culture that's going on at ISU, specifically?

Senator Johnson: Again, I just responded to that with the work that, as to the work that's being done with the Inner Fraternal Council in that they are bringing in some national assistance in that. And that there was education taking place even before that took place, where we have a series of program and education for fraternities and sororities on EDI as well as hazing behaviors and things of that nature. So, that does take place. Each one, we require our organizations that come to campus—they are national organizations—and most, if not all, of those organizations have their own systems by which EDI education is supposed to take place. So, we do try to work with our groups, again, on that type of education.

Senator Horst: Are there any questions for President Kinzy?

Senator Mainieri: I know you are saying for President Kinzy, but we're going back between her and L.J. So, I do have a follow up for you on that. When those types of education opportunities are instated for the Council, who is at that education? Is it every member of these organizations, or is it only their leadership? And ,if so, how is that then trickled down into all of the members of these organizations?

Senator Johnson: That's a great question. If I'm not mistaken, there are percentages of the members that are required to attend those sessions in order to maximize participation. I don't have specific folks from fraternities/sorority life right now, so I'm going to hesitate and pause on giving specific numbers. But I do know there are requirements for a certain percentage of their members to attend those sessions.

Senator Horst: Perhaps you can send us that data in the future?

Senator Johnson: Sure.

Senator Holmes: I would like to reraise one of my questions that I do not feel was answered properly. Why have you not been in direct contact with Jakai? I know I and many other members of Student Government Association have had one-on-one meetings with Jakai about steps that we are going to take into the future to ensure that EDI and other things are upheld within Students Government Association. Why is that not being taken seriously from the Office of the President?

President Kinzy: So, I have had numerous messages. I was unable to attend when I was invited to Student Government Association. I was hosting student leaders, and I was responsible for that event. So, I was unable to attend. I appreciated the invitation. I made sure someone from the Office came. We're attending lots of events where people are welcome to come, and we will continue to do that and have dialogue. I see you have your hand up, let me finish. We go where we are invited; as well, we have been working to identify groups to meet with across campus: PRIDE, Queer Coalition. So, like I said, I was invited. I was unable to attend because I was required to host a series of student leaders for campus with Senator Johnson.

Senator Horst: Senator Holmes, do you have a new question?

Senator Holmes: This is in reference to the same question. I was not referring to Student Government Association's meeting. I have held one-on-one meets with Jakai, as well as Senator Myers, as well as Senator Walsh, as well as Vice President of the Student Body Grant Chassy, as well as many other members of Student Government Association have met with Jakai Martin one-on-one. Why have you not met with Jakai Martin one-on-one?

President Kinzy: The university has worked very hard to provide support. I was invited. I was unable to attend. Again, I meet with many, many students when I'm asked specifically to meet with them. So, there are students here I've met with as well. I'm happy to meet with students, but I don't always go out and ask every student to meet with me. I was unable to attend. I made sure one of the very best people in our leadership team could be there when there was an invitation.

Senator Horst: Thank you very much for answering those questions, President Kinzy.

- ***Provost Aondover Tarhule***

Provost Tarhule: I would like to reiterate the call and comments that Chairperson Horst made about the search positions in my office. We have two searches ongoing for Associate Vice Presidents. One of them, quite appropriately, is for faculty diversity and learning. That is the individual that will manage the \$4.5 million initiative the President referenced that we are trying to use to diversity our faculty. It's really important that we have broad representation from a variety of units as we try to search for the very best individual for that position. Currently, as Chairperson Horst mentioned, I have four names, three of which are from one department. So, I'm appealing to all faculty to reach out to your constituents, including NTTs, so that we have the very broadest representation to allow us to hire that position.

The second position is for the Academic Administration. Again, I have only four names, two of whom are from one department. I need your support to step up and volunteer so that we can hire the best individuals for those positions.

Then I have one announcement to make. Dr. Cheri Simonds, who is professor of Communications, will deliver the College of Arts and Sciences fall lecture on Thursday October 27 at 5:00 p.m. in the Old Main room, here in the Bone Student Center. Her talk is going to be titled: Designing General Education Curriculum with Assessment in Mind. This is a free talk and open to the public. She will be talking about how we developed and are continuing to develop our communication as critical inquiry from a general education perspective where we mapped and aligned our course content and pedagogy to general education learning outcomes and then designed common assignments and assessments to demonstrate student learning. There will be a reception that follows her presentation. I invite all of you to attend. Thank you.

Senator Horst: I spoke with Senator Hollywood about contacting the NTTs. She did so, and you have one more volunteer from Music. So, there's not a lot of diversity yet, but you have a lot of musicians here willing to help you.

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

Senator Johnson: Just a couple of announcements. The international student career series will host a workshop on Going Global this Friday October 28, 12:00-1:30 p.m. Students learn how to utilize Going Global to search for employers who filed an H1B visas and more. Free Pizza will be provided. I encourage you to get there. Reservations are required and students must register via Hire A Redbird platform.

The second item is the Insta Career for Education majors. That will be held on Monday, October 31 4:00-6:00 p.m. Students will rotate through a variety of stations to get quick jobs and search strategies from actual student district representatives. They will learn the basics of how to make a great first impression in the field of Education, explore why researching employees is important, how to do so, and discover how to do a professional interview, pitch themselves to employers, and how to stay connected with them after the career fair.

I will stop with those comments. Again, I do have individuals in personnel here that can specifically add to or answer questions as relates to process when it comes to adjudication and conduct matters.

Senator Nichols: Just a quick question about something you mentioned earlier in the semester. At this point in time, have all of the students who were in temporary housing been move to permanent housing in the dormitories?

Guest Speaker: Yes.

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

Senator Stephens: No remarks.

***Action Items:***

***From Rules Committee:***

***09.29.22.06 Academic Senate Bylaw Changes Memo***

***09.29.22.04 Academic Senate Bylaws Excerpts\_ Section VI.6.6\_Current Copy***

***10.20.22.01 Academic Senate Bylaw Excerpts\_ Section VI. 6.6\_Mark Up***

***10.13.22.01 Academic Senate Bylaw Excerpts\_ Section VI. 6.6\_Clean Copy***

Senator Blum: It was brought to my attention that there's an errant period in number L at the end of Student Access and Accommodation Services for student members. The Rules committee would like to strike that.

Motion by Senator Blum, on behalf of the Rules Committee, to approve the changes to Section VI.6.6 of the Academic Senate Bylaws, as amended. The motion was unanimously approved.

***From Planning and Finance Committee:***

***10.13.22.09 Policy 3.2.10 Emeriti Academic Employees Defined\_Current Copy***

***10.13.22.10 Policy 3.2.10 Emeriti Academic Employees Defined\_Mark Up***

***10.13.22.08 Policy 3.2.10 Emeritus Academic Employees Defined\_Clean Copy***

The Planning and Finance Committee withdrew policy 3.2.10 Emeriti Academic Employees Defined.

***Information Item:***

***From Academic Affairs Committee:***

***10.13.22.06 Policy 8.5.1 University Library\_Current Copy***

***10.13.22.07 Policy 8.5.1 University Library\_Mark Up***

***10.13.22.03 Policy 8.5.1 University Library\_Clean Copy***

Senator Cline: Academic Affairs Committee is bringing forward for information policy 8.5.1 University Library. This policy was sent to our committee as part of a policy review. There weren't significant changes to the policy. There was some gender language that was removed, and the addition of Thomas Metcalf School as one of the constituents of the library was added. But we have the consent of the University Library Committee and the dean that this policy adheres to their current charge.

Senator Bonnell: In this language the word citizen appears twice. Citizen is not inclusive language. Also, it doesn't actually conform to our actual practices in the Library. We welcome everyone into the library, regardless of citizenship status. The third thing I would mention about this is—I'm the Government Documents Librarian—I manage the Federal Depository Library Program, and part of the regulations for that program is that we are required to be open to the general public. So, the word citizen is counter to our regulations. I would ask if you would consider changing the word citizen in the second example in the second paragraph, the last sentence that starts, "Citizens from surrounding communities will need Milner Courtesy Cards for check out," that would easily be changed by changing the word to something like individuals or users or patrons or even those. So, that one is an easy change, I think.

The first example in the first paragraph, middle of that paragraph, it says, "Students in surrounding communities may use Milner Library's resources on a walk-in basis and free of charge." That sentence has a couple different problems. The word citizen is a problem. The other problem is we don't limit access to anyone. Anyone can walk into the library because we are a federal depository. So, the suggestion I would make is mirrors the language that comes from Title forty-four, chapter nineteen from the US Code; they use the word general public. So, that could be changed to something like, "The general public may use Milner Libraries resources on a walk-in basis and free of charge." So, those are just my suggestions. I say these things not only because I believe in them, but I've worked with students in the past who have felt vulnerable with their citizenship status; and that's not something any of us believe in. So, thank you for entertaining those.

Senator Cline: Of course. I would consider both of those friendly amendments. Again, the language citizen was not the language of our committee. It was in the preexisting policy and wasn't suggested to change by the university committee nor the dean. So, thank you for that.

***Consent Agenda: None.***

***Internal Committee Reports:***

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

Senator Cline: Tonight, the Academic Affairs Committee passed the revisions that the Office of General Counsel provided to us for policy 2.1.11 Satisfactory Academic Progress Required for Continued Financial Aid Eligibility. We began discussing policy 4.1.8 Credit Earned Through Transfer Examination and Prior Learning.

- ***Administrative Affairs and Budget Committee: Senator Nikolaou***

Senator Nikolaou: The Administrative Affairs and Budget Committee met this evening. We voted and will forward to Exec policy 1.3.1 Reasonable Accommodation Procedures and also the Cumulative Evaluation Schedule for Deans and Chairs/Directors. We also started discussion of policy 3.2.16 Academic Dean Responsibilities, Appointment, Compensation, and Evaluations.



- ***Faculty Affairs Committee: Senator Smudde***

Senator Smudde: Tonight, the Faculty Affairs committee discussed a proposal to create an Ombudsperson office to submit to the Provost. We also discussed policy 3.3.10 Termination Notification of Faculty, which still is in need of further scrutiny development in the committee. Policy 3.3.11 Endowed Chairs and Professorships we discussed tonight, and we will be able to forward some suggested revisions to the Executive Committee. Policy 3.5.2 is in review process. Policy 4.1.11 and 4.1.13, which are loosely connected but also connected to some other things, are also in review. Finally, we have policy 3.3.3 Academic ranks; there is no change needed to that policy, so its schedule review for this year is completed.

Senator Horst: You'll be glad to know that the Executive Committee also forwarded the question to of whether or not there should be a University Ombudsperson to the Provost and to the President.

Senator Smudde: Very good.

- ***Planning and Finance Committee: Senator Valentin***

Senator Valentin: Planning and Finance Committee reviewed additional changes to policy 3.2.10 Emeriti Academic Employees Defined and voted to continue discussion to amendments of the policy. As part of the committee's exploration of and the priority topic of campus pedestrian and vehicular safety, the committee had an enlightening discussion with guests Illinois State University Police Chief Aaron Woodruff and Illinois State University Director of Emergency Management Eric Hodges.

- ***Rules Committee: Senator Blum***

Senator Blum: The Rules Committee met tonight. We completed our review of the Graduate Council Bylaws and we'll be having the Director of the Graduate School next week.

### ***Communications***

Senator Johnson: Can I just make a statement? Some of you may be aware that one of our long-standing past senators, David Marx, lost his wife Cathie just a day ago. David served this body for a long period of time. His wife, Cathie, was a true Redbird as well as their daughter, who went to school here and graduated a little over a year ago. They exhibit exactly what this community is all about. I remember coming here six years ago and they were one of the first families that literally took my family under their wings and invited me over to their home for dinner. They've just always been so accepting and welcoming, and they really exhibit what it means to be community. So, I just wanted to acknowledge David, Cathie, Rachel, and their family and what they're going through, grieving wise.

Senator Horst: Thank you, Senator Johnson. Any further Communications?

Senator Miller: I know Planning and Finance had a really enlightening conversation about pedestrian safety, but I really just wanted to emphasize to university administrators that there is a dire need for some real attention on pedestrian safety on this campus. I know that

there are a lot of discussions with the Town of Normal because it's their roads, and IDOT because it's their roads. But I do think that an information campaign could be helpful for college students who are always on their phones, maybe signs at every cross walk, look up, look around. I think it's very necessary. I think it's life or death. Every time I walk to campus, my heads on a swivel, I take out my headphones, I fear for my life, and I don't want to do that anymore. And I don't want to fear for anyone else that's around me. So, I just really want to emphasize that attention should be put onto that.

Senator Horst: Thank you, Senator Miller. I'm sure that will make it into our final report, but it was certainly conveyed very strongly right here.

***Adjournment or Hard Stop 8:30 p.m.***

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

**2022-23 ACADEMIC SENATE ROSTER  
Wednesday October 26, 2022**

	Senate
Name	Attendance
Blair, Cobi	1
Blanco Lobo, German	1
Blum, Craig	1
Bonnell, Angela	1
Carney, Lania	1
Cline, Lea	1
Duffy, Alexander	1
Ebikhumi, Ash (student trustee)*	1
Fulton, Megan	1
Garrahy, Deb	1
Graham, Rhiannon	1
Gudding, Gabriel	0
Hammond, Tom	1
Harpel, Tammy - EXCUSED	0
Helms, Jeff	1
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	1
Myers, Braxton	1
Nichols, Wade	1
Nikolaou, Dimitrios	1
Novotny, Nancy	1
Palmer, Carl	1
Palmer, Stuart	1
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	1
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 COB Faculty	0
Vacant - 1 COE Faculty	0
Vacant - 1 Faculty associate	0
Vacant - 1 Student senator	0
Vacant - 1 Student senator	0
Vacant - 1 Student senator	0
Miller, Jean (dean rep)*	1
Hunt, Steve (chairperson rep)*	1
<b>QUORUM (VOTING) (28) (*=NV)</b>	<b>44</b>

