

MINUTES OF THE FACULTY SENATE

November 10, 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, Scott Comparato, Jacob Haubenreich, Yueh-Ting Lee, Joe Sramek, Dong Han, Bethany Rader, Amber Pond, Lichang Wang, Elaine Jurkowski, Joe Shapiro, Jon Davey, Lisabeth DiLalla, Farhan Chowdhury, April Teske, Matt Rendleman, Kofi Akamani, Matt Gorzalski, Seung-Hee Lee, Shane Koch, Amy Bro, Melissa Viernow, Segun Ojewuyi, Robin Warne, Eric Black, Joseph Brown, Patrick McGrath, Michelle Kibby, Michael Phillips, Jennifer Brobst, Michelle Kibby, Jay Needham

Members absent with Proxy: Tim Davis served as proxy for Jennifer Sherry.

Members absent without Proxy: Christopher McDowell, Julie Tate, Tom Shaw (Graduate Council Representative), Victoria Kreher

Ex-Officios and Guests: Austin Lane (Chancellor), Meera Komarraju (Provost), Lizette Chevalier (Associate Provost for Academic Programs), Gary Kinsel (Vice Chancellor for Research), Carroll Walker (SIU CTE), Lichang Wang (FSEC member and IBHE Faculty Representative); Allison Sutphin (School of Medicine Faculty Council Representative); David DiLalla (Associate Provost of Academic Administration), Derek Fisher, Anne Fletcher (FA President).

Ex-Officios Absent: Tom Shaw (Graduate Council Representative).

MEETING OPENED by FACULTY SENATE PRESIDENT MARCUS ODOM

Motion to approve the minutes was made by Bethany Rader. Motion was seconded by Shane Koch. Vote was taken and the meeting minutes from October meeting were approved with spelling revisions as noted by Amber Pond. The vote to approve the minutes was unanimous.

ANNOUNCEMENTS FROM FACULTY SENATE (FS) PRESIDENT – Marcus Odom

President Odom welcomed everyone to the meeting and announced:

- 1) Link sent for faculty senate “Listen and Learn” with chancellor. Odom is working on listening and learning tours for all faculty by unit. Probably will occur at first part of 2021 (Jan-Feb).
- 2) We thought we had an office manager but the position was turned down.

April Teske: “Why is it so hard to fill this position?”

Marcus Odom: there have been a number of issues with applicants. The one who declined was concerned about job security. Another applicant was over qualified. There aren't a lot of people on the list. “Do you have anything to add, Amber?”

Amber Pond: “The last applicant was concerned about job security. She is with the medical school currently and, although she has had to take some furlough days, I believe she feels that the medical school position is more stable, especially with the potential problems that may come with the Governor's announcements about budget issues. In retrospect, another thing we need to consider is the potential to ‘scare off’ potential candidates by meeting with all three constituency groups for an interview at once and each talks about how behind they are. I tried to be positive, but it may have appeared like a great deal of work for the money.”

- 3) Dr. Anne Fletcher on Article 9 and the appropriate process for dealing with RMEs and change in university structure. Dr. Fletcher presented and discussed a chart describing the process (attached as Appendix 1).

Part of the article says that if there is an appropriate committee then they will comment on a proposal or plan. Faculty will comment on what they receive. They address whether or not the proposal meets the requirements of article 9. The answer that is most often given is that, “I'm sorry that doesn't fall under the CVA.”

The faculty association (FA) is not here to be obstructionist. Article 9.05 goes back and forth a lot with the Assoc Provost for Academic Affairs. You're going to get what the FA writes and if it goes to CoLa you will see what they report as well. The rest of the chart is just who calls what meeting and when. Pay attention to the contract and the deadlines.

Comment by Dr. Patrick McGrath – Point: Not all RMEs fall under Article 9. “Could you comment?”

Dr. Anne Fletcher – “Not all program change plans are RMEs and not all RMEs are program change plans.” She asked for further comment by Dr. David Dillala.

Dr. David Dillala – The kinds of RME proposals that require the article 9 process are new program creations: BS, MS, PhD. Specialization, minor, certificate, academic unit, are not included in article 9. Also creation of a new academic unit (e.g., departments and schools) falls under Article 9.

QUESTION AND ANSWER SESSION WITH ADMINISTRATION:

Odom Q: Where are we with the reorganization process? What's left to do?

Provost Kormoraju: IBHE has wanted to know where we fall as well. It's being thought of as occurring in three phases; we have completed 2 phases. We have created 13 schools and two colleges. Eleven additional schools are in various stages of being created by the process. There are three proposed colleges that remain to be finalized.

Sramek: Asked for an update on projections for next year's incoming class.

Provost: "We are 40 weeks out from fall '21." In terms of undergraduate admissions, applications are up 10% compared to this time last year; actionable applications are up 24%, admissions has gone up 13.8%. Graduate applications have gone up 224% relative to last year, and admissions are up 41%.

Sramek: Asked to know what additional strategies are we using with the pandemic?

Provost: We have to rethink how we engage with our applicants and how to stay engaged with them. We still have an on campus visit option, but it has been revised for the Pandemic; thus, we have extended our campus visits to include the weekend. We are also hosting a lot more virtual visits in smaller groups. We are also spending a lot of time re-engaging and re-establishing relationships with local high schools.

Chancellor Lane: "It is a ground game." We have been very strategic about talking to administrations of local high schools and talking to them about the changes in application process, scholarship opportunities, etc. We also really need to focus on the students we currently have – this freshman class was up 31%. They are telling Chancellor that they are getting tired and he fears we may lose them to another university. They need to understand that all universities are having to be so closed right now and that we hope to be a bit more open in the spring. We need to get them registered before they leave for the winter break. We need to retain this group over the winter break.

Dr. Lane Continued: He acknowledged Faculty Awards: Drs. Goodson, Angela Upchurch, James Wall, and Provos Daria. We also awarded certain outstanding staff members.

Budget Issues: State has asked for projected budget from SIU. They requested three scenarios:

- 1) Flat budget (same as 20-21) for 2021-22 (Fiscal Year 2022);
- 2) 5% reduction from the 20-21 fiscal year for FY2022; and
- 3) 10% reduction from the 20-21 fiscal year for FY2022.

There is still a possibility that we might have a cut, i.e., have to give part of the 20-21 budget back to the state. We have to factor that in. We're working through that on the budget side of the "house."

Athletic Budget - Phase one includes SIU trimming about \$3 million from the athletic budget. There is a \$50 million budget hole that exists; a deficit has existed for a number of years. Thus, SIU needs to cut more, and cutting a sport will not fix the problem. The Chancellor is looking at the operation budget which does include personnel and the number of scholarships that are awarded. SIU Athletics budget needs to be down around \$8 million from our current budget.

Yueh-Ting Lee: Thanked Chancellor. Stated that he likes the idea brought up by the Chancellor concerning furloughs for Athletics and the Chancellor with them. He stated that to lead by example is good.

Chancellor Lane: If SIU must instate furloughs, the Chancellor will start with himself and ask his cabinet to join with him. We won't go to faculty because we need people in these classroom settings. The second level will be staff, although that is not to imply that they are expendable. The majority of nearly any budget is personnel, so we will have to look into that with such large percent cuts. This will cause SIU to be more efficient. We will look into tuition waivers, which we have been "giving away to the tune of about \$35 million," and try to increase our intake from federal and state monies. It is possible that SIU will be dealing with furloughs and even lay offs.

Dr. Jacob Haubenreich: Surprised by loss of ~6500 students over the past few years and by athletic budget cuts. How do we attract donors if it is so obvious that we have not really managed the athletic budget well?

Chancellor Lane: We are actually attracting new donors because they now see that we are attempting to be better stewards of our monies. Some actually want to help us with the debt service on the athletic facilities. We are being transparent about our budgetary issues and the SIU Foundation is working to highlight the athletic connection to our alumni.

Provost: Thanked everyone for their efforts to make the fall semester successful so far. Please get grades in by Wednesday of exam week. Encourage students to register for spring before the fall semester ends.

Chancellor: COVID numbers have gone up this week: 37 this week, the highest yet. Good time to send students home. SIU is encouraging everyone who can work from home to do so. There are 15 students who will be staying in student housing over the break – for various reasons. They will be fed and cared for. There will be mandatory testing for students as they return for the spring semester and the testing will continue through May 31. Student Health Center is working very hard to deal with both physical and mental health issues. Some of our students are indeed struggling psychologically, and we need to improve on addressing these issues.

April Teske: Will retention/recruitment coordinators be given names of students who are staying in student housing over the break?

Chancellor Lane: We can do that.

April Teske: If we know about students from our schools who are staying over the break, then we can reach out in some safe way to help them have a more safe and pleasant break.

Amber Pond: Are most of these students who are staying over break international students?

Chancellor Lane: Some are international and some are not. Some are athletes.

Farhan Chowdhury: How long is it taking for COVID-19 test results to come back? When we have an influx of international students in the spring are we going to quarantine them? Is there a plan in place to deal with this situation?

Chancellor Lane: The turn-around time is almost or around 24 hours with Jackson Co Health and SIH. The Student Health Center just got a new “toy” and can do their own testing. Of course, there is a volume issue; thus, its utilization will be more for emergency or fast paced need situations. Everyone else is recommended to use SIH or Jackson County. We have thought about requiring isolation before people get here, but this situation has not yet been “mastered.” Our “go to plan” is to test and isolate people at this point. We have enough isolation rooms in university hall to quarantine students if we need to do so.

Marcus Odom: Thanked administrators for participation.

COMMITTEE REPORTS

Executive committee: Grant Miller

We have a slate to vote upon for Judicial Review Board and we can do so in December.

IBHE: Lichang Wang

SIU needs to continue to engage in community planning.

We discussed a variety of issues. Diversity on campus and suspension of diversity activities.

Talked about dual credit classes and how to deal with those; and bureaucratic issues such as what happens in higher education post-election.

Graduate Council: Amber Pond (as reported to Pond by Tom Shaw)

The Graduate Council passed a resolution to recommend the approval of the RME for temporary IBHE status for the Myers Institute for Interdisciplinary Research in Organic and Medicinal Chemistry.

Budget Committee: Jacob Haubenreich

Salary inequity was discussed. Because of the budget crises, there have not been salary increases: no equity pay, no cost of living increases. New faculty are starting with higher salaries than associate professors in the same department. At our meeting, the Chancellor laid out how he addressed this at a previous institution. He would like to use increased revenue from increased enrollment to increase faculty salaries.

Committee on Committees: Scott Comparato and Yueh-Ting Lee

Dr. Comparato: The committee is working on finalizing membership for the Special Committee on Reorganization so that we can start working on reviewing RMEs.

Dr. Lee: Chancellor’s Office asked them to find a faculty representative willing to serve on the search committee for the Associate Vice Chancellor of Diversity. The CoC submitted three names to the Chancellor’s Office.

Faculty Status and Welfare Committee: Dong Han

No business to report this month.

Governance Committee: Shane Koch and Lichang Wang

Africana Studies Department: The committee is working on a resolution concerning support for the Africana Studies department. The timeline on this has moved a lot slower than they would have liked as a result of Dr. Koch's current health situation. The committee has met and consulted with the Faculty Status and Welfare Committee also. First concern: The committee wants to assure that the program is being treated in an equitable manner, especially in terms of how their new faculty lines are handled (e.g., how are the searches administered). There is some concern that there may not be consistency in terms of how these faculty lines have been addressed. Thus, the committee has requested, from Dean Balkansky of CoLA, a detailed description of the standard process for the administration of new hires: How are new hires identified? What is the procedure? Who is in charge of ads and job description? How has Co-La been doing business with faculty lines for the past 5 years? Dr. Koch stated that the committee's main concern is that the AS department has not been given the opportunity and resources to succeed; and that this situation is especially egregious in light of the effort the university is making to become an anti-racist institution.

Yueh-Ting Lee: "When can you get the resolution to us?"

D.S. Koch: "I can get it out to the faculty senate this week [if we are ready to do so]."

Amber Pond: "Do you want to send this to the full senate or the EC first. We have a meeting on December 1."

D.S. Koch: "I will defer to Marcus on this."

Marcus Odom: Stated the EC could work by email informally at first and develop something for the EC and Full Senate.

D.S. Koch: "I just know that there is some urgency to this. Also, I don't know how we can expect a department to succeed without a full complement of full-time faculty members. So, I guess the larger issue is how we conceptualize the Africana Studies Program and what their role could be on campus. I think that there needs to be a broader discussion about this so that we can really think about how our model works in terms of allowing this program to be the heartbeat of our university, which I think it could well be."

Reorganization of SIU: We want to provide the Chancellor with data as he develops his strategic plan.

UEPC: Bethany Rader and Joe Sramek

No new business to report at this time.

Special Committee on Reorganization: Marc Odom

To date we have 6 RMEs in and these have been assigned to teams (of two people) on the Special Committee. The teams do a review and prepare a report and resolution with a recommendation of how to deal with the RME. The Special Committee will prepare these for the full senate.

Vice Chancellor of Research: Dr. Gary Kinsel

The VCR has filled the position of a staff support person for the human subjects committee: Ibrahima Kulabe. The Director of OSPA and chief accountant positions are still open and Dr. Kinsel had no updates on these.

Virtual Research Expo: There were 30 presentations with 367 log-ins/participants. The thanks for this meeting should go to Reta Seymore, Karen Jones, and Caleb in the graduate council. There are plans for a Virtual Research Forum (poster sessions and an oral presentation session) in the spring (April). REACH applications will be due at the end of January. The OVCR has been doing better at keeping track of awards and grants, providing quarterly reports to the Deans. For the first quarter of this fiscal year, SIU had \$22 million in new awards and \$12 million in grants submitted.

Odom: New Business

Jennifer Brobst: Stated that the university is in Phase 3 (the final phase) of the University Reorganization and asked: What opportunity do we have to have a voice in the reorganization at this point?

Sramek: When the history department voted initially (3 years ago) on the reorganization plan for it, it was negative. Recently, we voted in favor of the revised plan which came from negotiations which were faculty driven.

Marcus Odom: When faculty have contributed the provost has seemed willing to work with the faculty. Any and all changes have been because of faculty so the third phase is not the end of it. The entire process is faculty driven.

Provost Kormarju: The reorganization process has been going on for three years and the process has had to meet favor of both the IBHE and the Faculty Senate.

Marcus Odom: Pointed out that the Faculty Senate has a special committee on reorganization which is currently reviewing RMEs.

Shane Koch: Stated that this has been a long term process with input from numerous areas, including faculty, and we need to support each other and finish the process.

Marcus Odom: New Business

Fall University-Wide Faculty Meeting. In October, it was suggested that the FS wait until spring, when the weather will be better and the pandemic may be more contained, to hold a general faculty meeting. Because this meeting is mandated by operating papers, Odom asked for a motion to formalize this suggestion.

Motion to postpone the Fall Faculty Meeting until Spring 2021 was made by Elaine Jurkowski and seconded by Lichang Wang. The vote to pass this motion was unanimous.

Faculty Lounge. Odom suggested that there be an open “Zoom-forum” for faculty to discuss whatever topics they desire. All were in favor and Odom said he would set up this forum.

Odom called for Public Comments: None

Odom Announcements: Odom reminded everyone that grades should be submitted on time and to remind those they represent of this. Also, asked that senators remind students to get registered ASAP. Do not forget required harrassment and discrimination training due November 25, 2020. Jerry Becker has had a doctoral fellowship named after him at the University of Minnesota. Congratulate him!

Motion to Adjoin was made by Elaine Jurkowski and was seconded by Shane Koch. This was unanimously approved.

Respectfully Submitted,

A handwritten signature in black ink, appearing to read "Amber Pond". The signature is stylized and cursive, with a large loop at the end.

Amber Pond, PhD
Faculty Senate Secretary
December 2, 2020

Appendix 1

Article 9 and Program Change **PLAN** Outline for Tracking (Article 9.05)

9.05.1

- PLAN to APAA and access to affected Faculty
- APAA provides deadline for Faculty vote
- APAA also sends PLAN to FA for review (primarily *vis a vis* Article 9)
- FA sends review to Senate and Grad. Council (Senate review in University context, Grad. Council re: their purview)

9.05.2

- Admin in each affected unit(s) call(s) meeting.
- When multiple affected units: additional joint meeting of affected faculty from units

9.05.3

- Secret ballot; vote tabulated in presence of Faculty

9.05.4

- Results of vote, minutes, unit reports and minority views AND letters of support or non-support from Chair and/or Dean of initiating unit ⇒ APAA
- Admin. distributes to FS, Grad. Council, and FA

If modified at this stage, APAA and FA determine if modification is substantive.



**RME's follow RME track as well.