Illinois State University

ISU ReD: Research and eData

11-9-2022

Senate Meeting, November 9, 2022

Academic Senate
Illinois State University

Recommended Citation

Academic Senate Meeting Minutes
Wednesday, November 9, 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.

Presentations:
>   *Updated Policy [7.4.3 Pooled Fringe Rate](#) Proposal (Associate Vice President for Research and Graduate Studies Craig McLauchlan, Senior Director of Research and Sponsored Programs Jason Wagoner, Assistant Comptroller Jeffrey Jacob, and Director of Benefits Services Kelly Walker)*

*Presentation is in Appendix 1.
Senator McLauchlan: Good evening. I am pleased to be back to the Academic Senate to provide an informational update on policy 7.4.3, the Fringe Benefit Rate policy, which I presented to the floor on May 21, 2021. The changes to the language of the policy itself were fairly minor – a paragraph or so – but the implications were a bit larger, and I promised then that I'd be back.

So here I am. As a reminder, this policy involves benefits for individuals paid for out of certain non-exempt accounts under 5 ILCS 375/11, I am told. So, grants and Foundation largely at the moment. The policy change moves us from using the actually, calculated value for every employee to a pooled rate. This was the result of a 3-year process discussed with individual investigators, the University Research Council, the College Research Coordinators, and the ISU units – Comptroller, Payroll, Human Resources, Research and Sponsored Programs. The University Research Council recommended this action, and, after a lengthy negotiation coordinated by our outside consultant, we submitted a rate for consideration in spring of 2021, which was finally accepted by the Department of Health and Human Services in summer of 2022. Instead of individual rates per employee, then, the rates are based on classifications, which is fantastic for budgeting.

These new pooled rates went into effect in August of 2022, and the Research and Sponsored Programs Award staff has been working with the several hundred award winners to adjust their budgets.

A few slides, then, to show some of the benefits – we'll of course provide these to acsenate – I mentioned the benefit for budgeting, but also efficiency. Benefits are manually calculated on campus for everyone (thank you, Payroll), so this has some advantages there behind the scenes; but the benefits are more for the Principal Investigators, especially going forward. Especially for new, not yet-hired employees, it eliminates the dramatic surprises that have

resulted when that first pay period hits a budget.

That's the large part of the update, but quickly – the pools were developed by examining actual data on the awards and expenditures. My colleagues can correct me, but when finalized, we estimated only about $6.3 million in wages from these sources in a year on 276 awards at that time, and the group examined several years as a basis and created pools of employee classifications. FY19 was the last full year when the proposal was submitted. The policy currently says "tenure-track faculty," since that is the employee classification, but that includes both tenured and tenure-track faculty.   I had a question about that, but it is the formal classification.

As with everyone's benefits, these are assessed and changed annually, but the pools should show a lot less variability than an individual.   So, we will report our numbers each year and the new rates determined. Process is very similar to the way our F&A rate is determined and is included in it.

This isn't part of the policy itself, but the rates are shown here for completeness. Tenure-track faculty, which include tenured and tenure-track faculty, was assessed at a pooled rate of 29.6% rate. And then a number of other classifications were put together at almost 48%. And then finally students were included in their own. More information can be found in the Proposals budgeting area of the Research.IllinoisState.edu

Senator Horst: Is this standard practice?

Senator McLauchlan: It's very common for pooled rates to be used on university campuses for grants and contracts, especially because it's for budgeting. So, when you're writing a multi-year proposal and you haven't yet hired future employees, for budgeting purposes, it's much easier to be able to say I'm going to use for an outside employee 49% fringe rate when you hire them, they may be anywhere from a 15% all the way to 120% in their actual benefit package, depending on the choices they make. So, for budgeting purposes, it's very very common in university settings --- for grants especially. For us, it's just grants and our Foundation because it's a separate outside entity. Those are the only two types of accounts impacted. But, yes, it's common.

Chairperson's Remarks
Senator Horst: you might have noticed that we have no minutes. The recording quality for the last few meetings has been quite poor. Cera has been holding her ears and trying to hear what people are saying, but it's very difficult to determine what's being said. So, when you do see the minutes, please examine them. We have forwarded some passages to certain people. We want to make sure we know what you are saying when it says inaudible. Thank you very much for helping us, and please make sure they are accurate.

This evening we have two action items and two information items.

I want to remind the committee chairs of the schedule. All of the sudden it's November. From December through February, we have four committee meetings. March 8th is the last

committee meeting to pass something to be reviewed by this year's Senate as an information item and action item. April 12th is your last committee meeting for this 2022-2023 Senate. So, as a former chair, I'm recommending that you really start thinking about forwarding items to Exec early. Try to forward them in February to make sure they get on the calendar.

Another item on this evening's agenda is the Consent Agenda. I wanted to talk a little bit about that, because this is the first time we're doing that. The Senate does the final approval on certain curricular items. The Senate office forwards these curricular items to you as Consent Agenda items. These items are posted digitally on the Academic Senate webpage under the Consent Agenda tab. These items have been approved by the University Curriculum Committee and other committees underneath that. They go through a two-stage process with the Senate. Stage one, the item is forwarded to you by Cera. As a Senator, you may request that this item not be fast-tracked for approval and receive a full review by an internal committee, and then be considered as a separate information item and action item by the Senate. From the moment you receive Cera's email, you have 10 business days, when classes are in session, to review the item and request that the item be removed from the Consent Agenda and receive a full Senate review. If no senator requests that an item receive a full review, then the item is transferred to a list of items to be approved by the Consent Agenda during an in-person Academic Senate meeting, such as this evening. All items on the Consent Agenda are considered to be routine in nature and are enacted by one motion. The motion is adopted, and it is not debatable. This part of the process is required by the Open Meetings Act. The Rules Committee is working to align what we present in the bylaws about consent agendas with what we are going to do this evening. We discovered that that final step, where we approve the Consent Agenda items, is required by the Open Meetings Act. Please let me know if you have any questions about this process, as we do it this evening.

Faculty, we have an election this evening, and then we possibly have the final meeting on the ASPT document. I'm happy about that. So, make sure to stay later.

Finally, I wanted to let you know that I also participate in an organization called the National Council of Faculty Senates. We had a virtual meeting recently to talk about how to engage faculty in shared governance. One item that I took away was this idea of sending out a very quick communication about three things you need to know about the Senate. So, I did one of those recently. I did receive some questions from faculty. I actually got a response from the local press about what we were doing. So, people were reading it, and surprise surprise, most people divulged that they do not read the Senate minutes. This is a remedy to that -- just a quick communication about what we are doing. So, as we go forward, if you have ideas, you and your committees, committee chairs, if you have ideas as to what to include in these communications, please let me know and send me an email.

Senator Garrahy: I would like to thank you for doing that, Senator Horst. I've been here for 25 years, and I've never seen anything like that. I think it's fantastic. Thank you.

Senator Horst: Thank you. I cannot take credit for it. It comes from Gwen Kay, who chairs

the Council of Senates in New York. I thought it was a great idea.

Student Body President's Remarks
Senator Walsh: First, I would like to give our Redbird Men's Basketball team a shout out. They had a hard-fought battle at the home opener on Monday with Western Illinois University, and while we didn't come out with the win, I'm confident the rest of the season will be filled with lots of victories.

I'd like to commend the Center for Civic Engagement for their great work regarding the mid-term elections. The extreme student turnout was fantastic to see, with a line from the Brown Ballroom reaching out all the way to the Starbucks within the Bone Student Center. Historically, on a national level, students tend to not utilize their right to vote. However, it seemed yesterday that Illinois State University is working to turn around that narrative.

Following recent events, I'm looking forward to my meeting with our Chief Equity Officer Dr. Doris Houston tomorrow to discuss ways that SGA can work with administration to further help our LGBTQIA+ community. I look forward to updating you all with what we discuss.

Additionally, SGA recently hosted our Coffee with Cops event. This event allowed for our local police forces to interact with our campus community. This was a productive event that allowed for students to get to know their law enforcement and ask them questions regarding campus safety. We thank ISU PD for their help with this event as well.

Finally, I want to let everyone know, who doesn't already know, that November is Men's Mental Health Awareness Month. During this month I encourage you all to take time to take care of yourself, especially as we near the end of the semester. I've begun appointing members to my Mental Health Commission that is comprised of SGA and non-SGA students. I'm looking forward to their finding on what role we as an SGA can play in aiding the student's mental health here at Illinois State University.

Administrators' Remarks:
- ***President Terri Goss Kinzy- Excused***
- ***Provost Aondover Tarhule***

Provost Tarhule: I have a couple of announcements and one comment. Many of you probably know, Dean Todd McLoda is Dean of College of Applied Science and Technology. Todd has been dean for six years, and he has decided that now is the right time for him to step aside. He's been a very effective and impactful dean. We'll miss his services. The process requires that when a vacancy exists at a dean's level that I notify this body about my intention to fill the position. Usually, what I do in this instance is I consult with the college. So, I've got a number of meetings set up with the college leadership of CAST. I'll be talking with them to get their input on how they would like us to proceed. While I don't know exactly what the process is going to be, I hope this serves as notification to this body that I'll be taking steps as soon as I consult with the leadership of that college to put in place the mechanisms for how we're going to replace Todd. Todd, in his usual

thoughtfulness, has given us plenty of notice. His last day of work will be June 30, 2023, so we have options and opportunities in terms of how we work through about finding a new dean for CAST.

Speaking of deans, the first virtual interviews for the Dean of Engineering will begin next week. We continue to make progress on that college. The applications have closed, and I believe the search committee has narrowed down some candidates and will begin to have communications with them next week.

I also believe this is the last Senate meeting we're going to have before Thanksgiving, so I wanted to take this opportunity to make a few comments about gratitude and basically Thanksgiving. This is my fifth semester here, but it's really the first semester that I really saw what normal Illinois State University looks like. I can't be prouder. I can't be more excited about the energy and the enthusiasm I saw on campus. I think the campus is so much more exciting under these circumstances, and I'm very thankful as I look out of my window down on the boulevard and see all the students walking through. It's really amazing just how much energy and excitement there is. Today I was reflecting on this, and I thought it's easy to take for granted some of the things that really matter in life. So, I just want to remind everyone that, as we come up to Thanksgiving and we go home, please take time to appreciate the things that really matter. I hope you have a restful time with your families and loved ones and come back so we can have one big push for the end of the semester. Thank you.

Senator Duffy: I know you touched on the selection process for the new Dean for the College of Engineering. I was just wondering if the university is looking to hire someone internally, someone already working here, or if they're looking elsewhere, someone from another institution?

Provost Tarhule: For Engineering, we don't have Engineering for now. I haven't seen the applicants at all. We have a search committee. The search committee has received the applications. They have reviewed them. I believe they have shortened them to the least they'd like to invite for the on-campus interview. So, this was a national search. It's possible that some internal candidates applied; I don't know that. But it was a national search, and we're hoping to get the best candidate from that pool.

Senator Horst: Will there be a shared governance session with that pool of candidates?

Provost Tarhule: I believe so. We've done that in the past, and we would definitely like to continue that. Yes.

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

Senator Johnson: Senator Tarhule, thank you for that. That was really neat. Definitely going to look to enjoy the Thanksgiving Break. Speaking of giving thanks, during Giving Tuesday on November 29, Illinois State University will be engaging in fundraising efforts for the Food Security efforts. Gifts will help support campus food security initiatives that include Peer Led Navigator Program to help students find and use local, state, and federal food

assistance programs, grab and go food bags during university closure dates, many food pantries hosted by departments across campus, and short-term meal plans for students to access campus dining centers. The goal for this effort is to raise over $10,000. Any support or gifts would be greatly appreciated.

The second item that I have is more of an update. It involves a quiz. Guess what occurred this last Saturday evening at 7:00 p.m.? The Esports Gaming Arena actually reached capacity at 60 PCs being utilized all at the same time. This is without any advertisement or promotion. The arena is open, and students are flocking there in the evening times and actually utilizing the facility. We are excited about the leveraging of this new activity for our students, especially during the weekend hours. So, if you have it within your timeframe, please stop in and check out our new Esports Arena. That's all I have.

Senator Samhan: For the Esports Arena, is it open for faculty as well as students? Last time I checked, it said it's only for students.

Senator Johnson: Yes. I believe at this point it's still students. But we're going to be looking at this because I know there are some alumnus who would love to participate, and faculty, and staff. We're definitely going to look into that. Given its popularity, we're trying to figure out what hours might be better to offer something like that.

Senator Holmes: I know I didn't submit this question ahead of time, so it's okay if you don't know. Do you have any sort of updates on a timeline on the Kappa Sigma situation, anything like that, when we're going to get a decision from the university?

Senator Johnson: While I cannot provide a timeline, I can provide a status type of thing for you, and that's very limited. But I can announce that we have completed the investigation portion of the case and that we have moved into the adjudication process. That's specifically as relates to the group that has been identified as possibly being responsible for the incident. I can let you know that. I cannot share any additional feedback or information if there are individuals who are involved in that. That is private information.

Senator Holmes: How long does that typically take, like from prior cases, do you know? Is there a range?

Senator Johnson: There's not necessarily a range; again, these cases all depend upon how long the investigation might take place. And then once charges are finally levied, there isn't a certain timeframe between that and when the case is adjudicated. But then there are a series of potential appeals that a person or group could have if they are found responsible. So, that could range. I'm a little leery of trying to give you a specific timeframe. I can inform this body that it is moving forward.

- ***Vice President for Finance and Planning Dan Stephens***
Senator Stephens: Tonight, I would like to address the topic that I deferred from our last meeting two weeks ago. I have a guest with me tonight, Associate Vice President for Facility Services Mike Gebeke. I asked Mike to come speak to this body to help explain the

challenges we face with our campus wide central HVAC system when the weather begins to change over to a new season, such as fall to winter, and then winter to spring.

AVP Gebeke: We call the months of October and March our shoulder months. It's the time that we change from heating to cooling or cooling to heating. We don't have systems that are like what you have at home. We have water cooled systems and we have two pipe systems—I can get into all the jargon if you'd like—but it all requires that we have to change the water at different times. It requires different treatment, and it requires shutting things down; once the air starts getting below 32 degrees, we risk freezing things up and breaking things very badly. So, we watch the temperatures. This year, in October, we looked at, usually it happens around October 15 and March 15 are the dates to look at, where we're start looking at the long-range forecast to look at what the temps will be overnight. In October, we had a week where we actually went below freezing for two days, where we hit 28, and that was the week before October 15. So, we started shutting chillers down to get them ready, because we've only got so many people and we do have a lot of chillers on campus that have to be drained and taken care of. Unfortunately, the week after we started doing this, the temperatures went back up. Once air temperature gets above 55 degrees, I can't cool spaces with people in it. People are 98.6 degrees, and once you put a lot of them in one room, 55-degree air or above won't cool it off anymore. So, people heat up, rooms get warmer. It gets a little uncomfortable. People are not happy. Things settle down for a little while and I think tomorrow should be your last day of this being a problem. I haven't seen it before. It's not usual in the Midwest to have 70-degree temperatures in November 10. We're supposed to have 74-degrees tomorrow. It should be the last warm day. We do have a couple of buildings that have chilled water all year long that we have special things set up for. I think L.J. would like one of them, it's in Esports; those computers generate a lot of heat, and we have to keep them cool. That one is on and working. Redbird Arena always has some chilling capabilities over there. Most of the campus, we can't do that because of the damage that could result once the temps drop. Then again, this will happen in March. We'll try to put out notice a little quicker and have it out there to remind people that this is coming. But when we look, about March 15, we'll look for when the temps are going to go above that freezing mark and stay above so we can get the chillers on in a timely manner and cool things off. But again, in March if we go up above and start looking at cooling things off and we get a cold night, we could be really cold. So, we check that at the same time. That's what happens with the chilled water system and heating systems throughout the year.

Senator Horst: I want to make a comment that the School of Music has very expensive pianos that also do not like these oscillations, so perhaps we could get a special air conditioning unit as well in CPA. The very pricy Steinways don't like that either. Thank you very much for that update.

Consent Agenda Items:
Special Education: Major in Special Education, Specialist in LBS Online

History: Deletion of European Studies Major
Motion by Senator Pancrazio, seconded by Senator Blair, to approve the Consent Agenda

items. The motion was unanimously approved.

Action Items:
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
Senator Valentin: I'm going to go through the changes that were made since it was last presented as an information item. First off, the plural form Emeriti has been returned to the title, as it is in the current version of the policy. So, not changing it from emeriti to emeritus. In the policy itself, the first section has been amended to include the non-gender term emerit, along with the neutral term emeritum as options for self-designation for a title. A ten-year minimum as a faculty member at the university has been added as a requirement for the ability to use this title. In addition to the copy that has been provided, we have some additional changes. In response from a recommendation from HR, we would like a change to the first section to better clarify the timeframe so to take into account employees, for example, who have put in time as faculty but may have moved to A/P before retiring. So, rather than having the restriction be ten years as faculty, it separates those two requirements from each other. So, the proposed wording for that first section would be, "Employees who meet the following criteria at the time of retirement shall be accorded the privilege of retaining their professorial title after retirement, with the added designation of the word emeritus, emerita, emeritum, or emerit: 1) Employees on continuing appointment at the time of retirement 2) Employee has held a position as academic faculty rank at the university 3) Employee has been employed by Illinois State University for at least ten years 4) Employees retiring in good standing."

In the second section, the emeritum, emerit option have been added. So, in that first line, "The President, in consultation with the Faculty Caucus of the Academic Senate, may deny the title designation emeritus/emerita/emeritum/emerit upon retirement and may also rescind such emeritus/emerita/emeritum/emerit titles if the faculty member acts in a manner that may have an adverse impact on the University."

And the third section sentence, this legal verbiage, "This policy is not intended to and does not create any right or benefits substantiative or procedural enforceable at law or equity by any party against the university, it's officers, employees, ensures agents are assigned," we asked Legal to review that language again. After review, Legal determined it was not necessary, so we are asking to have that deleted.

Senator Horst: Can I just clarify, you have the four criteria, 1. Employee is on continuing appointment at the time of retirement; 2. Employee has held a position as faculty with academic rank at Illinois State University; 3. Employee has been employed by Illinois State University for at least ten years; 4. Employee is retiring in good standing. Correct?

Senator Valentin: Yes.

Motion by Senator Valentin, on behalf of the Planning and Finance Committee, to approve

the revisions to policy 3.2.10 Emeriti Academic Employees Defined.

Provost Tarhule: You didn't mention the rank. Does a professor have to be full professor in your criteria? So, from what you describe, if we had an assistant professor who met all of those other conditions could they become emeriti?

Senator Valentin: As it's worded, yes.

Senator Horst: Currently, we have people who have been at Illinois State University for quite some time who are just assistant professors. I read about one in the news that is still here as an assistant professor who's been here for 40 or 50 years. You used to be able to get tenure without the promotions. But let's focus on the policy. Is there any debate on the policy?

Dr. Gatto: There's a disconnect between hold rank and ten years at the university. We have several people who are now faculty that were NTTs and/or grad students or had some employment here that could add to the ten years. So, do you mean ten years as an employee of ISU or ten years holding the professorial rank of some sort?

Senator Valentin: It's both. So, having at some point held faculty rank, and then ten years of employment. It's an "and" not an "or."

Senator Horst: So, you have the academic rank and then you've been here for ten years as an employee.

Dr. Gatto: Right. But you could have ten years and only have been an assistant or associate professor for six.

Senator Horst: Yes.

Senator Valentin: Correct. And that was the issue that HR wanted to resolve, because there are faculty who have moved into A/P positions, for instance, and upon retirement they should be able to use that title.

Senator Horst: HR wanted clear criteria because they are going to be the one enacting this policy. So, we are now giving them clear criteria.

Senator Hollywood: I just want to be clear that non-tenure tracks could actually gain this too if they have ten years as faculty rank?

Senator Valentin: No.

Senator Horst: Academic rank. So, that's assistant professor, associate professor, professor.

Senator Hollywood: Alright. I just wanted to make sure.

The motion was unanimously approved.

From Academic Affairs Committee:
10.13.22.06 Policy 8.5.1 University Library_Current Copy
10.27.22.12 Policy 8.5.1 University Library_Mark Up
10.27.22.01 Policy 8.5.1 University Library_Clean Copy
Senator Cline: Since our last conversation, with the recommendation of Senator Bonnell, it is reflected in the text that you see here. A couple little verbiage changes. Instead of, "citizens in the surrounding area," we changed it to, "the general public may use." And in the second paragraph, instead of "citizens from surrounding communities," it says, "individuals from surrounding communities." That was the only change that we made.

Motion by Senator Cline, on behalf of the Academic Affairs Committee, to approve the changes to policy 8.5.1 University Library. The motion was unanimously approved.

Information Items:
From Academic Affairs Committee:
10.13.22.04 Policy 2.1.11 Satisfactory Academic Progress Required for Continued Financial Aid Eligibility_Current Copy
11.03.22.06 Policy 2.1.11 Satisfactory Academic Progress Required for Continued Financial Aid Eligibility_Mark Up
11.03.22.05 Policy 2.1.11 Satisfactory Academic Progress Required for Continued Financial Aid Eligibility_Clean Copy
Senator Cline: Academic Affairs Committee brings forward a revision to policy 2.1.11 Satisfactory Academic Progress Required for Continued Financial Aid Eligibility. Just as a note, as I present this, we do have a representative from Financial Aid with us, and we have Director Selkow, and Dr. Amy Hurd who can help answer questions about both graduate and undergraduate issues.

Policy 2.1.11 was actually brought through the Senate late last academic year. There was a statutory change that had to be made and put into process immediately with the provisor that we would go back and do a thorough review of this policy this academic year. This has now been through a number of different passthroughs in the committee and Legal. Essentially, what I'd like to say about the differences between the way that the policy looked before and the way that it looks now, in general, the Academic Affairs Committee is trying to disaggregate policy from procedure. So, there were quite a number of procedures, that is to say, step-by-steps, that were in the original policy that we have now removed in order to make the policy be the policy. Our thinking is if a procedure changes, we don't want to have to go back in and change the policy. That was one issue.

The second is that we sought to disaggregate what is this policy, which is continued financial aid eligibility, from the academic eligibility. So, your eligibility to be eligible as a student, maintaining your GPA for enrollment as a student, on the academic side is a different policy than financial aid eligibility. We did a lot of work to disaggregate those two things. Then we were informed by Legal that, in fact, state law requires that those two policies be linked, which is to say, in a very general sense, a student should not be able to

find themselves academically eligible and not eligible for financial aid. So, the academic eligibility should be more stringent of the two policies. That's the only way they need to be linked with each other. I'm sure financial aid folks will tell me if I got that incorrect. You'll see at the beginning of the policy there is some nod to academic eligibility, and that's because state law requires us to do it that way.

Senator Horst: I noted that you crossed out Reinstatement Committee under Notification of Appeals and you put in University, and you also did that in the Reestablishing Financial Aid Eligibility. Could you talk about that change?

Senator Cline: Sure. I can give a short answer and if Dr. Hurd wants to go over me and do anything better, I'm glad to yield. But essentially, reinstatement is done sometimes by a committee, that is if the reinstatement itself is not clearcut. If there are multiple factors that need to be understood or discussed, the committee will take a look at it. If it's a simple reinstatement, that is if a student just has to get their GPA up and they get their GPA up, a member of the staff can do that. So, we don't have to convene the Reinstatement Committee for hundreds of changes, semester to semester, So, changing it from the committee to the university generalizes it. That's a little bit of the taking the procedure out of the policy. Allowing staff to make individual decisions in clear cut cases. But obviously, if there's ever any difficult decision or complicated decision the Reinstatement Committee would be the one to make that review.

Senator Horst: We might want to make sure that other policies that reference the Reinstatement Committee, we might want to use that same verbiage there.

Senator Cline: Yeah. It's coming.

From Administrative Affairs and Budget Committee:
10.27.22.04 Policy 1.3.1 Reasonable Accommodation Procedures for Employees or Applicants_Current Copy
10.27.22.05 Policy 1.3.1 Reasonable Accommodation Procedures for Employees or Applicants_Mark Up
10.27.22.02 Policy 1.3.1 Reasonable Accommodation Procedures for Employees or Applicants_ Clean Copy
Senator Nikolaou: The Administrative Affairs and Budget Committee reviewed procedure 1.3.1, which refers to policy 1.3 Americans with Disability Act. The comments came back in January from then Director Jeff Lange. He had discussion with interim Director and Title IX Coordinator Débora Piovezan Barbosa Avelino, who is here. She's going to be our expert for all our changes. Even though you see lots of red, part of it is because things have been moved around and they appear as red, instead of green. For example, if you see there is the new section 2, which just clarifies how the request for a reasonable accommodation can be initiated, which uses information from sections later on. There was added explanation as to when each of the forms are going to be used, and a paragraph was added to allow for greater flexibility on how the information can be provided. So, applicants don't need to use these forms that are listed if they can provide this information via different means. The language has changed to be more gender neutral. Section A was moved first to talk about

the employees first and the language has been cleared. Wherever the policy referred to employment accommodation coordinator, this has been changed to OEOA. We clarified across the policy that we are talking about job applicants, so there is no confusion for individuals who apply for an accommodation. In Section 2.C.2, we got feedback from Human Resources to actually add University Human Resources to the state university civil service system, so they are also going to review it. Also, we got feedback from Human Resources that wherever it's mentioned that its going to be the Associate Vice President for Human Resources or designee. Section 3 it was clarified that it is referring both to employees and job applicants. Then throughout the policy, apart from the very beginning, there was a change in the word disability. Another couple of comments, during Exec we got some comments for Oxford Commas (Senator Cline), so we are going to incorporate them based on the comments we get from the Senate. There was a question about adding a definition for what a reasonable accommodation is. But if we look at policy 1.3, it actually includes a definition, where it says, "A reasonable accommodation is any adjustment made to provide an equal opportunity to an induvial with a disability," and then it continues. So, it's actually in the actual policy.

Senator Horst: I had a question that had to do with accommodations that the Senate did last year. We negotiated to make sure that we were being reimbursed, and we had to sign some forms. I was wondering if the procedures could include language about how to handle a university division that is not part of the department.

Senator Nikolaou: This was actually one question that we had, because the policy refers to department. But it's not an academic department. For example, we have Sandy Cavi in our committee, and she actually said that her unit is also called a department. So, it's not an actual academic department, and that's why we also didn't change it to unit. But if we need to add some clarification.

Senator Horst: So, it says, "the employing department will implement the agreed upon accommodation," in 2.A.6, in the green. I'm just saying that the Academic Senate office also engaged in an agreement for an accommodation. So, maybe you just want to expand employing departments. Are there departments that an accommodation is requested, something like that.

Senator Nikolaou: Okay.

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

Senator Cline: This evening, the Academic Affairs Committee, we think, finished our review policy 4.1.18 Credit Earned through Transfer Examination and Prior Learning. That will be sent on to the Executive Committee. We finally had a conversation about a long-standing issues pending item, which is some issues regarding the 300/400 level course split, and some concerns from the CAS Curriculum Committee about the implementation of the new IDEAS/rules about that split. We have some suggestions going forward that we will bring to the Executive Committee for discussion.

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

Senator Nikolaou: The Administrative Affairs and Budget Committee met this evening. We started discussing the policy that related to academic department chairpersons and school directors. We talked about policy 3.2.15 Administrator Evaluation, Section A, which is only for chairs and directors. And then also policy 3.3.6 Academic Department Chairperson/School Directors Responsibilities, Appointment, Compensation, and Evaluation. We are not going to be sending something to Exec.

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

Senator Smudde: The Faculty Affairs Committee tonight examined eight policies, at least to get updates on how their progress is. Two of them have no further action required by the reviewer, so there's no revisions. I'll send a note to Executive Committee. One of the policies, 3.3.11 Endowed Chairs and Professorships, does have some slight revisions we'll be working on at the next meeting; we'll probably have something to send to Exec after that. But all the remaining policies are: 3.2.14 Assignment of Persons Holding Faculty Rank to Administrative or Other non-departmental positions, 3.3.7 Secondary Outside Employment, 4.1.11 Export Control, 4.1.13 Classified research, and 7.1.1 Significant Financial Interest Disclosure. All of those are still pending. They have certain things that we are working on. We're waiting for outside work from the contacts. Policy 3.3.3 Academic Rank is one that we'll be sending to Exec as not needing any revision. And 3.3.10 Termination Notification, also the same thing.

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

Senator Valentin: Planning and Finance Committee reviewed and approved additional changes to policy 3.2.10, which we presented tonight. The committee also reviewed the Academic Facilities Priority Report and asked questions of our guest, Associate Vice President of Facilities Management, Planning, and Operations Mike Gebeke. AVP Gebeke also answered questions on the committee's priority topic of Campus Pedestrian and Vehicular Safety.

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

Senator Blum: The Rules Committee tonight approved the College of Education Bylaws. And we also met with the Director of the Graduate School and discussed feedback on their bylaws, and they'll be working within the Graduate Council to address the feedback.

Communications

Senator Bonnell: Yesterday at elections, 1,662 voters cast their ballots over in Brown Ballroom. That's a lot. Of those, more than 85% (and that's about 1,400) were what we call EDRs, Election Day Registrations. That's just incredible. And a lot of those were students. So, like Student Body President Walsh, I wanted to just say how incredible the Center for Student Engagement is, and also the Redbirds who came out to vote yesterday. It was just an extraordinary experience. New this year, the Bone became a vote center again, it's gone back and forth, but anyone from McLean County could actually come in and vote in the Bone, in the Ballroom (unless you're from Bloomington, which is a whole other story). The reason we were able to do that is because people from the ISU community became a cohort

of election judges so that we had enough bodies to accommodate all of those new registrations. So, it was a really incredible experience. Most of us did that because we want to see students out there voting, and we weren't disappointed. I just want to say thank you to all the students who came out to vote in the Brown Ballroom, because to a person, there were lines that were about an hour long, and they were just incredible. It was an incredible experience, and I just wanted to thank the students, because civic engagement is a core value for ISU and the students really came out, and the county clerk took notice of that. So, again, thank you.

Senator Horst: Thanks for that, Senator Bonnell. I also saw the line; it was quite long. I do recall in 2016 that we had horrendous lines, so this might be an indicator that we need to advocate for…

Senator Bonnell: I wanted to point out that this was a mid-term election too, so they weren't really expecting this much. And they've already made improvements for next year.

Senator Horst: Hopefully, they'll have more facilities two years from now.

Senator McLauchlan: One of the world largest sporting events is coming up during the year and that is the World Cup. I just wanted to point out that there's a large consortium of folks, led by the Graduate School among others, to just watch. In the spring, we'll try and have some seminars, etc, on many of the issues surrounding the World Cup, which we have the men now, and then the women next summer. So, the Office of International Engagement and the Graduate School, Student Affairs… many, many groups involved will be watching at the International House. Stay tuned for more details that will be coming out soon. But since we won't see each other again until it happens, we hope that you will come out and celebrate. My office took it on because we have so many international students in the Graduate School, so we took the lead. So, I hope you will come and join us in the International House.

Senator Hollywood: I have several students in my classes that have experienced mental health issues based on stress. I always send them to the Student Counseling Services, but they have communicated to me that they cannot get in. That they cannot be seen. That the schedule is full for the remainder of the semester. So, I don't know where to tell them where to turn. If we could get some information on that. And the same is happening with the tutoring center. That they're trying to get in to improve their writing skills and things like that but are being told there's not space for that.

Senator Horst: Thank you. I will write down that communication and we will present it in the Executive Committee. We've had presentations on this before; perhaps we could get a follow up from Senator Johnson.

Senator Johnson: I can do it now. There should not be a waitlist if a student has an emergent type of situation and they wish to see a counselor at the counseling center. Where there might be a wait is if someone is going in in order to get a full assessment and then is seeking ongoing counseling. But if a student has an emergent type of situation and

they wish to get in that can be addressed, as well as, we do have plenty of group counseling type of opportunities for students as well. But if you do have a student who is having a problem or issue attempting to get in, please ,if you wish to contact Student Affairs, or the Dean on Duty (is probably the best individual) they can assist with that.

Senator Horst: But maybe you can reach out to your staff, and we can get a follow-up.

Adjournment or Hard Stop 8:45 p.m.
Motion by Senator Myers, seconded by Senator Pancrazio, to adjourn. The motion was unanimously approved.

2022-23 ACADEMIC SENATE ROSTER
Wednesday October 26, 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
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
QUORUM (VOTING) (28) (*=NV)	44

Appendix 1

Overview

Pooled Rates Implementation

7.4.3. Fringe Benefit Rate Policy

Fringe Pool vs. Direct Charge

- Institutions have the option of charging actual fringe costs (direct charge) or using federally approved rates to charge pooled fringe costs. Through Fiscal Year 2022, ISU has used the direct charge method.

- Direct charging method allocates each individual's specific benefits to each salary source.

- Pooled fringe benefit rates use an average rate (a percentage of salary) for groups of employees.

- Through Fiscal Year 2022, ISU has used the direct charge method. Starting in Fiscal Year 2023, ISU will be implementing fringe benefit rates.

Fringe Pool Benefits

Increased Efficiency

A fringe benefit rate will simplify the monitoring of fringe benefit charges to accounts and simplify salary re-assignments.

Increased Recovery

With direct charge method, some fringe benefits are paid centrally while pooled rates allow for centrally funded fringes to be included in the fringe rate to more accurately allocate total fringe costs.

Reduced Risk of Non-compliance

Fringe benefit rates are negotiated annually with the institution's cognizant federal agency.

Easier Budgeting

A fringe benefit rate will result in consistency between budgeting and expense practices; and simplify negotiations with sponsors.

A department can easily calculate the total cost of a new employee at the time of hire rather than after new employees make benefit choices.

Basics of Fringe Rate Development

- Based on actual compensation and benefits for a base year reconciled to audited financial statements

    For FY23, ISU base year is FY19 – most recent complete year available during rate development period.

- Employees classified into groups subject to generally the same compensation structure and benefit plans

- For ISU, this is 'employment classes'

    Tenure-Track Faculty

    Civil Service,

    Administrative

    Professionals,

    Non-Tenure Track

    Faculty Extra-Help,

    Graduate

    Assistants,

    Students

- At end of year, actual fringe costs vs. fringe recover is analyzed by pool to determine whether over/under recovery occurred, and this is then rolled-into next year's rate calculation

ISU Fringe Pool Rates – FY23

https://research.illinoisstate.edu/proposals/budgets/fringe-benefits/

Fringe Benefits

Beginning on August 1, 2022, the University will be using pooled fringe rates rather than actual costs to assess fringe benefit costs for sponsored programs and foundation funding.

The change in accounting for fringe benefits will simplify accounting, budgeting, and projection of fringes by adopting a widely used best practice in higher education. The adoption of pooled fringe rates will make budgeting and charging salaries more predictable and reliable. Individual circumstances do not drive a change in the cost that is charged to the department, because rates are set by categories of employees, not individuals and not individual circumstances.

Rates were established based upon employee classes grouped by benefit eligibility using FY19 data and financial statements. The initial fringe rate components include FICA (social security), health insurance, and retirement.

The current pooled fringe rate agreement allows for three (3) pooled fringe rates. The pooled fringe rates are defined as follows:

Employee Classification	Fringe Rate
Tenure-Track Faculty	29.60%
Civil Service, Administrative Professionals, Non-Tenure Track Faculty	47.60%
Extra-Help, Graduate Assistants, Students	7.65%

The appropriate fringe rate will be based on the employee classification for which salary/wages were earned.

Pooled fringe rates apply to wages in all non-exempt funds. Exceptions to charging fringe in this way cannot be made.

Existing awards will be charged using pooled fringe rates, not actuals. Staff supporting grants will be provided tools for projecting potential budget impacts in both July and August. And any impacts which require external sponsor approval will be managed directly by the Award-Management staff in Research and Sponsored Programs.

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