**Academic Senate Executive Committee Minutes**

**Monday, February 10, 2020**

**Approved**

***Call to Order***

Academic Senate Chairperson Susan Kalter called the meeting to order.

***Oral Communications:***

Senator Kalter: Welcome, everybody. So, the Oral Communication a) there were four cars off the road apparently, as Cera was going home on Wednesday night, so hopefully that was a good call. Unfortunately, what it meant is that the internal committees also didn’t meet, so I wanted to ask the three of you who are chairs of internal committees, and we’ll ask also the other internal committee chairs, do you need or want a make-up meeting time that Cera would help you to set up.

Senator Marx: The answer is yes.

Senator Kalter: The answer is yes.

Senator Nikolaou: I would say we also need it.

Senator Kalter: You also need it. Okay.

Senator Nikolaou: The want is a different story.

Senator Kalter: The which is?

Senator Nikolaou: The want.

(Laughter)

Senator Kalter: Oh.

Senator Marx: Because you said want or need.

Senator Kalter: Right. That’s totally understood. Yep. Yep.

Senator Marx: Yeah. It’s definitely a need more than a want to.

Senator Ferrence: I feel like we’re progressing along.

Senator Mainieri: I feel like we can catch up without an extra meeting.

Senator Kalter: And you can always have one later.

Senator Mainieri: We’ve been doing some online work and then if we feel like we’re in a crunch toward the end we can…

Senator Ferrence: Towards the voting, so we can actually do things online.

Senator Mainieri: Exactly. The committee’s going to get an email from me today about that. Hey, we missed a meeting so, guess what, here’s some things to think about.

Senator Kalter: All right. So, Cera, if you can do that for both Academic Affairs and Administrative Affairs and Budget, and then ask Dr. Crowley and Dr. Seeman if they feel like they need one. And let Cera know when, because it may be given the want versus need that you have a better idea of when faculty, students, and staff would be most amenable to having that extra meeting.

Senator Ferrence: Does it often times work at 6:00 pm on the week there isn’t Senate or is that when students…

Senator Kalter: I’m the wrong person to ask that question to. When I tried…

Senator Marx: That’s when SGA has their meeting.

Senator Ferrence: That’s when they meet? Okay.

Senator Kalter: (Responding to an inaudible question.) No. We don’t. I don’t think we have either. Individual committee chairs have done them.

Senator Horst: Senator Crowley did some additional meetings. But I’ve never attended a make-up meeting.

Senator Kalter: Yeah. I think you’re right. It’s so…

Senator Ferrence: Is SGA at 6:00 p.m. or 7:00p.m.?

Senator Campbell: We have our internal committees from 6:00-7:00 and our meeting from 7:00-9:00 p.m.

Senator Kalter: That’s why I suggested that Cera help, because she can see people’s calendars. And I don’t know if students’ schedules show up on those or not.

Senator Mainieri: If they fill them out, they will.

Senator Kalter: Okay. We’ll figure that out.

***Distributed Communications:***

***01.23.20.05 – From Academic Affairs Committee: Policy 1.6 Religious Observances CURRENT Copy (Information Item 02/19/20)***

***01.23.20.06 - From Academic Affairs Committee: Policy 1.6 Religious Accommodations Mark Up (Information Item 02/19/20)***

***01.23.20.07 - From Academic Affairs Committee: Policy 1.6 Religious Accommodations CLEAN Copy (Information Item 02/19/20)***

Senator Kalter: Okay. So, first thing, Religious Accommodations policy. So, we just didn’t end our discussion of that last time. But wanted to let everybody know that Dimitrios told me that he would like to wait for Legal to be done looking at this one and also the Dress Codes one, so that Wendy Smith does not have to come to the Senate meeting twice. But let’s finish our discussion about the Religious Observances one so that everything’s out there. As I recollect, we went through the first page but not the second page, is that right? And I sent Dimitrios the, I think it was, four questions that we hadn’t gotten to from my notes.

Senator Nikolaou: Um-hum.

Senator Kalter: Do you have where it started?

Senator Nikolaou: Yeah. Well, you quickly mentioned the 30 days. By then, for example, number 4, I don’t think you explicitly mentioned it. And number 7, based on the comments that you sent.

Senator Kalter: So, 4, 6, and 7 but I mentioned 5.

Senator Nikolaou: So, you mentioned 6, but not 4, 5, and 7.

Senator Kalter: Okay.

Senator Nikolaou: And then we touched on the RSOs, the housing, the dining.

*Senator Hollis joins the meeting.*

Senator Kalter: Welcome. How are you?

Senator Hollis: Pretty good.

Senator Kalter: We are in the middle of talking about Religious Observances policy which is probably going to change its title to Religious Accommodations. So, do you want me to articulate it, Dimitrios, or do you want to?

Senator Nikolaou: Either way is fine.

Senator Kalter: So, the first one. Number 4 was in the employee section, I said in my notes, the first sentence in that paragraph in general does not appear to acknowledge if there may be a request of when a duty is performed, like, I can’t do this on Yom Kippur, or I can’t do this during prayer times, if I’m Muslim, or whether it’s performed. And I was trying to come up with some examples of, well, what would be some religious issues where an employee might not be able to do it according to their religion, but it doesn’t interfere with their essential job duties, right. So, but in other words, just that noticing that the way that that one is phrased, it’s not taken into account or even suggested that the when or the whether is a possible accommodation.

Senator Nikolaou: We didn’t talk about that part. Because it came directly from the OEOA. But I did ask Legal, and it’s one of these items that we are waiting to hear back from.

Senator Kalter: Okay. The second one that I had was, oh and by the way, Isaac, we talked about half, the first page of, this policy last time, but then didn’t have enough time to do the whole policy. So, if it seems like you’re coming in in the middle, it’s because you are, coming in in the middle because we started in the middle. So, I think the second one was very small. In that same sentence, the first sentence of that paragraph, it says, on Illinois State business, and I wasn’t sure why it didn’t just say, on Illinois State University. Right. In other words, something like hardship on… undue hardship on Illinois State University business, as opposed to Illinois State University, just not quite understanding that. My third one, you’re right, we already kind of talked about 6, about it’s 30 calendar or business days in advance for an employee versus seven for a student. That seemed like, why do you need that amount of time.

Senator Horst: She did mention, you know, their scheduling for employees. I remember she mentioned there. That’s why she thought there should be…

Senator Nikolaou: To find replacements and everything.

Senator Horst: You have shifts and you had to schedule two weeks in advance.

Senator Kalter: Yeah. I get that. It just seems like 30 is a long, just long, compared to seven. But we’ll ask Wendy.

Senator Nikolaou: It’s also one of the questions that she has to respond to.

Senator Kalter: And then the last one was, I had wrote, it appeared to me that the “if accommodations cannot be granted” sentence was inconsistent with that first sentence in that paragraph and somewhat insulting, in the way that it’s currently phrased, at least. That we kind of need OEOA or Legal to give us examples about when people have been turned down, which I actually googled and found a couple of examples, but I’d rather have it from the experts. And just writing the policy more generally in the spirit of the First Amendment, right. Just to try to make sure that it doesn’t come across as we’re going to turn you down. Because that sentence reads, “If accommodations time cannot be granted, employees may use vacation or dock time consistent with University Policy…” I guess it’s not the last sentence but it’s the second to the last sentence, and it’s like dock time sounds super harsh. It sounds like you’re already in trouble for something almost.

Senator Nikolaou: Yeah.

Senator Kalter: Do you know what, Jan, what the definition of dock time is?

Provost Murphy: Yeah. I think that dock time would be if you’re, for example, an hourly employee and you’ve used up all your vacation time but you still want to take that day. You don’t get… You can take a dock day and you wouldn’t get paid. I think that’s what it is. And I think that might be a real term, like an official term, like a contract term. But that’s my understanding of it, so.

Senator Kalter: Sounds bad, but it’s kind of good.

Provost Murphy: Well. Oh, no, it’d be bad. You know, you get to take time off and get vacation time, that’s always better than if you get time off… you can take the time off but I’m not going to pay you for it. So it’s… but we do have lots of, I’ll put my old Campus Dining hat on, you’d be surprised how many people really use up every minute of vacation time, every single week. So, anyway. So there you go.

Senator Kalter: And that one I found problematic also, because, well, it’s like, well, I have to pay… I have to use my vacation pay in order to practice my religion, as opposed to using it for my vacations, right.

Provost Murphy: Yeah.

Senator Kalter: And part of what I’m asking there is does that need to be in the policy, even if it has to be in the practice? It seems a little…

Senator Ferrence: It’s more of a reminder, even if we determine your reason is invalid, you can always take a vacation day. Well, isn’t that always true?

Senator Horst: Yes.

Provost Murphy: You know a lot of business are going… they don’t call it vacation anymore, it’s personal days for that reason. Because it doesn’t mean you’re going on vacation, you aren’t necessarily going on vacation. You may use a personal day for… if you run out of sick leave, you may use a personal day, or… so. So, it sounds odd to say you’re taking a vacation day to observe your religion but…

Senator Kalter: Do you know how it works for faculty who have neither dock pay nor vacation pay?

Provost Murphy: Say that again.

Senator Kalter: So, faculty don’t accrue vacation pay.

Provost Murphy: That’s right.

Senator Kalter: And I’d assume they don’t get dock pay.

Provost Murphy: Right.

Senator Kalter: Do you know how it works? How it would work?

Provost Murphy: You know, I think there’s so much more flexibility with faculty. So, you know, I always think that’s one of the things we afford faculty is that flexibility. So, let’s say if you need to take… If I.. I’m just… I’m using myself as a horrible example, but if I have to go to the doctor or I’m sick, I’ll take however many hours I’m gone. Whereas a faculty member if you just miss one class you might only take one hour of sick leave, you don’t really have to take the whole day. So, I think for faculty it’s just different. So what if you’re not teaching on a Friday and that’s a religious holiday, you may not have to, you know, it’s kind of a wash. So, I don’t know how it would work. I think it really becomes a conversation between a faculty member and a chair in terms of, I need to be gone that day, it’s Good Friday, I want to be gone that day. Could someone cover my class, and as a chair, I would have always said, yes, of course, and not… I’m hedging a little bit, but I think that so between… I don’t know how you’d do that with faculty in a more standard way, because every day is different for faculty.

Senator Kalter: So, it sounds like, from the ones that I had, it sounds like Legal has to address all of them, right.

Senator Nikolaou: Yeah. And that language it’s actually coming from 3.1.11, it is exactly part in this policy which talks about the dock time, and if accommodations cannot be made, so that’s the leave of absence for the employees.

Senator Kalter: All right. So, those were my four. Did anyone have any comments either on those or on anything else about this policy?

Senator Nikolaou: And then when we’re talking with Wendy, she said that for the whole time that this has been here, they had maybe five cases that ask for religious accommodation. But it could be that people don’t know about it and that’s why they are not requesting it. So, if we know more about it, probably they’re going to see an increase. Yeah.

Senator Horst: I just had a note from last time that you mentioned Rick Lewis but he’s retired.

Senator Kalter: Yes. Thank you. I believe I was somewhat wrong in why Academic Affairs is seeing this, because you had said it was on the review cycle, and it turns out that Rick Lewis’ question was like two years before that, so it probably wasn’t related. But what Rick had been emailing about was that one year, around Homecoming actually, they scheduled Homecoming in the middle of Yom Kippur, and it was like, did nobody check the calendars. So, the question I wrote down was, his email was sort of asking for more proactive scheduling of university events, and things like that. And I guess the question then is, can or should any of that be within this policy which seems like it’s about something different.

Senator Mainieri: I agree. I think that’s something different. When thinking about scheduling of events or… I can see why it may be related when that proactive scheduling doesn’t happen, but I’m not sure this policy is the appropriate place to put a mention about that in it. Do we have an events scheduling policy or something like that? Or calendar policy?

Senator Kalter: Jan, do you know? Do we have a…

Provost Murphy: I do not know that.

Senator Kalter: My sense is that it is extremely ad hoc.

Provost Murphy: I don’t have an answer for that.

Senator Kalter: It seems like there are sort of these big events that happen, Homecoming’s one, Founders Day one, Spring Fest, I guess is another that the event organizers have to be conscientious, and aren’t always thinking about every single possible conflict, and it happens all the time. This one, I mean, this was pretty big to have Homecoming on a Jewish holiday. It’s like that would have been, you know, preventable.

Senator Mainieri: I’m asking just because I do wonder in light of the conversations starting on October 9 about being proactive, and then things like that, it seems to fall under that discussion. And so, maybe if there’s not something written down about the things that we need to be considered, just as guidance more so than regulation. I’m just kind of flipping through the policies a little bit. But I don’t know where that would or could fit.

Senator Kalter: I think maybe we could as an Exec Committee recommend that the President try to coordinate the major events, right. Sort of, in other words promulgate a, you know, memo to the people under the offices that do the major events, just to be aware of it, and just have it be an administrative thing. I think he’s already done that, based on that experience, but…

Senator Horst: And so would you issue a list of dates? And just be aware… what would you say in such a memo. Are you going to leave that up to the President? Because how would you narrow it.

Provost Murphy: It could only be guidance. I don’t know how you’d begin to do that, and then what’s a major event versus a… I mean…

Senator Ferrence: Does a football game qualify?

Provost Murphy: Yeah. You know we have the University official days, you know. I’m trying to think of what other days that the campus will be closed. But I don’t know how you layer on top of that then all religious holidays, and encourage people to stay away.

Senator Kalter: Anybody else have any other comments about any of that, particularly the policy itself?

Senator Mainieri: My main one in the employee part was the 30 days. I just thought that seemed fairly out of balance.

Senator Kalter: Okay.

Senator Hollis: Just, I’m looking at the clean copy, I guess this is like a friendly amendment, like, in the employee religious accommodations, the second line ends with “an employee to participate in his/her religious practice without creating undue hardship,” so changing his/her to their religious practice.

Senator Kalter: Is that the only place that that appears?

Senator Hollis: Yeah. That’s the only one.

Senator Kalter: Anything else? All right. Thank you for asking Legal and OEOA about that. We’ll get back to that one.

***02.06.20.03 From Janice Bonneville: Proposed New Parental Leave Policy (Advisory Item 02/19/20)***

***02.06.20.04 From Janice Bonneville: Proposed New Parental Leave Application Form (Advisory Item 02/19/20)***

Senator Kalter: The next one is the proposed new Parental Leave policy. You saw this two weeks ago, but this is the new version that I said Janice was going to work on after receiving my input and probably other people’s input. Anybody… now this is going to us as an Advisory Item because we decided not to send it to… that is was a non-Senate policy, but that we needed to have Senate see it, partly to publicize it.

Senator Horst: Is it then going to go to Administrative Affairs?

Senator Kalter: No. We decided last time that we were not going to route it as a Senate policy.

Senator Horst: Okay.

Senator Kalter: But that the Advisory Item because it’s a new, really important new policy that we wanted to get it in as many venues as possible for feedback before it goes online.

Senator Horst: That makes sense. And then speed it up. I thought we were going to give it to one, go through the Senate via an internal committee, and then not necessarily think of any Senate policy, but your idea would get it on the floor quicker.

Senator Kalter: You actually argued for the opposite last time.

Senator Horst: No. I said I generally don’t think it should be a Senate policy, that’s kind of what I was thinking, but I thought it should go through the Senate the first time. And if we don’t have it go through an internal committee, we’d be able to see it faster.

Senator Ferrence: Because we’d talked about the committees are pretty overweighed now, so it could be quite some time before a committee got to it.

Senator Kalter: And also that this committee had in the past determined most of these types of policies as non-Senate policies anyway. Right. Like the one that you mentioned, 3.1.11, I can’t remember whether that’s a Senate policy, but things like that aren’t, like dock time, what is dock time. I sent Janice some additional feedback that I’m going to talk about on the floor of the Senate. Like, I had asked them about a foster child provision, and she had welcomed that, but then it’s not in the current draft, so I wanted to get that. And a couple other things where I just found some wording a little bit confusing. But all of that can go on the Senate floor. Did anybody else have anything that they wanted to… She asked if we could send her our feedback

Senator Mainieri: Before?

Senator Kalter: So, that she can have it before the 19th, yeah.

Senator Hollis: I don’t know if it explains this but, so, in the Use of Payable Time and Continuation of Payroll Deductions, the first line it says, “Employees will be required to use all available benefit time,” so what if they don’t have this benefit time?

Senator Kalter: Great question. I’m pretty sure what she would say is that you go into unpaid status, but your job is… like you’re on a leave, so ISU is sort of, even though it’s not FMLA, protected leave, we’re saying it’s okay that you’re gone. But I’m pretty sure that it goes from you use up all of your paid leave and then if the parental leave is longer than that then you’re just unpaid.

Senator Ferrence: So, I’m just a little bit curious. There’s one spot here it says, “Applications should be made at least 30 days in advance of intended start date for leave or as soon as practical.” As soon as practical is going to make it… it could be an hour before leave?

Senator Kalter: I asked her that question.

Senator Ferrence: Who decides what practical is?

Senator Kalter: Yeah. That’s one of the things that I asked her. Does that include less than 30 days in advance or does it mean please tell us 60 days in advance?

Senator Ferrence: Oh, I assumed you meant less but.

Senator Kalter: Right. It probably ought to be clarified, but you’re right, is it an hour, is it three days after the leave. Like when exactly is it. Yes.

Senator Horst: I’m think that’s like if you have a preemie.

Senator Ferrence: Oh yeah.

Senator Horst: And you’re just got your paperwork done, and that’s what I interpret it as, right. And so all the sudden you’re on leave. And you thought it was going to be two months down the road.

Senator Kalter: Or more.

Senator Mainieri: Or an adoption comes through really fast.

Senator Kalter: That’s what I was thinking also. In other words, Greg, before I go to Tracy, clarity there. More clarity.

Senator Ferrence: Although it’s a should, so it doesn’t say it has to be 30 days, it’s just it should.

Senator Kalter: Okay. Just as long as they actually practice what they are saying in the policy.

Senator Mainieri: I do have some comments, and I also sent this out to my unit to get feedback. So, it sounds like she wants that before the meeting. So, I can compile as best I can, and then bring anything else to the floor?

Senator Kalter: That’d be great. She wanted it just so that she would be able to answer it…

Senator Mainieri: Sure.

Senator Kalter: ASAP and then also answer them on the floor.

Senator Mainieri: One of my questions was about graduate assistantships and whether this policy will allow them to take it.

Senator Kalter: Are they included? I am pretty sure that they are specifically excluded.

Senator Mainieri: I mean they’re not on the list here.

Senator Kalter: Right.

Senator Mainieri: I mean, I would like to hear their reasoning behind that.

Senator Kalter: Okay.

Provost Murphy: It may be just because we’re starting to negotiate that contract, so.

Senator Kalter: Sure. Sure.

Senator Marx: Maybe it’ll be included in it.

Senator Mainieri: And I guess my other general comment was, you know, when she comes to talk about it, I’d love to hear kind of the process that lead to the decisions to policy. You know, some companies have parental leave that is in addition to FMLA and things like that. So, kind of what the decision making process that led to the proposal here, I think, would be helpful to hear.

Senator Kalter: Any other thoughts? (Pause) Those are great questions, Tracy, so save them and send them to me, so that I can send them to her. And then, ask them on the floor, because I’d like to hear it. She had a bunch of stuff to say about the process and how many different other policies they looked at and stuff like that. I was kind of surprised to sort of understand the landscape of that. So, that will be very helpful.

***02.01.18.19 From Faculty Affairs Committee: Policy 7.4.1 Grants And Contracts CURRENT (Information Item 02/19/20)***

***01.28.20.01 From Faculty Affairs Committee: Policy 7.4.1 Grants and Contracts Mark up (Information Item 02/19/20)***

***01.28.20.02 From Faculty Affairs Committee: Policy 7.4.1 Grants and Contracts Clean (Information Item 02/19/20)***

Senator Kalter: Okay. So, next thing is the Grants and Contracts piece. This is going towards Faculty Affairs, right? Not from Faculty Affairs? Or is it going from Faculty Affairs to the floor.

Ms. Hazelrigg: No, it’s going…

Senator Kalter: Because it’s on the proposed agenda.

Ms. Hazelrigg: This came from Faculty Affairs.

Senator Kalter: It came from Faculty Affairs. Okay. All right. So, anybody have anything they see before it goes to the floor?

Senator Mainieri: It’s quite a cut down.

Senator Kalter: Is that good?

Senator Mainieri: I mean, it is if you want to streamline things, I think.

Senator Kalter: It’s always nice to take stuff out of the policy that changes every year though, or couple of years. I found tiny things like they need a capital P somewhere.

Senator Nikolaou: At the end of the first paragraph.

Senator Kalter: Yeah.

Senator Nikolaou: And then they need to remove a comma before the…

Senator Kalter: Shoot, I missed it. Before where?

Senator Nikolaou: Where they say “The Research and Sponsored Programs Office (RSP) assist faculty/staff with:,” the sentence above.

Senator Kalter: Okay.

Senator Nikolaou: It has comma space full stop.

Senate Marx: Yeah.

Senator Ferrence: Oh.

Senator Kalter: Okay.

Senator Mainieri: And shouldn’t we, since we’re mentioning tiny things, should that paragraph be over? Is it indented for a reason? It’s what happens when you streamline and (inaudible)

Senator Kalter: Oh, I see what you’re looking at. You’re right.

Senator Marx: Not indented.

Senator Nikolaou: And then in principle, RSP, the abbreviate should be in the first paragraph instead of half way through the policy.

Senator Kalter: And office, actually, shouldn’t be capitalized.

Senator Nikolaou: Yeah.

Senator Horst: It’s not RSPO.

Senator Nikolaou: Yeah.

Senator Horst: It’s RSP.

Senator Kalter: That’s right. Others?

Senator Mainieri: No.

Senator Kalter: You sure? Okay. Oh, and I wrote down a question whether the indirect cost stuff is posted publically, it’s actually in the Indirect Cost policy, which is another issue. For some reason, I have written down “other stuff crossed out.” Oh. I know what that meant. So, did the other stuff besides the IDC stuff, so the fringe benefits and the cost sharing, is that also posted publically, which we can ask them during the floor questions. So, everybody knows, indirect costs are spread 3% to Milner, 24% to the college, 23% to the department or school, 32.2% to RSP, 9.7% to the Provost office, and 8.1% to the Grad School. I just wanted you all to know.

Senator Ferrence: I thought there was a percent that went to the PI?

Senator Kalter: Well, that would…

(Inaudible)

Senator Ferrence: No, I thought it was a separate one.

Provost Murphy: Never make a change.

Senator Marx: That’s the trickle down.

Provost Murphy: Yeah. Some departments do and some don’t.

Senator Kalter: My question, since we’re talking about AVPs for Research and Graduate Studies, is how much of that should go to grad student stipends? Because at least one of the candidates brought that up. Are we… is that a possible source of funding some grad students stipends?

Provost Murphy: I think it is in some departments. I think some departments use that for grad assistantships.

Senator Kalter: Oh, already?

Provost Murphy: I mean, it certainly, yeah. I mean the department is getting a pretty good chunk so.

Senator Kalter: So, that one is ready to go to the floor, except for cleaning up margins and p’s and o’s and all that.

Senator Marx: And grammar.

Senator Kalter: Okay, great.

***11.17.15.02 Amplification Policy current copy***

***02.06.20.02 From Wendy Smith: Proposed Policy 6.1.13 Sound Amplification Mark Up (Dist. to Administrative Affairs and Budget Committee)***

***02.06.20.01 From Wendy Smith: Policy 6.1.13 Amplification policy Clean Copy (Dist. to Administrative Affairs and Budget Committee)***

Senator Kalter: Okay. Let’s see. The Sound Amplification policy, I think, is next and this one is being sent to committee. Probably to the Administrative Affairs and Budget Committee, which has seen it before.

Senator Mainieri: Susan, can you refresh our memory, because I remember the last time we talked about this was Fall of 2018 in Exec, and I went back to the minutes because I remember talking about this, but I don’t remember it being resolved. So, can you just update us, how did this get to us today?

Senator Kalter: My sense is that last year when Brent Paterson was asked by the President to convene the Facility Use and Space Committee, this was one of the policies that was in that group. And you might remember that just now when we put into place the new policy, there were like eight or ten policies that we folded into that, and two that got eliminated, the Grove Street and the Homecoming Float policy. I, and maybe also all of the other Senators on that committee, begged them not to roll this one in to that policy, because it’s been so long a Senate policy, and is so much about sort of the academic mission, like don’t disturb the academic mission. As opposed to the other stuff which was more about scheduling, and, you know, fairness, and stuff like that.

Senator Marx: Right.

Senator Kalter: That they didn’t really go together. So, the committee itself didn’t work on these changes. But Aaron Woodruff was one of the members of that task force, or whatever it was, and asked them in the aftermath, I think they were sort of using the momentum from that to clean up the stuff…

*President Dietz enters the meeting.*

Senator Kalter: Hello. How are you? We’re talking about Sound Amplification.

President Dietz: I’ll be quiet.

Senator Kalter: As long as you don’t have a bull horn, you’ll be safe, and I don’t think you need one. So, okay. So, Aaron was on that committee. They probably took the momentum from last year after having finished the big policy to say that we still need to take care of this Sound Amplification policy. And Aaron apparently told the lawyers there’s a whole bunch of stuff that we’d like to enforce, and we can legally enforce because it’s against the law to do this, but the policy is not helping us to enforce it. And that’s why they changed to put the state law right up front because it will help the ISU PD to invoke both the law and the University policy to help people say your amplification of noise is disturbing that classroom, or that, you know, activity, that’s a University sanctioned activity, can you turn it down.

Senator Mainieri: Um-hum.

Senator Kalter: Why do you ask, Tracy?

Senator Mainieri: Because our last conversation, we brought up several questions, but I don’t feel like we resolved it. So, I kind of wondered how it came back again. And so, I just was curious, particularly given some of those changes.

Senator Kalter: So, all of these were sort of a surprise. There were three that were coming that I emailed you all about, and I’ll try to remember to send Isaac that email as well, that the Title IX changes that are going to impact both the Student Code and the 1.2 policies, which are the Anti-Discrimination, or Non-Discrimination/Anti-harassment policies. This one, and then the Alcohol policy we just got, so that will be next Exec. So, they were all a surprise. I was having my regular meeting with Lisa Huson, and they had these for me, and I was like, oh, that’s interesting. So, it was really more staff members that were sort of dealing with this.

Senator Mainieri: Thank you.

Senator Kalter: Anybody have anything about the Sound Amplification one that needs to go to Administrative Affairs and Budget as they’re looking at it?

Senator Horst: I was wondering what this committee is? This University Events Review Committee. What is it? Who’s going to be on it?

Senator Kalter: Who constitutes it?

Senator Horst: Who constitutes it? Are students going to be on it? All those kind of questions.

Senator Mainieri: Gender neutral language throughout. There were two things that came up in this new version that made me a little concerned. Throughout, it says, there’s statements something like, for example, I’m on the mark up copy on the last page, it says “The sponsor/contact person will take immediate steps to reduce the noise level (even if below the above stated guidelines)...” So it’s basically saying, even if you follow all these rules you can still be told that you’re being too loud and not following the rules.

Senator Marx: Um-hum.

Senator Mainieri: I feel like that could get a little slippery, particularly if groups are following the rules set out in this policy, they’ve been approved to amplify…

Senator Marx: (inaudible)

Senator Mainieri: It was in the old policy? Because it’s being marked as something else.

Senator Kalter: Where exactly?

Senator Ferrence: I just read in here and it was… it basically said even if approved you can still be asked to turn it down.

Senator Marx: Um-hum.

Senator Mainieri: I just want to be a little cautious because that could be turned into I don’t like what I’m hearing, as opposed to I don’t like the noise, which can get pretty dangerous. And then one change that I saw, and I don’t know, was on the second page again in the mark up, in the list under number 1 it says, the original said “the areas in and immediately around the residence halls.” And this new version takes out the “in and” so I’m wondering about that, as terms of implications in the residence halls. I don’t know if they have events in the lobby or whatever.

Senator Kalter: I’m not sure this is going to answer that or not but one of the things that they told me, because I was talking with Wendy and Lisa, and the old policy did not allow them to take care of noises happening indoors that was amplifying and disturbing people, right. So, in general they were trying to take out anything that would specify that it had to be an outdoor implication of noise, and just make it amplification of noise, right. You’ll notice a couple paragraphs above that list, they crossed out whether located outdoors… actually it’s not that sentence, it’s another one. But what you’re asking… it is weird then that they said “areas immediately around the residence halls,” but I think that the reason is the prelude to that is “the following areas have been established as possible uses for amplified sound.” So, they’re maybe trying to say in the residence halls you can’t have amplified sound, like we’re not going to approve you having amplified sound.

Senator Mainieri: Okay. I just wasn’t sure if there were events that happened in the lobbies of residence halls or anything, ever, that that would cause problems for.

President Dietz: Well, the first thing is that we hardly have any lobbies in any of the residence halls. Which is something that the new residence hall, we hope, will have more of.

Senator Mainieri: Sure.

President Dietz: But I really can’t remember an incident where we’ve had performance, or group… I just think there’s a natural high level of noise when you have a large number of people together.

Senator Mainieri: Yep.

President Dietz: But I don’t think amplification has been a big issue in residence halls.

Senator Mainieri: I just wanted to make sure that the deletion of that didn’t stop any student activities that would happen in the residence halls.

President Dietz: Yeah. Right.

Senator Ferrence: So, the one thing I, well finish up.

Senator Mainieri: No. I’m finished. Go ahead.

Senator Ferrence: This was in the old version as well. But in modern times, I’m not sure that I like seeing the… there’s some bits… any use of the sound device shall not produce sound greater than 100 feet from… Oh, now, device that reads weird. I don’t even know what that means. How does a sound device produce sound? Does that mean if the sound carries more than 100 feet it has to stop at 100 feet? But I was more thinking of it in terms of does that mean it would be illegal to live tweet anything, or live Facebook, because there would be amplification on the receiver’s end. And if the person was on Facebook more than 100 feet away from the event, they would be, right. I mean, what do they mean you can’t produce sound more than 100 feet?

Senator Horst: Disturbing sound that travels.

Senator Marx: No. The spirit is that you disturb…

Senator Horst: That travels more than…

Senator Ferrence: That travels more than 100 feet.

Senator Horst: I think that’s what they’re trying to say.

Senator Ferrence: My voice travels more than 100 feet.

Senator Marx: You’ll have to turn it down.

(Laughter)

Provost Murphy: You’ll need a permit.

Senator Ferrence: I’ve had conversations across the Quad before.

Senator Horst: An electronic device.

Senator Marx: As long as it’s inside, you’re fine.

Senator Kalter: So, you want that better defined.

Senator Ferrence: Or just… my concern was the 100 feet. As I understand the spirit of it is you got a speaker system, and all of that. But the problem is in modern times, it’s perfectly reasonable at an event that the event is being streamed and lots of other people have amplification devices in their pockets, and maybe more than 100 feet away from the source, and that would mean they are in violation, because they are amplifying the event, right. So, what does that 100 feet mean? Does it mean that nobody is allowed to have any device amplifying the event more than 100 feet? Not that many years ago, maybe you’d have a cell phone or something, but these days amplifying electronically more than 100 feet from the source, I do it every day in lecture when I push out… of course lecture would be allowed, but when I push out to the internet, people can listen to it on speakers. So, I don’t know what 100 feet means. If it means any device producing sound.

Provost Murphy: I think that number 7 doesn’t seem confusing to me at all. “Any use of a sound amplification device shall not produce sound greater than 100 feet from the device.” I mean, so if you’re live streaming and someone is in a different location listening to you, then that’s not your issue, it’s their issue if they’re amplifying it so loud they’re disturbing people.

Senator Mainieri: It’s a new device. It’s not the original device, amplification device. I did have one thing in the very first page, “The University’s primary mission is research, teaching, and service.” Can we flip those to teaching, research, and service?

President Dietz: I had the same question.

Senator Marx: Oh, sure.

Senator Kalter: Well, you know, there will be faculty who will lobby us not to flip them. Just so you know.

Senator Mainieri: Perhaps they need to understand what our mission is at ISU.

Senator Marx: Yeah.

Senator Mainieri: I mean. All of our documents list teaching first. I went back to our Strategic Plan and Provost website before I made a comment about it. But all of our documents list teaching first.

Senator Marx: One thing that I was wondering about is, what about jackhammers? I’ve had my classes disturbed by jackhammers right outside the window of the classroom, and during construction going on. But that’s not covered under this.

Senator Ferrence: It’s not amplified.

Senator Marx: It’s not amplified, but it’s louder than most amplification systems.

Senator Kalter: My recollection from being in Stevenson when stuff was going on is that they try to do that on kind of an ad hoc basis. Right. Like, they can’t pay everybody double overtime every time, you know, to work through the night. So, they have to kind of figure out…

Senator Ferrence: We’ve gotten a lot better.

Senator Marx: They have gotten a lot better.

Senator Ferrence: I mean, they’ve been working on the Cybersecurity project, doing a very good job communicating, even to the point they’ve asked us all to report when we’ll give exams so that they can suspend construction for the exam on the higher floor. So, they’ve been doing pretty good with it.

Senator Marx: Good.

President Dietz: You just had an insensitive jackhammer provider.

Senator Marx: That’s right. They were certainly insensitive. This was going on for a week, two years ago.

Senator Kalter: Martha will be delighted to know that I asked… I sent this to David already, and to Wendy and Lisa, and I think, Teri Hammer, about the line that says that Athletics doesn’t have to get preapproval every time they want to do something.

Senator Mainieri: In the mark up, it’s the top of the third page.

Senator Kalter: The top of the third page, and I said I think that the rest of the policy might cover this already, but departments like Music and Theatre also shouldn’t have to ask constantly can we make noise as well.

Senator Ferrence: That 100 feet comes in there too. Because, you know, when there’s a game on, I just live a mile from campus, and I can hear sometimes the audio speakers on the football field throughout the game, and that’s more than 100 feet.

Senator Marx: Yep. And the Marching Band.

Senator Horst: That’s not amplified.

Senator Kalter: All right. The only other thing we have left on the agenda before the approval of the proposed agenda is the reports. Really, the AFEGC and the Ombuds reports should go to Caucus, so we can talk about that in Faculty Caucus. But what about the Athletics Council report? Anybody have any questions about the recommendations or anything about that? And Cera do you want to say the plan for Athletics Council.

Ms. Hazelrigg: Sure. So, last year, we had the committee report, the chair come in and talk about their committee reports. But Athletics Council never made it because they kept getting pushed because Spring was so full. So, I thought maybe March or a little bit later we could bring in Larry Lyons or someone in and have them talk about the reports.

Senator Kalter: And in general, what Athletics Council does. Do you think that better to be Larry Lyons or Leanna, or one of the committee chairs?

President Dietz: I think it would be Larry. If it’s going to be the administrative team, it’d be Larry. There are other folks, I mean your senior faculty person could be another person you’d want to ask. But I would suggest Larry, he’s the director.

Senator Kalter: Maybe Larry and Phyllis McCluskey-Titus since she’s the overall chair of the council.

President Dietz: I don’t think she is anymore. That’s 2018-2019.

Senator Kalter: Oh, she’s not.

President Dietz: That’s 2018-2019. I think Jeri Beggs is our faculty affairs rep.

Senator Kalter: Would it be better, if we invite a faculty member, to invite the past chair or the present chair? Like, in other words, the chair that wrote these reports and did all of that, or the chair that’s about to write the reports?

President Dietz: They’re both good, so.

Senator Mainieri: Yeah.

Senator Horst: I’d imagine that the current chair would be briefed by the former chair about issues. And then the questions might be, well, what are you going to do about this or what (inaudible)

Senator Kalter: So, more moving forward, rather than with Phillis.

Senator Mainieri: I agree. There’s several recommendations in here about facilities and stuff that I imagine some people have questions on what the progress is.

President Dietz: I would suggest inviting Larry but also including the invitation that he invite the chair of the council to be there, at least for acknowledgement and participation.

Senator Kalter: Considering that it’s an external committee of the Senate, we probably should send the invitation directly to that person, that’s the chair, to acknowledge their role, rather than having Larry invite them. But sort of copy each on the other’s invitation.

President Dietz: Yeah.

Senator Kalter: Yeah. Okay. Great. So, anything about those before they go to Advisory? So, that’s why they’re not on the proposed Senate agenda for next time, is to try to get that scheduled. All right.

***\*\*Approval of Proposed Senate Agenda – See pages below\*\****

***Proposed* Academic Senate Meeting Agenda**

**Wednesday, February 19, 2020**

**7:00 P.M.**

**OLD MAIN ROOM, BONE STUDENT CENTER**

***Call to Order***

***Roll Call***

***Chairperson's Remarks***

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

***Administrators' Remarks***

* ***President Larry Dietz***
* ***Provost Jan Murphy***
* ***Vice President of Student Affairs Levester Johnson***
* ***Vice President of Finance and Planning Dan Stephens***

***Advisory Item:***

***02.06.20.03 Proposed New Parental Leave Policy (Janice Bonneville)***

***02.06.20.04 Proposed New Parental Leave Application Form (Janice Bonneville)***

***Action Items:***

***01.09.20.13 University Curriculum Committee charge Current Copy (Rules Committee)***

***01.09.20.05 Undergraduate Curriculum Committee charge Mark up (Rules Committee)***

***01.09.20.04 Proposed Undergraduate Curriculum Committee Clean Copy (Rules Committee)***

***Information Items:***

***10.12.18.02 Policy 4.1.8 Program Priorities CURRENT COPY (Planning and Finance Committee)***

***01.30.20.01 Policy 4.1.8 Program Priorities MARK UP (Planning and Finance Committee)***

***01.30.20.02 Policy 4.1.8 Program Priorities Clean Copy (Planning and Finance Committee)***

***03.02.16.03 Policy 6.1.37 Facilities Naming Current Copy (Administrative Affairs and Budget Committee)***

***01.23.20.03 Policy 6.1.37 Facilities Naming Mark up (Administrative Affairs and Budget Committee)***

***01.23.20.04 Policy 6.1.37 Facilities Naming Clean Copy (Administrative Affairs and Budget Committee)***

***01.23.20.05 Policy 1.6 Religious Observances CURRENT Copy (Academic Affairs Committee)***

***01.23.20.06 Policy 1.6 Religious Accommodations Mark Up (Academic Affairs Committee)***

***01.23.20.07 Policy 1.6 Religious Accommodations CLEAN Copy (Academic Affairs Committee)***

***02.01.18.19 Policy 7.4.1 Grants and Contracts CURRENT (Faculty Affairs Committee)***

***01.28.20.01 Policy 7.4.1 Grants and Contracts Mark up (Faculty Affairs Committee)***

***01.28.20.02 Policy 7.4.1 Grants and Contracts Clean (Faculty Affairs Committee)***

***Consent Agenda Items: None***

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

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

***Faculty Affairs Committee: Senator Crowley***

***Planning and Finance Committee: Senator Mainieri***

***Rules Committee: Senator Seeman***

***Communications***

***Adjournment***

Senator Kalter: We move to the approval of the proposed Senate agenda.

Motion by Senator Horst, seconded by Senator Mainieri, to approve the proposed Senate Agenda.

Senator Kalter: We’re going to take off the Religious Observances policy, until we can get those questions answered and also wait for both that one and the Dress Code to come up. Anything else that anyone sees.

Senator Mainieri: The Program Priorities clean copy, in the clean copy, do we do the new title for the policy, because it’s now Institutional Program Priorities, is the proposed new title.

The motion was approved.

Senator Kalter: All right. We have Provost Candidates on campus. 10:00 tomorrow. 10:00 Thursday. 10:00, I think it’s next Tuesday, right. Then obviously, the 2:00 open forums each of those days. Please come. Please interview, bring in any questions. I thought the sessions today went well. Both the Senate one, there were only four people at the Senate one at 10:00, which is sort of par for the course, and I think the room was full at Old Main. And we also, and the great thing is that we’re videotaping it apparently, so many faculty and students won’t be able to come because they are in class so that’s really nice to have that. And you can fill out forms as Cera just sent around, even if you didn’t show up in person.

President Dietz: My apologies for being late, that’s where I was, interviewing a Provost candidate, so.

Senator Kalter: It’s not in the minutes but we let people know.

***Adjournment***

Motion by Senator Ferrence, seconded by Senator Marx, to adjourn. The motion was unanimously approved.