

**UNIVERSITY OF ILLINOIS AT SPRINGFIELD  
CAMPUS SENATE MEETING AY 2010/2011  
January 28, 2011  
10:00 AM – 12:00 PM  
PAC Conference Room “G”**

**Senators Present:** D. Ballard, L. Bogle, P. Boltuc, S. Borland, J. Casinova, K. Eisenhart, L. Fisher, R. Garmil, T. Helton, K. Jamison, W. Kline, X. Li, J. Martin, P. Salela, L. Schoo, D. Schuldt, B. Siddiquee, A. Sisneros, C. Switzer, H. Thompson, M. Van Vossen, T. Wang, Y. Zhang and T. Ting presiding.

**Senators Absent:** R. Melchin, C. Olivier, K. Sheridan and P. Wassenberg.

**Ex-Officio:** L. Pardie

**Guests:** D. Anthony, T. Barnett, B. Bunch, D. Ford, J. Gilliam, B. Hayler, W. Johnson, C. Jones, J. Korte, K. McMath, N. Niebur, L. Otterson, K. Patricio, K. Poynter, S. Reed, J. Ringle, K. Rutherford, B. Rushton, E. Stanley, E. Wojcicki, and M. Yoder.

1 The Senate was called to order at 10:00 am.

2

3 **Approval of the day’s agenda**

4 The meeting was called to order at 10:00. Bogle moved to approve the agenda for  
5 January 28, 2011. Li seconded the motion.

6

7 **Approval of Minutes from Meeting of December 3, 2010**

8 Ting called for a motion to approve the minutes from December 3, 2010. A motion was  
9 made by Salela and seconded by Casinova. Schuldt stated that he should be listed as  
10 absent from the meeting, but was not listed as either present or absent. Additionally, he  
11 stated that APAC sent Amanda Winters as an observer. Ting asserted that Winters was  
12 listed on the minutes as present at the meeting. Fisher noticed needed name corrections  
13 on line 240, Sheila Stocks-Smith had been incorrectly spelled as Stuck-Smith. On Line  
14 490, Lynne Price’s first name was missing an “e” at the end of Lynne. Referring to line  
15 241, Fisher suggested that Jamie Kruger’s name included an extra “e” in Kru(e)ger.  
16 Jamison corrected the spelling of Czamy on line 240 to include an “rn.” The corrected  
17 spelling is Czarny. Sisneros asked whether lines 397-399 on page 10 was a complete  
18 report of what had been stated by Provost Berman at the meeting. Thompson stated that  
19 when numbers are presented she includes them in the minutes; however, she would listen  
20 to the tape to ensure that no information had been left out. Jamison asked that BOT be

21 capitalized on line 81. Martin suggested this may be stylistic. Jamison requested a space  
22 be included between with and 1 on line 107. Ting thanked the senators for a close reading  
23 of the minutes and called for acceptance with suggested corrections and modifications.  
24 Senators voted unanimously to accept the minutes. **Announcements**  
25 None  
26

## 27 **Reports**

### 28 **Chair – T. Ting**

29 Ting welcomed the senators back for the spring 2011 semester. She reminded everyone  
30 that the Grande Marshall election will close at 4:00 pm on Tuesday February 1, 2011.  
31 Chair Ting provided an update for the ODS Director search. In the fall, Ting reported that  
32 Student Affairs would be conducting a search with the hope of having a new director in  
33 place at the beginning of the next academic year. VCSA Barnett asked for  
34 recommendations for 2 faculty representatives serving on the search committee. Shuang-  
35 Yueh Pui, Assistant Professor of Psychology, agreed to serve on the committee. One of  
36 her areas of research expertise concerns the impact of ADA on organizations. Kate  
37 Sheridan, Assistant Professor of Social Work, also agreed to serve. Sheridan also has  
38 extensive ADA experience. Ting asserted that the search is already in process. Casinova  
39 asked if there is a student member on the ODS search committee. Ting asked VCSA  
40 Barnett. Barnett reported that there is not a student representative at this point.  
41

42 Ting reminded senators that CARR is currently suspended for the academic year because  
43 it was not working as it was intended. Questions emerged about the broad charges and  
44 very large committee size. Due to the size, scheduling meetings has been very difficult. It  
45 was suspended for this year with the plan to talk about how to restructure. Ting asserted  
46 that the committee was created because of problems and issues with one person, who is  
47 no longer at UIS. The SEC has discussed the need for CARR to remain as a standing  
48 senate committee. While CARR was working to identify issues of concern related to  
49 advising, recruitment and retention, they were not able to follow-up with the concerns.  
50 The SEC, in discussion with VCSA Barnett who is also in charge of enrollment  
51 management, concluded that Barnett will present a report to the senate every semester  
52 regarding enrollment management. Senators and faculty can raise concerns and ask  
53 questions at that time. VCSA Barnett also has an advisory committee which includes  
54 deans and chairs. Ting told senators that they will be seeing a resolution to call for the  
55 dissolution of CARR. When the resolution appears, a debate or discussion can take place  
56 on the senate floor. Again, Ting asserted that the decision to bring about the resolution  
57 was based on the feedback from meeting with CARR committee members and  
58 conversations with VCSA Barnett.  
59

60 Ting thanked Yoder, Faculty Athletic Representative, for sending out an email the  
61 previous day regarding the student athlete and faculty recognition event on February 5,  
62 2011. The event will take place at half-time. Student athletes who are on the athletic  
63 director's honor role will be recognized, along with a faculty member who has had a  
64 tremendous positive impact on each student. Ting stated that she will try to be there to  
65 congratulate students and colleagues and encouraged everyone to come and support the  
66 students and colleagues. Yoder said he worked closely with athletics to plan the event.

67

68 According to Ting, the Illinois Times published an article entitled, *Not Ready for the Big*  
69 *Time*. While she reacted to the title, Ting believed that the article itself was more  
70 balanced. Ting wanted to share a quote from Interim Chancellor Berman which stated,  
71 “So much depends on a mutual sense of trust that I think we have developed now on the  
72 basis of the administration having really been forthcoming with communication with its  
73 leaders. ... That takes you a long way,” Berman says. “Whatever was, was. What about  
74 right now?” Ting seconded Berman’s sentiment. She continued by stating that we have  
75 been trying to move forward and is glad to read about the importance of having mutual  
76 trust because distrust creates barriers and impediments. Ting doesn’t know how many  
77 people in the community actually read the article, but hoped that they didn’t stop at the  
78 headline. Ting wished that all faculty could attend the board meetings to get a sense of  
79 how well UIS is thought of by the BOT and President Hogan. She asserted that athletics  
80 does not define what we do at UIS as a whole. Ting believes that the BOT and the  
81 President see UIS as a gem, albeit small, of the U of I with great potential.

82

83 Lastly, Ting reminded senators that she sent out email to the campus community on  
84 Monday, January 24 at 1:02 p.m. to bring attention to campus community about the  
85 upcoming senate reports by Interim Provost/Vice Chancellor for Academic Affairs, the  
86 Vice Chancellor of Student Affairs, and the Faculty Athletic Representative.  
87 Approximately 2 hours later, at 3:16 p.m., Ting received an email from Mr. Bruce  
88 Rushton, from the SJR. Ting said that she does not know Mr. Rushton or what he looks  
89 like. Quoting from the email Ting read, “Hello Ms. Ting, I would like to speak with you  
90 regarding the upcoming faculty senate meeting. It is my understanding that matter of UIS  
91 response to a FOIA request by the SJR will be discussed with/by Lynn Pardie. Could you  
92 please call me at ...” Ting did call Mr. Rushton and he asked about the meeting and  
93 location. He also asked other questions. Ting stated that he may be in the audience and  
94 wanted senators to know that she did receive such a request.

95

96 Fisher asked for update on Chancellor’s Search. Ting said that due to the confidentiality  
97 of the search process, all she could say at the moment is that the search is moving along  
98 very well. Regarding the proposed suspension of CARR, Garmil wished to emphasize to  
99 the SEC that faculty plays a strong role in retention. Ting agreed with Garmil and  
100 suggested that when concerns arise, an issue-oriented task force might better address  
101 problems. According to Ting, CARR did well to identify concerns but did not address  
102 problems, which was also required of the committee.

103

104 Ting called on Hayler and reminded audience members the importance of introducing  
105 themselves. Additionally, Ting stated that sometimes there is not time to open discussion  
106 to include audience members. Hayler, Professor Emeritus of Criminal Justice, pointed out  
107 that every senate meeting is open to the public and that senate minutes are public record.  
108 Hayler stated that she was surprised that such a big deal was made about a reporter  
109 possibly being present. She hoped that no one would censor discussion as a result of  
110 having reporters or others present at the meeting. Ting said that she did tell Rushton that  
111 senate meetings are public meetings and wanted to let the senators know. Sisneros asked  
112 for clarification regarding Robert’s Rules of Order. Based on his understanding of the

113 procedures, any senator has the right to yield time to someone in the audience. Sisneros  
114 referred to a Spring 09 senate meeting where a student senator was recognized by the  
115 senate chair and yielded to someone in the audience. Sisneros wanted to bring this to the  
116 attention of the senators and also ensure that this was the understanding of the senate  
117 chair. Ting stated that she would defer to the parliamentarian. Helton said this sounded  
118 correct to her; however, she noted that the time allotted on the floor is finite. Sisneros  
119 agreed. He wanted senators to understand that they do have a right to yield time to  
120 audience members. Ting said she appreciated the point made by Sisneros.

121

122 **Provost – L. Pardie**

123 Pardie welcomed everyone back. She began her report by discussing faculty mentoring of  
124 student research at the undergraduate and graduate level. Pardie stated that the type of  
125 mentoring in student research that happens at UIS is part of what makes us a unique  
126 institution. We have students who present their research at regional and national  
127 conferences. Currently, there is a push at all institutions to increase the amount of  
128 mentoring that happens especially at the undergraduate level. We have a strong  
129 foundation including the Annual Science Symposium, which continues to grow. Last year  
130 we had our first Arts, Humanities, and Social Sciences Symposium which included work  
131 from both students and faculty members. In the fall, we were included in COPLAC and  
132 they filed a proposal through the council of undergraduate research for an NSF grant to  
133 provide funding for us to promote undergraduate research. Pardie was proud to announce  
134 that COPLAC was successful at getting the grant. Four faculty from UIS will be  
135 participating in the initiative and will be meeting with other institutions to brainstorm  
136 ideas and bring back creative strategies to deepen and broaden undergraduate research at  
137 our campus. Pardie stated that there was a short amount of time to select the faculty to  
138 participate. The four “core team” of faculty are: Rebecca L. Landsberg, Assistant  
139 Professor of Biology; Hei-Chi Chan, Associate Professor of Mathematical Science;  
140 Dennis Ruez, Assistant Professor of Environmental Sciences; and Carrie Switzer,  
141 Associate Professor of Psychology. According to Pardie, the COPLAC grant focused  
142 specifically on science, technology, engineering, and mathematics. We are interested in  
143 much more broadly on our campus. More UIS faculty will be asked to participate in a  
144 research oriented campus group to take ideas brought back from the core team and  
145 deepen our involvement in undergraduate research. Pardie thanked the faculty who will  
146 be leading the initiative.

147

148 Discussing current headcount data, Pardie stated that official census data for Spring 11  
149 will be available next week. Currently, it appears that undergraduate headcount is up by  
150 1.7% over last spring. Graduate headcount will be comparable, but the FTE will be up for  
151 both graduate and undergraduate. We continue to work on transfer applications and  
152 admissions and enrollments. VC Barnett and Chancellor Berman have been working on  
153 articulation agreements with Community Colleges to help support our efforts. In the spirit  
154 of retention, Pardie reminded faculty teaching courses where midterm grades are required  
155 (09, 100, and 200 level courses) to submit midterm grades in timely fashion. The  
156 midterm grading deadline is noon on Wednesday March 16<sup>th</sup>. This is during spring break,  
157 which is a challenging time. The timing is about the academic calendar. Timely midterm  
158 grades are necessary to get an accurate assessment. When we accurately assess and report

159 midterm grades, this dramatically improves the probability of student success. Pardie  
160 emphasized that the midterm grading process is part of the heart of teaching to ensure  
161 that faculty are getting feedback to students and providing necessary guidance.

162  
163 Pardie stated that she had been asked by the SEC to speak to the FOIA request. She  
164 believed that the concern of SEC was that UIS acted in a timely and cooperative fashion  
165 in response to the State Journal's FOIA request filed in relation to events in 2009. Before  
166 providing information, Pardie stated that her comments would be limited because of the  
167 active FOIA request. Pardie suspected that fewer questions exist within the university  
168 than perhaps outside of the campus community because most of us understand that at the  
169 heart of the matter is a catch-22 between the requirements of FERPA (federal law which  
170 protects students' right to privacy) and FOIA (newer state law that mandates public  
171 access to certain types of records). Each law presents its own set of intricacies and is  
172 incredibly complex. Each law has its own intricacies and within a university context, the  
173 conflicts of the two laws are very real. Most within the university understand this because  
174 we deal with FERPA regularly. Faculty and staff who deal with confidential information  
175 go through FERPA training before given access to information. Sometimes, even in our  
176 own work, it is not always easy to sort through the nuances. We are fortunate to have  
177 both a FERPA officer and a FOIA officer on our campus to assist in this process. Officers  
178 serve as consults and guides as issues arise and they in turn consult with campus legal  
179 counsel when complicated and competing issues emerge. Those officers have been  
180 involved in responding to the SJR's FOIA request. Pardie asserted that the FOIA law is  
181 new and an oversight process is associated with it. The Attorney General's office has  
182 public access counselors to help sort through issues. Very appropriately, the university  
183 has worked in conjunction with a public access counselor to help sort through competing  
184 requirements of FERPA and FOIA in dealing with the matter. Clarifying information that  
185 may not have been clear in the SJR coverage, Pardie asserted that the university's  
186 cooperation included working with the Attorney General's office to invite a friendly  
187 subpoena. This happened because the university was caught between the requirements of  
188 FERPA and FOIA. Pardie stated that the university was trying to comply simultaneously  
189 with both laws. As a lay person, Pardie stated that she would not think of the terms  
190 friendly and subpoena as being compatible, but this is indeed what has happened.  
191 According to Pardie, numerous communications occurred between the university and  
192 public access counselors to resolve the issue. Every deadline required by law was met by  
193 the university in response to requests. Sharing her opinion, Pardie stated that the  
194 university has acted in an appropriately cooperative manner in the process.

195  
196 Ting asked Pardie to talk about the continuing education. Pardie asked whether senators  
197 know about continuing education online. Ting asked Siddiquee if his question was about  
198 continuing education. Siddiquee had a question about the report just given. He said that  
199 he thinks everyone understands the importance of protecting the privacy of students.  
200 However, the questions are about the apparent protection of privacy of the coaches, not  
201 that of the students. Furthermore, Siddiquee referred to the article which stated that a  
202 student was given monetary compensation and asked whether compensation was also  
203 paid to others in dollar or in kind. Pardie reiterated that she was not going to speak to  
204 specifics because of the pending FOIA request. Pardie asserted that the university has

205 administrators who have responsibilities and clearly specified regulations regarding  
206 employment which begin with the search process and extend to hiring practices and  
207 evaluative procedures. The university has policies and procedures that must be followed.  
208 Furthermore, Pardie stated that there are university guidelines in place that we all have to  
209 abide by. In regard to the settlement, Pardie reminded senators that the university also has  
210 procedures in place for dealing with claims against the university. From Pardie's  
211 perspective, the settlement being questioned was handled in accordance with those  
212 procedures. This included multiple administrative offices at different levels of the  
213 institution. Addressing Siddiquee's question, Martin pointed out that when a payment is  
214 made from the university self insurance fund, it requires a motion by the BOT under  
215 normal role call agenda so that any payments made are publicly listed there. We are  
216 assured to that extent, according to Martin.

217

218 Sisneros stated that he understands the catch-22 mentioned by Pardie in terms of the  
219 settlement. He asked whether something is preventing or precluding the institution from  
220 notifying the community about the settlement before the news appears in the papers. He  
221 said this is an issue of transparency. Given the intensity, ramifications, consequences and  
222 implications of the matter at hand, Sisneros found the news shocking. He continued by  
223 stating that we all want to trust each other; however, trust is very difficult to have when  
224 we learn such information from external sources. Was there something precluding the  
225 institution from informing us? Secondly, Sisneros noted how significant \$200 thousand  
226 dollars is in the current economic climate. We have enough challenge within the  
227 institution without the press we are getting about the settlement or the recent editorial or  
228 the next issue about vandalism.

229

230 Pardie shared in Sisneros's distress related to the recent press coverage. While she did not  
231 want to speak for everyone, she stated that many feel a personal identification with the  
232 university. Pardie talked about how she did not plan to stay at UIS for 20 years. She is a  
233 Licensed Clinical Psychologist. Her initial plan was to come to then SSU, teach for a year  
234 while finishing her dissertation and move on to another institution. During that year, she  
235 fell in love with teaching and this campus. It is difficult to see anything that casts  
236 questions regarding the integrity of the university, students, or fellow colleagues. Those  
237 things happen. She suggested that we surely are not so provincial to think that we are the  
238 only institution where things occur. Things occur on other campuses as well. To some  
239 extent, prior to moving forward and doing the new kinds of things we are doing we may  
240 have been a sleepy campus and these things weren't going to attract attention. Now they  
241 do. Pardie continued by stating that hopefully this won't overshadow what happens day-  
242 in and day-out on this campus. She hoped that this kind of thing does not call into  
243 question the fine student athletes that we have or raise questions about the best interest  
244 that coaches have for the welfare of students or faculty. One incident should not be  
245 allowed to overshadow all of the wonderful things that occur here. Furthermore, Pardie  
246 stated that for all of the potential misunderstanding from the recent publicity, she does  
247 not hear a lot of negative feedback. With regard to settlements, Pardie asserted that  
248 claims occur all the time. Referring to Martin's comments, Pardie said that there are  
249 many claims against the University that occur every year. Pardie stated this is not any  
250 different than what happens at other universities. She reiterated the importance of trust.

251 Overall, Pardie believes that the vast majority of faculty, administrators and coaches act  
252 in the best interest of the students, and behave in accordance with established policies and  
253 procedures.

254

255 Ting shared that three senators serve on the University Senates Conference. Currently,  
256 Eishenhart, Martin, and Ting serve. Serving on USC has taught us how overall U of I  
257 operates. Through work on the USC, attendance at the BOT meetings, and work on BOT  
258 subcommittees, Ting has learned about the “nitty gritty” of how the university functions.  
259 Ting wanted to bring to the attention of senators that the U of I, and many higher  
260 education institutions, have multimillion dollar pot of money called the self insurance  
261 fund. This fund allows the university to address multiple issues like medical operations  
262 when colleges of medicine get sued, workers compensation, general or public liability.  
263 The endowment is principled and addresses a variety of different kinds of claims. Last  
264 year, we had furloughs because of the problem with cash flow. Ting asked Eisenhart and  
265 Martin to confirm a visit by VP Knorr to USC last year who said that we have other cash  
266 such as the self insurance fund, but the University does not want to touch this pot because  
267 that is the money that is used to address different claims. Ting asserted that money for  
268 claims comes from the University level and is not part of the Springfield campus budget.

269

270 Fisher stated that she wanted to follow-up on the question raised by Sisneros. She  
271 recalled the outcry by faculty that emerged over email during the spring 09 incident. The  
272 plea was for information regarding the nature of the problem. This led to the appointment  
273 of the investigating committee. Fisher believed that everyone understood that if a report  
274 was given on the events, it might be necessarily limited because of the need to protect  
275 students and the need to be confidential in the early stages of personnel matters. Fisher  
276 agreed with Sisneros, that in the face of an unusual incident where a direct request for  
277 access to information existed it would be useful to have bare information. She asked if  
278 something precluding administration from sharing 3 specific points: (1) there was a  
279 problem; (2) here is how we are going to handle it; and (3) here is how we are going to  
280 try to make sure that this kind of thing doesn't happen again. Pardie appreciated the  
281 sentiments raised by Fisher. Given the small size of our campus, Pardie said we are  
282 susceptible to rumors. She suggested that it is not that simple which is why we have  
283 people whose work responsibilities involve sorting out these matters. They are very  
284 complex issues and this is where the trust comes in. Pardie stated that she understands  
285 that this may not be a very satisfying response but has no reason to believe that the  
286 people charged with making those decisions are not doing so in the best interest of the  
287 institution.

288

289 Borland also expressed concerns related to information about the \$200 thousand dollar  
290 settlement being released through the SJR. As a senator, and representative of the  
291 university, she expressed frustration with the lack of information. According to Borland,  
292 it is embarrassing when someone outside of the campus approaches her in her capacity as  
293 a leader about information in a newspaper article. She believed something as simple as an  
294 email stating simply that the settlement has been made would be useful. Garmil said this  
295 is also comparable to the email sent by the Chancellor about the FOIA request. Siddiquee  
296 clarified that his prior question was not about where money is coming from but about

297 transparency. Ting, speaking for herself, said that she does not share the frustration  
298 expressed by others regarding the settlement. She continued by stressing that faculty need  
299 to think about our role which is part of the governance structure. Faculty governance is  
300 one part of structure; faculty shouldn't expect to be at the center of every matter. She said  
301 that she understands the frustration comes from a love of the campus and colleagues  
302 don't want to see people being disadvantaged or harmed. Ting encouraged faculty to  
303 think about normal administrative procedures to resolve or get to the bottom of similar  
304 issues on the campus. She suggested that faculty need to be more patient. However, Ting  
305 agreed that if for nothing else, a heads-up to campus community from the administration  
306 stating something like, we really regret that such a thing has happened and we are doing  
307 our very best to resolve it, would be much appreciated. She asserted that this type of  
308 communication would be appropriate. Demanding specifics at that time, according to  
309 Ting, is not appropriate. Speaking to Pardie, Sisneros stated that she, Chancellor Berman,  
310 and the institution have his empathy. He continued by stating he continues to be  
311 ambivalent particularly given the email sent that morning by President Hogan and Interim  
312 Chancellor Berman regarding the fall vandalism incident stating "we do all we can"  
313 (note: the email said "we do all that we can to address the situation and help those who  
314 are victimized"). Providing more information is necessary to nip matters in the bud so  
315 we don't have issues continue to resurface. Pardie appreciated the comments made by  
316 Sisneros. In response to the email sent by President Hogan, Pardie reiterated that we are a  
317 small institution and we are doing new and different things, both positive and not so  
318 positive effects emerge. She urged senators to understand that this is part of the growth  
319 process as an institution. Pardie continued by stating that just as we urge students to apply  
320 critical thinking skills to new areas of their lives, so must we. She challenged senators to  
321 be very cautious of staying away from making spurious associations between isolated  
322 things that have come up. Ting announced that it was 11:00 a.m. and we need to move on  
323 to other agenda items.

324

#### 325 **Student Government Association – M. Van Vossen**

326 Van Vossen stated that the SGA Vice President and the co-chair of the governmental  
327 affairs committee graduated at the end of the fall semester. Part of his duties was leading  
328 the lobbying efforts. Van Vossen appointed Ballard to this position, which means he is no  
329 longer parliamentarian. Currently, the SGA is in the process of searching for a  
330 parliamentarian. Another vacancy occurred because the freshman senator transferred to  
331 another university. SGA is considering a resolution on the Dream Act, even though this  
332 failed on a national level. Because the SGA believes the act is symbolic of what this  
333 university wants to accomplish, the SGA thinks it is important to consider.

334

#### 335 **Vice Chancellor for Student Affairs – T. Barnett**

336 Barnett referred senators to the email that had gone out this morning from President  
337 Hogan and Chancellor Berman. In December right before the holidays, an incident  
338 occurred in a residence hall. Graffiti was written on the marker boards which hang on the  
339 residence doors. The issue was addressed very quickly by the student affairs staff. The  
340 alleged perpetrators were identified, and addressed the next day. Several meetings took  
341 place with Student Affairs Administrators, including housing, the LGBTQ resource

342 office, and the diversity center. Barnett believed the issue was addressed in a quick and  
343 efficient manner.

344

345 According to Barnett, several boards were vandalized. Counseling and services were  
346 made available for victims. One student was offended much more than other students by  
347 the anti-Semitic marks made on her board. Student Affairs, housing, and VC Barnett met  
348 with the student to help her deal with her final exams. According to Barnett, the  
349 disciplinary process is still ongoing. As a result, he could not speak to that aspect of the  
350 incident. Barnett asked senators to trust Student Affairs to deal with the matter. Barnett  
351 stated that a number of issues occur in residence halls and that residence hall staff are  
352 trained to deal with most issues. Occasionally, an issue will rise to a greater level of  
353 concern which is when the Dean of Students and VC Barnett get involved.

354

355 Korte disseminated a document outlining how Student Affairs handle various issues that  
356 come up on campus. Barnett asserted that Student Affairs division, staff, or faculty do not  
357 tolerate such comments or remarks. He asked that if faculty see or hear questionable  
358 material that they contact Korte, or Barnett. He said that SA will not send out an email  
359 regarding every incident that occurs because they are dealing with the victim(s) and  
360 students involved. However, Barnett is happy to answer particular questions when  
361 possible.

362

363 Referring to the Campus Incident Response outline provide by Korte, Barnett said that  
364 when an incident occurs the people who respond can include housing, the Dean of  
365 Students, Campus Police, AEO (Access and Equal Opportunity Office) and the VCSA.  
366 In regard to the recent incident, Barnett said housing responded first. VCSA Barnett was  
367 informed the following day. Consultation/briefing with various entities occurs, depending  
368 on type of incident. Barnett reiterated that each is different. Next is the discipline process.  
369 Once the housing staff has responded, the police are contacted when necessary. Staff will  
370 conduct a review and meet with the individuals involved. If it is determined that further  
371 action is required, the Dean of Students Office is contacted. He will make decisions  
372 about how to move forward. If the offense rises to the level of a University discipline  
373 response, a discipline committee comprised of faculty, staff, and students selected by the  
374 senate are given relevant information to make a further determination. If the executive  
375 panel determines that sanctions are in order, a hearing panel is formed. It is the hearing  
376 panel that determines the sanctions. The list of possible sanctions ranges from probation  
377 to expulsion. According to Barnett, our procedures are not different from other  
378 institutions.

379

380 Lastly, Barnett asserted that housing responded in an appropriate way to the incident.  
381 Housing sent out a letter to all residents of Founders Hall stating that we have a non-  
382 tolerance policy regarding bigoted comments. A meeting for anyone who wanted to come  
383 and talk about the incident was held, although those who came wanted to talk about other  
384 housing issues. Barnett highlighted other forums designed to target such behavior. For  
385 example, the tunnel of oppression, sponsored by the Diversity Center will deal with  
386 issues related to bigotry, and violence will be discussed. Barnett emphasized the  
387 importance of educating every new group of students. Things that they do many times

388 can be hurtful and they may not understand how hurtful. We are trying to address these  
389 concerns.

390  
391 Ting thanked Barnett for his report. She stated that the incident occurred at the end of last  
392 semester. It was well after the last senate meeting. Ting, as senate chair, asserted that  
393 Barnett was very proactive in his handling of the incident. She stated that Barnett called  
394 Ting to meet about the incident and the procedures. Ting shared the information with  
395 Helton. But due to the timing everyone was wrapping up the semester, Ting asked  
396 Barnett to prepare a report for the campus senate about how student affairs addressed the  
397 issue. From her perspective the incident was very unfortunate; Ting thought this was a  
398 prank gone awry. She supported the notion of turning this incident into an educational  
399 opportunity for students who live in the living-learning community. She asserted that it is  
400 important to educate students about how their actions can have tremendous  
401 consequences. Based on what has been briefed and shared with the SEC, Ting believed  
402 this is what Student Affairs and Academic Affairs strove to accomplish. Many boards  
403 were written on. Student Affairs reached out to students who felt offended, according to  
404 Ting.

405  
406 Siddiquee asked for clarification about the composition of the executive panel. Barnett  
407 referred to Korte who pointed to the student code and rights policy. Korte stated that the  
408 link can be found on the Student Affairs webpage. The panel consists of 4 faculty, 4 staff,  
409 and 4 students. Three of those, 1 faculty, 1 staff, and 1 student are selected to serve as an  
410 executive board every year. The board receives disciplinary charges, reviews disciplinary  
411 charges, and determines appropriate actions to be taken. They make recommendations or  
412 form hearing panel from other members. Ting said this is a senate process. There is a  
413 standing senate committee on student discipline. Kline asked where in the process we are  
414 with this specifically. Per his understanding housing is the first level, and if severe  
415 enough it will move to the campus discipline. Barnett said that it is with the executive  
416 committee. Speaking as Faculty Advisor for the Jewish Student Organization, Garmil  
417 wished to thank Barnett for the responsiveness in addressing the issue and the senate.  
418 Garmil said he was aware of some conversation that was happening online with students  
419 and agreed with the importance of education, which should be a priority. Barnett stated  
420 that once a residence director was made aware of some facebook postings regarding the  
421 incident, the RD confronted the individuals involved.

422  
423 Sisneros expressed his respect for the professionalism and responsiveness of Student  
424 Affairs. He noted his confusion regarding the varying language of the email which used  
425 words ranging from deplorable to offensive to a prank. Sisneros asked if it is possible to  
426 inform the community about the sanction without being premature about the process. He  
427 asserted that if we believe we can get away with it, we are going to do it. If there are  
428 sanctions, it may encourage the community to engage in a more respectful manner. Ting  
429 asked Sisneros about his thoughts about the message sent from Hogan and Berman. She  
430 asked him if this clarifies the expectation. Sisneros stated that it does not because it says  
431 that "we do all we can." At this time, Sisneros requested to yield his time to Hayler. Ting  
432 asked if it was related to the current topic of discussion. She stated that Sisneros had

433 already used his time. Hayler stated that her comments were in relation to the Provost's  
434 comments.

435  
436 Ting recognized Martin. Martin asserted that it is an academically debatable point as to  
437 whether sanctions offer deterrence. Barnett again assured senators that Student Affairs  
438 will address things. He encouraged everyone to contact himself, Korte, or Ringle with  
439 issues or concerns. Ting said that 10% of faculty serve as senators so it's not difficult to  
440 reach out to our respective colleagues, and encouraged everyone to take the invitation to  
441 heart instead of jumping to the conclusions. She thanked Ringle for his work.

442

443

#### 444 **FAR Report – M. Yoder**

445 Yoder stated that his report has two parts. The first concerns the academic preparation for  
446 incoming students comparing athletes to non-athletes. He looked at ACT scores, high  
447 school class rank, and high school GPA of incoming students. Yoder stated that for fall  
448 2010, no meaningful difference exists between athletes and non-athletes. He based this on  
449 an analysis of effect size, which allows for comparison between two groups while  
450 accounting for natural variability that exists within groups. Yoder said there is a brief  
451 tutorial in the report if interested. Effect sizes can be interpreted as follows: if the effect  
452 size is 0, the groups are the same. If the effect size is negative, the athletes are below the  
453 non-athletes. Conversely, if the effect size is positive, the athletes are above the non-  
454 athletes on the 3 admission criteria. Looking at the Fall 10 numbers in a historical  
455 context, located at the bottom of page 2, for 2010 the ACT scores, class rank, and GPA  
456 are 0 or very close to 0. He dissuaded senators from assigning meaning to -.08 and -.09.  
457 Because the numbers are so close to 0, Yoder did not believe they are meaningful.

458

459 Referring to the numbers in table 2, they can be viewed in two different ways. In  
460 isolation, there is no difference for the 2010 numbers. If looked at from a historical  
461 perspective, more positive numbers can be seen in 2007-2008 and 2008-2009 than in  
462 2009-2010 and 2010-2011. He does not see this as a concern at this time because of the  
463 fluctuation of the numbers from year to year. They are what they are for the fall and a  
464 variety of influences factor into the numbers. He encouraged senators to not read too  
465 much into the data. The second reason he believed the numbers for fall 2010 is that the  
466 numbers for the two groups are the same. Yoder said that he is satisfied with these  
467 numbers.

468

469 Talking about the second part of the report, Yoder looked at students' categorization in  
470 school in terms of 1<sup>st</sup> year students, continuing students, and transfer students, comparing  
471 athletes to non-athletes. Yoder stated that this is not what he typically reports to the  
472 senate; however, an issue regarding an area of potential concern regarding student  
473 recruitment and student athlete recruitment was discussed in a meeting with athletics,  
474 Berman, Moranski and Yoder. Some of the data are presented in table 3. Yoder pointed  
475 out a mistake in the footnote which stated that athletes had been removed from the  
476 numbers. Athletes have not been removed from the data. Yoder will submit a revised  
477 report correcting that mistake. Based on his interpretation of the numbers, if student  
478 athletes are removed, the general conclusions are the same.

479

480 Table 3 provides data regarding 1<sup>st</sup> year, transferring, and continuing students compared  
481 to the student body. Generally speaking, there are about 12 or 13 non-athletes to every 1  
482 athlete. If athletes were in the same proportion as non-athletes, he would expect the ratios  
483 to be right around 12:1 or 13:1. The only number that is close to that is for transfer  
484 students. For 1<sup>st</sup> year students, there are fewer non-athletes to athletes. Among 1<sup>st</sup> year  
485 students athletes tend to be over-represented. If looking at continuing students, the ratio is  
486 about 21:1. We would expect it to be about 12:1 or 13:1 which means there are more non-  
487 athlete students to athletes when looking at continuing students. Another way to look at  
488 the data is to look at how students clump within the general student body and within  
489 student-athletes. Figure 1 shows that about 13% 1<sup>st</sup> year, 19% transfer, and 66%  
490 continuing students. If one were to remove the athletes from the data, the number would  
491 change by about 1%. Yoder stated that the mistake in table 3 was solely his fault and not  
492 the fault of anyone from institutional research, athletics, or administration. Figure 2,  
493 student-athletes shows 38% 1<sup>st</sup> year, 21% transfer, and 40% continuing students. If  
494 Figure 1 and Figure 2 are compared differences can be seen. Table 3 represents one way  
495 to understand the data, using Figures 1 and 2 together is another way. Both demonstrate  
496 the same thing. Yoder stated that this fall the baseball team is being filled for the first  
497 time. The athletes on the baseball team are overwhelmingly 1<sup>st</sup> year students. Yoder's  
498 opinion of the "over-recruitment" in presented in the report.

499

500 Ting asked Yoder for the bottom line of his report. Yoder stated that bottom line, there is  
501 no difference between incoming students. Furthermore, we are not over-recruiting  
502 transfer students. If the data look somewhat skewed, it is because of the high number of  
503 1<sup>st</sup> year students in baseball. Yoder believed this is overall very positive. Siddiquee  
504 thanked Yoder for his report and agreed that the trend is not there because of the short  
505 amount of time the data has been collected. He continued by stating that generally it's in  
506 the convergence of both groups coming together. Siddiquee asked if the data is  
507 comparable with other universities and whether UIS is similar to other campuses. Yoder  
508 stated he does not have that data because it is not required data. GLVC schools abide by  
509 standards which require equitable admissions standards. The GLVC is known for having  
510 a strong academic focus. Yoder is unaware as to how UIS compares to other schools.  
511 Martin thanked Yoder for giving the numbers and encouraged him to continue collecting  
512 data. Martin agreed with Siddiquee about the difficulty in determining the trend based on  
513 the length of data collection. Ting thanked Yoder for his report.

514

#### 515 **BOT Report – C. Switzer**

516 Switzer stated that she was the official UIS observer for the January BOT meeting.  
517 According to Switzer, the big news coming from the meeting is about the new Trustees.  
518 At the end of 2010, 3 appointments were ending. These included appointments held by  
519 Karen Hasara, Carlos Tortolero, and Frances Carroll. Governor Quinn reappointed Karen  
520 Hasara, former Mayor of Springfield. Ms. Hasara earned bachelor's degree in psychology  
521 and master's degree in legal studies from UIS. The new trustees are Ricardo Estrada and  
522 Patricia Brown Holmes. Mr. Estrada is the Executive Director of Erie Neighborhood House  
523 and President/CEO of Erie Elementary Charter School in Chicago. He earned an MBA from  
524 UIC. Ms. Patricia Brown Holmes is a former federal prosecutor and state court judge. She  
525 earned a bachelor's and law degree from the UIUC campus. Also at the January meeting,

526 the BOT elected the Chair and members of the Executive Committee. Trustee Kennedy  
527 was re-elected as chair, and Trustees Strobel and McMillan were re-elected to serve on  
528 the Executive Committee. This means that the same Executive Committee will exist as  
529 last year.

530  
531 Many reports and presentations were given. All are outlined in the report provided by  
532 Switzer. Some highlights include a presentation made by Maryman about the state of the  
533 State budget. He pointed out that even with increases in tax, a large structural deficit will  
534 exist for the fiscal year 2012. One of many resolutions that passed was the academic year  
535 tuition rate recommendations. Next fall, when Chancellors and the Presidents make  
536 recommendations to the BOT, recommendations need to be tied to the rate of inflation,  
537 increase or decrease in state funding, and the University's ongoing cost reductions. This  
538 resolution passed.

539  
540 Switzer said that at the end of the day there was a bit of controversy near the end of the  
541 meeting. One resolution that brought about discussion was resolution 10, calling for an  
542 increase in student fees for all 3 campuses. There was a call to vote on the resolution and  
543 Daniel Soso, UIUC Student Trustee, stated that he had received an executive order from the  
544 UIUC student government the night before regarding the item. Two fees in particular were of  
545 concern: (1) the Library/IT Assessment and (2) the Academic Facility Maintenance  
546 Assessment (AFMA). Of primary concern was the lack of consultation and discussion with  
547 the UIUC student leadership regarding the proposed increases. According to Switzer, some of  
548 the confusion emerged because rather than fees, the proposed increases are actually  
549 assessments that had been agreed upon five years prior. A major communication disconnect  
550 had occurred. There was discussion as to whether or not to table the resolution. Student  
551 Trustee Olivier represented UIS very well. Trustees decided to table those two fees, but  
552 voted on the rest of the resolution which passed. The potential student protest was  
553 thwarted with this decision. Ting clarified that only the UIUC portion was tabled until the  
554 next meeting. The fees for UIS and UIC passed.

555  
556 Siddiquee asked for clarification about the stability of tuition rates at campuses. He was  
557 glad to hear that the BOT believes tuition should be tied to inflation and state  
558 appropriation. He continued by stating that the stability issue of inflation unknown. State  
559 appropriations are unknown. Tuition is set before we know what the state appropriation is  
560 going to be. Switzer said she was not fully prepared to answer the question, but would  
561 try. They are requesting a comparison to the most recent 4 year annual rate of inflation to  
562 get a stable idea. Right now, the BOT is trying to create some structure to the system.  
563 Acknowledging that we can't have an exact and clear number, there can be more  
564 guidance as to the process, according to Switzer. Ting followed by stating that tuition is  
565 guaranteed for 4 years. The resolution is not so much about trying to predict state  
566 appropriation, but to factor the inflation piece into the discussion about tuition. The BOT  
567 wants to provide some more stability.

568  
569 Martin stated that the BOT are savvy business people and are becoming savvy political  
570 operators as well. He believes that if the part about state support is included, that volleys  
571 the ball back to state support. It says to the legislature if you do something we will react.  
572 Kline said he heard that graduate student fees will now be assessed per credit. He asked if

573 someone could say more about that. Pardie stated that they are trying to be responsive to  
574 feedback that has come from graduate faculty and graduate students about issues related  
575 to student fees. She has been working with VCSA Barnett to develop models that would  
576 reduce the graduate student fees. This will be a revenue neutral initiative. Approximately  
577 75 percent of graduate students are part time. Martin said this had been discussed at the  
578 campus level [Campus Tuition and Fees Committee]. A committee that counts beans  
579 investigated and demonstrated that many students would pay less in fees. For those only  
580 taking a few classes, Boltuc asked whether Chancellor Berman is investigating online  
581 student fees. He asserted that many students get lost that way. Pardie thanked Boltuc for  
582 his comments and suggested they speak more after the senate meeting.

583

584 Referring to the BOT meeting, Ting said she, along with the rest of the faculty attending  
585 the board meeting, was invited to a dinner the night before the BOT meeting. She was  
586 invited to sit at the President's table. She sat between the U of I Foundation President and  
587 new Trustee Estrada. In conversation with Estrada, he expressed that he would like to  
588 visit our campus because he has never been here. Ting also noted that Senator Jamison  
589 will be the faculty observer for UIS at the next BOT meeting in March. Martin will be  
590 the observer for the USC and Switzer will be the informal observer.

591

#### 592 Old business

#### 593 **Resolution 40-15 Clarification of Personnel Review Schedule for Joint-Appointed** 594 **Faculty [2nd reading]**

595 Van vossen moved to discuss the resolution. Kline seconded the motion. Ting stated that  
596 Anthony was present to answer questions. Martin asked if any revisions occurred. Ting  
597 stated that no changes had been made. Helton pointed to a typo on line 12. Ting stated  
598 that Rutherford would correct the typo. Siddiquee, referring to the beginning of resolution  
599 about non-departmental units, asked for clarification about what the term meant. Anthony  
600 stated it was intended to include centers and institutes. Ting said she was not aware of  
601 any faculty having appointments within student affairs. Boltuc said it is good that the  
602 resolution is broad so that it could be inclusive. Siddiquee asked if the purpose is to cover  
603 any appointments in the future. Ting asserted that resolution is talking about faculty  
604 evaluation. Siddiquee argued that the definition of faculty is 50% appointment. Anthony  
605 said she could not speak to that; however, the resolution was to address an issue related to  
606 the review process. The purpose is to make sure that all reviews are happening at the  
607 same time and that all information goes to the college level at the same time. If appointed  
608 somewhere else the same principle would apply. The resolution passed unanimously.

609

#### 610 New Business

611 None.

612

613 Ting called on Hayler. Hayler thanked Ting. She reported that she was the chair of the  
614 senate's committee to investigate athletics. Ting corrected Hayler regarding the standing  
615 of the investigative committee stating that it was not a standing senate committee, rather  
616 an ad hoc committee that was created by the senate for the purpose of conducting an  
617 investigation. According to Hayler, one of the committee charges was to gather  
618 information for senate, including the relevant information regarding the events of spring  
619 of 2009. Hayler believed that many senators may have wondered why there was a dearth

620 of information related to the settlement in the report. According to Hayler, Ringeisen  
621 stated that the issue was resolved with resignation of the coaches. Through the  
622 investigation, information emerged regarding how some athletes were dissatisfied with  
623 the resolution. This information was reflected in the report. The Chancellor did not put  
624 investigative committee in a position to provide this information to the senate. Next,  
625 Hayler discussed an item related to student privacy. She asked how imposing a gag order  
626 promotes privacy. From Hayler's perspective, this is disempowering the student from  
627 being able to make decisions. Pardie stated first that she is not an attorney. She stated that  
628 based on her understanding, confidentiality portions of settlements are standard and  
629 routine. She also encouraged everyone think about issues of language. According to  
630 Pardie, it behooves the campus community be thoughtful in our language. Using phrasing  
631 like "gag order" or "secrecy" this is a presumption. Pardie continued by emphasizing the  
632 usage of more neutral terms. She asked that we defer to the U of I attorneys who know  
633 the law. She encouraged that we be thoughtful about the presumptions we make. Ting  
634 told senators that the ad hoc committee's work had been completed and is no longer  
635 active. As a university we are moving forward. Ting thanked Hayler for comments. Ting  
636 clarified that her comments were made from her personal view, which was not made  
637 clear. Hayler said that as the former chair of the former committee, she was sharing these  
638 opinions.

639

640 **Adjournment**

641 A motion was made by Siddiquee to adjourn. Martin seconded the motion. The meeting  
642 adjourned at 11:59 p.m.

643

644

645