

**Academic Senate Minutes**  
**Wednesday, April 21, 2010**  
**(Approved)**

***Call to Order***

Senate Chairperson Dan Holland called the meeting to order.

***Roll Call***

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

***Approval of Minutes of April 7, 2010***

**Motion XXXXI-87:** By Senator Stewart, seconded by Senator Thornton, to approve the Academic Senate Minutes of April 7, 2010. The motion was unanimously approved.

***IBHE-FAC Report (Lane Crothers, IBHE-FAC Representative)***

**Professor Crothers:** We had a meeting on the same day as the IBHE on April 6 in Chicago. This has been an annual event where we meet and have lunch with the Board members. In the morning, we did have a chance to follow up on some of the issues that had been raised the last time I was here. It appears that in the new pension reform law, they are going to stop contributing to your pension for any dollar you make after \$107,000. We had also chatted before about going on at Olney Central College, which is part of the southeast community colleges. Olney had appeared to use the reduction in force process to undermine tenure. The update of that is that it does not appear to have been their intent, but it may be the effect. What they seem to have done is targeted expensive people and union activists. As a consequence of that, in many cases, you are also dealing with people who are at the top of the tenure chart. Finally, there have been a number of significant layoffs at Chicago State, allegedly in the administrative ranks. These processes seemed to have been driven largely independent of shared governance. I think that all of us believe that if you are going to make really serious changes, we at least get to be part of the conversation even if we don't make the final decision.

**Senator Kalter:** In your report, you mentioned that a new member of the IBHE is also on the Board of U of I. It's a little bit of a conflict of interest.

**Professor Crothers:** I haven't thought a lot about it. I have so little confidence in the Board that I have no empirical concern about conflicts of interest. I can see some issues there. The Board is relatively ineffective and the consequences of the fight to change it are so much worse than any potential conflict of interest. I think were the Board what it could be, it's a potentially big concern. What I find more troubling is that a lot of the out-of-state schools, if they don't have a physical presence in the State of Illinois, are not regulated by the Board of Higher Education. If some of those institutions start ending up with people on the IBHE, that's seems to raise a different set of questions. That would be more troubling.

***Presentation: Strategic Plan for Research, Scholarship, and Creative Expression (Rod Custer, Assoc. VP for Research, Graduate and International Studies and Scott Sakaluk, Director of Research and Sponsored Programs)***

**Associate Vice President Custer:** The strategic plan was initiated two years ago by the University Research Council. The University Research Council consists of representatives from the entire campus. It's basically faculty members from every dimension of the university and their job is to provide oversight, guidance and strategic type of thinking about research campus wide. Joaquin Vila suggested that we do something really

big this year. He suggested that we frame a strategic plan campus wide for research, scholarship and creative expression. So that's what we did.

Why would you want to do a strategic plan for research? One reason is to provide a framework. When you have something that is very large and complex, it's very important to develop a conceptual framework so that you are able to understand the various dimensions that fit within a plan and how those dimensions interact and connect with one another. The second reason is to stimulate positive dialogue around the campus about research and scholarship. Third, we wanted to recognize the excellence and breadth of research on campus. Finally, we wanted to incorporate research into ISU's larger planning efforts. *Educating Illinois* is the major planning effort that has been conducted for over a decade and has really set the tone. We wanted to take the research component of *Educating Illinois* and expand it. This is one more component that heretofore has been relatively undeveloped, so this now takes its place with the rest of the majoring planning documents.

We came up with three guiding principles. The first is to be sensitive to our cultural heritage. Here at Illinois State, there is a high value put on the relationship between students and teachers, a high value on learning and teaching, top-quality programs, the kind of atmosphere where students and teachers get to know each other and appreciate each other. We did not in any way want to lose that important part of our culture.

Number two, and I can remember very well President Bowman stressing that this can't be a grants strategic plan. This has to be something that represents the entire spectrum of scholarship here at ISU, embracing everything from the kind of work that happens in Fine Arts, to the hard sciences, to the applied sciences and the health sciences, virtually the entire spectrum of the campus.

Finally, upper administration didn't want us to break the bank. Don't develop a plan that would be so resource intensive that it simply wouldn't be doable or sustainable. So we tried to work within those three constraints.

**Dr. Scott Sakaluk, Director of Research and Sponsored Programs:** It was Dr. Custer's insight that before we embark on a plan, we should be certain about what our values are with respect to how research fits into the wider milieu of the academic culture on campus. We wanted to be very careful about respecting our historical culture and our unique academic culture. We formed an ad hoc committee and the job of that committee was to flesh out some values that would resonate with the campus community. We finally got a set of values that I think very few people on campus would disagree with. Those values led to the formation of a terse mission statement. It was the suggestion of the College Council of Applied Science and Technology that we ought to add a heritage and vision statement to make our document parallel with *Educating Illinois*. We were pleased to discover that not only are we parallel with what that document says about research, but we elaborate in many of the details with respect to research.

Here's where we are now. We have been spending the entire semester going around campus. We have met with the President and the Provost. We have met with the Provost and the deans at a meeting. We have met with the college councils in virtually every college. We met at chairs' meetings. We have met already with the majority of departments on campus to get input from the campus community. That's still an ongoing process; we still have some departmental meetings to make.

If I could talk a little about the structure of the plan. There are five sections to the document. The mission of the plan actually goes back to antiquities. It is a mission of any university to always involve the creation of new knowledge, its preservation and its dissemination through our teaching and our scholarship. The heritage section refers to our early heritage as a normal school, a school focused on the education of teachers through

our subsequent evolution as a larger, multipurpose institution. It is in this section of the document that we tried very carefully to tie our document and reinforce the connections with *Educating Illinois*.

Our vision in a nutshell is very simple. We desire no less than to be recognized leaders in our research, our scholarship and our creative expression. The values portion of this document is probably the most important part of the document. It is the philosophical heart of the document. There are five values which we enumerate, but there are two that resonate especially with me. The first is the idea that we are a community of scholars. We don't have artificial silos between our top researchers who are working in some ivory tower and the students who are working in the classrooms. Our value is that we work together, undergraduates, graduate students and faculty, to push the boundaries of knowledge forward. The second value that resonates with me is the breadth and excellence of research across the campus. We need to celebrate that and that's what one of our values should be.

The goals are the nuts and bolts of how we plan to remain true to our values. We have a number of action items; this is still an organic part of the document, but we have concrete ideas about how we might expand external funding, for example, how we might generate greater scholarship or greater recognition for the wonderful research on this campus. Rod will talk a little about how we hope to implement this research strategy.

**Dr. Custer:** As we have gone out and talked to the different groups on campus, this has been one of the questions. Where do we go from here? One thing that we are in the process of doing is incorporating the changes that we received as a result of these hearings. One example is to increase the involvement of undergraduates in the research process as a result of our discussions and also bolster the emphasis on the preservation of knowledge. The role of the university is to generate knowledge, to disseminate knowledge, but also to preserve knowledge. This is good feedback that we got from the library folks. We have added a research professorship to account for the kind of work that non-tenure track people and retired faculty do. Many of those folks remain very active in research here at ISU and need to be built into the document, so we did that. In the grants area, we had that as the number one or two goal. As a result of the feedback, we moved that down to number four. It is still the heart and soul of the goals, but not our number one goal. There are other priorities.

In terms of implementation for next year, the URC will launch into a process we call dashboarding where we want to take stock of how well we are doing on the various aspects of the document, where it is that we need to go from there—just doing some careful planning of the whole implementation process. A second component of this is with our faculty status committees, our DFSCs, SFSCs, CFSCs; this is really where the document belongs. It was developed by the faculty for the faculty. We hope that this will be a useful way of leveraging the priorities and goals of the various units. We are hopeful that they will take that and work with it. It will be an organic document that will continue to be revised and developed over the next four to five years we hope.

**Dr. Sakaluk:** Rod and I talked about what we wanted to say about what impact this document would have on the campus and we finally decided that the impact can be described in three words. First we want this research plan to be inspirational. We want to bring recognition to the talent and the world-class, cutting-edge researchers that are on this campus. We have been hiding our light under a bushel for too long. We need to better celebrate our success as scholars. Secondly, we want to be aspirational. We want to build on this growing reputation to continue our drive to become the public university of choice in the State of Illinois. We want to use this reputation to continue to attract high-achieving students and continue to attract the best faculty so that we are number one in the state. Finally, we want to be influential. We want, through our

research, or the way we incorporate research in this culture of individualized attention to students—we want to promote a lifelong research-centered mode of learning whereby our students go out and take that talent to the benefit, not only to our community, but to the state and the nation at large.

**Senator Horst:** Could you speak more about how you intend the DFSCs and the SFSCs to use this document?

**Dr. Custer:** I think it's going to vary depending on the faculty and the culture of the department. I will give you an example that has come up in the discussions a number of times. This relates to the grant's world. There are times where faculty have said that they spend a great deal of time developing a grant and they don't get it. The grant's world is so competitive that the odds might be 10 to 15% that you get it and then there are times where that counts for nothing in the process. It doesn't count for research at all. If you would have gotten the grant, it would have counted for something. We have gotten the plea from some of the folks around the university that could you put something in the document that would help DFSCs at least count for something in that while you are continuing the process. There has been some discussion of differential teaching loads. That's a big and complex issue. It's in the buff book; it allows for that possibility, but it is something that faculty and DFSCs have to sort out for themselves. What we are hoping this does is provide a framework that the various faculty can use to help leverage their priorities, to help clarify their priorities as they are developing their policies.

**Senator Mason:** I appreciate seeing student scholarship emphasized in this document. I was wondering if you had or are planning to talk to any students about the implementation of this.

**Dr. Custer:** We have been out intensively talking with the faculty. We haven't been built students into that process and that is a void. This was kind of the kick off where we are having a chance to have a number of students here. We very much welcome the feedback and hope that you will email that to us. I think what we want to do is set up a forum where the student leadership can pull together a meeting where we can sit down and have a broader discussion of this. That would be very, very helpful. If you would work with us to set that up, we would really appreciate that.

**Senator Kalter:** I was involved in a McNair program as a grad student. McNair programs are summer programs where undergraduates, who aspire to go to grad school, are brought in and given support. They do research with one faculty member or more. Have we thought about trying to set up something like that here?

**Dr. Sakaluk:** We actually piloted something like that last summer. It was a program called the Undergraduate Research Fellowship Program. The basic idea was supporting undergraduates to conduct research all summer for a modest stipend. Part of the way in which we evaluated these was how was this going to help the professional development of the student in terms of having the kind of experience that would push a student into going into graduate school. I say it was a pilot program because we had some funding in place so we could pilot it, but it is something that I think that would fit in well with the academic culture at ISU. But it is a resource needy type of program.

**Dr. Custer:** The other thing I would like to mention are the graduate and undergraduate symposiums. They are held every spring. The undergraduate symposium was held last Friday. Next year, make it a point to get out and see what is being done there. There is some remarkable research being done by undergraduate students in collaboration with graduate students and with faculty.

**Senator Kalter:** My next question had to do with the URGs. I was wondering how robust that program is

right now and what we are doing to increase funding to it.

**Dr. Custer:** I can't give you the exact numbers right now. It stayed fairly stable. Given the financial position here at ISU, we are just not able to build at this point, but it has been a priority of the administration to retain those and keep it robust. It has remained steady and the commitment remains there.

**Senator Marquis:** Senator Custer, if I could just see you briefly after the meeting so we can exchange information and get the student forum going.

**Dr. Custer:** Let's do it.

### *Chairperson's Remarks*

**Senator Holland:** I would like to thank Matt Spialek once more. This is your final meeting with us. Welcome to Senator Marquis as the new Vice Chair of the Senate. We have made a number of fairly notable hires in the last few weeks and I would like to welcome them to campus: Kristina Clevenger, Associate Vice President of Human Resources and Erin Minné as our new Vice President of University Advancement. I know right now we are looking for somebody in Administrative Computing. I don't recall her name, but we have a new Women's Basketball Coach.

### *Student Body President's Remarks*

**Senator Marquis:** I just want to thank you for the words of encouragement last week. Matt Spialek did an outstanding job this past year. I was wondering how to fill his shoes, but I realized that I was never really expected to fill someone's shoes, but instead put on a new pair of my own. I also realize that students are facing some serious problems and that is why over the course of the next year, the Student Government will be focusing on five pillars, communication, campus safety, college affordability, diversity and school pride. We are already hard at work ratifying our constitution that was passed by the past Association. This new constitution makes SGA more transparent and accountable to students here on campus. We replaced underrepresented senators with two new positions, which would be elected by the students at large. Those positions are academic senators and essentially represent students' interest from the individual colleges and RSO senators, which would represent the interests of Registered Student Organizations. It also makes it so that on-campus senators live in the area of campus in which they represent. We are in the process of having it ratified by the student body, which means we need 10% of the student body to sign a petition saying that they approve the new constitution. If you would be interested in having an SGA member come to one of your classrooms and speak to the changes that have been made and have a petition passed around, we would greatly appreciate that opportunity. You can speak with me after the meeting tonight.

### *Administrators' Remarks*

#### *President Al Bowman*

**President Bowman:** The state is starting to pay its bills. In the last ten days or so, we have received nearly \$9 million in payments. The state's outstanding balance for us is just over \$37 million. There is a Board of Trustees meeting coming up relatively soon, the first Friday in May. We will take to the Board and ask for an increase in tuition and fees. We are still working on our numbers, but we are trying to balance the need to meet the university's obligations in the face of declining state support as well as keeping an ISU education affordable. Despite the steep increases over the past decade, our prices are certainly not out of line. Part of the reason we have been able to retain our position on the Kiplinger Survey has been, in addition to the quality improvements we have made, that our pricing is certainly competitive. Enrollment deposits look very strong. Student quality for the freshman class for next fall is very close to the record that was set last fall.

The Obama administration announced that the Department of Education will no longer allow universities to rely solely on student surveys to prove that they are meeting the gender requirements of Title 9. That's a good change. That law was changed under the Bush administration in 05 and this will take us back to the way the law was interpreted up to that point.

The faculty grant activity continues to grow and we have been talking about that as a real plus this year. We had a dinner and a recognition ceremony for faculty and staff members who had reached the million dollar mark in grant awards during their career here at Illinois State. There is a large number across campus. The group that we recognized this week were people who had reached that level this year. They included a retired member of the faculty from Biological Sciences, who is still very active in his discipline.

We are very excited about the new Vice President for Advancement, Erin Minné, from the University of Iowa. She is managing a half billion dollar campaign right now for Health Sciences there and brings a wealth of experience. An awful lot of private development is going on, not only in this community, but around the country. We had an alumni fundraising event in Des Moines, Iowa over the weekend. We have gotten a lot of corporate support for alumni events to the point where a number of companies are allowing us to host alumni events during company hours onsite. State Farm has allowed us to do that. Country Insurance and I think next week we will do one at Afni, Archer Daniels Midland tomorrow.

We are stepping up our fundraising activity. Year in and year out, we increase our target goals. The goal this year is to raise \$11 million by June 30<sup>th</sup> and I think that we will get beyond that goal this year and when Erin starts on June 1, we will give her a bigger number. We are very optimistic that we will be able to achieve these goals. The economy is healing. The job market hasn't bounced back, but there is an awful lot of interest in Illinois State and in supporting our activities.

#### ***Provost Sheri Everts***

**Provost Everts:** The enrollment deposits look great. They continue to come in and they are very strong. The profile of our stellar freshman class is holding steady at an ACT average of approximately 24.3. We have an additional search—the Assistant Provost search. Phone interviews took place this week and they will schedule the on-campus interviews as soon as possible.

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

**Vice President Adams:** I got a question two weeks ago about the Census Report and I have a little more information tonight. There has been an extensive marketing campaign in the residence halls, dining centers, Bone Student Center, posters, electronic graphics, news releases. There was a banner across Main Street at College Avenue. We are trying to get the word out that students need to participate in this. The results for on-campus residents are very good. We really have no way of measuring off-campus students. Nearly three quarters or over 6,200 students in the residence halls have filled out the census form. Our staff is going door to door to try to get them to fill those forms out. One residence hall has one hundred percent participation—Wilkins Hall. Five of our halls are in the 80% and four are in the 90% at this point and we have two that we haven't collected from.

The work is moving along very rapidly as far as the architects are concerned in Bone Student Center/Braden Auditorium. Perkins and Will is the name of the firm and they specialize in student centers all over the country. They realize that there are financial constraints. No tuition dollars, no state dollars, no student fee dollars go toward that, but they have put some plans before us that are very attractive. The changes that will

take place will be phased in over a period of time.

A lot of work has been completed at the east end of the hallway. Einstein Brothers is really taking shape. There will be windows, a fireplace, comfortable furniture and some good food. We are looking at an opening in mid May.

The Student Fitness Center is on track for opening 1/11/11. The old recreation facility at Willow and Beech will remain open throughout the fall semester.

**Senator ?:** Are there any plans for that building after it is no longer in use as a rec center?

**Vice President Adams:** Yes, we lease the land and the building. There have been many discussions about some of the areas that are going in there. We intend to retain that.

**Senator Palmer:** Is the closest parking going to be the COB garage?

**Vice President Adams:** That is the only parking that is going to be available around that facility for the opening of it and for the foreseeable future. Dan, that parking garage has been expanded by a number of spaces, hasn't it?

**Vice President Layzell:** Yes.

**Senator Thompson:** Is there a thought about, for faculty and staff who might want to use the rec center, what fees might be involved?

**Vice President Adams:** That information is in draft form right now and we will be circulating that information throughout the summer and into the fall. At this time, we have no plans for public use of that facility because of the existence of so many fitness centers all around the twin cities. The cost for that will certainly be no lower than what students were paying per semester hour for their fees. Students will be admitted free, but they are paying that fee, so it is a hidden cost.

**Senator Kalter:** Will that include partners of faculty and staff?

**Vice President Adams:** Yes.

**Senator Kelly:** Will that include alumni?

**Vice President Adams:** I don't remember if alumni are on there, but I think that there is a limited number. I think that we cap that at a certain number and there has to be a limit some place. There will be that opportunity.

**Senator Mason:** Since students won't have to pay for the pass to go to the new building, is the rec only going to sell passes to students for fall next year?

**Vice President Adams:** Yes.

**Senator Holland:** It wouldn't be a Senate meeting without an H1N1 report.

**Vice President Adams:** Through the fall semester at this point, week 14, there were 662 cases of influenza-like symptoms. This semester, there are 48 at the same number of weeks. That does not mean that there are not others who have not reported to the Student Health Center.

***Vice President of Finance and Planning Daniel Layzell***

**Vice President Layzell:** As you mentioned, Senator Holland, Khris Clevenger started on April 12<sup>th</sup> as our new Assistant Vice President for Human Resources. She is already out meeting with various individuals and groups across campus to talk about what is working and what is not working so well. We have a search for an Associate Vice President for Administrative Technology underway. We have had two of the three finalists that were originally selected come to campus. We found out earlier this week that the third finalist withdrew because he had received another job offer. I will be getting the search committee report early next week and hope to make a decision very soon thereafter.

On the Master Plan, we are developing our draft recommendations right now and we will have something ready to share probably late May, early June. We are making very good progress in that regard. I had a chance to meet with Senator Marquis earlier this week to talk with him as he comes into the working group. I want to thank Senator Spialek for his work on the committee.

***Committee Reports: No reports.***

***Action Items:***

***03.25.10.01 Equitable Treatment of Students Policy-Revised (Distributed in 4/7/10 Senate Packets) (Academic Affairs Committee)***

**Motion XXXXI-88:** By Senator Stewart to approve the Equitable Treatment of Students Policy as revised. The motion was unanimously approved.

***03.25.10.02 Volunteer Emergency Worker Policy (Distributed in 4/7/10 Senate Packets) (Academic Affairs Committee)***

**Motion XXXXI-89:** By Senator Stewart to approve the Student Absences Due to Service as a Volunteer Emergency Worker Policy. The motion was unanimously approved.

***04.01.10.03 Institutional Goals and Priorities Report (Distributed in 4/7/10 Senate Packets) (Planning and Finance Committee)***

**Motion XXXXI-90:** By Senator Fazel to approve the Institutional Goals and Priorities Report. The motion was unanimously approved.

***04.08.10.01 Blue Book Revisions – AABC Functions: Academic Impact Fund-Draft 2 (Administrative Affairs and Budget Committee)***

**Senator Kalter:** This is just to let the committee know more precisely when to do what on the AIF and also when to do what on the operating budget.

**Motion XXXXI-91:** By Senator Kalter to approve the Blue Book revisions. The motion was unanimously approved.

***Communications:***

**Senator Stewart:** The Student Annual is up in the College of Fine Arts and there are graduate and undergraduate BFA and MFA shows in the other two galleries. Kerry Stewart's show is going to be May 4<sup>th</sup>.



**Senator Hoelscher:** Just to mention one more time—E Day—it will be this Friday. It will be a great time. We have a great speaker and I have 24 slots open. Lunch is free.

**Senator Custer:** This weekend is the Gamma Phi Circus, Friday night at 7:00 p.m., Saturday, 1:00 p.m. and 7:00 p.m. It is the oldest collegiate circus in North America. They put on a great show.

**Senator Van der Laan:** It is poetry month, so I suggest you all read or write a poem.

***Adjournment***

**Motion XXXXI-92:** By Senator Hoelscher, seconded by Senator McGinty, to adjourn. The motion was unanimously approved.