

Spring 1-20-2016

## Senate Meeting, January 20, 2016

Academic Senate  
*Illinois State University*

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**Academic Senate Minutes**  
**Wednesday, January 20, 2016**  
**(Approved)**

***Call to Order***

Senator Kalter called the meeting to order.

***Roll Call***

Senator Lonbom called the roll and declared a quorum.

***Chairperson's Remarks***

Senator Kalter: Good evening, everyone. Welcome back! I hope you've all had a good first week and a half.

I have a substantive comment tonight, but will start by previewing our agenda. We have several action items: The proposed new policy on the sale and distribution of food on campus; the revision to the baccalaureate degree program policy in response to changes in Associates degree requirements in this state; the proposed addition of an appendix to the College of Arts and Sciences bylaws; and proposed revisions to the Library Committee's membership.

Last Wednesday, Governor Rauner's office issued a memo criticizing public higher education institutions in the state.

In general, I view this memo as an effort to deflect attention from the unwillingness of our elected officials to cross the aisle and compromise in order to provide the citizens of our state with a budget in a timely manner as they all deserve—not just as higher education deserves, but all of us as citizens of our state deserve. While I view this memo as such an effort to deflect attention from that fact, I myself would like to reach across the other aisle to agree with the governor on one or two of his observations. As university citizens, we should not shrink from critique, but accept it, welcome it, and use it to cause ourselves to become better than we are.

While the governor made no effort to acknowledge that state universities would never have raised tuition at the rates they have, had the state continued to fund them at the percentages they did 14 years ago; nor to acknowledge that the employees of the state universities have been paying their pension premiums, while the state has not held up its end of pension funding; he did enunciate two concerns that have created cause for concern over my 9-½ years on the Senate and that in general are concerns across higher education: the levels of administrative staffing and administrative compensation. He also raised the question of tuition and fee waivers.

His deputy chief of staff wrote: "From 2004 to 2010, administrative staff at Illinois' public universities increased 31.1%, while part-time and full-time students increased a mere 2.3%. In FY11, the average student-to-administrator ratio for the nine universities was approximately 45 students for every one administrator. More than 1,500 university employees make more than the statutory salary set for the Governor."

While I believe he would find that in terms of compensation, we underpay our University President compared to market rates (which are in all fairness exorbitant, as are most executive pay structures at many for-profit companies), it is fair overall for him to call for an introspective examination at each state university of both the number of administrators, especially the number of higher paid ones, and the compensation awarded to particular roles, especially compensation that exceeds the average salary and benefits for faculty members, and also its sources.

I encourage our own administration through our office of Planning, Research, and Policy Analysis to provide data on the percentage of mid-level and upper-level management staff compared to number of students and compared to number of faculty now as opposed to ten and twenty years ago, as well as a detailed and overall compensation picture as compared to the faculty, including market rates that might be needed for recruiting excellent leadership and management staff.

Formulating the parameters for this data with members of the Senate, they could then work within the Planning and Finance Committee and with other committees in the Senate network to identify whether any growth in mid-to-upper level administration, if any is found, has exceeded the needs of the university. On the other hand, to what extent has any growth been demanded by increased regulation and procurement procedures imposed by the state as well as the need for fundraising personnel who work long-term to lift the burden that the state has placed upon individual students and families as a result of its long-term tactic of defunding public higher education.

Dr. Dietz has already worked to hold back hiring on vacant staff lines, but if we were to find any savings over and above the cuts the state will surely impose, I would ask that that funding be reallocated into the academic departments and targeted to provide much needed tenure-line faculty positions to those departments. Departments almost universally indicate deficits in this area and often ones that prevent us from growing healthy programs. Those programs that are in demand yet promise low costs and high benefits should likely receive priority attention just as a strategic principle.

Both the Planning and Finance Committee and the Academic Planning Committee have over the past two years discussed tuition and fee waivers. So the thought that the university might benefit from a more systematic examination of where they are going, how well they are serving us, why they are offered—whether needs based, or recruitment based, or diversity based, or otherwise—and how well they are justified, is not new. Although the governor's statement clearly shows his office to be out of touch with how graduate education benefits undergraduate education and with the conditions of poverty and near-poverty that many graduate students in Illinois and in my own department face, I would nevertheless encourage our administration there also to consult with those two committees regarding information that they might need and then to provide them with a report on the university's use of tuition and/or fee waivers so that they can make recommendations affirming the current structure and expenditures or calling for major or minor adjustments based on holistic program review.

Ultimately, over 80% of tuition and fee waivers are paid through tuition and fees of other students & their parents, or through scholarships including state scholarships. So it is quite fair for the governor to ask for open accountability. On the other hand, waivers are an absolutely critical contribution to the university's mission: for example, in the context of graduate assistant stipends that chronically underpay one of our major labor forces of this university and force us to compete at a disadvantage for the best prospective graduate students. Let us all as university citizens and Illinois citizens know that these waivers are serving our highest priorities, and how they are serving those priorities.

I do not see investigating these matters and addressing legitimate concerns as an excuse for our elected officials to delay and delay and delay providing the state with a just and viable budget. Whatever we might find, there is simply no excuse for throwing us off a cliff. They were rolling us down the cliff for a while. Now they've decided to throw us off. There is no excuse for the 100% de facto cut that we are experiencing; nor for punishing MAP grant recipients in order to punish universities, based on accusations not sufficiently grounded in evidence; nor for the kicking the overall budget can down the road. That is indisputably weakening our state,

probably much more than our budget deficits are. Us taking up this gauntlet of challenge will only further highlight who is not taking up their own.

We will try to end this meeting in a timely manner because we have a Faculty Caucus afterwards to continue our work on ASPT revisions among other things.

Senator Winger: I wasn't sure what you were suggesting. I might have drifted. On the administrative cuts, we've had administrative cuts because of our funding cuts. So we are basically at a freeze. So we have positions that are not being filled. You were suggesting considering not filling them? Is that correct?

Senator Kalter: What I was suggesting was that, I am assuming that those cuts are not coming back. Dr. Dietz is cutting in advance, in anticipation of the cut that is coming from the state, whatever that might be. So I doubt that we are going to have any money left over once we have to give back what we have been spending to the state. But if we did, then let's make sure it is being funneled into the highest level of instruction to make sure that the departments are getting the tenure track faculty they need. And that is not to say that I don't think efforts are being made in that direction, but if the governor is critiquing universities at large in the state for too much administration and by implication, not enough money going to the instruction of students. Let's answer that and say, is it? What is our ratio? Are we proud of our ratio? If not, what can we do to adjust it and how can we make sure that that money is going more towards the education of our students.

Senator Cox: Are you making then an official request for salary stats of mid- and upper-level administrators be made? Are you assigning this mission to a committee or is this something you would like to see one day.

Senator Kalter: I guess I would say that the university has to decide whether or not to respond to this set of accusations and I have only mentioned the two that I happen to concur with. There are many that I absolutely disagree with, that I don't think are fair. I think you have heard one of them maybe in the news, that Chicago State said we don't have a private jet, etc. What I am saying is if we are to be answering those and we may very well have to, let's be proactive about it and let's work together in our shared governance structures to get those data to rise to the top. Everybody work together to provide not only the state with that information, but provide ourselves with that information. Allow the faculty, staff and students to comment on are we where we want to be.

Senator Cox: So let's do that is what you're saying. And so we're going to leave it at that. Let's do it, everyone.

Senator Kalter: I think that the Planning and Finance Committee can also keep going with that recommendation and say this is the place we should be doing this kind of work. Where is it now and where do we want to be in five or ten years?

Senator Cox: So the Executive Committee would like to see that put on the agenda.

Senator Kalter: The Executive Committee did not approve my comment. This is my comment, so I am recommending this. Thank you.

Senator Winger: It seems like you are suggesting that the Planning and Finance Committee solicit some kind of report on what is driving administrative overhead, most of which is perfectly legitimate in the last 15 years. Was that your timeframe?

Senator Kalter: The accusation that Governor Rauner suggested was that in the past they said from 2004 to 2010 that the administrative staff had increased. So it seems fair for us to examine and for Planning and Finance, not necessarily to receive a report, but to receive data on whether that is true here or not. Is that the case? Have we had an increase?

Senator Winger: If so, what are the drivers? The drivers could be they were providing more mental health care.

Senator Kalter: Absolutely.

Senator Winger: There could be also all kinds of drivers in the last 15 years for that and I would just say on a personal note that the governor's remarks, that was an ill-informed screed. That was talk radio level b.s. from the governor's office. It was truly shameful, but are saying they might have accidentally had something right?

Senator Kalter: It is interesting that the governor's, as you call it, screed echoed criticisms that have been echoing through higher education, not just public higher education, but higher education for many, many years. So let's look into it. Like I said at the end, I would have liked to hear this criticism a year ago when the budget was actually being formulated by the governor rather than now in the midst of a political, I don't even know what you would call it. You can't call it a mudslinging contest because nobody is even near each other. They are not even in the same room. They are not brawling because they won't touch each other. So whatever it might be, it would have been nice to hear that and be able to have a nice conversation, but let's be civil and rise about the screed and say this is a legitimate question. Let's look at it. It doesn't have to be in two minutes, but let's look at over the long term. It seems like a legitimate thing to look into. Any other questions? If not, we will move on to Student Body President's remarks.

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

Senator Powers: Good evening and welcome back. I hope everyone got to enjoy their break. I know I did and I hope we can finish the semester strong. That is my plan. At the end of the month, I will be attending the Illinois Board of Higher Education Student Advisory Committee. One of the main topics will most likely be the budget and what student leaders will do to address this. With that being said, with the budget impasse still affecting most students, SGA will ramp up their continuing efforts to lobby legislators, party leadership and we will hopefully get the job done. I think students will be the ones that will put the most pressure on Illinois government and hopefully as student leaders, we will get the job done. I yield for questions.

Senator Kalter: Questions for Senator Powers? Seeing none, we will move on to Senator Dietz' remarks.

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

#### **• *President Larry Dietz***

Thank you very much. I too was going to talk a bit about the budget tonight. The good news is that the FY17 budget draft is in, so we are optimistic that maybe there will be some money next year if there is no money this year. We have been told by a number of sources that not to expect any funding until May this year. So you have been reading the newspaper I presume and if that happens, the first institutions that is indicated that they would not be able to make payroll beginning March 1 is Chicago State University. They have a new president, who has been on the job about 11 days, and 6 days into his 11<sup>th</sup> day tenure, he looked at the books and said we have about a \$5 million a month payroll and we don't have the money after March 1. So that is a real deal there. Tonight as we are speaking, one of the members of the Black Caucus in the legislature, Representative Trotter, is holding a press conference. I take that back. He is going to be on a radio show talking about the dire straits of Chicago State. I will say that there is a queue that lines up very quickly after Chicago State and I am not going to name the names of those institutions, but there are three or four quickly on the heels of Chicago State that also don't anticipate that they will be able to make payroll. Then you say what is the strategy of an institution that can't make payroll. This is new territory for everybody. There is no plan for this because we have never been in this situation before. But I do know that they are looking at lots of different options. Number one is trying to get legislation through that will allow them to borrow money. The likelihood of that happening very quickly is remote, but that is one option.

As a matter of fact, around 2003 or 2004 those were the times where there was a budget, but if there was a major budget cut, some institutions thought they might have to borrow then. So there was authority that was

given to each university that wanted to do that. No one ended up borrowing that year because of the complexity of the structure of that process. So it remains to be seen as to whether or not that is something that would be a realistic option for some of these institutions. The problem with that is if you borrow, it is a loan. So you have to pay back a loan. So you don't have any money at this point. So what is the collateral that an institution will be able to borrow under? You can't say we have a budget, but it has been delayed because we have no budget. So it is going to be an interesting lender that will look at that and say you have assets, but the assets are the state's assets, not the institution's assets and the state again doesn't have a budget. So it is a thorny scenario when you look at the borrowing options. There is also going to be interest connected with that. Every institution in the state other than the University of Illinois and Illinois State University has a worse bond rating than the state does. U of I and ISU have a higher bond rating than the State of Illinois does. So it is one thing if we were going to borrow and quite another thing for some of these other institutions who have a much lower bond rating that would dictate what kind of a rate they would get or whether would get any money at all. That is kind of like I maxed out this credit card so my solution to this is go out and find another credit card. So that is not a good way to do business. Nevertheless, some institutions are looking at that.

Other conversations that has happened around this topic is that if in fact Chicago State cannot make payroll, if there is no emergency funding for them, if there is no borrowing authority, a high probability that the institution will ask for the faculty and staff to continue to teach their courses and provide their services based upon their good will and an IOU. That is an interesting way to run any enterprise, but I am sure some folks will say I can do this for a while, but folks have rent to pay and mortgages to pay and on and on. So it certainly not even a good short term solution let alone a long term solution. The presidents have been meeting every Wednesday at 3:00. We have been doing this all year. I can count probably on both hands the number of weeks that we have missed really since this time last year. The bottom line is there are two individuals who really control the destiny for this whole thing and neither one of them really care to meet with the other one. Senator Kalter and I talked about this earlier in the week. I said the good news is that Illinois State University is in great shape, as good a shape as you can be without a budget. The state represents \$74 million this past year that we don't have. That is 18% of our budget. The good news is that we have had a very strong, stable enrollment and that has really been helping us meet these challenges. But we would use reserves if we don't have anything through the end of the academic year. The fiscal year, we would use reserves to finish out the year. So there is not going to be, as far as I know at this point, any reason to think that we are going to close up shop any time in the near future. So this year will be complete and we will move ahead from there.

The future is very unclear. The future is not only next year, but really tomorrow for some of these institutions and the next month for some of the institutions. So it is very dire circumstances. I am very aware of the letter that Senator Kalter talked about. Part of this discussion that we had the other day was that in a sea of turbulence, Illinois State and Bloomington/Normal is a bit of an island of tranquility. She had I think a better analogy that we are in the eye of a hurricane. However you want to look at things and kind of a mess, we are in a pretty good position as an institution. Having said that, the memo that came out was not written by the governor, but the governor's chief staff members. It was sent to all of the General Assembly and to the presidents of all of the universities. There was enough inflammatory and inaccurate information in there to get the ire up of about everybody. About every institution had an example of things that they thought we could do better and most of them were inaccurate and it was really designed to do some of the things we talked about tonight. That is basically to cause a lot of infighting around some things. I don't anybody thinks we ought not to be as efficient as we know how to be. The bottom line is that these administrators that have been added have been added mainly due to unfunded mandates that have been passed by the State of Illinois with no money to implement some of those policies. So today we had another meeting and we decided as a group of presidents last week not to respond to that memo that came out for fear of adding credibility to something that really didn't deserve a lot attention in my estimation, but we instead sent a letter that ended up I think getting the attention of a few folks and it simply said that the circumstances have changed since we had written the last letter, which was last fall as a group of presidents, encouraging the Speaker and the governor to get together and resolve some issues and we volunteered to be part of those discussions about some of the governor's turnaround agenda.

The fact is some of the things that are on his turnaround agenda as institution we have nothing to do with. Workman's compensation is a state issue. The pension, that is a state issue. We all have opinions about that and ways we would like to see those discussions go, but those are not decisions that are made at the campus level by any stretch or the entire higher education community for that matter. Those are state legislative issues that they are failing to address at this point. So this latest letter really called to question the issue related to Chicago State and some of the other institutions who are in much more dire straits than we are, calling attention to that. I had a conversation recently with a couple of the local legislators and one with a congressman in my office today about trying to put additional pressure on them to get these two gentlemen to get together and try to address some issues and it is slow going, frankly. So we are still moving on some things. One of the things that happened today that was very important was that there has been a cooperative that has been formed among all of the public universities in the state, the community colleges and the private institutions in the state as well as we have some individual business owners, some members from business and industry. We all have some chambers of commerce in the state that have been notified and the group that, in my estimation, may win the day on this are the group of students, so Senator Powers talking about Student Government activities and so forth. They held a press conference today in Springfield and there were speakers that included a business owner, a student leader, a member of labor, a member of the chamber of commerce and most of the folks listened to the student more intently than they did all of the rest of the folks, which in my estimation, that is the right strategy. So we are hopeful that as we roll these things out and we hope to regionalize these kinds of press conferences to gain more local support and local attention on the matter.

So we are working hard to move the agenda along, but enrollment, enrollment, enrollment for us next year is the thing that has been saving us all along. Everybody is working hard to bring in the class this next fall because we are going to need the numbers to try to help us out of this pickle until we get someone to agree that we didn't get in this financial mess in a year, we ought not to think we are going to get out of this mess in one year, but there ought to be a phased approach. Everybody ought to be in a room talking together to try to figure something out. So I think the next thing that might happen with the university presidents is that we may come up with a more concrete plan about specific kinds of budget recommendations that we might be able to live with. We have been staying away from that, at this point, but I think it is time that we become a little more specific about that.

The only other thing that I would mention is that prior to the holiday, the new head of the Civil Service Commission made an individual appointment to come to my office and Senator Alt and I met with this individual. What had been a little bit of a rocky road with some previous people in that position seems to be smoothing out quite well. So this gentleman was interested in working more collaboratively with universities. To me that was a real positive note. With that I will yield for questions.

Senator Kalter: Questions for Senator Dietz?

Senator Winger: Is there any, I was wondering about this when we were hearing about the possibility that Western was in trouble or Eastern was in trouble. This was at the very time when all schools are looking at getting kids to sign on the dotted line to enroll in the following fall. Is this going to have upward pressure on ISU's enrollment prospects if these other schools are in trouble? Who would send their child to a school that might not open?

President Dietz: This is part of the conversation that I have been having. As a matter of fact, in today's Chicago Tribune, I was interviewed yesterday by a reporter there and one of the things that I mentioned was that the biggest disservice in my estimation is for the citizens of this state who pay their tax money and hope part of that will help them send their sons and daughters to Illinois institutions. As I mentioned before, Illinois ranks second in the nation for the number of students who leave this state and get their education somewhere else. That to me is something that should have been addressed in public policy many, many years ago. When that individual leaves the state and takes their intellectual capacity with them, the probability of them coming back to this state is diminished to pursue their career. So therefore, they also take their tax dollars that they might have paid in the

state. Had they stayed in the state, gotten a job in the state and contributed to this financial situation that we have. All of that leaves and there doesn't seem to be much of an appetite to address that from a public policy perspective. We get more and more questions in our admissions office here and we are a very popular choice in terms of students. Our brand is very strong and our enrollment reflects all of that, but we are getting more and more questions from parents of prospective students for this fall saying you don't have a budget now, what makes you think you are going to have a budget for next year. If you don't have that, why should I send my son or daughter to any institution in the state? If I was going to, I would send them here. So we are trying to wrestle with that answer back. The bottom line, we are going to be open. We have been open since 1857. Some of these other institutions may not be able to say that. It's a conundrum.

Senator Kalter: Further questions for Senator Dietz? We'll move on to Senator Krejci.

- ***Provost Janet Krejci***

Provost Krejci: Thank you and I will echo the president and the chair's remarks about the memo from the governor and some of that being inflammatory. I would really applaud the students and our president's remarks about the students putting pressure on. That is really important and I am proud to be here where students take such an active role. As an addition to the administrative issue, we all need to look internally and be reflective to be efficient and effective. We have to remember that anyone classified as an administrative professional, advisors, tech, any of those people get lumped into that administrators and so there is a lot in student support services and I think that most people who use that statistic know that, but as you said they don't always articulate the full story. So we will continue and I am proud to say as I look around and meet with the Provost's Office staff, the deans and the faculty, people are steely eyed focused on continuing to do what is best for our students and environment and I thank you every day for all of that.

On some positive notes, we had a fabulous State of the Union Address last week here that was hosted by ISU and over 900 people here, as they hosted the AASCU American Democracy Project. We had the SMACC lab set up in there. We had interactive polling, live tweeting that was designed to advance nonpartisan engagement of students and I was very excited to see our president of our student body there along with SGA, our board of trustee student rep there. Many, many faculty who have been committed to this endeavor. It was very exciting; the energy was palpable. Again, made us really proud to be here. I would also congratulate CTLT and everybody that presented and attended the teaching symposium on the first week before classes opened. It was again phenomenal with a great keynote and we had lots of wonderful engagement by faculty who are passionate about continuing to improve teaching so that students can succeed. It was really inspiring.

A couple of other updates. ReggieNet, I know we had a lot of conversation about ReggieNet last semester and it has been successfully moved to the new environment at Long Site, a company that specializes in supporting SAKAI learning systems. As part of the move, it has been updated, the software has been updated to the latest version. What we have so far found that faculty and students have experienced continuous availability since the semester began. Mark Walbert has gotten some comments about students appreciating that the mobile app is more friendly. So we are continuing to listen carefully for any issues, but we feel so far, so good on that front. So we will continue to watch that carefully. Enrollment, we are waiting on spring final numbers because of 10 day census and a little glitch in getting some of those numbers, but those are forthcoming. In the end, we had a little uptick in transfers that we didn't expect, so I will give you those numbers when we have them. For fall 2016, first time in college applications and admits are down 1% as compared to fall 15. As you know, depending on time, those fluctuate. We will keep you updated on that. Transfer applications are down, but they are up quite a bit. The number is 291, but that represents over a 60% increase. Graduate apps are down 23%. Admits are up for graduate students, but if you remember last year at this time we had some glitches in getting people admitted so that might be a little skewed in terms of inflation, but we will continue to watch enrollment and Troy and his team are doing a stellar job again.

In terms of searches, we had airport interviews for the Mennonite College of Nursing dean first week of January and four finalists are coming to campus February 1<sup>st</sup> through the 4<sup>th</sup>. The candidate names I have been told will



be announced tomorrow and their CVs will be on the website with open forum dates. We have a timeline for the Associate VP for Research and Graduate Programs. We will have mid-February phone interviews and campus visits we believe mid-March. The dates will be coming out soon. The Cross Chair search is just underway. The posting closed on January 15<sup>th</sup>. The search committee is meeting next week to narrow down the list to phone interviews and then candidates should be coming to campus late February, early March and knowing all of the different campus forums and interviews, we are trying to make sure open forums are not on the same week for the positions we have open. So far we have been successfully and just as an aside, the College of Business dean has been in close contact with interim Dean Gerry McKean and he is very involved and ready to begin July 1. I yield for questions.

Senator Kalter: Questions for Senator Krejci?

Senator Hoelscher: Really just a comment. Two thumbs up on ReggieNet. I think we may have solved the problem. So thumbs up on your staff and all of the folks that worked so hard on.

Provost Krejci: I don't want any jinxing, Mark. I really appreciate it and I will again say to the senators who were involved last semester to be in communication to try to do the best we could and I do appreciate that. I will give you a shout out because at my Rotary Club last week, Terry Noel with the student who won the Start Up Showcase. So the whole community, we have about 100 members there got to hear wonderful things about that.

Senator Winger: We were wondering in the History Department why graduate applications were off. Did you say in all graduate programs?

Provost Krejci: I don't have the breakdown by department.

Senator Winger: That's okay, but the overall was 23% did you say?

Provost Krejci: Graduates were down 23%. Applications down 316 numbers down 23%.

Senator Winger: Do you want to spitball why that might be.

Provost Krejci: We are looking at that. We are drilling down to see. We are trying to compare different weeks because if you follow this as closely as we do, one week it could be down 23% and up the next the week. It's early and we are trending that, but we don't have a specific answer right now to look at applications. What we are finding is some trend that they may come in a little later. So that may be why right now at this early stage if we look at that trend line over years, but we will keep you updated and we can get you other numbers if you want.

Senator Cox: I know our department has, and perhaps others across campus, has been feeling the pinch in terms of the open extended enrollment period. When the department has had to close some classes early on because there weren't enough students enrolled, yet late enrollments come in and we don't have the classes open for those students. I wonder what kind of resolution there might be, if that is a department issue, a college issue or is it something that is university wide, but we are finding that we have to tell students we don't have enough of the classes that they want available and yet they are being admitted very late.

Provost Krejci: This is what we have found, especially the transfer students are coming in very, very late. So you put your schedules and your classes up and we think there is room. So we are looking at that and will continue to work on that. Troy has been meeting with department chairs, etc., to kind to try to drill down on this to solve these problems. It is kind of an evolving and newer problem for us that things are coming in so late. But we will continue and I will to carry that message back to Troy and see what we can do.

Senator Cox: But there are no plans to tighten the enrollment period?

Provost Krejci: I think the dilemma of course is as we need the enrollment of course because the enrollment goes down, there is a whole other set of sequelae. We are trying to figure out how do you balance that? Dr. Jonathan Rosenthal is very involved in that as you might imagine in terms of trying to make sure that the classes are available for the students we are admitting and we continue to really work on that and we will continue to work on that. Thank you and I appreciate the patience as this is a newer kind of development that the transfer students particularly are coming in so late.

Senator Cox: I am glad that that is noticed across the university and we are patient. I and others are a little concerned because now we are planning next year's classes and unless there is a resolution or recommendation coming very soon, we may find ourselves in the same boat of classes cancelled for low enrollment or not enough classes offered. Do you anticipate that plan or solution if there is one occurring before the end of spring?

Provost Krejci: I think this is an ongoing discussion that we are having all the time because the last thing we want to do is cancel classes and the last thing we want to do is turn away students. So it is a fine line. We are working pretty carefully on that and will continue to keep you updated. I can't say we have magic answer at this point, but we will continue the communication.

Senator Ellerton: I had a brief comment, follow up on the technology issue and that is that I struck problem just before the semester, phoned up and I was very impressed with the help that was available. Not just the help, but the follow up. One of the workers who is there has pursued me to try to check if either the issue has been solved or if there is another issue. So I think it is important to note that backup, obviously the additional help and the willingness on the part of those tech people to help I think needs to be noted.

Provost Krejci: Thank you very much and I will make sure we get that back. As you might know with technology issues, there are not always a lot of compliments coming because technology has to deal with so many problems. I can't tell you how much I appreciate that and it means a lot when we give them feedback so I really appreciate the positive.

Senator Kalter: Further questions for Senator Krejci? I am going to fit in a little shout out of my own here while we are doing academic stuff. Congratulations to Senator Winger who we just got word that he won the College of Arts and Sciences Outstanding Teacher Award. We will move on to Senator Paterson.

- ***Vice President of Student Affairs Brent Paterson***

Senator Paterson: Thank you. Enough has been said about the budget, so I won't add to that. We are all trying to figure out what we can best do to meet all the needs of the students and everyone else. I wanted to follow up on our campus climate assessment. Despite the weather outside, what I am talking about is our assessment of the climate on campus for underrepresented groups. Dr. Dietz in his Facebook post made reference to that. There were several comments about why we are studying the earth's climate at this time. So I will just clarify that. The next step is the online survey and there will be information going out this week to everyone on campus about the survey. It will be open until February 5<sup>th</sup>. There will be a link in that email that goes out for you to partake in the survey. I hope all of you will do so and encourage everyone else to do so as well. It is very important for us to get complete information from the campus community about your experiences and those that you have witnessed in terms of climate and welcomeness for persons from underrepresented groups. I also want to assure you that the responses are completely anonymous. The link takes you to the Center for the Study of Race and Equity at the University of Pennsylvania, who we consulted with to do this work. What we will get back is aggregate data. So feel free to be very frank in responding to the survey.

The second point I titled They are Back and It's Back, so as we know, the students are all back, and we welcome you back to campus, but you didn't have to bring the mumps back with you. We do have some cases of mumps and you might remember from the fall semester when you have more than three confirmed cases of

the mumps, it becomes an outbreak according to the state health department. Right now, we are sitting at two confirmed and three suspected. So probably by the next time we meet, we will have an outbreak and we will be sending out again information similar to what we sent out in the fall about the mumps, what the symptoms are, taking care of yourself, what that means for missing classes and so forth.

I want to add one piece of information to Dr. Krejci's comments about the State of the Union watch party. Illinois State served as the collegiate hub for the National American Democracy Project's coverage of that and actually the university's School of Communication produced the webcast that went out to over 500 campuses across the country. So I think that is a real feather in our hat for being able to be chosen as that watch party site. If you have purchased your tickets for the annual Martin Luther King, Jr. dinner this Friday night with speaker Angela Davis, I want to thank you for doing that. If you haven't it is too late. It has sold out. They have filled every available space in the Brown Ballroom and have actually moved some of it to the Old Main Room and that's filled as well. The Division of Student Affairs offers a program that goes along with that every year called On Common Grounds that brings together students and alumni of the university to process after the speech has been given and share some more about their experiences and how they view what has happened. That has been going on since 2008 and is a very successful program. I participated in the past and very enlightening to go through this process, engage in those discussions that night. I want to mention a couple of appointments in the Division of Student Affairs. Dr. John Davenport has assumed duties as the Acting Dean of Students. John has been with the Dean of Students for over 10 years both as the Associate Dean of Students and before that Assistant to the Dean of Students. He has actually been at Illinois State since 99 working in Housing before moving to the Dean of Students Office. Pam Cooper was appointed Director of the Career Center. Pam was in the interim director role for the past year as has been part of the Career Center staff for 16 years. Prior to that, she has held various roles at the university. Pam is doing an excellent job in that role and really helping us move forward in our areas. How do we best provide the services in terms of career for students? How do we better interact with faculty, colleges and meeting their needs as well? We have a taskforce that is working on that and some recommendations we hope to implement in the next year in that area. The other is Dr. Erin Thomas and she has been appointed the Director of Assessment and Engagement for the Division of Student Affairs. Erin was in the interim role for almost two years. In that role, she oversees our division assessment practices as well as annual giving and alumni engagement efforts. One other thing. We are currently without clerical help in the vice president's office. Amy Witzig, who was our administrative aide, went to the Provost's Office. We originally took her from the Provost's Office, so they got her back. So if you are contacting our office, we are working right now with student employees covering the phones and other things, so I hope you will be patient and understanding until we are able to fill that position.

Senator Kalter: We have uncovered the mystery of why Senator Paterson is in that corner and Senator Krejci is in this corner. I just got an email from the Director of Women's and Gender Studies and apparently Angela Davis's daughter is on campus tomorrow doing a presentation. Does anybody know the information about that?

Provost Krejci: Yes, it is at 1:00. I believe it is her niece, but I would have to double check that. I think the email was going to go out today. It's going to be I think at the performing arts, but I will look that up and I will give it to you before. I believe it is Friday at 1:00 and I will get a couple of details if you want them before the end of the meeting.

Senator Kalter: Are there any questions for Senator Paterson?

Provost Krejci: It is not that we are in opposite corners, we just share a lot.

Senator Kalter: Our office is between that, so if you do get into a fist fight, make sure it is right outside so that we can watch.

Senator Dawson: Just a point of privilege. At least it is not the H1N1.

Senator Kalter: I was trying to call that up, Senator Dawson. Thank you for reminding us of the name of the flu. No questions for Senator Paterson? If not, we will move on to Senator Alt.

- ***Vice President of Finance and Planning Greg Alt***

Senator Alt: Thank you Senator Kalter. I will start out with a few Administrative Technology updates. In addition to the ReggieNet upgrade that Provost Krejci noted, our staff was also successful over the break in upgrading the wireless phase in Watterson Towers, which will not only significantly improve bandwidth but expand the availability of access points. So I think that the residents returning this semester should have noticed a very marked improvement and I am also happy to report that similar upgrades will occur in Manchester Hewett and TriTowers over the summer. So I think this will increase bandwidth up to ten times more than we have experienced in the last year, so it is the next step in the right direction to improve that service. Another Administrative Technologies note is that the search for a permanent associate vice president for Administrative Technologies continues to progress and we have final interviews on campus this week and next week. If you are interested, you can go to the Vice President for Finance and Planning's web page for information on the candidates and the schedule of their public forums.

A couple of quick facilities comments. Even with the extensive rain that we had over the break in December and ice issues that we had towards the end of the month, we had relatively few issues related to facilities. We did have a couple of water breaks, one in here in Bone Student Center and one in Hovey Hall, but they were corrected. But we actually had no others. I think one reason for that is that we did complete quite a bit of our roof work in the fall of our problematic roofs. We actually replaced roofs last year on the Student Services Building, Julian Hall, Nelson Smith, Hovey Hall and the flat roof on Horton. I think that contributed to the fact that we have not experienced any problems. With that, I am happy to answer any additional questions.

Senator Kalter: Any questions for Senator Alt?

Senator Crowley: Vice President Alt, have you DeGarmo Hall on your list?

Senator Alt: Actually, we do and that is one of those deferred maintenance issues that have to do with budget cutbacks and the hold back, but DeGarmo is on the list. Are you experiencing leaks?

Senator Crowley: We have very serious problems on the fifth floor of DeGarmo Hall whereby my own colleagues have had to leave office space and go to a different floor and there are exposed ceiling tiles. You must come. I will give you a tour.

Senator Alt: I will be glad to take you up on that. DeGarmo is one of the challenges with the budget where we have had to hold back spending. With our deferred maintenance spending, we had to delay some projects like that that are on the list, just because we have uncertainty on what the budget is going to be. So we are not able to commit on some capital projects like we might otherwise, but I will be glad take a look at that and get a better picture of how serious that situation is.

Senator Kalter: Further questions for Senator Alt? Just a little bit more on the AVP for Administrative Technologies search. Doug Twitchell and myself are the two people representing faculty on the interviews in that search, but I believe the open forums are tomorrow at 1:30 and then next Monday and Wednesday at 1:30 for those of you who have been interested in these questions about ReggieNet and Campus Solutions. Basically almost everything on campus at some point touches Administrative Technologies, even if it is in the Academic Technologies sector as well. So those are the open forums for that. Senator Soeldner, do you where those are?

Senator Alt: They are all here in Old Main.

Senator Kalter: In Old Main at 1:30 tomorrow and next Monday and Wednesday. And Senator Krejci had the niece Eisa Davis.

Provost Krejci: There are two events. Tomorrow, Thursday, 11-1 in Centennial West for a playwriting workshop as she is a celebrated and award winning playwright and actor. She will also be doing a colloquium Friday, January 22<sup>nd</sup>, 1-2:30 in the Center for Performing Arts.

Senator Kalter: Wonderful. We are going to move on to our action items if there are no more questions for Senator Alt. If there are no objections, I am going to do a little bit of rearranging because we do have guests again tonight. So we are going to start with the Policy on the Sale and Distribution of Food on Campus with Senator Hoelscher introducing that one.

***Action Items:***

***12.12.15.01 Policy on Sale/Distribution of Food on Campus-Revised (Senator Hoelscher /AABC)***

Senator Hoelscher: The Administrative Affairs and Budget Committee pushes this forward. We have voted on it and recommend it. I think it was in your packet. So without reading it or anything, it just adds a lot of transparency, does a lot of defining and reads much clearer.

Motion: By Senator Hoelscher to approve the policy.

Senator Kalter: Is there any debate? A couple of comments on that. One is thank you very much to Bill Legett and Adam McCrary for making the changes that you see. They made some changes between the December meeting and now. I have one tiny little question and that is does anybody here feel that the word preferred, as in preferred caterer, should stay the same or be changed to recommended? Whether it's clear as it is, in other words, or whether it should say recommended. In other words, the university is recommending that people use this caterer versus preferring it. If people have an opinion one way or another, please speak. If not, we will just leave it the way it is.

Senator Daddario: I prefer recommended.

Senator Kalter: Do you have a rationale?

Senator Daddario: I do think that recommended is clearer. Preference has a connotation that probably doesn't need to be there.

Senator Kalter: What I wrote down is that preference implies that we know that everybody likes it better, whereas recommended is accurately saying that the administration is recommending that people use it. That was my argument. Would that be a friendly amendment? Does anybody else have a strong opinion one way or another? Alright, if it is accepted as a friendly amendment, we will just change it wherever it appears from preferred caterer to recommended caterer.

Senator Hoelscher: The committee accepts that as a friendly amendment.

Senator Kalter: Is there debate on that policy?

Senator Marx: Yes, I have one question. Does the new policy apply to Ewing Manor and its use there?

Senator Kalter: I do not recall. Do you recall, Senator Hoelscher or Mr. Legett?

Mr. Legett: Ewing Manor is not included in the policy because it is Foundation. Same with the Alumni Center.

Senator Kalter: Any further debate?

The motion to approve the policy, with the friendly amendment, was unanimously approved.

Senator Kalter: Next we are going to go to the Library Committee Blue Book revision because Thomas Burr is here. He is the current chair of the Library Committee and Senator Crowley, could you introduce this one.

***11.21.15.01 Library Committee Blue Book Revision (Senator Crowley/Rules Committee)***

Senator Crowley: I move that we accept the proposed changes to the Library Committee membership mostly. We focused on expanding the membership increasing representation on the Library Committee. We unanimously approved these changes in the Rules Committee.

Motion: By Senator Crowley to approve the changes to the Library Committee.

Senator Kalter: Is there any debate on this one?

The motion to approve the revisions to the Library Committee Blue Book was unanimously approved.

Senator Kalter: Thank you very much, Professor Burr and I forgot to thank Adam and Bill as they were leaving. Hopefully I did it beforehand.

***11.13.15.01 Baccalaureate Degree Programs-Revised (Senator Daddario/Academic Affairs Committee)***

Senator Kalter: Next I am going to go to the Baccalaureate Degree Programs-Revised and Senator Daddario.

Motion: By Senator Daddario to approve the revisions to the Baccalaureate Degree Programs.

Senator Daddario: Let me just give a brief update on that. Since it is not included in the packet, and we talked about it last November although maybe some of you have it fresh in your mind. If not, here we go. There were changes made to the law. I will just read some text that Jonathan Rosenthal put together to sum it up. In fall 2016, the Associate of Science Degree will be restructured in all Illinois community colleges. Graduates with the new A.S. Degree may not complete the Illinois Articulation Initiatives General Education Core Curriculum because one course from Humanities, Fine Arts and one course from social and behavioral sciences will not be required. We had to change the official policy to account for this. Three bullet points were added I believe on page 2 of the policy. In addition to that, we thought in Academic Affairs that it would be good to spell out some of the acronyms we find in there because they are particularly long and dead. So we spelled those out. Those were the cumulative changes. Again, I move that we accept these changes.

Senator Kalter: Thank you Senator Daddario and just to reiterate the last thing that Senator Daddario said. The spelling out of the acronyms is not in the copy that you have, but it is essentially a friendly amendment being made by the committee itself. I think there was only one. Instead of IAI/GECC, it will say that and then (Illinois Articulation Initiative/General Education Core Curriculum). Is there any debate?

The motion to approve the Baccalaureate Degree Programs Degree as revised, and with the friendly amendment, was unanimous approved.

***11.06.15.06 College of Arts and Sciences Bylaws-Appendix H Addition (Senator Crowley/Rules Committee)***

Senator Kalter: The last one is the College of Arts and Sciences Bylaws, the addition of Appendix H and Senator Crowley.

Motion: By Senator Crowley to approve the addition of Appendix H to the CAS Bylaws.

Senator Crowley: On behalf of the Rules Committee I would to move acceptance of the addition of Appendix H to the Arts and Sciences Bylaws. We had Dr. Blaney visit us explaining that this is among the beginnings of this addition to bylaws across campus. It was unanimously supported by the Rules Committee.

Senator Kalter: Just to jog everybody's memory, this is the one that basically adds a technology committee formally even though it has existed for a long time in the college. Is there any debate?

The motion to approve the addition to the bylaws was unanimously approved.

### ***Committee Reports:***

#### **Academic Affairs Committee:**

Senator Daddario: Academic Affairs Committee this evening discussed the scheduling problem as space on the university is becoming very tight and it is becoming very difficult to schedule everybody's classes and to make sure that the final schedule comes out on time and people have places to take their finals. Now that we discussed this in committee, we are actually going to put a communication and send it the Executive Committee that talks about how scheduling will be handled. This hopefully will then make it back here to this body so that we can discuss some of the issues. There are possible two issues. One is the sort of scheduling crisis that needs to be resolved, but in addition to that, there is a whole bunch of other conversations around teaching needs, pedagogic efficacy of 50-minute classes that might make it to this floor. I am just putting this on the radar right now so that you all hear it and maybe we will talk about it again in a few weeks. Other than that, I will just mention because of the ReggieNet accolade. We might be happy with ReggieNet now, but remember last semester we actually took a survey to discuss what precisely we liked about and it still seems like a good idea to discuss the results from that. So in a couple of months, we are going to have the data all analyzed and we will be able to report back about what the climate on the campus is for faculty who use ReggieNet and I will report on that.

#### **Administrative Affairs and Budget Committee**

Senator Hoelscher: The Administrative Affairs and Budget Committee met and had as our guest Dr. Alan Lacy, who is the Interim Associate Vice President for Academic Management. He went over the Academic Impact Fund Report. We, after some discussion, accepted that report in our committee and will be pushing that forward once we write our recommendations on the report.

Senator Kalter: We do not have a chair of Faculty Affairs yet, but I am going to ask Senator Dyck. What did you do?

#### **Faculty Affairs Committee**

Senator Dyck: We had a discussion about several upcoming issues. We discussed a little bit about the Intellectual Property Policy, which apparently is on our slate and we will be discussing next week. We will be inviting someone to join us for that and hopefully we can also in two weeks be able to make a decision about a chair. The other thing we discussed a bit about the Distinguished Professor and University Professor Policies and how we might proceed with that. We have some ideas we won't implement until we have a chair.

Senator Kalter: Wonderful. Just so you know, we are still in the process of getting our sabbatical replacements, so that hopefully will help in some way towards Faculty Affairs getting their chair and other business getting done in other committees.

#### **Planning and Finance Committee**

Senator Marx: The committee met tonight to discuss our agenda for the rest of the spring. We created two subcommittees that will examine the sustainability policy and the fundraising policy as part of a review. We also discussed our approach to this year's Institutional Priorities Report and we reviewed the response of last year's report from Vice President Alt.

#### **Rules Committee**

Senator Crowley: The subcommittee working on the AFEGC revisions met tonight and worked very, very diligently on pushing forward the revisions to that policy.

***Communications***

Senator Kalter: Are there any communications for the Senate. We have already had our Eisa Davis.

Senator Baur: I didn't get a chance for a shout out earlier. I wanted to congratulate Senator Daddario for being a recipient of the Research Initiative Award.

Senator Kalter: Wonderful. Congratulations.

***Adjournment***

Motion: By Senator Hoelscher, seconded by Senator Dawson. The motion was unanimously approved.