

MINUTES OF THE FACULTY SENATE
July 14, 2020 – Convened by ZOOM Technology

CALL TO ORDER

The meeting was called to order at 1:00pm by Faculty President Marcus Odom.

ROLL CALL

Members present: Marcus Odom, Grant Miller, Kofi Akamani, Matt Rendleman, John Davey, Seung-Hee Lee, Jennifer Sherry, Elaine Jurkowski, Shane Koch, Ying Chen, Farhan Chowdhury, Jennifer Brobst, Joseph Brown, Scott Comparato, Michelle Kibby, Jacob Haubenreich, Yueh-Ting Lee, Patrick McGrath, Joe Sramek, Joe Shapiro, Dong Han, Jay Needham, Punit Kohli, Bethany Rader, Amber Pond, Lichang Wang, Amy Bro, April Teske, Melissa Viernow, Julie Tate, Robin Warne

Springfield Contingent: Eric Black, Lisabeth Dilalla

Members absent with Proxy: Walter Ray (for Matt Gorzalski), Dr. Waymack (for Christopher McDowell)

Members absent without Proxy: Laura Holiday, Sandra Fark

Ex-Officios and Guests: Austin Lane (Chancellor), Meera Komarraju (Provost), Lizette Chevalier (Associate Provost for Academic Programs, APAP), David Dilalla (Associate Provost for Academic Affairs), Buffy Ellsworth (School of Medicine Faculty Council Representative), Tamara Workman (Registrar's Office), Tina Colson, Carroll Walker (SIU CTE)

Absent: Thomas Shaw (Graduate Council) – required to be elsewhere as a result of an urgent situation; Patricia Saleeby (IBHE Faculty Representative) – to be replaced as a result of Dr. Saleeby leaving the SIU.

ANNOUNCEMENTS FROM FACULTY SENATE (FS) PRESIDENT – Marcus Odom

Welcomed everyone to the first official meeting of the 2020-2021 Faculty Senate and stated he is looking forward to a great year ahead with new SIU System President Mahoney on board. He introduced Dr. Austin Lane, new SIU Carbondale Chancellor, and welcomed him to campus.

MINUTES The minutes from the FS meeting in May were not available to be distributed prior to this meeting, and so could not be voted upon for approval. It was announced that the May minutes would be distributed along with the minutes for this July meeting prior to the September meeting.

ADMINISTRATION REPORTS

Dr. Austin Lane – Chancellor

Comments: Expressed gratitude for the opportunity to meet with the FS and to speak. He wished everyone good health for themselves and their families in the midst of the COVID-19 Pandemic. He stated that SIU has a plan for the fall in the context of the Pandemic and that it has been developed with the flexibility necessary to accommodate the unstable nature of the Pandemic. Thanked Provost Kormaraju for her assistance in learning about the institution's inner workings. He briefly discussed a number of topics. Enrollment: ~29% increase in overall enrollment of first time freshman; however, overall enrollment is down 7% *from this time* last year. Nonetheless, he is hopeful that this will improve as we move closer to the beginning of the semester. Numbers of transfer and graduate students are down, thus we need to do some work in that area. Budget: He intends to update the FS in a few weeks about this topic. Currently, however, he informed the FS that state appropriations are flat, unfortunately; however, this is better than losing funds. The decreased available funds are in large part a result of lost tuition revenue. Dr. Lane stated that he has asked cabinet what can be done with the budget to

compensate for lower funds and will be looking to Budget Committee for ideas to cut costs, etc. He will be discussing this with the Leadership Council. In the fall, he intends to meet directly with the FS group (and others) to discuss strategic planning and will be asking for input in Spring.

Dr. Meera Komarraju – Provost

- **Enrollment**

Pandemic: She stated that the University faced challenges this past Spring with the COVID-19 Pandemic, but we met those and met the summer with all online classes. Update on Dean Searches: Three of the searches were national and resulted in hiring of School of Law Dean Camille Davidson, Dean of School of Education Cecil Smith, Dean of College of Engineering/Proposed STEM College Frank Liu. Three internal searches resulted in hires: Interim Dean of College of Health and Human Services Scott Collins; College of Mass Communications and Media Arts has Interim Dean H.D. Moutell; and Dean of College of Agriculture, Life, and Physical Sciences has not been named. Fall semester planning is ongoing and changing. They asked for input from staff, faculty and students and, in conjunction with guidelines from Governor's office, they are planning for some classes to be face-to-face (with masks and social distancing) and some to be on line. Also, the two weeks after Thanksgiving will be ALL online. Adjustments will be made as needed for safety of all people on campus. Masks, hand sanitizer, and disinfectants will be made available to all students. Forms will be available to request permission to "host" any event this fall.

International students may be enrolled in all face-to-face classes if necessary to allow them to stay in school.

Enrollment: Optimistic about large Freshman enrollment, which has increased 270 students (29%). Transfer student enrollment is down 16% (could not recruit in spring which is prime for transfer student recruitment). Graduate (down 20%), with biggest decrease in Masters students. Loss of international student ability to come and in number of faculty to act as mentors.

Opened for Questions:

Pond: What is being done to entice students to remain on campus over weekends (especially holiday weekends) rather than visiting off campus sites?

Lane: Took this issue to Vice Chancellor of Student Affairs Laurie Stedtler and they are making plans to provide safe entertainment to students.

Joe Shapiro: For Provost – Some lower level classes (e.g., English 101) are to be completely and totally taught online. 1) How was it determined that English 101 would be offered as such? No one in English was consulted. 2) These lower level classes are taught mainly by Graduate Students, who may be hesitant to speak up if the object to teaching face-to-face? It may appear that these more vulnerable students are being exploited.

Kormaraju: It has been decided that each unit will make the decisions about how classes will be offered and students will be informed of this by August 1. We are trying to balance what students and instructors want while keeping everyone safe. Students are expressing their desire to have some face-to-face courses and may not register without face-to-face offerings. Establishing this balance will not be easy.

Lane: Please let the Administration know if you feel that your group has no voice in a matter or is not being properly informed of developments. Lane has received communication from at least one graduate student that he must address. Safety is paramount. If people get sick then all of the planning is moot. If there is an outbreak, then we may have to revert back to all on line offerings. This could happen “on a dime.”

Odom: Odom stated that the Senate has had calls to add people to University committees and will fill these positions. He asserted that this Senate is available, willing, and ready to support the administration with positive movements. We want to participate and ask for opportunities to have input.

Warne: If we have an outbreak, is there a plan for contact tracing and/or testing?

Lane: Chief of Police Benjamin Newman is lead person in all things related to response to COVID-19. We very recently developed plans and protocols and will get the plans to the Senate. We are working with the Health Dept and county.

Kormaraju: In the Spring, we did have an incident on campus from which we have developed experience in contact tracing and quarantine. We worked with IDPH, our Operations Committee and SIH to respond .

Wang: Will there be a requirement for students to self-quarantine prior to coming on campus? Could we offer free housing during this time?

Lane: He stated she had a good point and cited the example that athletes are operating as if in a bubble, being monitored very carefully, and we still have had two incidences with which we dealt. He is meeting with families on line to discuss preparation to come and being pro-active. He says that student move in is being staggered, but he will look into the possibility of having folks come back a week early.

April Teske: It was believed that a task force for COVID-19 response had been meeting and had influenced part of the plan that was emailed out; however, she has learned that this is not true. The task force was not fully formed. 1) Why is this? 2) Is this possibly the reason why so many faculty have not been consulted about course offerings, etc.

Kormaraju: Task force does not make decisions about how classes are offered; those decisions are made by each academic unit. Development of the Task Force has taken time because it needs a careful approach and because everything is taking more time because of the uncertainty that has come with the Pandemic.

Joe Sramek: Student Recruitment and Retention for NEXT YEAR should be considered. Loss of transfer student is rough on certain departments such as History. How will we reach these students if we have a second wave in the fall?

Lane:

- 1) Transfer Student – Articulation agreements are being revisited and SIU people are visiting with Admin of many two year institutions, near and far. Foundation has offered to help; thus, asking for help with financial support for transfer students.

- 2) Freshman for Fall 2021 – Trying to find and provide more financial aid sources to students, trying to keep tuition affordable. We need to focus more on students who enroll but do not come.

Sramek: Do we have the staff necessary to reach the smaller groups the Pandemic is forcing us to approach?

Lane: No, but that “is not an excuse.” We are launching “Recruit a Saluki” and we will ask our alumni to be our strongest recruiters, giving them information they need. We will also ask some of our faculty with specific expertise (e.g., marketing) to help out.

Kormoraju: We have been adding recruiters and are using virtual venues.

Chowdhury: What about using automated doors, etc. to avoid contact and that potential for spread of disease.

Kormaraju: No current plans for this. Just cleaning at this point. We can consider the idea, but she could not know about feasibility.

Chowdhury: Stated that he is concerned about touching potentially contaminated objects.

Pond: Stated that the reality is that the cost to make such revisions to entry ways would be prohibitive. We will just have to continue to provide supplies for cleaning.

Koch: 1) He stated that physical contamination was discussed in Executive Council and about how Universal Precautions are good. He stated that behavioral changes are cheaper than architectural changes. 2) As a life Alumnus, he says we need to consider that many changes have occurred within the university and we need to communicate with alumni to educate them about these changes. We could use the reorganization as a good opportunity to reach out to alumni.

Odom: Thanked everyone and asked for committee reports.

COMMITTEE REPORTS

Executive Committee (EC) – Grant Miller. Stated that most of what was discussed is reflected in the current FS agenda. The EC discussed adding a Parliamentarian to EC and looking into getting more faculty representation on University committees.

Shaw (Graduate Council) and Saleeby (IBHE Representative) – not present

Budget Committee – Jacob Haubenreich. Stated that FS wants more faculty input into budget decisions, thus he is very excited about Chancellor Lane’s movement toward transparency in budget matters. He stated that, as Committee Chair, he is part of the Planning and Budget Advisory Council and will be at that meeting in a couple of weeks and will report back to the FS. Likes the Chancellor’s idea of a “Budget 101” meeting for everyone that was brought up at the FS Exec Council meeting.

Committee on Committees – Scott Comparato. Dr. Comparato stated that there are a number of committee positions open and that he has emailed descriptions to everyone and would like to get nominations. Specifically, Dr. Comparato reported that the CoC is in the process of filling positions on the University’s Diversity Task Force and the Provost’s Working Group

Faculty Status and Welfare - Michelle Kibby. Stated the group discussed: 1) Considering ways faculty could help with response to COVID-19 pandemic; and 2) looking over University Town Hall results from last year.

Governance Committee – Shane Koch and YuchangWang. Stated that this group: 1) wants to think about Strategic Planning, specifically about the intended outcomes of change and about progress and how to facilitate further positive progress. Clear objectives and goals could help enhance faculty morale; 2) thinks that the Office of the Vice Chancellor of Research could take a more active role in promoting research; and 3) be more mindful of how these goals can be shaped in the context of improving diversity and inclusion.

UEPC:

Bethany Rader. Introduced Resolution to Recommend Approval of the RME to Add a Minor in Recreation Leadership in the School of Human Science. No added courses or faculty necessary. Introduced Tina Colson to entertain questions. No questions, thus vote was taken: unanimously passed (Attachment 1).

Joe Sramek. Introduced resolution to make residency requirements for undergraduates more clear: require 42 hours of 300-400 level at SIU for degree because old requirements required numerous exceptions (40% of undergraduate degrees) and thus time to go through these exemptions. Introduced Tamara Workman who explained that SIU graduation data support 42 hours.

Koch: “Appreciate your work at arriving at this conclusion.”

Wang: Asked: Why 42 and not 48? 48 means 12 hours per semester (full time student) for 4 semesters (2 years)?

Workman: Stated that Faculty establish academic policy, so you can do that. The 42 could be enforced as well as 48; however, she suggested that “senior institution hours also be adjusted to reflect the 48 hrs requirement.”

Kormoraju: Stated that using 12 hours per semester is not really a good number to use for transfer students because they often take more than 12 per semester.

Chevalier: Pointed out that SIU is well above the HCL requirements, thus 42 is economical.

Wang: Agreed because some institutions require less.

Sramek: Some 2-year institutions are trying to offer 300-400 level course equivalents, thus we need to protect the integrity of our degree by making sure upper division hours are at SIU.

Workman: Stated that if this resolution is approved today, then the resolution will be implemented this summer for all students. This can be implemented on a term basis moving forward for all students.

Sramek: Asked, "Does this have to get IBHE approval once we pass it?"

Chevalier: Stated, "No. We already meet guidelines for HLC."

Workman: Stated that the average number of hours brought in by transfer students is 84; that is, 24 beyond what is required for an Associates Degree, more than is necessary. And "we want them to glean as much as possible from that body of work, while still requiring that the meat of that is SIU."

Vote was taken and it passed unanimously (Attachment 2).

Old Business

Odom: He asked for approval of FS Committee assignments for 2020-2021. Passed unanimously.

New Business

Odom: Brought forward his Resolution (as amended by the executive Council on 7/7/2020) to Support Mahoney's efforts to improve Social Justice and Access at SIU and charge FS committees/communities to consider this effort in all endeavors. Asked for discussion.

Sramek: Stated that he appreciated the efforts of all to develop this resolution. This holistic approach is hugely important.

Rendleman: Stated that we all agree that racism has no place in higher education; however, he expressed concern that the resolution does not represent SIU appropriately because it has a history of supporting minorities. He did not like first clause that SIU has a history of racism. Stated that the first clause is not "helpful."

Joseph Brown: Stated that the first clause "...may not be helpful, but it is true." The first clause "validates" the experience of those of "who have been on the victim side of this." We cannot be "leaders" against racism when we have lost too many minority faculty.

Shapiro: Agreed with Father Brown in that "we must keep the first clause" which states that racism does exist at SIU. He states that "without it (the first clause), the rest of the resolution does not make sense."

Koch: Stated that the resolution and group discussion should remain "solution focused." Stated that the clause is not really negative to SIU, but an admission of a problem, and this is positive. Stated that the problem is real. His department, which was once one of the most diverse rehabilitation departments in the US, has lost 3 minority faculty members.

Pond: Addressed Dr. Lane and stated that the loss of faculty (especially the minority faculty) is one of our biggest concerns as a faculty body.

Lane: He acknowledged that he is aware that we have lost a large number of faculty of all races and that we need to and will address this.

McGrath: Stated that he wanted clarifying remarks: 1) to add what the conversations in item 1 (of third paragraph) are about; 2) combine items 3 and 4; and 3) add something about reconfirming our commitment to SIU as an access institution to ensure a diverse student body. (See Attachment 3.)

Brobst: Stated that she wanted to broaden “areas of discrimination” by adding a “catch all”; something like “...and other bases of prejudice.”

Odom: He agreed that a “catch all” phrase is a good idea.

Sramek: SIU in the past has been remarkable, but still needs a good deal of work to improve access to SIU and treatment of minorities. We need to do more to support students of color on the SIU campus.

Yueh-Ting Lee: Still need to work on improving SIU and its reality as a diverse institution.

Walter Ray: Asked if the group should amend resolution to include that SIU needs to “**re-commit**” to diversity.

Sramek: He pointed out that Dr. Ray is a proxy and may be hesitant to propose a motion to amend the resolution, but that he liked Dr. Ray’s idea.

McGrath: Proposed an amendment to 3rd paragraph from the bottom, something like “recommit to a mission of access.”

Shane Koch: Confirms that he will write up the amendment during the discussion.

April Teske: Wanted to address both McGrath’s and Rendleman’s comments: “University built on ideal of access yet racism still exists at SIUC.”

McGrath: Wanted to be sure to include students.

Miller: Noted Motion in Chat by Brobst: To include “other bases of prejudice.”

Odom: Asked for vote on amendment. This motion passes unanimously.

Teske: Suggested that the group “shape” the first paragraph and make it one motion.

Koch: Had amendment ready: “Whereas SIUC recognizes its historical commitment to the ideals of creating a safe, diverse and inclusive academic environment as well as our obligation to strengthen and recommit to our goal of ensuring access to an accessible educational experience.” He stated that it should go to second paragraph.

Teske: She stated that she liked McGrath’s language for #6 “to recommit to our mission as an access institution.”

Pond: Noted that many in chat suggest that Koch’s written statement should go first.

Sramek: Said that because of its historical reference, it should go first.

Dilalla: Stated that it sets a more positive tone.

Brown: Stated that we are supposed to be uncomfortable with poor behavior.

McGrath: Disagreed that Koch's amendment should go first. Leave it second.

Koch: Agreed his statement should be second.

Shapiro: Suggested leaving the admission of past problems first. But the point is that we **MUST DO BETTER.**

Walker: Suggested that the document mention the past to establish the ideal and then say we have fallen short.

Odom: Stated the changes to the amendment as proposed and called for a vote.

There was further discussion about organization.

Call to vote by Shapiro was seconded.

Walter Ray: Point of order. Asked for clarification of organization.

Shapiro: Also asked for further clarification.

Odom provided clarification (see Attachment 3).

Vote called on resolution: All for the resolution as amended except 2 nays. (See attachment 3.)

Dilalla: Reminded that it was suggested "students" should be added to first therefore and made a motion as such.

Sramek" Seconded

McGrath: Wanted to add minor edits

Odom: Please send those to Koch.

Shapiro: Question

Dilalla: Second

Odom and Miller: Explained total resolution with 3 amendments.

Vote: Only one nay.

Odom: Open to Public Comments.

Walter Ray: Remember that we should also engage with the community at large.

Brown: Task Force on Diversity does just that: takes our mission into the community at large.

Lane: Commends development of the resolution as a recruiting tool for both students, faculty, and staff.

Odom: Asked for a motion to adjourn.

Meeting adjourned.

Respectfully Submitted,

A handwritten signature in black ink, appearing to read "Amber L. Pond". The signature is stylized with a large, circular flourish at the end.

Amber L. Pond, FS Secretary 2020-21

July 23, 2020

Attachment 1.

Faculty Senate Resolution:

Resolution to Recommend Approval of the RME to Add a Minor in Recreation Leadership in the School of Human Science

WHEREAS previous enrollment in proposed core courses for the Recreation Leadership minor (REC 300, REC 301, REC 303 and REC 330) has included students in fifty-seven majors; and

WHEREAS requests for a minor in the Recreation Professions program from academic advisors and students in non-Recreation Professions majors has increased; and

WHEREAS no other educational units, curricula or degrees will be affected by the addition of the minor in Recreation Leadership; and

WHEREAS the minor in Recreation leadership will be offered using existing faculty as no new courses are being added;

THEREFORE BE IT RESOLVED that the Faculty Senate recommend approval of the RME to add a Minor in Recreation Leadership in the School of Human Science.

Date of Approval: 07/14/2020



Semester: SUMMER

Marcus D. Odom

Digitally signed by Marcus D. Odom
DN: cn=Marcus D. Odom, o=Southern Illinois University, ou=School
of Accountancy, email=modom@business.siu.edu, c=US
Date: 2020.07.17 00:51:05 -05'00'

President, Faculty Senate

07/17/2020



Date

Faculty Senate Resolution:

Resolution to Recommend Approval of the RME to Add a Minor in Recreation Leadership in the School of Human Science

WHEREAS previous enrollment in proposed core courses for the Recreation Leadership minor (REC 300, REC 301, REC 303 and REC 330) has included students in fifty-seven majors; and

WHEREAS requests for a minor in the Recreation Professions program from academic advisors and students in non-Recreation Professions majors has increased; and

WHEREAS no other educational units, curricula or degrees will be affected by the addition of the minor in Recreation Leadership; and

WHEREAS the minor in Recreation leadership will be offered using existing faculty as no new courses are being added;

THEREFORE BE IT RESOLVED that the Faculty Senate recommend approval of the RME to add a Minor in Recreation Leadership in the School of Human Science.

Date of Approval: 07/14/2020



Semester: SUMMER

Marcus D. Odom

Digitally signed by Marcus D. Odom
DN: cn=Marcus D. Odom, o=Southern Illinois University, ou=School
of Accountancy, email=modom@business.siu.edu, c=US
Date: 2020.07.17 00:51:05 -05'00'

President, Faculty Senate

07/17/2020



Date

Faculty Senate Resolution:

RESOLUTION TO CHARGE FACULTY SENATE STANDING COMMITTEES TO ADDRESS DIVERSITY, EQUITY, AND INCLUSION

WHEREAS the Faculty Senate acknowledges that systemic racism, prejudice, and discrimination exist at SIUC; and

WHEREAS SIUC recognizes its historical commitment to the ideals of creating a safe, diverse, welcoming, and inclusive academic environment as well as to recommit to our obligation to ensuring that we provide access to an exceptional educational experience; and

WHEREAS, the Faculty Senate has identified that the SIUC campus community has deficits in its approach to addressing social inequalities and must develop strategies to ensure that we are diligently working to transform words of support for diversity, equity, and inclusion into concrete and committed action; and

WHEREAS the Faculty Senate recognizes that we must do better to: 1) promote and ensure diversity, equity, and inclusion if we are to fulfill the SIUC mission and honor our time-honored commitment to serving all students; 2) provide the rich resources necessary to prepare our students to excel and participate in the diverse communities and workplaces of the future; and 3) create a welcoming, safe, and nurturing environment for all students, staff, and faculty regardless of race, ethnicity, gender identity, sexual orientation, disability, age, religion, socio-economic status, or other bases of prejudice without bias; and

WHEREAS the Faculty Senate recognizes the best approach to address systemic racism and the institutional biases preventing us from achieving our goals affecting diversity, equity, and inclusion is a holistic one that begins with each of the Standing Committees accepting responsibility for identifying specific, objective, and measurable goals within their committees' missions as well as identifying the resources necessary to achieve them;

THEREFORE BE IT RESOLVED that the SIUC Faculty Senate supports the actions proposed by the SIU System President to: 1) ensure ongoing conversations are occurring; 2) enhance the educational experience of our students, so that no student graduates without an understanding of systemic racism and its impact; 3) enhance efforts to recruit and retain minority students, faculty, staff, and university leadership; 4) build a pipeline for future students, faculty, staff, and university leadership; 5) create a culture of accountability; and 6) recommit the SIUC campus to its mission as an access institution; and

BE IT FURTHER RESOLVED that the SIUC Faculty Senate charges each Standing Committee to identify measures that can be taken to foster greater inclusivity and produce systematic change; and

BE IT FURTHER RESOLVED that each Standing Committees propose tangible and realizable actions that SIUC can take to promote diversity, equity, and inclusion with the goal of making SIUC a safe and supportive environment for our students, staff, and faculty regardless of race, ethnicity, gender identity, sexual orientation, disability, age, religion, socio-economic status, or other bases of prejudice.

Date of Approval: 07/14/2020



Semester: SUMMER

Marcus D. Odom

Digitally signed by Marcus D. Odom
DN: cn=Marcus D. Odom, o=Southern Illinois University, ou=School of Accountancy, email=modom@business.siu.edu, c=US
Date: 2020.07.17 01:25:12 -05'00'

07/17/2020



President, Faculty Senate

Date