

**Academic Senate Minutes**  
**Wednesday, October 10, 2007**  
*(Approved)*

***Call to Order***

Senate Chairperson Dan Holland called the meeting to order.

***Roll Call***

In the absence of the Secretary for the Senate, the Senate Chairperson called the roll and declared a quorum.

***Attendance and Motions***

***Approval of Minutes of September 12, 2007***

**Motion XXXIX-12:** By Senator Cassata, seconded by Senator Broderick, to approve the Senate minutes of September 12, 2007. Corrections: Senator Holland's remarks, page 7, "Faculty only need to keep student papers for one **year semester**." As amended, the minutes were unanimously approved.

***Introduction: Enid Cardinal, Sustainability Coordinator***

**Enid Cardinal, Sustainability Coordinator:** I am slowly making my way around campus to meet and greet everyone as well as learn about the operations and academics here on campus. Essentially, sustainability, according to the United Nations definition, is defined as meeting the needs of the present without comprising the ability of future generations to meet their own needs. We intend to develop a definition for ISU within the next few weeks that is more specific. My job on campus is to facilitate sustainability activities across the campus, from operations, academics, research, planning, instruction and anything else you can think of.

I wanted to make you aware that we are now a member of AASHE, the Association for the Advancement of Sustainability in Higher Education. Their web address is [AASHE.org](http://AASHE.org). There are a lot of resources on there from a policy, academic or financial planning perspective. You can enter it by using your ISU e-mail address and creating your own password. I am in the process of reworking the Green Team web site so that there will be a lot more information on that site. Along with AASHE, the Green Team is developing a rating system. They will hopefully be launching a pilot in January. I am going to try to push this as our way of benchmarking for ourselves. They are looking at sustainability from a much more holistic perspective; they will look at governance and finance, social responsibility and community engagement, education and research, operations and also any innovative ideas that the campus has come up with for sustainability.

There is a proposal on the House floor for financing sustainability initiatives at academic institutions, with an earmark of about \$50 million in grants for education and upgrades. I encourage you to seek it out and support it. My office is in the Student Services Building, Room 379. My e-mail address is [ecardin@ilstu.edu](mailto:ecardin@ilstu.edu) and my telephone number is 438-4425. Please reach out to me if you have any ideas for initiatives or if you have any interested students.

***Presentation: Educating Illinois (Jan Shane, Deb Smitley)***

**Deb Smitley, Co-Chairperson Educating Illinois Task Force:** The university has achieved many things under the current *Educating Illinois*. Last July, the Planning and Institutional Research staff, with assistance from many throughout the campus, prepared a Performance Report, which is available on the *Educating*

*Illinois* web site.

The university has achieved or maintained progress in each of the goals that are in the current plan. Since the implementation of the salary enhancement initiative in fall 2005, the average salaries for professors and associate professors have moved closer to their peer group medians and the average salary for assistant professors has reached the median of their peer group.

The university was selected as one of only eight institutions nationwide to participate in the Political Engagement Project. It is a testament to the good work being done as part of the American Democracy Project, as is the Faculty Development Program Focus that was initiated to emphasize the value of civic and community engagement at Illinois State University.

The Campus Technology Policy and Planning Council has completed a new strategic plan that establishes a vision, guiding principles and actions for enhancing information technologies for teaching and learning, research and creative activities and for university administrative needs. Programmatic changes to the General Education Program have been implemented and a plan for assessment is being piloted this fall.

A number of alternative learning paradigms have been developed providing opportunities for individuals that have schedules and needs that can't simply be met by traditional methods of instruction. The College of Nursing's accelerated degree sequence allowing students to complete a traditional two-year degree in one year and the College of Business' Corporate MBA Program, offered in cooperation with McLean County, are just two examples of our successes.

The College of Education has continued expanding its school-based partnerships, including one in the Little Village area in Chicago and has influenced recent policy decisions and practices related to school administrator identification, selection, evaluation and working conditions.

The university has completed a very successful campaign of over \$8 million over the goal. The university has reached out and partnered with the City of Bloomington, Town of Normal, BroMenn Hospital and Illinois Wesleyan University to develop the Main Street Corridor and has partnered with its Foundation on the development of 1101 North Main.

The university's Green Team and Health Coordinating Council have worked to heighten the community's awareness of the importance of environmental sustainability, as have others who have secured federal funding for lighting upgrades and who have worked on the land-use plan for the Gregory Street property.

Many facility improvements have been made over the last three years. They include the completion of the College of Business building and the renovations of Schroeder Hall, three residence halls and a dining center. Work is currently underway to renovate Stevenson Hall and the east campus residence complex and to construct two new zoned chilled water facilities.

The Performance Report also noted some indicators on which there has been little or no change or where movement has been in the opposite direction. The university has advanced in *U.S. News and World*, for example, but it has not moved quite as far as the current iteration of *Educating Illinois* had anticipated. We have not quite met indicators related to student affordability efforts and external grant funding.

The plan gives the university a clear sense of its mission, vision and values and what it needs to do to promote them. It has resulted in national and state-wide recognition for the university and it changed the in

which the university presented its priorities to decision makers in Springfield and in Washington. *Educating Illinois* has promoted a culture of comprehensive and continuous planning at the university.

It is important that plans be periodically reviewed to acknowledge progress and to see what changes are needed in the future. It is in that context that President Bowman appointed the *Educating Illinois* Task Force last fall. This task force is comprised of 21 individuals that represent a cross section of the university, student, faculty and staff.

The President charged the task force with exploring whether the core values, goals, actions and indicators in *Educating Illinois* remain reflective of the university's aspirations and objectives and to identify the highest priorities necessary for achieving them. The President also advised the task force to consult widely. One of the strengths of the current plan is the degree to which the plan was developed by and for the university community and we want to continue that with the next plan.

We took a look at some of the pressures on state funds outside of higher education and including higher education. Retirement alone in this coming year is expected to cost about \$720 million. That is a new state investment to all five of the state public retirement systems. In addition to retirement, there will be continuing demands for state support for elementary and secondary education, Medicare and health insurance. As our pressures increase, others do as well, and we can't expect that those state funds will be there to meet the pressures that we have in the future.

We have begun to draft the next iteration of *Educating Illinois*, but before doing so, we agreed on a set of principles and guidelines based upon the counsel that we received from the campus community during the discussion forums last year. The task force is proposing some modification to the core values that are articulated in *Educating Illinois*. We are proposing a new goal on civic engagement and we are proposing that the value in the plan on innovation be removed as one of the core values.

We have distributed to each of you this evening the actual text that includes the draft language on the values that the task force is currently reviewing and we seek your counsel on how these resonate with your thoughts about the institution. Also, on the opposite side of that handout is a list of the task force members, as well as their contact information. The web address for the task force web site is [www.educatingillinois.ilstu.edu/taskforce](http://www.educatingillinois.ilstu.edu/taskforce) and is where we will be posting drafts and other information that the task force has considered.

We expect to release a draft of *Educating Illinois* within a month and we will disseminate that draft widely to the university seeking your assistance and counsel in reviewing that document to ensure that it reflects the university's aspirations and objectives. We will begin a series of visits and open forums with the campus probably beginning in November and continuing through January. We will then, depending on that counsel, expect to have a revised draft in March that we would come back and discuss with everyone.

***Chairperson's Remarks: No Remarks***

***Student Body President Remarks***

**Senator Horstein:** A group of us just came back from our ASGA conference, which is the national student government association to which we belong. We had the opportunity to exchange ideas with other student governments from across the country. Also, I got to do my first national conference presentation on how to deal with the media. We have a lot of projects in development in student government right now. They include voter education, community service, the revision of the Student Elections Code, parking and off-campus

housing, recognition of outstanding students and student organizations and the distribution of funds to Registered Student Organizations on campus. For homecoming, we are all actively showing our Redbird spirit. We participated in office decorating, float building, team games and we will be doing the bell ringing as well. I would like to recognize our programs director, Kelly McKenna, who organized our activities throughout the whole week. Finally, on behalf of Diversity Advocacy, I would like to invite the Senate to their tailgate event, which will occur just before the homecoming game. They will be in the northeast corner of the tent zone on Saturday.

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

#### ***President Al Bowman***

**President Bowman:** There is a lot of concern about the state's economy and budget revenues for this year. Unemployment in Illinois is a full percentage point higher than the national average; it is now 5.4% in Illinois. There is great concern about the limited number of new home constructions, corporate profits that are falling and many are beginning to say that this year's budget is already out of balance. The state is looking at putting an additional \$700 million into pension obligations. If that were to happen, that would consume all of next year's projected revenue growth. That would mean no new money for anything from education to health care; so obviously, there will be some significant challenges ahead.

There have been many conversations between my office and Carl Kasten, the Chairperson of our Board, with various legislators about capital. We had a news conference on our campus last week at the request of the Governor to promote the capital bill. There seems to be some agreement on the funding stream. Some of the republicans have signed on to a casino for Chicago, so it is certainly possible that some agreement may emerge. There is so much tension and conflict on both sides that it is really hard to say where it will go at this point. I am confident that, when there is a capital bill, our Fine Arts Project will be part of it, but whether it will happen in this fall or in the spring is hard to know.

The IBHE met last week in Carbondale and approved our Renewable Energy Degree Program. They have been talking about a strategic planning exercise, which they have not done since the early 1980s, but the Governor line-item vetoed the money to do the planning and so they are now scrambling to try to find a way to pay for this planning exercise. There was a good meeting after the IBHE meeting with the public presidents and board members in which we had a very frank conversation about state finances, where our budgets are going and tuition increases. Hopefully, that dialogue will continue.

Fundraising is off to a very good start. We are ahead of where we were this time a year ago and there a couple of large gifts in the pipeline. Some of the guests that will be here for homecoming weekend are people that we are talking to about large gifts now and in the future. Yesterday, at the Faculty-Staff Appreciation Luncheon, I mentioned that in this past fiscal year, our current employees had donated over \$300,000 to the Foundation and all of that money went into a variety of scholarships and programs.

The Provost search is underway. Eight to ten candidates will be brought to Chicago later this month and from that larger group, finalists will be brought in for interviews.

**Senator Wang:** Is it possible that there will be a rescission like we had before at the last minute? What are the implications to the ongoing programs, such as the Salary Enhancement Program?

**President Bowman:** At this point, there has been no conversation about a possible rescission and I think that it is too early in the fiscal year to know just where this is going to go. I think the greater worry is what happens next year because there are so many pressures on the state budget. Without a significant tax increase,

the likelihood that any increase we saw would be bigger than it was this year is pretty small. If we are given a modest increase and left whole, as we were this year, then we will be able to continue with our Salary Enhancement Program with a combination of annual increases at the end of the fiscal year and mid-year increases as we try to push our salaries up to the median.

**Senator Alferink:** Last spring semester, there was some discussion about the changes to the way in which summer school was funded from the entrepreneurial plan to another kind of budgeting model. That led to a group that met over the summer and made some recommendations to you. Could you summarize their report and what the result of that was?

**President Bowman:** The ad hoc committee looked at models that were used at other institutions and how we have been funding summer here for the last five years or so. The funding model that had been used prior to 2005 used variance dollars and the Provost's Office had a small pot of money that was allocated to the colleges. The committee recommended that the funding for summer be stabilized and predictable rather than at the whims of what was available and what variance dollars were out there.

I allocated \$1.7 million in permanent funding to summer which will be the base budget for now and forward into the future. That base budget will go up each year by a percentage that is equal to our personal services increments, so next year, it will go up three percent. Then the funds, that \$1.7 million, will go from the Provost out to the colleges. The group also looked at how those funds would be distributed. The recommendation was that the funds be distributed in a fair, equitable, transparent manner. The amounts that went to colleges, at least in part, were based on credit-hour productivity and a variety of other historical variables. I think the amount that we spent this year was about \$2.1 million.

The entrepreneurial model that was used in 2005 and 2006 did work well in some areas, but not everywhere, such as in places where credit-hour productivity was low or where tuition waivers funded many of the courses in the summer, like in the College of Education, or where there were graduate courses that were small. So some colleges were at a disadvantage and others did very well.

**Senator Alferink:** Did they discover any hybrid models that might possibly be implemented at ISU?

**President Bowman:** The fair answer is that we should let them speak for themselves. Their report to me was that that they looked at a variety of models and considered what would work best here. The recommendation from the committee was a permanent reallocation that put summer school back on firm footing. That does not mean that there is no opportunity for change in the future.

**Senator Wang:** If next year's budget scenario is not very promising, as you indicated, what is the implication to summer school in terms of funding?

**President Bowman:** Normally, if we face a situation in which we have to pull back money or when there is some other significant problem, we look for places to cut where it does not have a direct impact on instruction or cause lay-offs.

**Provost John Presley**

**Provost Presley:** I have been asked a number of times about the comparative standings of our stipends for graduate students. Compared to national averages, we are very much in the ballpark for doctoral graduate assistantships, except for our stated minimum, which very few departments actually pay, so the real pay compares very well. For master's assistantships, on the other hand, our mean is 17% below the national

average mean. Our real minimum, the average minimum that is actually paid by departments, is 24% under the national average minimum and our stated minimum, which is paid by very few departments, is a whopping 40% under the national average minimum. There are few departments that pay our stated minimum and when we are talking about recruiting students, I think we need to work on raising that minimum for those departments. We are looking at three possible solutions for doing that. A relatively small targeted investment could bring those departments up to our current real average minimum and then we could continue our work.

Next week, Kimberly Nance and the Graduate Office will be sending a form to chairs, directors and graduate coordinators that will allow them to request work-study funds to be applied to graduate assistantships. We have done that in the past on a first-come, first-serve basis and I think some of that first-come, first-serve has gotten frozen into place. This form is rather cumbersome, but I assure you that it is very necessary because diverting work-study funds to graduate assistantships is not something that we can take lightly. We have increased the pot of work study dollars for graduate students, frankly, at the expense of undergraduate work-study dollars at this point, but we ask that graduate assistance on work-study dollars be involved in undergraduate teaching in some fashion so as to return some of that benefit to the undergraduates.

I have been asked a couple of questions in this body about the Academic Impact Fund. The bottom line is that, counter to our expectations, more faculty members left the employ of the university this year than we expected. That includes resignations and retirements. We went from 44 in 2006 to 38 in 2007 and the number is 46 so far for 08. We still have people who are retiring or resigning at this moment. In addition to that fact, we had a larger number of failed searches than we expected. The long and the short of it is that we are re-gauging the Academic Impact Fund and we have been going back to the deans and talking to them about their next priorities and the order of those priorities. We are going to authorize another eight or ten searches, depending on those details, for this year for teaching next year. So, the figures that I gave at our last meeting will need to be changed slightly, for the good.

**Senator Alferink:** Has thought been given to what impact it will have on those units where those funds have been institutionalized with respect to the impact on programmatic needs?

**Provost Presley:** We are not going to cut any of that; it's just that we have got some reporting to do that we have not been doing in the past.

*Vice President of Student Affairs Steve Adams*

**Senator Adams:** A grand opening was held on September 18<sup>th</sup> for the west campus residence halls and dining center. We are very proud of the renovation that is coming through the long-range housing and dining plan. It is a plan that is going to change the face of this campus, along with the Student Fitness and Kinesiology Center. This is the final year that Walker and Dunn-Barton will be open. We hope to begin the demolition of central campus in May of 2008. This weekend, there is a reception for the residents, as well as the alumni.

Career Services puts on a number of programs throughout the year for Student Affairs. The fall Job and Internship Fair was the largest program of its type in our history. There were 230 businesses in Redbird Arena for our students and that is an increase from 170 last year. Nearly 1,200 students attended the fair. We opened it up to Illinois Wesleyan and some of the other local institutions. Of those students, more than 1,000 ISU students were participants.

Some of the faculty members here are serving as faculty mentors in the residence halls. I am not sure how many of you know that this program exists, but there was an orientation and reception held two or three weeks ago. In 1992, when Maureen Blair worked to create this program, there were about 30 faculty who took advantage of the opportunity to work with students in the residence halls. Today, there are more than 100 faculty members who serve as faculty mentors in the residence halls. If you want to be involved in this program, please let me know because I think the mentorship experience that students can get is absolutely priceless.

*Vice President of Finance and Planning Steve Bragg – Absent*

***Committee Reports:***

***Academic Affairs Committee***

**Senator Waterstraat:** The committee extensively discussed three issues. One was the dissolution of the Ethnic and Cultural Studies minor. We are sending that back to the UCC for further discussion and review. The second one was the plus-minus grading issue. We have decided that over the past year, a large amount of information has been collected and it happens to be in disparate parts around the campus. We are going to pull that together and take one more look at it in detail and make a comprehensive recommendation back to this body on plus-minus grading. The last issue was the issue of Native American student enrollment that was brought to our committee. We are going to ask Dr. Rosenthal to talk to our committee about what they are doing on a campus-wide scale, as well as collect other information, before we make any recommendations to the Senate.

***Administrative Affairs and Budget Committee***

**Senator Lonbom:** The committee began discussion and planning for the administration of the presidential commentary period.

***Faculty Affairs Committee***

**Senator Preston:** We were fortunate to have Dean Elzy address the committee on the materials funding crisis in the library. We are seeking further data from both departments and individuals and we will also consult with other committees of the Senate to make some suggestions on how to resolve some of the library issues. Eventually, we will have a proposal for the Senate to consider.

***Planning and Finance Committee***

**Senator Fazel:** On September 26<sup>th</sup>, Deb Smitley, Assistant Vice President for Finance and Planning, met with us and presented to us the progress that the university has made in the area of faculty-staff salaries. Tonight, we had a lengthy conversation about the faculty-staff Salary Enhancement Program and we hope to come up with some recommendations.

***Rules Committee***

**Senator Alferink:** The committee discussed the Solicitation Policy. One problem with the policy is that it references a lot of other documents that no longer exist. Therefore, we have been working on a draft of that policy that streamlines it. In addition, the current policy could be seen as preventing solicitation by a number of units on campus that do solicit, such as the Center for Performing Arts and the Athletic Department. So, we have also added language to ensure that they continue to do things that are within their mission. Secondly, we have been given the task of reviewing the Policy for the Disestablishment of Academic Units. There is some disagreement between what the policy is in the Senate Office and the policy as posted on the policy web site, as well as some other issues.

### *Communications*

**Senator Borg:** On behalf of the College of Fine Arts, I would like to announce that there is a fine exhibit on the 30 years of the printmaking. This weekend, you have another opportunity to see the musical, *Tommy*, performed by members of the Theatre Department. I would also like to invite you to this Friday evening's Prism Concert performed by members of the School of Music.

**President Bowman:** The Homecoming Luncheon that is scheduled for this Friday at noon will for the first time that we have alumni from every college on campus. This is an indication that people have begun to really take seriously the importance of remaining connected with their graduates.

The Chicago office on Michigan and Randolph has been remodeled. Part of that remodeling was actually paid for by the building's owners as part of our lease agreement. That space is available for events, so if you want to host a meeting or a small alumni gathering, it is really a phenomenal location. It overlooks Millennium Park and a view of the lake. It is a first-class setting on the 15<sup>th</sup> floor. So, if your department is thinking about doing something in the Chicago area, by all means contact Institutional Advancement and we will help you to make arrangements.

### *Adjournment*

**Motion XXXIX-13:** By Senator Stewart, seconded by Senator Anders, to adjourn was unanimously approved.