**Academic Senate Meeting Minutes**

**Wednesday, September 10, 2025**

**7:00 P.M. (Hard stop 8:30 P.M.)**

**OLD MAIN ROOM, BONE STUDENT CENTER**

***Call to Order***

Chairperson Bonnell called the meeting to order.

***Roll Call***

Secretary Nikolaou called the roll and declared quorum.

***Public Comment: All speakers must sign in with the Senate Secretary prior to the start of the meeting.***

None.

***Approval of the Academic Senate minutes of*** [***8-27-25***](https://illinoisstateuniversity.sharepoint.com/%3Aw%3A/s/AcademicSenate/Ed2zoLEk_DxCmuCpKGP2c_IBnw4X8c4Mpu9VYLMa05Axcg?e=o1um6t)

Motion by Senator Susami.

Second by Senator Sweedler.

Unanimous approval.

***Presentation:***

[***Campus Mental Health***](https://illinoisstateuniversity.sharepoint.com/%3Ap%3A/s/AcademicSenate/EYIsuERjXolFoe--IEmm8UUBWtO_p9-H1xXViHR5oWAUOA?e=n7LpsX)

***Executive Director for Well-being and Recreation Mary O’Mahoney***

Mary O’Mahoney: Good evening, thanks for having us. I have brought my esteemed colleague, Carrie Haubner with me. She is the director of Student Counseling Services on campus. She can speak way more intelligently about the depth and breadth of the services that we have on campus for our students. If you look at our first slide, I want to go over the Redbird Well in general and what that encompasses. That was launched in fall of 2024, and we have four departments: Student Health Services, Student Counseling Services, Health Promotion and Wellness, Campus Recreation and Redbird E-Sports. I want to preface that we believe that wellness and well-being are intrinsically linked to cultivating a positive learning experience. I have a background in campus recreation. I will start by saying one of the best ways in developing positive mental health is exercise. It addresses depression, anxiety, improves sleep, improves intention, focus, memory, cognition, language fluency, decision-making. We also know exercise decreases heart disease, stroke, diabetes, and builds muscle and bone. One of the things we should be emphasizing front and forward is exercise.

Under Redbird Well is Student Health Services. We do have a full-time psychiatrist that is employed as of this past July with Student Health Services so students can access psychiatric help through Student Health Services. There are a variety of ways that students can get that assistance.

Health Promotion and Wellness is an area on campus that most of the activities and opportunities there are open to both faculty and staff as well as students on campus. We will talk about those things a little bit later.

Carrie Haubner: If you don’t already know, Student Counseling Services is located on the third floor of the Student Services Building, right across the street from where we are currently sitting. We consider ourselves a comprehensive counseling center. That means in addition to serving students in a clinical capacity, as many people think of counseling, we also offer services including presentations, workshops, trainings, and larger-scale outreach events to the entire community. With regard to the former clinical services, all of our services are free and confidential. No student’s information that is kept within the Counseling Center is connected to their academic records in any kind of way, and we offer a full suite of in-person and tele-health appointments. What I mean by full suite is that we offer everything that starts with a triage. Our typical point of entry is a pre-scheduled 20-to-30-minute high-level assessment to get a sense of what is going on with a student, what their presenting concerns are. That allows us to be able to offer a really individualized recommendation about how to help a student move forward in their mental health care and what the next step of that is going to look like. That might involve having the student come back either in person or within the counseling center on campus. It might mean referring them to another office on campus or it might mean referring them to a community provider or to our tele-health platform which is TimelyCare. We will get to that in just a minute.

For students who are going to formally come back into the system, we offered structured group therapy. We have a four-week anxiety management group that is empirically supported to help treat and manage anxiety. We also offer several interpersonal process groups that are ongoing over the course of the semester. We offer individual counseling, we also have a relaxation room that serves as a supplement to any form of ongoing counseling as well as crisis services that are available not just for students, for faculty, staff, families, friends, guardians, anybody who might be concerned about a student’s mental health and how they might talk with a student, make a referral, as well as for us to be able to respond both after hours and during the day to any kind of a mental health emergency that might be happening. Within that role of our walk-in services, we offer free consultation to the entire campus community, so if you are a faculty or staff member and are concerned about a student, you can call us up, let us know what is going on, and we can offer some direction, some coaching, some consultation. We provide that same service to students, and there are a fair number of clients themselves who use both our phone consultation as well as walk-in consultation. I mentioned we are on the third floor and our services start with a triage. Those can be scheduled in person, by phone, or online through the secure Student Health Portal.

Those appointments are available 7 days at a time and on a rolling basis. I am proud to say we have done a lot of work to implement a flexible care model. What that means is we have worked really intentionally to try to balance the access to that initial appointment alongside access to ongoing services. Our system is very nimble at this point, so we are able to always have some kind of service that is available to students in an ongoing capacity, whether that be through one of our groups, individual counseling in the Counseling Center, or whether that be through TimelyCare that is available as a virtual option. With regard to TimelyCare, it also serves as a 24/7 365 virtual health platform that offers a full scope of health and well-being resources, not just counseling. That launched a little less than a year ago, but it is really intended to provide a kind of a complement to on-campus services, a full scope of well-being services. It is especially helpful for students who might be looking to access clinical services outside of typical business hours of the Counseling Center. For students who know that they are interested exclusively in a tele-health option or for students who might be looking for a provider who has specific identity variables that we might not be able to match and necessarily honor with the same amount of specificity that student might have within our own center. Access to TimelyCare is available through the ISU mobile app as well as through the Redbird Well website.

Mary O’Mahoney: The next few slides go through what the different platform offers. I have included on there for you little demos that you can hit play and go through. TimelyCare does offer assistance in basic needs to our students. They plop in there what they are concerned about, what their need is, and it will direct them to the resources we have on campus. They can explore community and talking with people across the 300 campuses that also use TimelyCare. That is monitored 24/7, so if anybody is talking about self-harm or harming others, TimelyCare will notify appropriate resources on campus. They can get access to self-care through individualized journeys about healthy eating, anxiety, depression, relationship issues, and then they can get provider care. You can hit the links there to see how students can navigate through that pretty easily. There are two types of provider care, specifically Talk Now, which is not a crisis, it is just “I need to chat with somebody, I need to vent.” Talk now, within three and a half minutes they can be talking to a licensed counselor. Scheduled counseling, they can pick and choose a counselor they identify more with. That is about a three and a half day or sooner wait to get those.

You can explore those at your leisure, but I do want to share some TimelyCare usage numbers. As of Monday, we had over 1,100 students registered for TimelyCare, that is 5.28% of the campus. Our goal is about 10%; my goal is 13% but I am an optimist. We have had over 970 visits to the clinic, and 270 unique users using the digital self-care. As you can see, they are spending most of their time and minutes exploring anxiety issues.

Carrie Haubner: What you can see is that treatment works. There are a lot of numbers on the next slide that talk about that impact of both in-person on-campus services through Student Counseling Services as well as TimelyCare, but we have a really good success rate through both options. Tele-Health and in-person services support and help students to address, heal from, or recover from the concerns that are bringing them in. I do want to call out that not only does treatment work, but what we know in terms of the data, that we have available about the services that we provide in-person on-campus, is that not only do we do a great job, but our students, because of the treatment they get both through individual and group counseling is that we show greater clinical improvement in our students compared to the national average and our peer institutions. It is one of the reasons that we work to prioritize not just that initial entry point, that access point to provide ongoing services because we know that it works, and we have a lot of strong data that shows us that is the case. That is mirrored in the after-care outcomes that TimelyCare also collects from their contact with students.

New this year for students who are looking for privacy for their virtual appointments whether it be scheduled counseling appointments or well-being appointments, there are three Bird Break pods in the lobby level near the relaxation room of Watterson. They are available for 1-hour increments, and they are really just a nice space to be able to offer privacy and safety. The image that you have, I believe there is frosting on the glass, so there really is some privacy for folks who are looking to use those for Tele-Health appointments. There are also a range of other spaces on campus that provide a similar level of privacy, and you can find a list of where students can get connected to some of those spaces at the link provided on the counseling page.

Like I mentioned earlier, in addition to the clinical services, the Counseling Center recognizes and is working to be very responsive to the ways in which many of you all in your roles also interface with students and work to support and manage mental health concerns in the classroom. Last year we rolled out a mental health speaker series and are continuing that this year with a three-part series that includes the Red Folder, Question Persuade Refer (QPR), as well as Let’s Talk. They build successively off of each other. With the Red Folder specifically aiming to help users learn how to recognize, respond, and refer. We use a pretty easy stoplight system. The students within the green range, there are some things that a student might want to keep their eye on or you in your role in relationship to a student might want to be mindful of, but the student is generally functioning pretty well. Yellow is like, “something is going on here.” Here are some specific referrals that would help to hold and support the students all around. Red is like, “we are in an emergency and a crisis situation and here are the actions to take specific to what is going on.”

QPR is a way to deepen beyond general recognition of signs and symptoms, but helps those who participate in the program to learn how to and get more comfortable asking people broadly but also students specifically if they are having thoughts about killing themselves. How to navigate those conversations, how to involve other people where it is appropriate, and how to identify who the appropriate people are in response to specific endorsements around risk.

Let’s Talk is a choose-you-own-adventure if you will. It is very common for us at the end of all the presentations that we do to have a lot of questions from anybody who attends around, “What should I do if X Y or Z happens?” “I had this situation where this happened, did I do the right thing? What should I do instead?” It is very consultation-based and is really intended to be able to support lots of Q&A and problem solving in anticipation of worries and concerns about what might happen in exchanges and conversations with students, as well as to process those things that may happen.

Finally, we have general outreach requests that we work to fulfill for students, faculty, and staff. You can find the QR code for how you get connected to our outreach request form. New this year, I am really excited, this has been in the works for a while, is that in the next few weeks I am officially going to be rolling out a mental health taskforce. This has been a long time coming but it is a partnership with the JED foundation, and JED is really the gold standard in best-practice in terms of working to support collegiate mental health, substance use, and working to prevent suicide on college campuses. This is a university initiative, there is going to be representation from both Academic Affairs and Student Affairs. The goal is to be able to do assessment both on the policy and procedure side of things as well as collect information from students about their experiences, their needs, and to use that information to go in to hold focus groups and then use that information to develop an institutional mental health strategic plan which will be followed in successive years with implementation teams to make sure that we are really offering the best and most comprehensive wrap-around plan that we can for our students.

Mary O’Mahoney: I do want to mention that the Red Folder project, every new faculty, and staff member to campus will get a Red Folder with resources on how to help students on campus. If you have a new faculty or staff member, we are working to get those out in the next couple of weeks. Every new faculty and staff member gets a Red Folder.

Coming soon, we want to be collaborative. This isn’t just a Student Affairs initiative, but working with CIPD and other academic partners to create a menu of research-based strategies, tools, and resources to assist faculty and staff in creating well-being in learning environments. That will include things about the whole student: conditions for well-being, effective learning environments, and other resources. Look for that collaboration to start putting some products out soon. In the meantime, we do have Health Promotion and Wellness on campus, we do have experts in a variety of areas such as mindfulness, managing anxiety, that will do presentations within the academic settings. You can reach out to them. You can go to the website. There are online self-guided things, but the HPW staff will come to an academic setting and talk about mindfulness. They are already doing this in a lot of the KNR classes and the Health Sciences, but we would really like to see these skills being shared also with students that are going in to highly competitive stressful careers that could use these skills ahead of time before they get to the crisis level. We are looking to get that in more academic spaces as well.

I want to mention we are doing more stuff for faculty and staff. You should have gotten an email this week or two weeks ago that the walking program has been extended as a collaboration between HPW and Campus Recreation. The other thing is not to be so siloed in helping cross-promote the events that are going on for students’ wellbeing across campus. The slides included the Coffer House corner, if anyone wants to get with me to do trivia, I think we could really rock it on the 21st. We had an event this past Monday in Braden Auditorium; we had almost 700 students show up, admittedly some of them were from Wesleyan, but Kaleb Joseph came and had a very intense, moving, real presentation about mental health and his struggles. It was really impactful for these students; it was amazing to see. Coming up in a couple weeks we have got Sam Demma which will be another great presentation, more collaborations between EMDH and the Counseling Center and Redbird Well. We have got Courtyard Calm, that is just a lot of the resources we have going on. We can take any questions.

Senator Figueroa: Is this something that will be included into the education programs here for training for future teachers?

Mary O’Mahoney: I would love to see it in every academic program. Here are things that engineers go through, the types of stress, here are the skills they can use. Nursing, this is common pitfalls in the nursing world, here are skills they can use. They can be tailored to the chosen career of the students so they can relate to it more. That would have to be an academic partnership. I don’t know what Nursing and engineers have to deal with, but we know the tools that we can provide them.

Senator Schleder: I have a question regarding the Bird Break Pods. I know they are available in Watterson. Are you guys looking to get them available in the other residence halls?

Mary O’Mahoney: Yes, absolutely. This is a trial. They are not cheap. Who thought that giant telephone booths would be so expensive in this day and age. We did use some grant money to put them in there. We are monitoring it. The director of Housing, Stacy, told me they have got over 20 reservations, and some people are booking their time out. It took a couple weeks for people to realize they were there. We are monitoring that and based on that we look to put them in other spaces. Maybe not even in the residence halls but other places on campus. That was a summer project we did last summer; I had my program coordinator go around and look at spaces on campus that we could designate as a place a student can have a private conversation. As Carrie mentioned, if they need help, “I need a place Tuesday night at 7” we can give you some individualized help, you don’t just have to be wandering around campus looking for a place to talk. That was a question we got often at Preview as well. Students were already coming in, “I am already doing virtual counseling, but I don’t want to have to talk in front of my roommate.”

Senator Trader: How are you guys promoting your events and TimelyCare? As someone who has struggled with mental health, it is hard for students to get out there and say, “I need help.” How are you promoting these things? I know that you have included TimelyCare in syllabi, but I don’t think that is really getting somewhere with a lot of students. People are scared to show their emotion in this day and age and I think it is something we need to get out there more. How are you guys promoting this to get people truly involved? I heard you only have about 5% of people signed up and we want that to be higher. How do you plan to get that out there more?

Mary O’Mahoney: Talking about it more, promoting it more. It is really accessible on the ISU app which is taking off really well. It is front and center- Well Being. Tap on that- TimelyCare is right there. We don’t want to make it too hard for people to find. We were all over Preview coming and going, telling them about it. Hopefully, people put it in their syllabi. It is on Canvas as well. It is out there. It is not hard to find, but if there is any marketing collaboration ideas to get it out there, we are all ears.

Provost Yazedjian: If I could add to that. Just today I sent an email out to all faculty. Before the semester we sent an email out to all faculty that included two slides that they could show. One for Redbird Well and one for the Mobile app. Today I sent a message to all members of Academic Affairs with a link to that slide, so really it is a partnership for everybody. If you are in a class, ask your faculty member “Can you show us the slide about TimelyCare and the mobile app?” Really, the mobile app has a lot of the important resources that students need. Also, thank you for the walking pass, I think that is a great idea.

Senator Hillard: Have you ever considered going to the different residence halls with events with TimelyCare to promote it amongst the campus?

Mary O’Mahoney: Within Student Affairs, we have marketing people. There is definitely collaboration for those messages, and it is going out in floor meetings. We presented at the ARH last year as well. We will come to any group and talk about TimelyCare and its advantages. We also have a network of people that are also talking about it as well.

Senator Hillard: From Student Government, I would like to ask is there anything on the student body perspective that we could do to help you in your endeavor to better support the students?

Mary O’Mahoney: Thanks for asking, yeah. Talk to your fellow students. I can tell them, Carrie could tell them; we are all telling them. If they hear it from you, their peer, that resonates so much more. Like, “Have you checked this out?” “Look at how easy it is to use.” I would love for more people to use it not necessarily because they are in crisis and need help with anxiety, but there is also really great free health-coaching. Do you know how much people have to pay for that, for those apps and things like that? Free health-coaching! You get a one-on-one person to help you with your personalized health goals, whatever those may be. There is all those other things there. Dig in there and see all that it has to offer. That is a lot of fun, but also it is there when you need it at 10 at night and you just had a fight with your roommate, and you just need to vent. It resonates more if it is coming from you as students to talk to each other about it.

Senator Jannu: MCC offers similar therapy counseling services, will you be collaborating with the MCC to expand your reach? I have heard of a couple of students who go there to talk to them. Will you be collaborating with them?

Carrie Haubner: That is actually an embedded therapist who works over in the MCC, and that position is currently vacant. We are in the process of getting ready to launch a search to replace that vacancy so there is support in there as there has been.

VP Johnson: I wanted to follow up on the question about partnering with SGA. Last night we had our student leaders council meeting. One of the things that came about through that: I know we are partnering with SGA to address this issue of counseling. They have been meeting with our director from marketing and hopefully in the future we are going to roll out some great programming as it relates to that and a marketing plan on that. Look for more partnership between our organizations soon.

Senator Figueroa: Seeing that the program is free, are there a lot of people trying to use this in the way that I would have to make an appointment to use it, or do I just click on a link and I immediately get connected with someone?

Mary O’Mahoney: It depends on what you are accessing. Talk Now, you will have to wait about 3 and a half minutes to talk to somebody in person. If you want to use the virtual counseling or health coaching, it depends. If you go in and look at the slides, the student will log in, they will click on what issue they want to discuss: anxiety, depression, loss. A menu of counselors will come up and the first one that shows has the most immediate availability there. If I want to talk to somebody that looks more like me, they can go through and see the bios and the expertise of the various counselors that are available. If there is somebody that they really want to talk to specifically, they can reach out and TimelyCare will intervene to see if a shorter wait time can be worked out.

***Chairperson’s Remarks***

Chairperson Bonnell: Thank you again to Mary and Carrie. As always, thank you all for your important service in Academic Senate, the primary governing body that recommends educational policy for the university and advises the president on its implementation. Much of our work that we do, typically with policies, is generated through their review in internal committees. The internal committees met this evening for their first meeting at 6pm. Thank you to the chairs and secretaries and members for all of your great work in that past hour. Normally policies work through committees, but as at our last Senate, tonight we have a policy that originates outside the internal committees review cycle. It is another example of responding to an outside factor, in this case it is from federal law. Tonight, policy 5.1.13 on anti-hazing is being expedited for compliance issues and we are following policy 10.2.1c. Outside factors affect our work. We are part of a larger world. In recent news there are articles on shared governance. I appreciate that people send me links through email. I want you to know how much I appreciate them, so if you are ever thinking, “Should I send Chair Bonnell something?” Please do, because I love when people send me important news. One of the latest example headlines is, “UT System ends faculty senate to abide by TX Senate Bill 37.” The *Austin American Statesmen* reports that after the Texas state law was passed, the UT System’s Board of Regents decided to abolish the senates and counsels. This quote is from that article, “The vote, for now, leaves the 3,700 faculty employees at UT without elected representatives or a direct line to the university’s top leadership for the first time since 1928.” Another example is at the University of Virginia where there are questions on the role and definition of shared governance.

I remain grateful to be part of Illinois State University where we currently and historically have demonstrated a strong commitment to shared governance. Did you know that we have a policy 3.2.19 called “Shared Governance Policy”? It points to the University’s Constitution and Board of Trustees governing documents. I also remain grateful after reading the *Chicago Tribune’s* Saturday September 6 front-page story headlined as, “Student Enrollment at Illinois’s Regional Universities is Plummeting and Solutions are Hard to Come By.” That article describes decreasing enrollment at Illinois’s directional schools like Western and Eastern, but Illinois State University receives positive treatment stemming from increases in enrollment from official figures finalized following the 10th day of classes held on Friday August 29, 2025. Another recent article in the publication *Illinois Policy* reports on our university’s growth while also stating that attendance is decreasing at many other Illinois public universities. That includes an unfortunate and misleading headline, I don’t know if you have seen that. It leads as, “Illinois State University prices up 66% in 16 years.” They are saying “Illinois State University,” but I would argue it should have said something like “universities at Illinois.” It makes it seem like we are the only one.

Speaking of those things, we are 4 weeks into the semester, a quarter of the way through the semester, and I remain grateful for all of you. Thank you. You all know I am new to being chair and there have been some moments and some days within the last month or so, but the best part of serving as chair is the privilege of meeting with and learning from all of you, so many people throughout the university, and the larger community. There have been some issues that we had to work through, but everyone has been so kind and constructive and oriented toward finding solutions that we can all live with. I really appreciate all of you. Thank you.

***Student Body President’s Remarks***

Senator Montoya: I hope everyone is having a spectacular evening. I am pleased to share that my vice president, Alondra Zagal Salgado, recently hosted SGA’s annual Emerging Leaders program. This year we had an incredibly pool of about 80 applicants for the program. From that pool we now have 25 mentees, and I am grateful to say several members of Student Government stepped up with about 17 mentors selected. I am really excited to see how far this program will go and the positive impact it will have on our campus community. I’m also happy to share that the Chief of Staff, Sam Micah, hosted our very first cabinet meeting today. He brought together the entire Executive cabinet, and several bright ideas were shared that I am really excited to see come to life. In particular, Secretary Emerick and Secretary Vancil introduced the idea of Affordability Fridays- a new initiative that will highlight different campus partners’ impact on college affordability while also providing tips and resources for students. If any departments or programs would like to be featured in Affordability Fridays, please reach out to my Secretary of PR, Jovana Emerick.

***Administrators’ Remarks***

* ***President Aondover Tarhule***

Senator Tarhule was absent.

* ***Provost Ani Yazedjian***

Provost Yazedjian: Good evening. I would like to start my remarks this evening with a brief update about staffing in the Provost’s Office. Dr. Craig McLauchlan has announced his decision to return to faculty at the end of the semester. Dr. Craig Gatto has agreed to delay his retirement and will take over the responsibilities of the research portfolio until May 31, 2026. Dr. Amy Hurd has announced her retirement effective May 31, 2026. On a personal note, I have had the privilege and pleasure of working with Doctors Hurd, Gatto, and McLauchlan since my arrival at ISU in 2013. Their careers are a testament to their unwavering commitment to always doing what is best for Illinois State. They don’t take shortcuts, and they don’t put themselves first. They really care about the Redbird Community, and we have all been lucky to have them in these roles. Tonight, I am announcing my intention to convene two committees with Panel of 10 representation to begin national searches immediately to fill each of these positions. I ask that you each reach out to your constituents and encourage qualified faculty, staff, and students to put their names forward to serve on these committees. Our search committees are most effective when we have a diverse range of roles and experiences represented.

Like many of you, I have been following today’s tragic news out of Utah that Charlie Kirk was shot during a campus event at Utah Valley University and has died of his injuries. Our hearts are with his family, all who were present, and the UVU community. Regardless of ideology, we are all human beings: people with families, friend, hopes, responsibilities, and aspirations. Violence against anyone erodes safety for everyone.

We at Illinois State University condemn violence in all forms and remain committed to maintaining a campus culture that is grounded in respect, dialogue, and care. I want to acknowledge the efforts of the people hard at work at UVU right now: the campus police, counselors, faculty, staff, and student leaders who are doing their best under truly unimaginable circumstances. I also want to speak directly about how you might be feeling. It is normal to be angry, shaken, or frightened when violence touches higher-education spaces. Please know that every day many people work diligently behind the scenes to keep our Redbird Community as safe as possible. My colleague, Vice President of Student Affairs, Dr. Johnson, will speak more to the coordinated efforts of our university police and student affairs teams. Even in uncertain times we must choose compassion, courage, and mutual respect. Our classrooms and the Senate floor are places where we should discuss hard topics with care and where we should never allow disagreement to get in the way of our shared humanity. Let’s take a moment to reaffirm our commitment to a safe, welcoming campus for everyone.

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

VP Johnson: Thank you and I want to again give thanks to Carrie and Mary for their presentation earlier on wellness services for student success. In echo, the sentiments that were just shared related to the incident in Utah, again our thoughts go out to the family of Charlie Kirk, the Utah Vally University community, their chapter of Turning Point. If some of you don’t know, that is the organization that Mr. Kirk established on college campuses throughout the country, but to that chapter as well as we have our own Turning Point chapter here on campus, so our thoughts go out to all of them. We have done some outreach to our chapter here on campus through the Dean of Students Office, including the individuals who were involved in bringing Mr. Kirk to our campus last academic year. They are receiving the support services that they deserve and need. As mentioned earlier, I want to encourage you all if you are feeling distressed, concerned, unsafe, need someone to talk to, please leverage the services that we have here on campus including our counseling services that we talked about earlier, TimelyCare.

Make sure that you are getting the help and support that you need. It is unfortunate, what has occurred. It is a time to reflect and continue to leverage the services that we have on campus. We can’t guarantee that everyone is going to be safe, but we can do what we can, to mitigate unsafe actions on our campus. I want to encourage you all to take a moment of reflection and if you are thinking about programs on campus, bringing speakers, major events, and you are concerned about the safety of those events, we do have an Event Review Committee that you can reach out to and have your program reviewed. They have metrics that they go through in order to determine what type of support you need for that event. I want to encourage you to do that, or if you just want to talk with someone before actually approaching that group, reach out to University Police Department or Emergency Management in order to get some feedback on something that you may be hosting. It could be a march on campus, it could be some type of demonstration that you wish to have, but reach out to us in order to support a safe event on campus. We are here to support you and help you in any way that we can.

* ***Vice President for Finance and Planning Glen Nelson***

Senator Nelson: I would like to report on one staffing change. Associate Vice President of Facilities and Planning Mike Gebeke has accepted a new position at the University of Georgia and his last day with us will be October 3rd. I too will be starting a national search very quickly to replace Mike. I would like to thank Mike for his service since he has been here. He really shepherded Campus Facilities perspective through COVID while our students weren’t here and most of you were able to work remotely. The Facilities staff still had to be here through that time period, just like they were before, just like they are now today, they are not in a position where they can work remotely. They are all here and Mike handled that extremely well and kept the campus safe while people work here and was able to do a lot of work on deferred maintenance and servicing our buildings and keeping them up and running so that when all of us came back, we had a campus that worked.

***Information / Action Items:***

***From Angela Bonnell: Executive Committee***
***08.28.25.03 - Updates to Policy 5.1.13, Anti-Hazing***

[***Link to current policy***](https://policy.illinoisstate.edu/health-safety/general/5-1-13/)

[***Link to markup***](https://illinoisstateuniversity.sharepoint.com/%3Aw%3A/s/AcademicSenate/EenVAORNih1HmbL33eHpGf0B1OUSLRtCwsN5TvZZX1RA1A?e=EmK8zx)

[***Link to PL 118 173 Comparison***](https://illinoisstateuniversity.sharepoint.com/%3Ax%3A/r/sites/AcademicSenate/Academic%20Senate%20Sharepoint/Senate/Senate%20Packets%2025-26/2025.09.10/Linked%20Documents/08.28.25.03%20-%20Updates%20to%20Policy%205.1.13%2C%20Anti-Hazing%20due%20to%20new%20legislation/comparison%20to%20PL%20118%20173.xlsx?d=w492938494ad6484184611b68d89f5482&csf=1&web=1&e=nHRToM)

Chairperson Bonnell: This is an information/action item coming straight from the Executive Committee. Information/action items aren’t generally the norm. They appear on the agenda when the Executive Committee thinks they are urgent enough or simple enough to place straight on the floor without first going through internal committees. We suggest this could be an information/action item and we would take a motion from the floor to move it from information to action if the body so chooses. As you remember, two weeks ago we employed this same information/action item with policy 7.1.1. This is to affect timely change to policies when it is needed. Changes to policy 5.1.13 result from a federal law that became effective December 2024. Technically, the changes in our policy needed to be in compliance with that federal law as of June 2025. When you look at the policy you can see it is not a long policy, and I will give a brief overview of those changes.

There is one clarification in the first paragraph, there are extensive additions to comply with federal law in the lettered section, and from those you can see in the Excel spreadsheet the changes from what we have from our policy to the wording in Public Law 118-173. Under “Reporting,” that section has a new bullet acknowledging the need for a public report form, and the last change is we have a new section on investigations and that is required by federal law. I have mentioned those changes, but I do want to also mention joining us tonight is our Dean of Students Andy Morgan, Associate Dean Donald Reed, and Assistant Dean for Student Conduct Janice Blair. Thank you also to Deputy General Counsel Dennis Weedman and Associate University Counsel Ania Martinez. They were also involved with these edits, but they are not here tonight. I want to share that I consulted with Janice Bonneville, AVP for Human Resources and she is present. I also chatted with Keith Pluymers, co-president for UFISU and Adam Heenan, the Field Service Director for the Illinois Federation of Teacher, and I also talked to Russ Morgan. Russ is the Director of Academic Labor and Employee Relations. There have been a number of people that we have communicated with on these changes. This is in the information stage, so I will open it up for questions that you may have on this policy.

Senator Nikolaou: Since in the first paragraph we explicitly said, “for employees and for students.” When we go then to “Reporting” we have deleted to “supervisors.” Now it says “hazing acts must be reported to the Dean of Students” but why would employees report these acts to the Dean of Students? Relatedly, at the very last sentence that “alleged hazing incidents involving employees may be subject to review by Human Resources.” If it “may” be reviewed by Human Resources, what is the alternative?

Janice Bonneville: Depending on the situation and type of employee we could have a situation where you have an academic employee that is covered by a collective bargaining agreement. That would be led first by Academic Affairs staff and the Provost’s Office who handle collective bargaining agreements for faculty and non-tenure track faculty and GA’s. It doesn’t mean we won’t be involved at some point, but it might not be us to begin with.

Senator Nikolaou: As a follow-up for the reporting. Do we know why it is only to the Dean of Students?

Andy Morgan: Usually these cases do involve students, so that is why. If it involves an employee, then we would refer it to Human Resources as well.

Senator Nikolaou: So then should we say, “to supervisors and/or the Dean of Students”?

Janice Blair: There are federal expectations for reporting data on these incidents, so we have to have a central repository. We’ve decided the public report form will be used for that very similar to our Title IX process. If something were to come in that is employment-based, same as we do right now if we get a report that is employment-based then we will refer that to HR, but at least that is documented and can be counted appropriately for our annual security report.

Senator Hillard: How do we handle a situation because the policy says, “on university property.” I don’t know if that is strictly for university property. What if the hazing happened off-campus and they may have been a university organization? Do they still go to the Dean of Students even if it wasn’t on campus?

Janice Blair: Yes. It does cover any of these behaviors that would happen on campus, but the policy under “application” also includes university-sponsored events, those covered under the Code of Student Conduct, conducting official university business. Those other situations and for those who are not familiar for at least students, our Code of Student Conduct attaches to the student, not the geography of the campus. That would follow them, so if a student group is up in Chicago having a new member event or something of that sort, if we found out about the information, if it was reported, then we would follow up on that, yes.

Chairperson Bonnell: In the first paragraph, last sentence, the sentence is “violation of this policy will result in disciplinary action up to and including termination.” In talking with AVP Bonneville, could we change “termination” to “discharge”?

Janice Blair: Certainly, and OGC is in support of that, too.

Chairperson Bonnell: This is really minor. Under “D,” “causing, coercing, and otherwise inducing another person to perform…” there is an extra comma in there. Can we get rid of that?

Janice Blair: Absolutely.

Senator Nikolaou: Since this comes directly from the law, is there a reason why some of the wording was adjusted? I am looking for example at item F where it specifies local, federal, tribal, and state law. Then the “tribal” doesn’t appear anywhere in our policy.

Janice Blair: Sure, the definition that is provided in the Stop Campus Hazing Act does not have to be used directly in policy. The expectation is that we incorporate that state-law definition, which Illinois does have a state law regarding hazing, and then campus policy. If you think of it as a Venn diagram, we are looking at the sweet spot in the middle. We wanted to bring it as much in alignment as possible with that definition but still staying in the spirit of our university policy and state law, but to have it in better alignment with the definition because that definition is for use within our annual security report, so are query classifications.

Senator Nikolaou: The other question is about the second paragraph where it says, “hazing includes any activity…” and then “…but is not limited to…” and then it has A. If we look at the actual act, there are three items that define hazing, and A is not the subset, it is part of “what is hazing.” The definition says that it needs to be related to initiation, affiliation, or continued membership, that it needs to be intentional and reckless regardless of willingness. The other part of the definition is that it “causes risk beyond the risk of participating in the group for physical or psychological risk. The way that the policy is written right now, that last item is provided as a potential example of what is hazing. The law states that this needs to be included in order to be hazing. It is not a subset; it is part of the definition of hazing.

Janice Blair: Right, so again we in looking at the different components and deciding what would be best for Illinois State University; we determined because of all the specific examples that were outlined in the definition it is not going to include everything. We know that there are some certainly creative examples that aren’t going to be covered. That piece which now is included as “A” that you are pointing out, would allow us to still address behaviors that would fall under or be classified as such.

Senator Nikolaou: “A” is just an example. It means that if a case where it doesn’t create cause beyond the regular risk of participating, creating physical or psychological stress or risk, then it would still be classified as hazing? Or it would not classify it as hazing? Part “A” is supposed to be: in order to be hazing you need to have 1, 2, and 3. Right now because we put it as “A” we say it is only 1 and 2, so why is “A” not part of the definition if it is how it is defined in the law. Is it the Illinois state law doesn’t include the physical and psychological risk?

Andy Morgan: If someone is in violation of “A,” they can be charged for a violation of hazing.

Senator Nikolaou: If we look at something else beyond “A,” if we look at “B.” In order for someone to be charged with hazing for B, we say that they could be charged even if this didn’t create any mental, emotional, or physical health risk beyond the risk of participating in the activity?

Andy Morgan: If it is any of these things, it could be perceived as hazing.

Senator Nikolaou: It could be A, B, or C. What I am saying is if we look at the definition in the actual law it says the term “hazing… is committed in the course of initiation into and affiliation with and membership in a student organization and causes or creates risk above the reasonable risk encountered in the course of participation in the institutional organization or physical or psychological injury including…” and then the examples are listed.

Janice Blair: The B through the end, all of those are specific examples but they are not going to be all-inclusive of some of the things that may happen. By having “A” we made the decision to add that in as its own subcomponent so that if there is a specific example not covered by B etc. that we would still be able to address the behavior. When you are looking at the definition there, we don’t have to as an institution, it is not required for our policy statement that we utilize that same structure of that definition or even utilize that definition at all. We are to consider incorporating that, we have to use that strictly within our ASR, but not within our policy statements.

Senator Nikolaou: For that one, I would ask to check with Legal. If you look at the law, there are three things that need to be satisfied. If you look at our policy, it says that there are two things that need to be satisfied. That is my concern. It seems that the way that the policy is written right now, we are eliminating one of the key characteristics of what is hazing, the emotional and physical harm.

Andy Morgan: We can recheck with Legal to make sure that is not the case.

Senator Blum: Do we have time to recheck with Legal and wait for another Senate meeting or do we need to have action tonight?

Chairperson Bonnell: We did talk about this and what I heard when we talked last night was that it would not be ideal, but now I am going to refer back to Dean of Students Morgan.

Andy Morgan: We do need to be compliant, that is the important thing. If it is approved tonight, are you asking if it can be re-amended if General Counsel says it is not compliant? They have had input on this, so they have reviewed it numerous times. We can get it verified. If it is approved tonight and they have to come back and edit if we can?

Chairperson Bonnell: That would not be what I would prefer.

Senator Rickey: This policy is an information item on the floor currently, right?

Chairperson Bonnell: Correct. This is the time to ask questions.

Senator Guidry: What is the deadline?

Janice Blair: Policy statements needed to be in place June 23rd, 2025.

Senator Guidry: So, we are behind.

Janice Blair: Correct.

VP Johnson: I thought this was something that was passed on to the president through the president’s privilege for passing this and this is not something that can necessarily be voted on.

Chairperson Bonnell: We have to vote on it. It is expedited and our way of expediting things is through an information/action item. As I mentioned earlier, we do that at the privilege that someone would create motion to move it to an action item. That is what we are working from.

VP Johnson: If I could recommend, if that is the only thing out there for getting clarification on and this body would be satisfied with whatever recommendation comes back from Legal, that could be a consideration for voting on the item.

Chairperson Bonnell: We wouldn’t vote on something and then change it afterwards. We are always changing policies, but in this case, we wouldn’t approve something knowing that we might change it immediately. I’m thinking about Robert’s Rules right now and someone can correct me, the idea is we have had conversation, we have had questions, if there were a motion to move this to an action item, we would need a second and we would vote on that. The body would choose to move it to action or not. The body would choose to do that. If we do move it to action, there would be time for debate. At that debate, then we would vote on whether we approve this. That is what we have right now. There could be a friendly amendment in that action item, like some of the things we have talked about, changing from “termination” to “discharge.”

Motion from Senator Blum to move to action.

Second by Senator Susami.

The motion passed unanimously.

Chairperson Bonnell: I move to approve updates to Policy 5.1.13 on Anti-Hazing. Because this motion is coming from a committee, it does not need a second. Do we have any debate?

Senator Blum: I want to speak for the item with any friendly amendments. I think it is urgent that we pass it. If there needs to be legal review, it should be done afterwards.

Chairperson Bonnell: As a friendly amendment we can remove the comma and change from “termination” to “discharge.”

Janice Blair: Yes; we consider those friendly.

Chairperson Bonnell: Is there further debate?

Chairperson Bonnell: All in favor of approving this policy with the friendly amendments, please say aye. Any opposed say nay?

Unanimous approval.

***Internal Committee Reports:***

***Academic Affairs Committee: Senator Nikolaou***

Senator Nikolaou: Academic Affairs met this evening. We selected a representative to the Academic Planning Committee. It is going to be Senator Kidwaro. We also discussed changes to policy 4.1.18 that we saw twice last year. It is going to be going to the Executive Committee.

***Administrative Affairs and Budget Committee: Senator Meyer***

Senator Meyer: Reluctantly, I am the chair. We have the co-secretaries, Senators Hillard and Benson. We discussed what we needed to do, and we are confused.

Chairperson Bonnell: Thank you. If you have any questions, please reach out. Thank you.

***Faculty Affairs Committee: Senator Blum***

Senator Blum: We discussed the issues pending list and went through quite a bit about the process of how internal committees work and the process of how Faculty Affairs works and the issues. After that, we did a first review of the educational leave and administrative and professional policy and discussed that Craig Gatto was not able to be there tonight. We talked about bringing in other people, like Craig McLauchlan, for some things.

***Planning and Finance Committee: Senator Paolucci***

Senator Paolucci: Planning and Finance with Chief Information Security Office Dan Taube and we discussed the current draft of the Information Technology Appropriate Use Policy 9.2. We also discussed bringing in the university’s Use of Electronic Equipment for Surveillance Purposes policy 1.7 because of its alignment with 9.2.

***Rules Committee: Senator Valentin***

Senator Valentin: The Rules Committee reviewed the committee’s functions, the committee’s issues pending, and discussed the committee’s priorities, duties, goals, and schedule for the coming year. We took a last look at the Athletics Counsel bylaws.

Chairperson Bonnell: Will that be coming to Exec?

Senator Valentin: Yes.

***University Policy Committee: Senator Stewart***

Senator Stewart: The University Policy Committee did meet tonight. We reviewed our charge and discussed our priorities for this year. We began discussion of revisions to policy 1.17, the Code of Ethics and 1.17A, the Code of Ethics: Professional Relationships.

***Communications***

Chairperson Bonnell: On September 20th there is going to the Million Meal Pack. This is something that happened at CEFCU Arena last year. This time it is going to be at Grossinger Motor Arenas. They are packing a million meals. I participated last year; it was a really well-run organization. They need volunteers, so if you are interested, there is a form online. You can request to work on specific tasks. Please consider contributing to this good cause.

***Adjournment***

Motion by Senator Figueroa.

Second by Senator McHale.

Unanimous approval.