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Senate Meeting, April 24, 2024

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**Illinois State University
Academic Senate Meeting
April 24, 2024**

Chairperson Horst called the meeting to order. Secretary Mainieri called the roll and declared a quorum.

Public Comment:

Commenter: Becca Mackey

Mackey: Hi, my name is Becca. I am the president of Students Ending Rape Culture. I have also sponsored the Title IX resolutions with Lauren. I just wanted to give some context on why we think these are important, specifically the one calling for an audit for both the student body and the office itself. From what I've heard during my time at SERC, many students distrust the Title IX Office, I would go so far as to say some of them are afraid of it. Many people are choosing to report to the police over the Title IX office because they do not trust them to handle the case in a reasonable amount of time, and this is unfortunate because Title IX was created so students didn't have to seek help from the police. The goal of the audit is to shed light into what the root causes of many of the complaints made about the office are. This is not an attack on an office that is likely underfunded and understaffed, it would just show steps may need to be taken to make it run better. It would be a huge deal for ISU to take a step like that to show their students, especially the ones who have been victimized, that they have heard their concerns and care about fixing them to the best of their ability. We also believe that an audit will help the office staff out. A lot of the problems we have heard and seen are likely out of their control, and it is beneficial to see just what they are and what the University needs to do to fix them. We don't want to burn the relationship between Title IX and the student body, we want to rebuild it, and an audit is a great first step to doing so. Thank you.

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

Jana Albrecht: Thanks to all of you for having us, this report is a joint effort between Student Affairs and Academic Affairs. I'll start by talking a little bit about recruitment and enrollment, and then I'll pass it over to Amy. I am from Enrollment Management, I work out of the Provost's Office. In this incoming year you may have heard that we had a really successful freshman class. Our largest in the last 36 years. That class was the most racially diverse class that we've ever had and we moved from a class of about 37% racially diverse students to a class of about 41%. If you look at figures 1 and 2 in your report you can see significant percentage and number increases for our black, latino, and Asian students, and that is both for our incoming freshman and for incoming new transfers. All of this brought our total enrollment from about 30% to nearly 32% for students who indicate they are racially diverse. So if you were to take a look at these numbers, if you went back to 2010, 2011, even 2012 we have made some pretty substantial gains in about 2012 we were around 15%. We can always improve, we love to hear any of your

suggestions, many of you have gone through a lot of our recruitment processes and we get quite a few great examples from each of you.

So, I think this time I'm just going to reiterate that everyone in this room, our campus community, makes the difference every year for prospective families. For their students and for their parents. They expect to see somebody like me talking about our institution, what they don't expect is Jim sitting at a table for two hours on a Saturday talking to incoming prospective students about how great this institution is. What they don't also expect is for you as students to reach out to them when they are on the quad and ask them if they need directions or if they have any questions about the institution. Our community really matters, and I think as long as we take that into everything else that we do, we're always going to be in really good shape. Thanks to all of you for what you do every day, and with that I will hand it over to Amy.

Dr. Amy Hurd: Much of this report does focus on retention and graduation rates with targeted efforts towards our underrepresented students. That may be based on race, ethnicity, income, first-gen status, or geography. I can't talk about everything in the report, because, if you didn't notice, it is pretty long. I want to mention a few things where we are seeing results. While you are just hearing from Academic Affairs and Student Affairs, retention and graduation requires all four divisions working together. To give a couple of examples from Financial Planning, which you wouldn't expect them to be involved in this but, Enterprise Data and Analytics and Technology Solutions, they built tools for advisors such as Predictive Analytics and the Student Success Dashboard. The Predictive Analytics is a model we use to predict the likelihood of students being retained from Fall to Spring and then Fall to Fall. We use this information to try to identify and recruit students into first-year seminars, we have the advisors use them so they can better manage their case-loads and reach out to students that they think will need the additional support. The student success dashboard centralized academic and student engagement information, so its information comes from Academic Affairs and Student Affairs so we get a holistic look at the students.

In addition to these partnerships are a few programs I want to talk about. The SOAR Scholars Program is dedicated to fostering an environment in which participants excel personally, professionally, and academically. We assist this group, they are a cohort of 14. We assist them in their transition from high school to college and eventually to their chosen careers. Our SOAR scholars we retain at 28% higher than the University average, so the support that we are putting there we feel is working. One of my favorite committees is the Persistence Committee. This has been in place since 2018. The President funds this program each year to help students in need. The committee uses a case-management approach to look at students' situations. They may look at financial aid and housing and advising among other things. Over the last 5 years we've had 624 unique cases reviewed, 412 students have received some sort of assistance, and 258 of them, or 63% have graduated. I feel like that is a good, solid number and just consider that not all of them are ready to graduate and that had they not received this assistance they probably wouldn't still be at ISU. Our Honors program staff continues to work hard to match the demographic diversity of the student body, they have been able to do that through such things as EDI, peer mentors, alternative spring breaks, EDI-focused honors explorations and seminars. We retain honors students about 94% to 96%, well above the University average.

Our Trio program also has that same retention rate and TRIO is Federally Funded. It is 232 students based on the grant, the students to be part of TRIO have to be from an underrepresented group, Pell-eligible, first-gen, or have a disability. Our first-year seminars such as IDS128, which we affectionately call “Thrive”, and Success 101 have shown positive results. Students who take those are retained at 18% higher than those who don’t. We have a new program called our Peer Success Advocate. We spend a lot of time looking at Fall to Fall retention for Freshman, the Peer Success Advocates look at students in their 3rd to 4th semesters who are less likely to be retained, and we provide outreach to them and work with them to find out what support they need and then provide that. I

Danielle Miller-Schuster: I also wish to extend my gratitude for the opportunity to be here yet again before you in the Spring semester alongside my colleagues. Like my colleagues, I am very proud of the continued work that we do across the University, and the recruitment and retention of our students. Our initiatives span across 15 departments in the division of Student Affairs, demonstrating what I believe is our collective effort to build a more inclusive and supportive University community. This year has been marked by significant advancements across various areas, highlighting our commitment to creating a nurturing, affirming, and accessible educational environment for our Redbirds. Our division has been at the forefront, embracing a rigorous schedule of professional development opportunities. These initiatives are uniquely designed to enhance our staffs’ competencies across several critical areas such as leadership, cultural competency, even digital literacy to name a few.

The divisions Inclusion Change Team involved dedicated practitioners from each of our 15 departments who underwent extensive cultural competency training every other week for 5 months. This empowered them to support their colleagues development and to truly drive what I would consider systemic change across our campus. We are now in our second year of offering the Redbird Edge series. It is aimed at career and EDIA-related professional development, which is tailored to assist our staff in supporting the diverse paths our students navigate.

We recognize the financial barriers that can hinder our students’ educational journeys, so this year we continue to bolster our support through several scholarships and funds. The Susan T Kern Special Opportunities scholarship fund is providing crucial support for students who need financial assistance for unique academic and co-curricular experiences. The Spangler Scholarship for Social Justice and the Student Success and Excellence Fund further exemplify our division’s commitment to easing the financial burdens and enhancing the educational experiences. These are just to name a few, all of our funds and scholarships related to this are in the report.

Our career services have been particularly active with programs like the Cultural Career Network and our International Student Careers series, both of which are tailored to improve employment outcomes for our diverse student body. Additionally the Center for Civic Engagement has incorporated Equity and Inclusion into all facets of civic participation, ensuring supportive environments for our participants. Health and well-being remain a cornerstone of our student-support initiatives. Redbird Well is our consolidated mental health resource. Now offering comprehensive support options tailored to the needs of our underrepresented students. Similarly,

our Health Promotion and Wellness department has prioritized mindfulness and wellness coaching, recognizing the unique pressures faced by our international and minoritized students.

The Multicultural Center has become a vibrant hub for cultural and social justice programming, significantly enhancing a sense of belonging among our students. Likewise, Campus Recreation has made commendable strides in improving accessibility and inclusivity which is vital for building a community where all can thrive. Our Student Access and Accommodation Services has continued to provide crucial support for our students with disabilities and or/or medical or mental health conditions, integrating new technologies and offering scholarships to alleviate those financial pressures. This office plays a vital and pivotal role in advising faculty and staff to provide best practices for inclusivity and accessibility in all of our learning environments. We've also introduced new curricular elements like the identity and residence hall communities class, which prepare our resident assistants to foster more inclusive residential environments, and our Event Management/Dining and Hospitality team has been instrumental in continuing to provide culturally sensitive dining experiences, and accommodating diverse dietary needs. As we reflect on the initiatives that the three of us have shared but also everything that was included in this report, it is clear that our work is about weaving a fabric of inclusivity that extends beyond the classroom and really into every corner of campus life. Our initiatives spanning from targeted support services to expansive, programmatic enhancements signify a deepening commitment to not only attract, but also retain and to support a diverse student population. These efforts reflect our ongoing dedication to building a campus culture that values diversity, encourages inclusion, and of course provides equitable opportunities for our students. We do realize you have a full agenda, but we are happy to take questions.

Chairperson Horst: Senator Mainieri.

Senator Mainieri: One thing I noticed that is absent in this report is the work of the CEIO and DIAC and any of their initiatives, and I wonder if there are connections between that position and the committee and what we see in this report, and if they are involved in the preparation of this report?

Dr. Amy Hurd: We did not have them do that because they do their own annual report, so we left the things they are doing in that office to that annual report rather than this one.

Chairperson Horst: I know there is going to be an equity plan for the University in the near future, so maybe next year we can discuss how to coordinate the information from the two different offices. Further questions? Senator Helms.

Senator Helms: You mentioned the Event Management and Dining changes to accommodate the increasing diverse nutritional needs; can you expand on that briefly for me? Are we now better able to take care of our Muslim students' dietary needs and things along those lines?

Danielle Miller-Schuster: We have a couple of options on the dietary side. One, we have one-on-one individual opportunities for any student who has a meal plan to meet with our dietary team. That can include our culinary chefs, but it can also include our two dieticians on staff. Our goal is to make sure that our students are met and that they feel they can have the variety that they

need for breakfast, lunch, or dinner. Additionally we have Net Nutrition which is a web menu resource for all of our students and it allows anyone who is going to either of the dining centers to be able to see the ingredients and everything that is going to be provided on the menu for that week, so it allows our students to be able to see what is available to them and where it will be in order to have access to that, but if for any reason a student does not feel like those needs are being met, we again meet one-on-one with each individual student to make sure that they have what they need. We also do different kinds of events throughout the year to give opportunities for students to try different culinary opportunities, so we make sure to market that so the students have that available on the menu as well.

Chairperson Horst: Further questions? Did you have a follow-up Senator Helms?

Senator Helms: I did. So, I have the ability to meet with a dietician to discuss my needs, and then I can look on the internet to see what is being served, but that may not meet my dietary needs, so I can go back and meet with the dietician? I'm not sure I understand how that solves the problem.

Danielle Miller-Schuster: So we try to have variety in our menus each day, so if a student feels as though they don't have the options needed, then we would meet with the student to see what we can do to diversify our meal options depending on if they live in Watterson or Hewitt-Man or Tri Towers.

Chairperson Horst: Further questions? Senator Lucey.

Senator Lucey: Concerning the data in table 1 and table 2, is there any analysis based on intersectionality so identity is not based on one particular trait, it is based on a combination of traits? Is there any data that shows the patterns of enrollment and transfer based on intersectionality?

Jana Albrecht: We do have a significant number of different reports, so if you wanted us specifically to show you some of those other reports, we are happy to do that. But as you can imagine, first-generation, income status, all of those things all go together to make up a picture depending on what questions you are asking.

Senator Lucey: In terms of students who transfer, do you have information about the source institution of the transfer that indicates where we are pulling from and how that can affect our recruitment efforts?

Jana Albrecht: We sure do, and we can get you that information. We have a list of the top 10 that is pretty easy to get and that hasn't really changed for the last 5 or 6 years, but as you can imagine Heartland Community College is always on the top, ICC is one of them, Joliet Junior College, so some of the ones that you would anticipate are those institutions that we pull from; but President Tarhule has introduced us to a couple of different schools that we don't pull as many students from, and we are making some of those partnerships and having meetings with some of those institutions to try and get some students from other community colleges that aren't always in that top 10 list.

Chairperson Horst: One more question? Thank you very much.

Approval of the Academic Senate minutes of March 6, 2024

Motion by Senator McHale

Second by Senator Blair

The minutes are approved by unanimous vote.

Chairperson's Remarks

Chairperson Horst: Good evening, everybody. I would like to remind you that tomorrow at 11AM in this room there will be a special forum for consideration of Acting Provost Yazedjian to begin the role as Provost Yazedjian, so please do consider attending that forum. This is a great time for the entire campus to have a broad conversation with the acting Provost on what her vision is for ISU for the next 5 years, and how she plans on implementing that vision. I look forward to attending that tomorrow. This is the last meeting of the 23-24 Academic Senate. The next meeting on May 8th will be for those senators continuing their service during the 24-25 academic year, plus any newly elected senators. Continuing senators, you will receive a survey via email asking you what your preferred internal committee choice for 24-25 is. Please don't blow it off. Please be a look-out for that survey, the due date is May 15 and the Faculty Caucus Executive Committee will be having a meeting shortly after that to make the assignments. I want to congratulate this year's Senate on the tremendous amount of good work we did for the University. If everything goes to plan this evening, fingers crossed, we will have approved 32 University policies, 7 Bylaws items, 17 curricular items, one Mission Statement, one Admissions Catalog, and one Deans Evaluation item this year, so thank you very much! That is also in addition to all the advisory items we reviewed and the annual reports like the AIF report.

I want to thank all of you for whom this is your last Academic Senate Meeting. Everyone here including the administrators knows how much work and time is involved in serving on the Senate. Good luck and congratulations to all of the graduating Seniors. Faculty and staff senators, thank you for your service, and do consider coming back to the Senate if that is a possibility for you in the future. I want to congratulate Senator Monk, our outgoing Student Body President; your advocacy not only for Illinois State University's student body, but all students across Illinois has been impressive and formidable. I predict a bright future for you, and I'm glad to be able to say that I served with you when you were here at Illinois State University.

I want to give special thanks to Senator Mainieri. Senator Mainieri joined the Senate in 2017. In addition to serving as Secretary she has served as committee chair for multiple internal committees and has been a member of the Executive Committee for numerous years. Throughout her term as Senator, Tracy has consistently provided thoughtful and meaningful comments to virtually every single item that has gone in front of the senate. Whenever Tracy offers a comment, I know that it is coming from a place that cares deeply not only for the Senate, but also the University as a whole. As Secretary she took on numerous extra tasks, including helping me explain the Byzantine processes of the Senate to the IT people who are developing our Quali form, so thank you so much, Senator Mainieri. I am grateful for the experience of being able to

serve as your Chair for the past year, we have a great University and a great system of shared governance to support it.

If you have been listening to the news lately, you know that not all universities are on such stable ground as Illinois State. At Indiana University in Bloomington last week, faculty members recently voted on a no-confidence vote for their President, their Provost, and their Vice Provost following multiple controversies over academic freedom, such as a new law in Indiana that allows universities to revoke tenure. At Columbia University in New York hundreds of faculty member held a mass walkout to protest the school president's decision to have police arrest students at a pro-Palestinian encampment. Faculty and students at NYU and Yale, and I heard UT Austin and USC, also are experiencing something similar. This year the School of Music faculty recently reached out to newly-relocated faculty from New College in Florida, which is being systematically dismantled by the governor down there. There are attacks on tenure not only in Florida and Indiana, but also Texas, West Virginia, Georgia, North Carolina, Kansas, Louisiana, and beyond. Northeastern Illinois University's senate is still recovering from the year in which they issued a vote of no-confidence on their president and their board of trustees, and other universities in Illinois are having hiring freezes and are planning for possible rescissions due to the FAFSA situation. I am thankful for our strong and stable leadership here at Illinois State University, I am proud for the Senate for the part it does in maintaining strong academic policies and a strong culture of respect and collaboration. Thank you everyone for all that you have done this year to strengthen our University.

Student Body President's Remarks

Student Body President Monk: Thank you very much for those kind words, Chairperson Horst; it has been wonderful working alongside you throughout this year. For the final time, good evening, everyone. It is great to see the support for Denim Day which is today, raising awareness for sexual violence. With tonight as my last Academic Senate, my report will be brief. Firstly, I would like to congratulate now President Blair, Vice President Blum, and Chief of Staff James, along with each incoming Senator, for swearing in this previous Saturday during our "Pass the Gavel" event. I am thrilled to see what they will all accomplish in the role. I am looking forward to presenting Student Bereavement policy later tonight. I would like to thank you all for your flexibility in this process. Suggestions from a variety of stakeholders on campus came in throughout the process, so its passage was delayed a bit, but that's governance. Policy 2.1.28 Medical Amnesty will carry on to the next association. I would like to thank the Student Caucus for their work throughout this year. Finally, I would like to thank you all for a wonderful year. I was an honor representing the student body for the past year and have full confidence in future leadership to continue taking SGA to new heights.

Administrators' Remarks

- ***President Aondover Tarhule***

President Tarhule: Thank you so much, Chairperson Horst. We mentioned the FAFSA debacle and the challenges it is posing for a number of universities. If I may, I would like to yield a few

minutes of my time to Jana, Assistant Vice President for Enrollment Management to give us a very brief update about the status of FAFSA and then I will also call on Dan, the CFO, to tell us what we might be looking at going forward. Jana?

Jana Albrecht: Admissions applications and admits were both up this year 4% for applications, 2% for admits, so we are very excited about this incoming class, but as many of you have heard there have been significant issues created by delays in the FAFSA application and we were very concerned about timeliness of awards and being able to get the awards out by May 1. As a result of that we have moved the deposit deadline back one month to June 1st for incoming students, and while we do believe we finally have a similar number of valid FAFSA's compared to last year, roughly 40% of those have been rejected, are missing signatures, have missing data, have been calculated incorrectly by the Department of Education, so all of those FAFSA records are going to have to be corrected at some point. Students have just now gotten the ability to go in and make the corrections, but there are some significant questions from students about "how do they make the corrections?" "What is the mistake that was made on the FAFSA form?" "What are those particular issues?"

We are trying to help the students, but we as administrators don't have the capability yet to make corrections for students. The Department of Education says that is supposed to be coming quickly for us, but "quickly" has not necessarily meant "quickly" over the last 6 months. We don't know when we will have that. I want everybody to know that we are working tirelessly to make updates to our system to get it prepared for the FAFSA layout, for the requirements, but then also we are having daily information from the Department of Education about issues or concerns or changes that they are making to all of these things. The worst part about all of this is that FAFSA issues and FAFSA concerns are going to hurt our lowest income students the most, and our fear is that a significant number of students may decide to take a gap year, but they may also decide not to attend college at all.

President Tarhule: Dan, would you like to pick up from there briefly what might that mean for us in the new year?

Dan Petree: Thank you. I think the message I want to leave is one of uncertainty. I think we all know that Illinois State University is highly dependent on tuition income, which is a direct function of enrollment. To the extent that the FAFSA problems, which are nationwide, impact the ultimate number of students who arrive in the fall and pay us tuition, it is pretty clear that we will be watching that carefully to see what kind of impact it may have on our revenue for next school year.

President Tarhule: Thanks, Dan. Not the best news to begin with, but it is reality, so I wanted to make sure everyone was aware of what we are dealing with. I, too, would like to continue these remarks by congratulating the outgoing Senate. You have been extremely productive, as Chairperson Horst says, and you did a lot of work and continued to build on the University's proud tradition of shared governance. We are very proud of what you have accomplished, and we look forward to working with the new Senate once it is seated. I would like to add my word of congratulations to Eduardo. You are going up to Northern, which is unfortunate, but we are happy for you as you continue your graduate education. Thank you for everything you have done

for our students but also for the rest of Illinois students through your advocacy. It is greatly appreciated.

The last time I was here I announced the efforts and desire to move as quickly as possible to fill a number of senior leadership positions that have been interim for a while. That begins tomorrow with the Provost presentation at 11 o'clock right here in this room, so I encourage everyone to participate to the extent that you can. In the Fall I will be continuing that effort with running searches for the Vice President for Finance and Planning, the Athletics Director, but also many of the other positions that are currently filled by interim individuals. So stay tuned for that information. The interim positions have a direct bearing, first, on the resolutions I received from the Student Government regarding sexual harassment and Title IX but also the comments that we heard today. I don't know if this will come up in the questions and answer session, and I am happy to address those, but I would just say very briefly for now that I am aware of the challenges that exist in our OUA office. In sum, the biggest challenge is that the office has been led by interim leadership for over two years. What has happened is as we take somebody, assistant or deputy position, and put them in charge, then that person leaves and we take another person and put them in charge, over two years we have created a gap, a deficit, of almost four positions in that area that were not filled. It got so bad last year, we had to go out and contract with an external entity to help us address the cases that were coming up in that department. Last year when I became aware of this, my first inclination was to move very quickly to fill that role. Unfortunately, best practice says, because that position reports directly to the President, strong candidates will want to know who the permanent President is before they apply. Our Office of Hiring and Human Resources thought it would not be a very effective search and recommended we wait until the President's position has been filled. Now that it is filled, this is one of those positions that I will be moving very, very quickly to try to fill. First we will fill the leadership position, and then there will be a cascading effect and all the other positions, which we have been filling, by the way, I think we have filled back some of those. We will still have some gaps, so the biggest issue here is not a mystery. The office has been understaffed and has been led by interim leadership, which means it has been difficult to take direction on permanent policies. There is no mystery to the limitations that we are facing, but now we are in a position to begin to address those, and I want to assure all of the students and the entire community, I really appreciate the student government for bringing this up. I want to continue to work with them to identify the core issues of concern, so that as we staff back the office, we make sure that it has the capacity, capability and the bandwidth to serve us as diligently and as comprehensively as we expect of that very important office. I look forward to continuing to engage with all of you as we work towards that process.

Finally, I would like to say congratulations to all the graduating seniors, I look forward to shaking your hands at the commencement ceremony coming up soon. Senator Holmes, I think you are going off to Michigan, it is going to be a big shift from red to green, but we are happy for you and for everyone who is graduating. The fact that you are going to all these great schools says a lot about Illinois State and the preparation you have gotten here, and I congratulate you and thank you for your great accomplishments. I look forward to answering any questions.

Senator Bounds: After receiving one of the Title IX resolutions, the one I am referring to here is SGA's resolution number 14, which is regarding the accessibility of Title IX statistics, what

response is the office of the President taking to address these concerns made by SGA specifically in that resolution?

President Tarhule: It sound repetitive, but we know the office is understaffed. We know cases have been taking too long to get through the office, because there is not enough people. As I said, we have had to contract with external entities to help us address the backlog of cases that we have in that office. Up until now, we couldn't move as expeditiously as I would have wanted to fill the positions, because that director reports directly to the President and people would be hesitant to apply if they didn't know who their supervisor was going to be. Now that the President's position has been filled, we are in a position to hire a permanent director for that position, we are in a position to continue to bring that office back to full strength so that we can address these issues and we don't have those backlogs. I have read the reports and the resolutions, some of the issues in the resolutions are a little bit nuanced, and I look forward to working with you and the group that is advocating this to further identify the issues as we address them. For example, a lot of the data that is referenced here stops at 2022; this was during the pandemic, when there were not many people on campus. Obviously, that is going to impact the nature of the data. As we get back to normality and as we have leadership that is empowered and has the ability to provide full data, that is when we will actually get a good sense of the gaps in the office and the things that we need to address. So again, I commend you and your team for bringing this to our attention, and my goal is to try over this summer to bring that office back to full capacity.

Chairperson Horst: They had a concern about how the data was presented; could you pass on those resolutions to the new OEOA director when they are in place?

President Tarhule: Absolutely. It all goes back to personnel and leadership. So one of things I did once I got this report was to talk to the office to figure it out. Part of what you are looking at is a presentation issue, it is not so much that there is a data issue, but the data has not been presented online in a way that people will have access to. That all comes from the leadership vacancies and interim positions, for we don't have enough capacity. That is part of the nuances that I said, there is a bit of nuance here. I look forward to continuing that engagement with you once we have full staff in place that will address all of these issues.

Senator Bound: Just to confirm, for the response to Resolution Number 15, which I sent which was SGA's request for an audit of OEOA, just to make sure I'm on the same page as you your answer to that would be... instead of an audit you are focusing on getting new leadership within the office and not interim directors?

President Tarhule: I suspect very seriously that an audit would tell us we don't have enough people. It will say there is not enough people to do the work. Our goal is to make sure that we staff the office to capacity, provide the people who can do the work, then if the work is not being done at that point, then I think it would be more meaningful to then look at why that is the case. At the present time, my assessment is it is a question of bandwidth. We just don't have the bandwidth, we just don't have the leadership stability and focus to do this work. We have to solve that first before we can determine if there are other gaps that need to be addressed.

Senator Bounds: Do you know how our reporting rates and number of resolved cases compare to that of our peer universities?

President Tarhule: No, I don't. That is information that I think we got on Monday, so that is information that we will need to look at. I don't have it on my fingertips.

Chairperson Horst: There are several SGA members who are standing behind these questions. Is it possible to perhaps organize a meeting with President Tarhule to convey further concerns?

Senator Bounds: I have reached out about a meeting, yes.

President Tarhule: Absolutely, I am happy to have that meeting. I will repeat one more time, we have known about these limitations since last year, part of it has been the interim nature of the positions, now we are in a position to move forward, we look forward to doing just that, to filling those positions, and then we can begin to address this.

Senator Helms: You stated earlier that the search for a permanent director for OEOA was called off because of Human Resources concern in the interim nature of the president. Were you not named interim president in February, but candidates were brought in August, so that was an awful long time to determine that that wasn't an appropriate time to hire. I am a little confused by that. If you allowed the process to continue and then brought candidates to campus and then elected to fill it because of the interim nature of the President, can someone clarify that process? That doesn't make sense to me, Sir.

President Tarhule: We did run search that didn't yield the results that we anticipated. In the post-search review, one of our senses about why the search may not have yielded the candidates quality and depth of candidates that we expected was precisely that, that the position, because the president to whom this individual would report, was interim. So we chose to not continue that search. In the normal course of things, we could continue the search, we could have run it again, but we chose to not continue it. We did it, and then we found out the pool was not nearly as deep or as rich as we wanted. We looked at why and we thought, this may be a contributing factor. Rather than continuing along the same track, we decided to wait until the presidency was filled, then we would do that again. That's what happened, and now that the presidential position is filled, I think we can go back to that search and try again to get a permanent director for this position.

Senator Helms: This is an incredibly important issue because, President Tarhule you have said a couple of different times, "We are aware, we don't want to do an audit because we already know. But in the meantime, students and others continue to be hurt, potentially. I appreciate that the search in August didn't yield the depth of the pool that we wanted or the results that we wanted, I would just want to point out, and I guess this would be more of a statement than a questions, Sir, but I would like to point out that one of the candidates brought to campus is the interim currently. The depth of the pool didn't allow them to be named "permanent" but they are interim. That, to me, is also problematic and it is like recognizing your elevators might fall and not fixing them.

President Tarhule: Like I said, it is mostly a comment, we can do an audit, but the point is, I think the conclusion of the audit would be reasonably clear. An audit is designed to identify what you don't know. One of the big problems with what is happening here is the office is understaffed. Unless we bring the office back to full staff, I'm trying to see the reason of doing an audit when you know that you have a major issue. I am not sure what else it will uncover, but maybe in further conversations I might learn about what the goal is.

Chairperson Horst: In the interest of time, we are going to move on unless I have anybody else who has not asked two questions.

President Tarhule: May I invite Senator Bounds, I know you have additional conversation. Would you mind following up with me outside of here? In the interest of time, I'm happy to continue the conversation with you outside of the Senate.

Senator Bounds: Yeah, sure!

- ***Interim Provost Ani Yazedjian***

Interim Provost Yazedjian: I am going to just say "Thank you, congratulations!" Because everybody else has said all the other words; I have two other things I want to talk about. The first thing that I wanted to share is some good news. As Dr. Hurd talked about, we have focused this year on ways to support our students and expand opportunities for student success and student support services, so we have made a commitment to increase the number of Thrive sections for next year, and we have made a two-year commitment to expand tutoring services that allow us to serve about 400 additional students per year. The other thing I am really excited to talk to you about is, when I was a Sociology major as an undergrad, I had an internship; I had to make a decision between working and having an unpaid internship. When I moved into this position, it was one of those things where you realize, "Oh, you can make this happen as the acting Provost!" It took us a while to figure out the details, but tomorrow morning we are launching a program called Redbirds Launch Internship Grant. It is a 4-semester commitment that the office of the Provost is making for a total of \$500,000 that will provide opportunities for students in unpaid internships to apply and get \$250 a week for up to \$4000 to be able to have those high-impact practices and get the positive experience. Two things I will say to that- We are very grateful for our partnership with Career Services on many levels, but I am particularly grateful because the first iteration of this grant program, the name was "Provost Internship Grant" and our colleagues in Career Services told us that was "PIG". So we decided we didn't want to go with the PIG program, and they told us it is maybe better to do Redbirds Launch, which is why more than one brain is always a good idea. We are excited about that, but I do want to point out, because you might think "How do you have all this money?? etc. This is temporary money, which is why we are making short-term commitments; we are going to see the impact of these programs and then you can make decisions about how you modify your existing permanent budget to support your current priorities. Priorities change over time. This is a way to test it out to see the effectiveness and then we'll give ourselves some time to see how we continue in the future.

The other thing I wanted to follow up very quickly was about our discussion that ended my remarks last time which was about Election Day and whether we would consider canceling classes during election day. I called the Director of the Center for Civic Engagement and had a follow up conversation with her, and we spent a lot of time talking about what are the various options for students to be able to vote during the election, and our staff even. One of the things that I was thinking about is that this is an opportunity for further partnership with Senator Blair next year, because this is an opportunity for Student Government and Academic Affairs and the University to really partner. We have opportunities for same-day registration here at Illinois State University, we have vote-by-mail, there are opportunities to do early voting beginning September 26th going through November 4th, so this is a way that we can really work together to allow students to understand the various ways and various methods that they can participate in the electoral process without waiting till just that day, and then we do have voting opportunities for that day. I do understand that there are a lot of variables, but I think we can get creative in how we approach it to ensure that we maintain and enact our commitment to civic engagement on the Election Day next year without potentially cancelling classes. I'm happy to talk about the reasons why that could be very difficult for the University to do, but I really see this as an opportunity for partnership across our shared governance groups to work together to encourage our faculty, staff, and students to engage in the political process. Thank you! Congrats! Thank you!

Senator Meyers: First I just want to say, as someone who has been in a lot of unpaid internships, I want to praise the first thing you said. I think that gives a lot of opportunities to students and I have had to make some of those choices myself, so I really do appreciate that. On the second point that you have made, one of the concerns that I do have is, while also giving resources to students to access vote-by-mail ballots and using same-day registration, one of the things that made such a high-impact in getting students to vote here in the Bone Student Center was declaring "This is a day off and we want you to go out and vote." One of the concerns I have about not giving the day off for faculty and students is it does not have the same desired effect. Could you talk a little more about the specifics around vote-by-mail and some of the resources that the Center for Civic Engagement as well the office of the Provost will be enacting as we lead up to Election Day?

Interim Provost Yazedjian: Katy Strzepek has put together all kinds of information that I will share with Chair Horst in the interest of time this evening about same-day registration, vote-by-mail, early voting, and then voting on the day of the election. I also want to point out that canceling classes is different than allowing the day off for faculty and staff as well, because that is a University closure. which is beyond the scope of the office of the Provost. And ensure that there are lots of other discussions about how we are going to engage and encourage people to vote. There is a whole Redbird voting guide website that is hosted on the Center for Civic Engagement web page that lists all of those resources. There are groups from multiple units across campus working together on this, not just about how to vote for the election, but how do we engage in civil dialogue when there could be heightened feelings about what is going on during the electoral process, etc. I'm happy to talk with you further about that because Chairperson Horst is looking at me, very nicely, but she is looking at me!

Senator Holmes: This was going to be read during communications, but I have a joint-statement from the ISU chapters of College Democrats and College Republicans to read to the Senate tonight. As I read this it is being released on both ISU College Democrats and ISU College Republicans Instagram, and it is being directly emailed to all members of the Board of Trustees as well as the ISU administration, members of the cabinet, and other relevant offices across campus like the Center for Civic Engagement and the Department of Politics and Government.

Chairperson Horst: Senator Holmes, could you wait until Communications, please? Because we have about 10 items to get to before that. Or do you have a question for the Provost?

Senator Holmes: This is directly related to Election Day.

Chairperson Horst: Do you have a question for her?

Senator Holmes: It can wait until Communications.

Chairperson Horst: Thank you very much. Senator Tasdin?

Senator Tasdan: Is the main hinderance of potentially canceling classes for the day specifically for ISU students the fact that the State of Illinois did not pass legislation similar to what they passed in 2022 regarding it being a state holiday?

Interim Provost Yazedjian: Right, that certainly makes the decision much easier when the Governor tells you you need to do it.

Senator Tasdan: So what is, then, the step to overtake of simply just canceling classes without the state holiday? Is that somehow more of a logistical issue, or why is that the case?

Interim Provost Yazedjian: Number one, when the Governor tells you, you have to do it. In terms of what are some of the other variables, I look at my colleague Senator Helms; when you are talking about Biology classes, Physics classes that have labs, Chemistry classes, for example, that impact thousands of students in any given week. We might think about this date cancelling classes on Tuesday for Election Day is one day, but really you are actually impacting an entire week of instruction for students; because if you are in a lab that has to be set up and you are working with thousands of students across campus, then that lab is set up in the same way every day, multiple times a day. And if you just cancel those Tuesday classes, then you are impacting instruction for the whole week. That is one of the big considerations. So you could say this is important enough to cancel that for the whole week, or make those adjustments for the whole week, but those are the kinds of considerations we are taking into account.

Senator Lucey: I would like to switch topics and go to the Redbirds Launch Internship Grant. Do College of Education Students who are pursuing student teaching qualify for that grant, and if not, is there another initiative that could be used to support the College of Education Students?

Interim Provost Yazedjian: Dr. Hurd can answer the details of who is eligible. I just said, "Let's spend the money."

Dr. Amy Hurd: The internships, professional practice, student teaching, it covers all of that.

Interim Provost Yazedjian: But encourage your students to apply early, because it is a first come first served.

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

VP Levester Johnson: Good evening, everyone. I will take the Provost's lead and actually only use three words, "Thanks, Congrats, and Good Luck! I'll open the floor up for any questions."

- ***Interim Vice President for Finance and Planning Dan Petree***

VP Dan Petree: Thank you. I have one announcement to make. In the interest of time, I'll keep it brief. You should have received an email today reminding you that the benefit choice period runs from May 1st to May 31st. An opportunity for you to make elections around things like health, dental, life insurance, and enroll in tax savings program like MCAP, DCAP, and HAS. The University will host a benefit choice fair on Tuesday May 14 from 9AM to 4PM in the Prairie Room of the Bone Student Center. There will be vendors there and representatives from HR and from Payroll and Health Promotions and Wellness.

Action Items:

Chairperson Horst: I am going to encourage the committee chairs to be very brief as they introduce their action items, we have a lot of action items and about 20 minutes according to our agenda. I am first going to go to Senator Valentin in Planning and Finance.

From Rick Valentin, Planning and Finance

5.1.19 Violence Policy

4.11.24.04 5.1.19 Violence (Current Copy)

04.11.24.05 5.1.19 University Violence (Mark Up Copy)

04.11.24.06 5.1.19 University Violence (Clean Copy)

Senator Valentin: On this policy, there are a couple changes to the policy language from when it was presented as an information item on March 6, removal of "and/" in the definition of violence, and then there is the updated list of communications under "Threat or threatening behavior..." this language has been vetted through the office of General Counsel and Illinois State University Police Department.

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

Senator Lucey: Was there any consideration given to the definition of violence as direct or indirect?

Senator Valentin: Yes, we considered the additional, more expansive definitions of violence, direct or indirect. In the definition where it says "This included physical force or activity which causes mental anguish..." that was considered inclusive of indirect violence.

Chairperson Horst: I asked the Office of General Counsel regarding that and they did not advise making that change.

Senator Valentin: And we do have Alice Maginnis from the Office of General Counsel here.

Chairperson Horst: But we are in debate, so is there any further debate?

Senator Helms: I simply will state that there was considerable discussion around the terms associated with the mental anguish within the committee. It was discussed by Legal and Legal basically said we are going to go with statutes. Statutes, of course, are always open to interpretation. I voted "no" in committee and will intend to vote "no" here as well because we simply don't have a good definition, or a usable one.

Senator Blair: I am afraid I will have to agree with that, just because I am not seeing in here actually what mental anguish is. The intention I think is very good; I just think that without a clear definition you could potentially use this policy to apply that to any form of mental discomfort which you could make the argument that would apply to intense disagreement or a disgust with someone's personal belief that would potentially conflict with the first amendment, so I do not support that.

Chairperson Horst: My understanding is that "mental anguish" is the standing language -- is that correct Senator Valentin?

Senator Valentin: Yes.

Chairperson Horst: So if we reject their version it will still be in the policy. If we reject this document, "mental anguish" will still stand, because that is the standing policy. Further debate? Unless somebody amends it.

The motion does not pass unanimously.

Motion for a Division of the House by Senator Blanco Lobo.

Secretary Mainieri leads a roll call vote:

Barrowclough	Absent
Beddow	Nay
Bever	Nay
Blair	Nay
Blanco Lobo	Aye
Blum	Absent
Blum	Aye
Bonnell	Aye
Bounds	Nay
Cline	Aye
Edwards	Aye
Fulton	Absent

Gonzalez	Nay
Hammond	Nay
Hartman	Nay
Helms	Nay
Hofstetter	Absent
Holland	Aye
Hollywood	Aye
Holms	Aye
Hopper	Aye
Horst	Abstain
James	Absent
Kumi-Darfour	Aye
Lucey	Nay
Lummis	Absent
Mainieri	Aye
McHale	Abstain
Meyers- Hoops	Aye
Midha	Absent
Monk	Aye
Myers	Abstain
Nikolaou	Aye
Novotny	Absent
Palmer	Absent
Pancrazio	Absent for vote
Peters	Nay
Peterson	Aye
Roy	Aye
Russell	Abstain
Sankara	Abstain
Schmeiser	Aye
Schoth	Absent
Seifert	Abstain
Sheridan	Absent
Smith	Abstain
Su-Russell	Aye
Tasdan	Abstain
Torry	Aye
Valentin	Aye

Werner-
Powell Absent

20 Aye

10 Nay

8 Abstain

Chairperson Horst: The vote is 20 yes, 10 no, and we will also count the abstains, but the policy passes.

From Eduardo Monk, Jr., Student Caucus

2.1.27 Student Bereavement Policy

04.03.24.05 Policy 2.1.27 Student Bereavement (Current Copy)

04.03.24.06 Policy 2.1.27 Student Bereavement (Mark Up Copy)

04.03.24.07 Policy 2.1.27 Student Bereavement (Clean Copy)

Senator Monk: Thank you very much, Chairperson Horst. Student Bereavement has been going back and forth, so I appreciate all your flexibility. We got further revisions from the Dean of Students Office, so we've made a handful of major revisions that I'll cover very quickly here.

Firstly, we have removed the non-consecutive option for bereavement. Obviously that's going to put a lot of pressure on the Dean of Students Office; they do not have the resources to be able to handle that, so Student Government met and we decided to take out the non-consecutive clause. A lot of the major edits are the adjusting for the removal of non-consecutive. There's a lot of language that was put in there that was meant to accommodate for non-consecutive bereavement. So we've made some extra changes in there that re-adds in some old language and clears it up a little bit, especially throughout the process. The process now is a little bit more specific. If a student is going to be taking bereavement leave, they have to notify the Dean of Students Office no later than 30 days after that first day missed. That'll be able to hone in a little bit on when students can take bereavement and making sure that faculty are kept in the loop on the process of it. And then additionally we also took out the clause that allowed for the Dean of Students Office to include extra days. If a student wants additional days for bereavement, we have language in there that would allow for students to go to the Dean of Students Office on a case-by-case basis, but we removed that for a couple of reasons. Firstly, faculty are typically very accommodating when it comes to bereavement, so we didn't want to have a system where the Dean of Students Office has to give a student its blessing before faculty can add those accommodated days. It also puts the Dean of Students Office in a very awkward position where if a student requests additional days, now they have to weigh – is this a case where we should give additional days, is not a case, especially when you're dealing with something as difficult as the grieving process. We didn't want to have the Dean of Students Office have to weigh between student bereavement which one was more worthy of additional days. So we've removed it entirely.

Motion to pass by Senator Monk on behalf of the Student Caucus.

Chairperson Horst: I have a couple of just small, editorial, friendly suggestions. I noted a space right here after Dean of Students Office that I suggest you take out. In the sentence *The student is responsible for all material covered in class and must work with each individual instructor.* "Each individual," so that should be singular. In the other section you had a period that was missing. Then I suggested a comma into the Dean of Students Office within the timeframe listed above comma, and the Dean of Students will provide the documentation. Do you accept those as friendly amendments?

Senator Monk: We do.

Chairperson Horst: Thank you very much. Got my friendly amendments in. Is there debate?

Senator Helms: I truly appreciate that the revisions were done. There were further discussions with the Dean of Students Office in regards to that and I applaud the hard work that the Student Government and Student Caucus did in moving this forward. I would offer that the 30 days is excessive and that 15 days from the date of first absence allows the opportunity for the student to grieve, to provide notification, and makes it such that faculty can also go on with the business of teaching rather than having a 30-day window there, and I would ask if you would consider changing 30 to 15 days as a friendly amendment?

Senator Monk: We will not consider that friendly. We did have discussions regarding the 30 days. I know in the e-mail you sent me you suggested 15 days. We determined in conversations with the Dean of Students Office the 30 days is more student friendly, and most students aren't even aware that this policy exists. So to allow time for students to be able to go through the grieving process and then allow them to have the time to even discover that this policy is on the books, we felt that 30 days was more student friendly and more accommodating to students who are dealing with the difficulty of grieving.

Chairperson Horst: And before Senator Helms goes on, is this 30 calendar days?

Senator Monk: Yes.

Chairperson Horst: Could we add "calendar" days?

Senator Monk: Yeah, calendar days.

Chairperson Horst: Senator Nikolaou, calendar days, our resident expert on that. Okay, I got another friendly in.

Senator Helms: So based on it not being accepted as a friendly amendment, I would make a motion to amend it to read 15 days instead of 30 days.

Chairperson Horst: There's a motion to change 30 to 15. Is there a second? Senator Peters. Is there debate on the motion to change 30 to 15?

Senator Holmes: I'd just like to remind the body that we're coming from a policy that required students to notify the Dean of Students prior to absence. So we're anticipating that most students who use this policy are going to continue to notify prior to absence. This is simply a policy that is helping students that come to the Dean of Students Office, you know, a couple weeks after they have lost a loved one and they were gone for a week and a half or something like that, help them get back on their feet academically. Thirty days is just a number that we put on it because we think that that's reasonable enough for the professor to go back in time to be able to help the student but also not too excessive, and I think that 30 days is the perfect amount.

Chairperson Horst: Thank you, Senator Holmes. Further debate? Just a point of question. If the event occurred over Thanksgiving, would the 30 days go across the semester break?

Senator Monk: That's a good question. I don't believe so, because the way the policy is written, bereavement does not include weekends or holidays. So I would posit that the 30 days would not apply as well.

Chairperson Horst: Okay. Further debate on changing 30 to 15?

Senator Kumi-Darfour: Good evening. As a former case manager, I worked in the Dean of Students Office, and the students endure a lot of pain all the time, and I really believe that 30-day time is where we should stand with this particular policy because it does allow for adequate time for the students to really wrap their mind around whatever it is that they have to deal with. We don't know if they may be the next of kin and they have to take care of business. We just don't know their situation. And so what I support is us keeping that 30 days as they presented.

Chairperson Horst: Further debate?

Senator Hammond: My point here, and I think would vote for the amendment because it says five consecutive days of excused absence with extra for travel. I'm not sure how those numbers mesh with a 30-day limit to the Dean of Students. It seems like there is a conflict there with the number of excused absences and the timeline to tell the Dean of Students you weren't able to be in class. So I see a conflict there, so I think I will vote for the amendment because I think the 15 day makes more sense with the five consecutive days of allowed absence.

Senator McHale: Motion to calling a question.

Chairperson Horst: Is there objection to calling the question? All right. I hear no objection, and so we will now vote on the amendment. The proposed amendment is to strike the number 30 and put 15, so it would read *If the student will be absent because of a death covered by this policy, the student is responsible for notifying the Dean of Students Office as soon as possible but no later than 15 calendar days after the first day missed.* All in favor of this amendment, please signify by saying aye.

The motion does not pass unanimously and moves to a roll call vote:

Barrowclough Absent

Beddow	Nay
Bever	Nay
Blair	Nay
Blanco Lobo	Aye
Blum	Absent
Blum	Aye
Bonnell	Nay
Bounds	Nay
Cline	Abstain
Edwards	Nay
Fulton	Absent
Gonzalez	Abstain
Hammond	Aye
Hartman	Nay
Helms	Aye
Hofstetter	Absent
Holland	Abstain
Hollywood	Aye
Holms	Nay
Hopper	Abstain
Horst	Abstain
James	Absent
Kumi-Darfour	Nay
Lucey	Abstain
Lummis	Absent
Mainieri	Nay
McHale	Abstain
Meyers- Hoops	Nay
Midha	Absent
Monk	Nay
Myers	Nay
Nikolaou	Nay
Novotny	Absent
Palmer	Absent
Pancrazio	Absent
Peters	Aye
Peterson	Abstain
Roy	Nay

Russell	Nay
Sankara	Aye
Schmeiser	Aye
Schoth	Absent
Seifert	Abstain
Sheridan	Absent
Smith	Nay
Su-Russell	Abstain
Tasdan	Nay
Torry	Aye
Valentin	Aye
Werner- Powell	Absent

10 Aye
18 Nay
10 Abstain

Chairperson Horst: The vote is 18 nays and 10 ayes, so the motion does not carry. We will go back to reading 30 calendar days. Now we're back to the original motion to approve the Policy 2.1.27 as presented with the friendly editorial remarks. Any further debate? Hearing none, all in favor of approval of Policy 2.1.27 as amended, please signify by saying aye.

The motion passes with 6 opposed.

Chairperson Horst: Unless there's an objection, I propose we change the hard stop time to 8:50. Is there any objection to making that change to the agenda? I do not hear any objection, so we will continue forward. All right. And now Senator Bonnell is standing in for Senator Sheridan and the Policy 3.3.12C from the University Policy Committee.

From Kate Sheridan, University Policy Committee

Policy 3.3.12c Appendix to Code of Ethics – Involvement in Political Activities

03.28.24.06 Policy 3.3.12C_UPC Memo_AppendixC_Involvement in Political Activities

03.28.24.04 Policy 3.3.12C (Current copy)

04.03.24.12 Policy 3.3.12C (Mark Up copy)

04.03.24.13 Policy 3.3.12C (Clean copy)

Senator Bonnell: Thank you, Chair Horst. At our last senate on April 10th, the University Policy Committee brought forward as an information item Policy 3.3.12C, Appendix to Code of Ethics. At that meeting there was just one suggestion that we add the word *faculty*, so it would read Appendix to Code of Ethics Faculty Involvement in Political Activities, and you see that change reflected in your packet.

Motion to approve by Senator Bonnell on behalf of the University Policy Committee.

Chairperson Horst: Thank you very much. This is coming from a committee, so it does not need a second. Is there any debate?

Senator Blair: I would just like to offer a very small friendly amendment. I'm just noticing on the markup that right at the beginning of the policy where it says *A - Outside the classroom*. That's in a different font size and perhaps a different font than the rest. And I was wondering unless that was intentional, could we amend that to match the rest of the text in the policy?

Chairperson Horst: The format is actually handled by Legal a little later to go on the policy website but thank you for that comment. Further debate? Seeing none, all in favor of approval of Policy 3.3.12C as amended, please signify by saying aye.

The motion passes unanimously.

Policy 1.19 Protection of Minors

03.28.24.08 Policy 1.19 Protection of Minors_ UPC Memo

03.28.24.09 Policy 1.19 (Current copy)

03.28.24.10 Policy 1.19 Protection of Minors (Mark Up Copy)

04.03.24.13 Policy 1.19 Protection of Minors (Clean Copy)

Senator Bonnell: Thank you again, Chair Horst. At our last senate on April 10th, the University Policy Committee brought forward Policy 1.19, Protection of Minors. And since that time we received several grammatical and punctuation changes, and, Chair Horst, how would you like me to manage that? I'm not quite sure.

Chairperson Horst: Well, committee has not voted on them, so we'll do them as friendly amendments.

Senator Bonnell: So I'm back to the University Policy Committee. I move to approve Policy 1.19, Protection of Minors?

Motion to approve by Senator Bonnell on behalf of the University Policy Committee.

Chairperson Horst: That's correct. And I have just a couple of friendly amendments. On page 2, and we do have Legal here. I believe this policy should not be capitalized to conform with what is done in the rest of the policy. On page 2, number 6B, I think you need a semi-colon, not a period, after *event*. Page 5, a period after addition information on how to register at Illinoisstate.edu period. Page 7C2; I don't understand. There's a semi-colon, the two semi-colons there. Does a parentheses make sense to *at which children may be present (typically with supervision)*;

Senator Bonnell: Yes, I like that. Thank you.

Chairperson Horst: Thank you. Page 8B1, there's an extra space that we can just take care of. Number 2, there's a period and a comma, so I think we just want the comma.

Senator Bonnell: Yes, thank you. I'm sorry for those.

Chairperson Horst: No worries, it takes a village. So those were the editorial comments I had. Is there any debate on Policy 1.19? Hearing none, all in favor of approval of Policy 1.19 as amended, please signify by saying aye.

The motion passes unanimously.

From Tracy Mainieri, Administrative Affairs and Budget Committee

Policy 3.2.13 Administrator Selection

03.29.24.05 AABC_memo_3.2.13

03.28.24.18 Policy 3.2.13 Administrator Selection and Search Policies (Current Copy)

03.28.24.19 Policy 3.2.13 Administrator Selection and Search Policies (Mark Up Copy)

04.24.24.20 Policy 3.2.13 Administrator Selection and Search Policies (Clean Copy)

Senator Mainieri: The AABC brought this item up for information at our last meeting. We will be forwarding, myself on behalf of the AABC, some friendly editorial amendments made on the floor last time as well as Exec. I do have a more substantive change that, since the committee is not formed, I will add as an amendment. But for right now I'm putting this Policy 3.2.13 forward as you see here. We will tackle the question of what administrator means the next review round. So we want to go ahead and get these changes in place.

Chairperson Horst: So we have a revised Policy 3.2.13 in front of us, and then you indicated there was an amendment that you yourself would like to make as a senator?

Senator Mainieri: Correct. I'm on page 4 of the markup. Under Section 2, Search Committee Composition, A, All Search Committees, the committee has already put forward the change that faculty members shall complete at least nine months of employment. A question came up about units that haven't existed for nine months at that point. That may require representation. For example, the College of Engineering may require a representative, but they may not have existed for more than nine months. And so I propose to add the following statement after the sentence that starts *tenure, tenure-track and non-tenure-track faculty members shall have completed at least nine months of employment to be eligible to serve on a search committee*. After that I propose the following sentence. I also pasted this into our Teams chat. The sentence will read as follows: *The only exceptions to this nine-month requirement are faculty representing units required for a search committee that have had faculty for less than nine months*. Again, the only exceptions to this nine-month requirement are faculty representing units required for a search committee that have had faculty for less than nine months. So I am making a motion to amend this policy with that insertion.

Chairperson Horst: Thank you very much. Is there a second? Senator McHale. Senator Cline.

Senator Cline: May I ask a question of the amendment even though we're in debate?

Chairperson Horst: Sure.

Senator Cline: Senator Mainieri, I just want to be sure. So that would include, for instance, like the College of Engineering; but that would preclude, for instance, if you happen to have an area in a school that only has new faculty. I mean is it just . . .

Senator Mainieri: That's why I chose the word *units*, so it could cover a department, any unit that requires representation in the search committees listed in this policy. So there are some places where college representatives are required. So whatever that unit that's required for representation in the search composition, that is where the exception comes from.

Senator Cline: Would you accept the possibility of changing the wording to *exceptions may be made in cases where* rather than the only exception is. But exceptions may be made in cases; you can make the grammar work. I feel a little uncomfortable with the only exception is but rather a little bit broader.

Senator Mainieri: So are you saying it would read *exceptions may be made to this nine-month requirement for faculty representing units required for a search committee that have had faculty for less than nine months*.

Senator Cline: Yes, that's my intention.

Senator Mainieri: Yes, I would. Thank you.

Chairperson Horst: Senator Yazedjian.

Senator Yazedjian: Yeah, I just have four quick things. On page 7 under the college dean, it says . . .

Chairperson Horst: We're doing the amendment. We're still considering this amendment. Is there further debate on the amendment to handle this situation where we have a new college and new employees? Senator Nikolaou.

Senator Nikolaou: If it is only for the case of new colleges, shouldn't we just state that? Because when we say that have had faculty for less than nine months.

Chairperson Horst: CTK.

Senator Nikolaou: I can claim that we just hired a faculty. We've had that faculty for less than nine months. It is in the exception part.

Chairperson Horst: Or CTK.

Senator Nikolaou: Or you use the indication when your college or unit or however you want to phrase it.

Senator Mainieri: I think the problem is a lot of these are worded for faculty members ideally drawn from different colleges and units. And so units other than colleges could potentially come up. So if CTK, for example, wanted a representative to capture that diversity . . .

Chairperson Horst: They have faculty that have been here for more than nine months.

Senator Mainieri: So what is the . . . exceptions may be made to this nine-months requirement for colleges that have had faculty for less than nine months?

Chairperson Horst: Yes.

Senator Nikolaou: Or newly created colleges. Because I think that if we say that have had faculty for less than nine months, it can be interpreted that I just started as a new faculty; I'm on my second month. Well, I have been in this unit for less than nine months, so I fall under this exception, so I can serve.

Senator Mainieri: I think the language is pretty clear that it's faculty that represent units that have had faculty for less than nine months. I don't think the current language would allow a two-month employee.

Chairperson Horst: So colleges that have had faculty for less than nine months. College of Engineering. Further debate on the amendment? Could you read it one more time, Senator Mainieri?

Senator Mainieri: Exceptions may be made to this nine-month requirement for faculty representing colleges required for a search committee that have had faculty for less than nine months.

Chairperson Horst: I see no further comments, so I'm going to call for a vote. All in favor of the amendment as read, please signify by saying aye.

The amendment passes unanimously.

Senator Yazedjian: Yes, thank you. So on page 7 for college deans, the bullet that says one voting member selected at the discretion of the President, I think that should say Provost.

Senator Mainieri: Thank you.

Senator Yazedjian: On page 8 that says Milner College, it needs to say Milner Library because that what it says in early documents.

Chairperson Horst: Yes.

Senator Yazedjian: On page 8, also, it says the students are supplied by GSA instead of SGA.

Senator Mainieri: Can you say what section?

Senator Yazedjian: Three bullets down. Students are selected from a list of up to ten names supplied by GSA.

Senator Mainieri: Yes.

Senator Yazedjian: And then just for the record, my suggestion from last time. I think the Chief Equity and Inclusion Officer should be....

Senator Mainieri: That was friendly amendment already done.

Senator Yazedjian: Perfect. Thank you.

Chairperson Horst: Thank you for those friendly amendments. Any further debate on Policy 3.2.13?

Senator Blair: So that change we just made about GSA, I'm reading that and that's talking about graduate students. I think maybe that meant Graduate Student Association and not Student Government.

Chairperson Horst: Thank you very much, Senator Blair. Further debate? Senator Nikolaou.

Senator Nikolaou: Another couple of editorial things. At the very top it should be that it comes from the Administrative Affairs and Budget Committee.

Chairperson Horst: Yes.

Senator Nikolaou: Then under see Vice President for Student Affairs, in C31 points, there are two semi-colons.

Chairperson Horst: Got it. Okay. Well, one of them is deleted.

Senator Nikolaou: Under see Equity Inclusion Officer, the fourth bullet point is CS employee.

Chairperson Horst: Yes. I changed that. Yep.

Senator Nikolaou: Okay.

Chairperson Horst: And a semi-colon after DIAC.

Senator Nikolaou: Yes.

Chairperson Horst: I think we did pretty well. This will probably come in front of the senate next year.

Senator Yazedjian: Sorry. Just one thing then. Going back to Senator Blair's comment. Student Government Association is written out everywhere else, so perhaps we write out then Graduate Student Association so people don't make the mistake I did.

Chairperson Horst: Yes. Thank you. Graduate Student Association.

Senator Bever: Our feedback from the inclusion officer, I just feel like there's no student representation. And that was like the only one out of all of our . . .

Senator Mainieri: The third bullet down says two students selected from a list of up to eight names provided by the Student Government Association.

Senator Bever: I missed that. That's my mistake. Thank you.

Chairperson Horst: All right. All in favor of approval of Policy 3.2.13 as amended, please signify by saying aye.

The motion passes unanimously.

Policy 3.2.16 Academic Dean Responsibilities, Appointment, Compensation, and Evaluations

03.29.24.01 3.2.16 Academic Dean responsibilities...Evaluations (Current Copy)

03.29.24.02 3.2.16 Academic Dean Responsibilities...Evaluations (Mark Up Copy)

04.24.24.03 3.2.16 Academic Dean Responsibilities...Evaluations (Clean Copy)

Senator Mainieri: Should be easier. Up for information last time. Any editorial changes that were noted on the floor as well as an additional editorial change in the compensation section, just a punctuation update. Otherwise, on behalf of the committee, I put 3. Oh, sorry. One final thing is there was a question on the floor in regards to the revisions to this policy statement on the last page of the statement and when it applied to. I reached out to HR and proposing to strike that wording from the policy.

Chairperson Horst: Revisions to this policy approved in '23-'24 will go into effect only for deans appointed on. You're proposing to strike that?

Senator Mainieri: I am.

Chairperson Horst: And again, you didn't discuss this with the committee, so you're making a motion on behalf of the committee to do the committee's work, and so now you're making a motion to strike that line. Is there a second for that?

Senator Blanco Lobo: Here.

Chairperson Horst: Senator Blanco Lobo. Is there any debate for striking revisions to this policy approved in 2023 to 2024 will go into effect only for deans appointed on or after July 1, 2024? Hearing none, all in favor of approval of that amendment, please signify by saying aye.

The amendment passes unanimously.

Chairperson Horst: Now back to the original proposal. Is there any debate on the proposed amendments to Policy 3.2.16? Hearing none, all in favor of approval of Policy 3.2.16 as amended, please signify by saying aye.

The motion passes unanimously.

Chairperson Horst: Okay. AIF report.

AIF Report

03.29.24.04 AABC AIF Report March 2024

03.29.24.06 Office of the Provost AIF Data Dashboard February 2024

03.29.24.07 Office of the Provost Annual AIF Report to the Senate February 2024

Senator Mainieri: There were absolutely no changes made to this report since the last time that you saw it. On behalf of the committee, I put the AIF, AABC report forward for approval.

Motion to approve by Senator Mainieri on behalf of the AABC.

The motion passes unanimously.

Policy 4.1.11 Export Control

03.28.24.15 Policy 4.1.11 Export Control (Current Copy)

03.28.24.16 Policy 4.1.11 Export Control (Mark Up Copy)

03.28.24.17 Policy 4.1.11 Export Control (Clean Copy)

Chairperson Horst: Senator Lucey, I'm going to point out that we have four minutes.

Senator Lucey: And that's a nice segway into my comments. Thank you very much, Senator Horst. Since the discussion of this item a couple of weeks ago, we've had a number of comments from Legal, which brought six changes I want to discuss. And I must say I have yellow markings on my paper, so presenting them would have been the highlight of my evening. But given the time constraints, I would suggest that we defer this to our next meeting and we move on to the next policy, please.

Chairperson Horst: Okay. Thank you very much. Is there any objection to postponing the debate on Policy 4.1.11 and deferring it to next year?

Senator Lucey: Next time.

Chairperson Horst: I hear none, and hopefully we can get that copy cleaned up.

Policy 4.1.10 Intellectual Property

03.28.24.12 Policy 4.1.10 Intellectual Property (Current Copy)

03.28.24.13 4.1.10 Intellectual Property Policy (Markup Copy)

04.24.24.14 4.1.10 Intellectual Property Policy (Clean Copy)

Chairperson Horst: Are you ready to move forward with the Intellectual Property Policy?

Senator Lucey: Policy 4.1.10 was discussed at our April 10th, 2024 meeting as an information item. There were no changes of any substance to be made, and I put it to the floor for approval.

Motion to approve by Senator Lucey on behalf of the Faculty Affairs Committee.

Chairperson Horst: Thank you very much. This is coming from committee. It does not need a second. May I do a friendly amendment. Instead of calling it the Intellectual Property Policy policy, could we just call it the Intellectual Property?

Senator Lucey: Yes, certainly.

Chairperson Horst: Thank you very much.

Senator Lucey: Thank you for being friendly.

Chairperson Horst: As amended, Senator Nikolaou. Is there any debate on Policy 4.1.10? Hearing none, all in favor of approval of this policy, please signify by saying aye.

The motion passes unanimously.

From Martha Horst, Executive Committee

Article V Consent Agenda Proposed Revision

04.11.24.18 Article V Revisions to Consent Agenda (Current Copy)

04.11.24.19 Article V Revisions to Consent Agenda (Mark Up Copy)

04.11.24.20 Article V Revisions to Consent Agenda (Clean Copy)

Chairperson Horst: And one more. We have proposed revisions to Article V. This is coming from the Executive Committee. The Executive Committee did approve one amendment proposed by Senator Mainieri last time. It just basically reworks everything that was in the previous draft and makes it more succinct with the list (1) curricular items (2) minutes and (3) any non-curricular items. So on behalf of the Executive Committee, I'd like to present for your approval amendments to Article V of our bylaws. Is there any debate? Hearing none, all in favor of approval of the amendments to Article V as presented, please signify by saying aye.

The motion passes unanimously.

Chairperson Horst: Communications. Senator Holmes.

Senator Holmes: Yes. I have a joint statement from the ISU Chapters of College Democrats and College Republicans to read to the senate tonight. It was released when I attempted to read it earlier on both ISU College Democrats and ISU College Republicans Instagrams and was directly e-mailed to all of the members of the Board of Trustees as well as the ISU

administration, members of the cabinet, and other relevant offices across campus, like the Center for Civic Engagement and Department of Politics and Government. As fervent advocates for civic engagement and the democratic process, ISU College Democrats and ISU College Republicans call for the cancellation of classes on November 5th, 2024, election day, at Illinois State University. We are committed to ensuring equal access to the democratic process and fostering a culture of active citizenship. Illinois State University claims civic engagement as one of its core values. Suspending academic activities on election day would be in line with this core value. In fact, not canceling classes for election day this year would be directly contrary to the university's purported values. In 2022, Illinois State University had over 1,200 individuals register on the day of elections. This number is astonishing for a mid-term election in the United States. Students stood in line for hours and will not be able to do the same this fall if there are classes. It is easy in the state of Illinois to vote early and to vote by mail, but this is not grounds for making voting on election day inaccessible to many. The state should not have to mandate the university to close. If Illinois State University is as committed to civic engagement as they claim to be, they would volunteer to cancel classes.

Chairperson Horst: Thank you for that excellent communication, Senator Holmes. We are now at our hard stop time. And so thank you for your service. Faculty, we will take a short potty break, and then we will come back to do some elections. [laughter] Thank you very much.