

**Academic Senate Minutes**  
**Wednesday, December 10, 2008**  
**(Approved)**

***Call to Order***

Senate Chairperson Dan Holland called the meeting to order at 7:00 p.m.

***Roll Call***

Senate Secretary Susan Kalter called the roll and declared a quorum.

***Approval of Minutes of November 19, 2008***

**Motion XXXX:** By Senator Stewart, seconded by Senator Fazel, to approve the Academic Senate Minutes of November 19, 2008. The minutes were unanimously approved.

***Presentation: Green Team Report (Chuck Scott, Enid Cardinal)***

**Chuck Scott, Director of Facilities Management:** Our work with the Illinois Green Government Coordinating Council has placed us in a place of prominence. Initiatives include working toward sustainable transportation, with a successful bid today for six Priuses, which will be added to the campus fleet rental pool, and the national recognition that we have received for our Reggie Ride, which is our bicycle sharing program. Our Environmental Stewardship Award and our co-sponsorship of the Healthy You, Healthy Earth Symposium have provided several opportunities for education for our campus community. Finally, President Bowman's signature on the President's Commitment has placed us amongst the most progressively sustainable universities. Perhaps the most significant move we have made was the hiring of our Sustainability Coordinator, Enid Cardinal, in August 2007.

**Sustainability Progress Updates:**

· **Increasing Attention to Campus Sustainability**

Princeton Review, Kaplan and Petersons conducting sustainability surveys

Increasing number of campuses participating in the Sustainable Endowments Institute's "College Sustainability Report Card"

Increasing number of campuses with sustainability professionals

· **Campus Initiatives at ISU**

2008 Sustainability Progress Report

President Bowman's Signatory on Former President Clinton's "Climate Commitment"

Reggie Ride Bicycle Sharing Program: Free "rental" of bicycles provided through this program. Donations of bicycles are being accepted.

Trayless Dining: Trayless dining in Linkins dining center to reduce food, water and energy waste.

Hosting of Local Foods Dinner

Tree Campus USA Application for Designation

**Initiatives Planned for Spring 2008:**

Electronic Rideshare Board on the Parking and Transportation Website

Formation of Climate Task Force to conduct campus-wide greenhouse gas inventory and develop action plan to reduce carbon emissions

Formation of Green Team IT Committee to reduce energy consumption

Recycle Mania Annual Event: Campuses compete to minimize waste; third year in which ISU will participate

Several senators expressed the need for additional bike racks. Ms. Cardinal stated that the Green Team would address the issue of providing additional bike racks in various locations on campus. For more information, contact Enid Cardinal, ISU Sustainability Coordinator, at [ecardin@ilstu.edu](mailto:ecardin@ilstu.edu) or 438-4425. You may also visit the Green Team website at [www.greenteam.ilstu.edu](http://www.greenteam.ilstu.edu).

### *Chairperson's Remarks*

**Senator Holland:** I would like to welcome a new senator, Dan Liechty, who will be taking over for Harry Deutsch. Jodi Hallsten, our non-tenure track faculty representative, is now available to attend Senate meetings. She had been unable to attend due to academic scheduling conflicts.

We need a member of the Senate to represent us on the Team Excellence Committee. This is a university-wide service opportunity. This committee meets rarely, approximately two or three times. We have already met once to decide what the process will be. As a volunteer serving on this committee, you would just be required to review the applications and probably attend one additional meeting.

### *Student Body President's Remarks*

**Senator Mason:** The Student Government has finished its last contact events for this semester. We had one on Sunday night in which off-campus senators were in the library handing out highlighters to students studying there. The on-campus senators were in Watterson on Monday handing out candy canes. We are finishing up our last minute initiatives that we have been working on. We are going to be starting again on January 11<sup>th</sup> with our winter retreat. Also, we have three senators who are going to be leaving us next semester. They are Matt Whittington, Tiffany Mihovilovich and Marielle Ruscitti.

### *Administrators' Remarks*

#### *· President Al Bowman*

**President Bowman:** Unfortunately, due to the Governor's legal problems, the state's budget issues will be on the back burner. State revenues are, of course, down. Dr. Bragg will talk a little more about what that means for us, but we have obviously reserved several million dollars going into spring. We will be very cautious about how we spend our dollars in anticipation of additional cuts in the spring or the following fiscal year. We have been very conservative and we are certainly not in danger of running out of money, meeting payroll or meeting our other obligations. We will continue to expend funds to meet our priorities and that includes supporting our bills on the academic side—instruction, research, public service—as well as moving forward with a modest midyear salary review process.

On a positive note, the public university presidents met in Chicago on Monday with the individual who will be the new President of the Illinois Senate, Senator Cullerton. We had a very frank discussion with him about what has happened to our budgets. He is very aware of the challenges higher ed has had since 2002. He indicated a willingness to work across the isle to get some things done. He is very interested in getting a capital bill through the General Assembly. They are looking at funding mechanisms right now. He also indicated that the state has to begin to pay its bills on time and that every public university president there talked about the fact that the state is behind by several months in reimbursing us for our costs. He also indicated that the state has to, at some point, do something about its underlying fiscal problems. He talked about tax increases and some creative strategies for generating new revenue. He also said that we shouldn't be shy about making clear what our needs are, so I think that we have someone with whom we can work. Everyone left the meeting feeling optimistic.

The Illinois Board of Higher Ed met on Tuesday. The board approved the final draft of the "Public Agenda". We have had some discussion around here about that. I encourage you to take a look at the IBHE website to see the final language. There were no real surprises there.

Finally, I want to end my remarks on a very upbeat note because I think that we have had an excellent semester. We have opened a new alumni center; we have broken ground on our student fitness and kinesiology building; our graduation rate hit an all-time high of 69.9%. Our retention rate is also at an historic high. We had more applicants for the freshman class this fall than we have ever had in our history. The Presidential Scholars freshmen who began this fall had an average ACT of 32, which is the highest in our history. So there is a lot to celebrate. I think the state will muddle along and we will get through this cycle we are in. I am very optimistic about what the future holds for Illinois State.

**Senator Waterstraat:** You mentioned in your interview on WGLT that you believed that the stalemate in Springfield is going to thaw a little with Senator Cullerton. Could you elaborate on that?

**President Bowman:** Senator Cullerton began his career in the legislature on the House side. He and Speaker Madigan have a longstanding relationship. That probably means that we have two people that are going to align themselves in opposition to things that the Governor proposed that are very unpopular. Senator Cullerton is a very hard worker. He is not afraid to tackle problems head on. Everyone in Springfield will admit privately that the state has a structural financial deficit and it can only be solved with changes in taxes. Senator Cullerton has been saying that publicly.

We will still have to get through the slowdown, but I think that we have someone who is going to be a lot friendly to higher ed. Senator Cullerton is a private school graduate, so I think it will take some educating on our part to help him understand our situation. He talked about MAPP funding and tuition increases, but he seemed to have a clear understanding that our steep tuition increases were a direct result of declines in state support. He is passionate about a capital bill and he talked about the need to put people back to work to deal with serious infrastructure problems. Senator Cullerton said in our meeting that higher ed would be part of that program. He also talked about the need to increase funding for education and explicitly said that higher ed has to be part of that conversation.

#### · **Provost Sheri Everts**

**Provost Everts:** The third candidate for the College of Business dean search left campus earlier today. All three of the finalists were very complimentary of the faculty, staff, administrators and students on campus, so thank you for welcoming them. The College of Nursing Dean Search Committee will have its first meeting on Friday of this week. In regard to new freshmen applications, the news is good again. Those are up from this time last year and probably, not surprisingly, a larger number of students are submitting their applications online.

December 27<sup>th</sup> through the 29<sup>th</sup>, Telecommunications and Networking will be performing extensive maintenance of the Julian Hall network and data center. That means for faculty working in Julian Hall the loss of network access on the 27<sup>th</sup> and the 28<sup>th</sup>. For faculty working from home on the 29<sup>th</sup>, this will mean the inability to access any service generated from servers in Julian Hall. A mass e-mail detailing all of these specifics will be sent out, probably tomorrow, and also faculty will be notified when the maintenance is complete. Finally, Vice President Bragg and I will be attending a meeting with the faculty in Stevenson Hall tomorrow at 9:30 a.m. to listen to concerns and complaints (concerning the renovation process there).

· ***Vice President of Student Affairs Steve Adams***

**Vice President Adams:** There will be two commencement ceremonies on Saturday in Redbird Arena. The first begins at 9:00 a.m. for the College of Arts and Sciences and the College of Fine Arts. The College of Business, College of Applied Sciences and Technology and College of Education ceremony will start at 1:00 p.m. All of the residence halls, except Atkin-Colby and Hamilton-Whitten, will be closing on Saturday at 2:00 p.m. For those participating in commencement, arrangements have been made so that they will have a little extra time in the halls, but Atkin-Colby and Hamilton-Whitten will remain open over the break. Atkin-Colby is where the International House is located. Students who don't have a place to go, who live in Hamilton-Whitten, will have access to the building with their student i.d.s, though the doors will be locked during the break. The halls will reopen on Friday, January 9.

All of the dining centers, with the exception of Watterson food court, will close after dinner on Thursday. Watterson food court will remain open until 2:00 p.m. on Friday. The dining centers will reopen Monday; Watterson, itself, reopens on Friday. Most of the retail operations in the Bone Student Center will be closing down in concert with what is happening with the residence halls. There are various hours for some, but there will be very limited service next week and part of the following week at the retail outlets.

The work is on schedule for the renovations in Manchester. The entrance into Hewitt and Manchester has really improved with the circular drive. It will make the move-in to those areas much easier than it has been in the past. Some areas of Vrooman, which was a dining center previously for Manchester and Hewitt, will be open beginning at the start of the second semester. The academic services area will be moving in. The reception desk will be open and the doors on the Mulberry and Fell Street side will also be open.

I want to make sure that everyone is aware that we are working very hard with the Illinois Commerce Commission, the Town of Normal, the Union Pacific Railroad and the ISU Police Department for safety concerns that exist along the tracks between Broadway and Fell. Senator Mason, you were a part of that tour along which signs had been posted. Students are still using that as a throughway. It is a safety issue, but it is also something by which we learned our lesson the hard way when one of our students was (struck by a train and) killed near the intersection of University and Beaufort. So I ask our student leaders to do whatever you can to get the message across that those tracks are dangerous places. We don't want the recurrence of another tragedy. We will continue to work with the commerce commission and other entities in order to do all that we can to alert students that it is certainly a misdemeanor, which can result in a fine and in jail time.

· ***Vice President of Finance and Planning Steve Bragg***

**Vice President Bragg:** The President mentioned the budget situation. While we do expect some choppy waters ahead, we have no reason to believe that we are not going to be able to navigate them as we have in the past. We will work through the shared governance systems to develop plans to meet any budget contingencies that we might face and we are optimistic that we will be able to face them in the coming months. I also want to thank you for endorsing the very conservative approach that we have taken in the budgets this year. It allowed us to meet this 2.5% reserve that we have been asked to hold back this year without having to touch departmental budgets. The President mentioned the state being behind in its bills. ISU is actually owed about \$21 million by the state. We have picked up about \$21 million in payroll out of our income fund that would have been otherwise picked up by the state. That is about three month's of payroll. Before you get too alarmed, we normally run between six weeks to two months behind at this time of year. It has to do with the state's cash flow. So it is a little higher than normal, but nothing that is too alarming.

Our short-term cash investments during the last quarter yielded just under 2%. It doesn't seem like a lot, but short-term treasury notes were actually paying a negative percent. We issued a request for proposals for banking services about a month ago. We received seven responses to that; we have banks that are very interested in doing business with ISU and they are good proposals. We are working through the process of coming up with final candidates now.

There are new Internal Revenue Service regulations that go into effect on January 1<sup>st</sup> of this year having to do with 403B, your compensation tax-deferred deductions. Most of them will be invisible to you; most of them have to do with codifying procedures that we already have in place. Some of you may receive a notice from our Human Resources Office that you have to look at the percentage that you are having deducted from your paycheck now to make sure that it is the same dollar amount and percentage that you want deducted next year. It has to do with putting everyone on a uniform method of calculating pay and deductions. It is very straight forward and that draft should be going out in a week or so. Also effective next year, the Department of Central Management Services in Springfield has decided that Illinois State University will no longer be able to bill faculty and staff, who are on certain kinds of paid leaves, for health and life insurance. That includes faculty who are on nine-month contracts, who normally have those billed to you by ISU during the summer. You will receive direct billing from Central Management Services and you will receive a notice from HR on that probably during the January/February timeframe.

**Senator Kalter:** A student I spoke to the other day said that the lightning between Femley and Atkins-Colby was inadequate now that the construction fence has gone up and that she felt unsafe.

**Vice President Bragg:** I passed that information on and it's timely that Chuck Scott is here tonight. He is the person I passed that on to and who looked into this. We have, in fact, added some lights to that area.

**Director Scott:** It also precipitated the review of all of our perimeter lighting for the major buildings on campus. We felt pretty confident that we would be able to address the problems right away.

**Senator Winzer:** I would like to thank Vice President Bragg for taking care of the situation when I voiced to him the concerns about Shelbourne Apartments and the change in the bus transportation. I am very happy that Parking and Transportation was already on top of it and that Redbird Bird Ride has already been expanded this semester to address those student needs and concerns.

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

##### ***· Academic Affairs Committee***

**Senator Stewart:** We began a conversation about textbook costs. We looked at a revision of the policy on the withdrawal from courses, which should be going to the Executive Committee soon. There are proficiency exam changes that will be going to the Executive Committee, probably not for the upcoming meeting, but for the next. The changes are basically to make policy consistent with catalog copy.

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

**Senator Kalter:** The Presidential Commentary Survey is in the works. We will open that in the spring and close it down three weeks later. We continued tonight to talk about the Academic Impact Fund and we have on the agenda later tonight the policy concerning alcoholic beverages.

##### ***· Faculty Affairs Committee***

**Senator Borg:** The Faculty Affairs Committee at its previous meeting drew up a list of things to share with

the Executive Committee and I would like to share with you where we are with most of these situations. The childcare facility is in progress and not on our plate, but we did notice in looking at the original charge from a number of years ago that the element of an elder care component of that has not been dealt with specifically. We will continue to keep an eye on where that might be as we look at faculty recruitment and retention issues generally. The Milner Library resources funding, which was our major task during the last year is, as I understand it, on task. The Provost has, indeed, worked with the Dean of Libraries, with whom I have not consulted in the last couple of weeks. There was an infusion of funds that contributes to the amount that will be dealt with over the next several years. We are happy that that is in progress and that the financial situation of the university is accommodating that.

We did consider the Faculty Ombudsperson position. We received the confidential report, as it needs to be, in detail. The issue that remains is to expand the program by identifying individuals university-wide that can share the responsibility. The Senate, in fact, a year ago identified that this is a good resource for faculty to have, but it does need, because of the confidential nature of it and the personality-driven nature of the individuals involved, a broader spectrum of people who are willing to deal with this. We should, therefore, aggressively identify those individuals.

Finally, we are dealing with a couple of specific issues having to do with faculty recruitment, retention and hiring documents. We are trying to identify just where some of the conflicting issues that have arisen over the last year and a half have occurred. In 2002, the Faculty Affairs Committee was given a charge to develop some sort of a paper on faculty and retention and in 2004-05, a survey was given, which the Senate aggressively discussed and returned to the committee, which has remained rather bewildered about what to do with it since. Upon the recommendation of the Executive Committee, we will be returning to that in the spring semester and, as a mechanism for measuring progress, will endeavor to submit the survey again to the faculty. We hope that we can bring to the Senate at the end of spring or the beginning of fall recommendations based upon the repeat of the survey.

· ***Planning and Finance Committee Chairperson***

**Senator Fazel:** Tonight, we welcomed Senator Liechty as a member of our committee. Today, we received responses to our 2008-09 Priorities Report from Student Affairs and from Academic Affairs. We hope to get the remaining responses from the other Vice Presidents soon so that we can discuss the priorities for next year. Also today, we brought our semester-long discussion of summer and winter courses to a conclusion. We will be forwarding our recommendations to the Academic Affairs Committee.

· ***Rules Committee***

**Senator Solberg:** We will have before the Senate this evening the revised Milner bylaws, which is an Action Item tonight.

***Action Item:***

***10.09.08.02 Milner Library Bylaws – As Revised by Milner Library (Rules Committee)***

**Senator Solberg:** At the last meeting, we discussed minor revisions to the bylaws of the Milner Faculty Council, specifically, Article IV. The new language would permit all library faculty, who are full-time faculty members, etc., to be eligible to be elected to the council. It replaces the language that they would have had to have been here for at least one year. That was approved by the Milner Library faculty on October 9, 2008. The Rules Committee, prior to the last Senate meeting, approved it unanimously and tonight it is an Action Item before the Senate.

**Motion XXXX:** By Senator Solberg to approve the Milner Library Faculty Council Bylaws as revised. The motion was unanimously approved.

**Information Items:**

**11.21.08.01 Term Paper Sale/Solicitation Policy – Revised (Academic Affairs Committee)**

**Senator Stewart:** Our committee is charged with the review of certain policies and we looked at the Term Paper Sale and Solicitation Policy. One of the changes that we made was to the title of the policy, which we revised to “Sale/Solicitation of Academic Products”, because we believed that the policy was intended to cover more than just term papers. The policy does not cover cheating because that is covered in the Code of Student Conduct. We added “sale of or solicitation for the sale” to the policy referring to term papers and also added “or any other academic products”. We replaced “Student Code of Conduct” with “Code of Student Conduct” because that is the new title of the draft of the code currently under revision.

**Senator Borg:** I think I know what you mean by the term “academic product”, but I sense that the term product may cause some confusion.

**Senator Stewart:** That’s why we added the phrase “student academic assignments used for evaluation”.

**Senator Borg:** I don’t have that in the draft before me.

**Senator Holland:** We seem to have an older edition.

**Senator Borg:** My question is, is there a better way of expressing that, short of producing a list.

**Senator Stewart:** Do you have a recommendation?

**Senator Borg:** No, I am sorry. I realize that I probably should have one, but in the age in which we find ourselves engaged in, moving from paper products to malleable items, I wonder whether we might think about developing a clearer definition at some point. I don’t mean to hold this particular policy up, but since it is mostly editorial, I would like a review of that.

**Senator Stewart:** We can look at that.

**Senator Winzer:** Did you say that there was something added to the draft that we have?

**Senator Stewart:** The first line should read, “The sale or solicitation for the sale of term papers, research reports or any other student academic assignments used for evaluation is prohibited.”

**Ms. James:** I did not receive a revised draft.

**Senator Holland:** Did you just make these changes?

**Senator Stewart:** This was the recommendation from the Exec Committee; I probably did not get a copy to the Senate Office.

**Senator Holland:** So you have already eliminated “products”.

**Senator Borg:** Except in the title.

**Senator Holland:** We will revisit this in January.

**11.21.08.02 Draft Policy on Dress Codes (Academic Affairs Committee)**

**Senator Stewart:** There are a lot of areas within the university that have policies for dress for a variety of reasons, but the university had no policy on dress codes. The Academic Affairs Committee was instructed by the Executive Committee to come up with a policy on dress codes.

**Senator Holland:** This is essentially not saying that you can or cannot have a dress code; it is just what you should address if you do have a dress code.

**Senator Stewart:** It is trying to keep a balance between the needs of the course and the right of students to be who they are. It says that ‘dress codes should be developed in consultation with all affected groups’, which is in reference to a policy that a unit would create.

**Senator Borg:** So this is not a university dress code policy (as the agenda incorrectly identifies it), but it is a policy about the creation of dress codes in elements of the university.

**Senator Stewart:** Yes, it basically acts as guidelines for those who wish to institute dress codes.

**Senator Van der Laan:** Under the second bullet, it reads, “Dress codes that are of general application should be relevant to academic performance, as defined within the Faculty Code of Ethics.” and then that part of the Code of Ethics is below. The last line there reads, “Evaluation of students and award of credit must be based on professionally judged academic performance and not on matters irrelevant to that performance.” It seems to me that there is an implicit contradiction in saying that dress codes should be relevant to academic performance and then referencing to the Faculty Code of Ethics, which seems to indicate that dress codes would be irrelevant to academic performance.

**Senator Stewart:** There are circumstances where proper attire is necessary and dress codes are important, such as when students are going out for clinicals, giving a presentation or for safety reasons, but not just for showing up in class.

**Senator Van der Laan:** Is there a way in which the language could be clarified? To me, it strikes me as an implicit contradiction.

**Senator Stewart:** If you get too specific, then you might rule out situations where it is necessary. There is something about creating a policy like this wherein if you get too specific, you start making a laundry list. We really didn’t want to do that.

**Senator Holland:** One of the situations you might envision is a class in which you have external visitors on a regular basis. You may or may not know exactly when they are going to be showing up, so there could be some kind of academic reason to have people dressed appropriately for those presentations. Since you don’t know when those presentations are going to be, then the dress code would be in effect all the time. Whatever you do, you have to be able to justify why you are doing it.

**Senator Wilkinson:** Where does this leave the dress code in Marketing? It is hard to see that that dress code is directly related to the academic performance in the classes. That seemed to be more of a cultivation of the professional persona of someone who might graduate in Marketing.



**Senator Stewart:** That's up to Marketing to decide.

**Senator Wilkinson:** Do they still have that dress code?

**Senator Holland:** They do still have that dress code. My understanding is that they believe that it is inculcating the professional ethics and they believe that it does have an academic reason. Also, I believe that they have gotten very good response to it from their external constituencies. There are questions about how uniformly it is applied and as to whether there is a gender bias to it, but the part about whether it has academic justification pretty much has to be left up to the colleges.

**Senator Wilkinson:** How have the students responded to that requirement?

**Senator Holland:** Overall, I have heard that it has been fairly good. Senator Mason, would you care to address that?

**Senator Mason:** I know at first, when it was started last year, there were a lot of students who were not happy about it. My understanding is that the students there now have grown to kind of accept it, but like Dr. Holland said, there are issues of different professors having different requirements for the dress code. Also, the issue of gender bias has been brought to the committee's attention. Females may have to spend more money to meet the dress code than males do.

**Senator Stewart:** And that has not to do with the written policy but the application of the policy. I understand that that is something that they are working on.

**Senator Holland:** If you look just at their policy, it is very generic. 'You should dress appropriately for business casual.' But then if you look at the web page that addresses business casual, there is a significant difference and a gender bias.

**Senator Kalter:** In the Faculty Code of Conduct, it speaks of evaluation of students and award of credit. Are you implying by the words "dress code" that this will always be a component of evaluation or are those two things separable? In essence, you could have a dress code that you don't attach to a grade in a course?

**Senator Stewart:** Yes, I think the issue is grading on non-academic issues. If there is a dress code and it is related to safety or particular circumstances that are a legitimate concern of the discipline, then the policy would be acceptable. The question is whether you attach a score to it.

**Senator Kalter:** So you are saying, essentially, that you could have a dress code that is not related to evaluation?

**Senator Stewart:** Yes.

**Senator Kalter:** And that people could refuse to allow you to participate? If it is a safety issue, you can say to the student, 'you can't participate'?

**Senator Stewart:** Right.

**Senator Glascock:** It is not clear from this what is meant by "academic performance". I can't see how a dress

code would ever be relevant to someone's academic performance.

**Senator Stewart:** One instance that we have talked about was band uniforms and stage costuming. Those all relate specifically to the performance. When our students go out to clinicals in education, they are expected to dress in an appropriate manner.

**Senator Van der Laan:** Is there some way then that we can disengage the dress code or policy on dress codes from academic performance. That is what my concern is and what my goal would be.

**Senator Stewart:** I think I understand that you are saying. How you dress should not be related to your grade.

**Senator Van der Laan:** Yes, and I agree with Senator Glascock. I don't see how your dress has anything to do with any academic performance. I can see how it can be recommended. I recommend attendance to my classes, but whether students come or not, I don't make that a part of the grade. I know that there are other people that do make that a percentage of the grade.

**Senator Stewart:** As class participation?

**Senator Van der Laan:** Yes, that's how I include that in the grade. If you are not there, you don't participate. But can we disengage this 'academic performance' from wearing certain clothes for safety?

**Senator Holland:** I also find it somewhat difficult to connect what you are wearing in class with academic performance unless it is a safety issue.

**Senator Stewart:** I am not in disagreement with what you are saying.

**Senator Mallory:** I would say that one might define academic performance more broadly if we think about that dress might reflect attitude. In nursing, we look for professional performance as one reflection of academic performance and certainly dress conveys that. That might be true in other disciplines as well. So dress codes in those specific circumstances in a clinical setting would be applicable, but in the classroom, I have a very different perspective. This policy really means to reflect a wide variety of settings and the policy needs to be clear about those things.

**Senator Stewart:** In the second bullet point, we tried to address that.

**Senator Mallory:** I think that you do, so I am in support of the way it is written.

**Senator Stewart:** We did not want to dictate to specific units because they are the masters of their academic content and what they need from their students.

**Senator Gifford:** Could you change the language to "programmatic needs" rather than "academic performance"?

**Senator Holland:** That would be something the Academic Affairs Committee could consider if it would like to.

**Senator Abdalla:** Could there be some sort of language about the timeliness in alerting students about the

dress codes before they enter into the classes?

**Senator Stewart:** I think that that would be a wise thing to do, but I don't think that this policy was meant to address that. Anytime you try to impose something on the stakeholders without them going along with it, you are going to run into problems.

**Senator Holland:** Hopefully, that would be addressed by bullet number one, "Dress codes should be developed in consultation with all affected groups."

**Senator Gudding:** There was an issue when the Chair of Marketing met with those of us on the Academic Affairs Committee. He said that the students were all on board, but we heard from a number of students who were not on board, but who felt that they could not speak their minds about it. The mechanism of this consultation is what I would be concerned about, such as if SGA is involved or if there is a secret ballot...

**Senator Stewart:** SGA has revised its constitution in which it states specifically that students should be consulted about areas of dress.

**Senator Gudding:** Can we make that language more specific about that mechanism so that a chair or department couldn't assert assent from one group without it being recorded?

**Senator Holland:** We discussed in Executive Committee that it is not just students who need to be on board. I believe that in the Marketing situation, there was even faculty dissent. I believe it was originally intended to be college-wide.

**Senator Fazel:** That recommended it.

**Senator Holland:** They recommended it college-wide, but only Marketing decided to go forward with it.

**Senator Stewart:** Senator Gudding, I think that that first bullet point covers it. It is a pretty broad net. Again, we did not want to get too specific because then you have a laundry list and then there are always going to be exceptions.

**Senator Borg:** With respect to the particular term "academic performance", the draft policy refers specifically to a policy that we are not considering here, which is the Faculty Responsibilities to Students Policy, an appendix to the Faculty Code of Ethics. Without changing the term there, "professionally-judged academic performance", the policy we are dealing with now would not refer directly to that. I suggest then that the Academic Affairs Committee add the words "program-specific" to the second bullet, line four, so that it would read, "Dress codes that are of general application should be relevant to program-specific academic performance." Right now, I would hate for us to engage in a discussion on a policy that we are not dealing with.

**Senator Holland:** I was on the committee that wrote the Faculty Responsibilities to Students Policy and we had no inkling that anyone would ever apply this to a dress code, but we were looking to make sure that people were not going to be abused.

**Senator Gudding:** I think that "program-specific" is an addition I was looking for. That does eliminate some of the vagueness, but I also like Senator Gifford's suggestion that performance is taken out of the equation and programmatic needs is inserted instead. I actually thought that that entire phrase should be stricken from

this document.

**Senator Kalter:** My concern with striking that line is that it would not protect students from dress codes that violate that very principle. Wouldn't you agree that it would be dangerous to take out "academic performance"? I wouldn't have an objection to adding something along the lines of what Senator Gifford suggested.

**Senator Stewart:** I agree.

**Senator Glascock:** I think that the exceptions would be things that happen outside of class, so is there some rationale for having a dress code for a student that is just going to a classroom?

**Senator Stewart:** If you are asking my personal opinion, I think no.

**Senator Bagnuolo:** I think that it is valuable in clinical settings and it makes sense for uniforms and safety, but the situation in the Marketing Department is what brought this forward and I don't feel that this document directly affects what's going on there. I think it just kind of allows for that and in no way directly makes a commentary towards what's going on there. We are just allowing it to continue. I don't think even with that first bullet point that, as students, we are given any real power as an affected group in that scenario. I know that we said that we are worried about lists, but I feel somewhere in there, there needs to be something official. It says "in consultation", but I don't know if there is to be a student committee or if students or to be specifically asked. In the future, I don't know in what kind of format that consultation would occur. I know that Student Government last year had a lot of issues with it, but I feel that the first bullet point leaves things very vague and allows for baby steps around it in the future. I think that something needs to be more firmly set in place.

**Senator Stewart:** I don't think that it is vague, but is specific. It is broad enough that it allows all groups affected to be consulted. It was put in there specifically for students.

**Senator Holland:** One of the reasons that we are doing this at all is that there were so many concerns about it last year in Marketing. So if other departments decide they need to implement a dress code, we want to have a lot of guidance for them about what needs to be addressed.

**Senator Hoelscher:** I am not in marketing, but I happen to teach entrepreneurship. We have to remember that the definition of "academic" changes depending on what we teach and where we teach it. One of the things that is very important is presentation, and practice makes perfect. If I don't start those kids early, helping them to understand what it means to stand before a group, when it comes time at the end of the semester when they do stand before a group, they don't do well. I would call that part of my academic requirements for them, so I would argue that for those of us who wonder if it could ever affect academic performance, we need to broaden our definition of what we consider to be academics.

**Senator Bagnuolo:** As a student in the College of Business, I understand the requirement for business casual for presentations; that's a time when it makes sense. I am commenting about a student being asked to dress in business casual to attend a lecture. In the first bullet in which it states that students should be consulted, that makes sense. I just don't see any actual power given to their voice. It could be a scenario as vague as a dean asking students in a hallway how they feel about it, but who are still given no power in the final outcome of what happens.

**Senator Holland:** I would definitely say here that we are not trying to address the Marketing dress code. If people want to address that, that could be a separate issue. We are just trying to develop a policy. We are in the Information Item section, so we should try to phrase things as questions. I am not sure how to go about guaranteeing something, but it is something that the Academic Affairs Committee can contemplate. If it is not developed in consultation, then we have problems.

**Senator Glascock:** Could you possibly develop a more specific definition of academic performance?

**Senator Stewart:** I think that that would be problematic because academic performance is going to vary from unit to unit and we don't want to try to anticipate something in the future or try to tell people in disciplines other than our own what academic performance is for their discipline.

**Senator Holland:** Bullets four and five are very useful here. You have to give a reason why a dress code is there. That would address the issue of academic performance. Also, the ability to protest the penalty for non-compliance has got to be included.

**Senator Van der Laan:** Could the committee rephrase some of the language? "Should be" sounds like merely a suggestion that could be liberally ignored at will.

**Senator Holland:** I suppose you could say "must" or "shall".

**Senator Winzer:** If you feel that you were not consulted in the process, would the only way to be involved be through non-compliance, protest and an appeals process? Is there a way of placing in the policy getting involved in the consultation before getting to the point of non-compliance and protest?

**Senator Holland:** If a dress code is official policy, would that have to be part of the college bylaws, which would then be required to go through the Senate?

**Senator Borg:** All matters of policy at the university are subject to the Board of Trustees, who authorized all decision making in the person of the President of the university. So, in fact, as collegially we want to do it and as much as we do take seriously the consultative process of governance, there is a point where that confronts the administrative process of making a decision.

Many of the issues that we are talking about now need to come up through some sort of confrontation if that is the only way that they get attention. In other cases, the issue of what is a proper consultation is as much a matter of communication as it is of policy. You can create all kinds of policy, but unless people are aware that they exist and take them seriously, they won't be implemented. With reference to this particular policy, I am not convinced that one can create a mechanism that ensures adherence.

**Senator Holland:** This, presumably, will come back to us again in January. You will have the opportunity to think about these questions and, at that time, you will have the opportunity to make comments for or against the approval of the policy.

***11.20.08.01 University Property Where Alcoholic Beverages are Permitted Policy – Revised  
(Administrative Affairs and Budget Committee)***

**Senator Kalter:** Last year, the Senate was contacted by Student Affairs, which requested that we change the policy entitled, "University Property Where Alcoholic Beverages are Permitted", in order to eliminate alcohol in the residence halls. On page 4 of the policy, essentially, all of the very complicated phrasing about

who could and could not have alcohol, etc., has been eliminated and replaced with the sentences that read,

“In residence halls, the consumption of ANY alcoholic beverages, regardless of age, is prohibited, except for live-in staff, their family members and guests, in accordance with Illinois liquor laws. The Director of University Housing Services (or his/her designee) shall provide the guidance necessary for live-in staff to be in compliance with this policy.”

Then there are minor changes to the “Apartment Living” section as well, which are underlined there. Our committee discussed this and essentially all agreed that this policy change was acceptable. We did ask Student Affairs to revise it to include the exception for live-in staff.

**Senator Gifford:** Have you thought of including the new alumni center where it says, “Bone Student Center, Braden Auditorium”?

**Senator Kalter:** We did not discuss anything about this except the request to change the residence halls and apartment living, but if you do have suggestions about other parts of the policy, I believe that the Executive Committee has kind of separated those issues and has asked us to look at it again. I believe that that one came up, if you will refer to page 5. We noted that sections A and D might need to be consolidated.

**Senator Mallory:** I am curious about why you were asked to make the changes.

**Vice President Adams:** The policy was difficult to enforce in the residence halls. It created a tremendous amount of hardship on the part of resident assistants, hall coordinators and area coordinators in trying to determine who was 21 years of age. Therefore, just as the smoking policy went into effect for all of the residence halls, we felt, to be consistent, that we wanted the alcohol policy to do the same.

**Senator Mason:** With Dunn-Barton and Walker being closed, there aren't as many living spaces on campus. That means that there are significantly fewer juniors and seniors living in the residence halls, so almost no one in the residence halls is going to be legally able to have alcohol anyway.

**Senator Van der Laan:** But isn't it true that students were of age in some of those residence halls and isn't it there a degree of hypocrisy imbedded in this revision to the policy saying that there shouldn't be any alcohol permitted for people who are 21 years of age and older in specified dorms and yet allow them to have a big booze party while tailgating under article C?

**Senator Kalter:** I am not sure I understand the last part of your question.

**Senator Van der Laan:** It seems to me to be hypocritical to say no alcohol for adults age 21 years or older in designated dormitories, except we can have a big booze party at home football games.

**Senator Kalter:** I am going to decline to answer that question.

**Senator Holland:** As Senator Mason stated, there are very few people affected. It is very hard to implement a policy of some people can and some people can't in a dorm. Things like tailgating affect not just the students, but alumni, staff, whoever shows up for the game. Presumably, it is not a 20-year-old RA's job to do that; we have police to do that.

The University Property Where Alcoholic Beverages are Permitted Policy will come before the Senate as an

Action Item at the next Senate meeting.

***Adjournment***