

## 2022-2023 Faculty Senate Meeting Minutes

Tuesday, December 13, 2022

Hybrid Format (Location: Student Services Building, Room 150/160 and Video Conference Via Zoom)

Time: 1:00 P.M. – 3:00 P.M.

### I. Call to Order: Yueh-Ting Lee

The December meeting was called to order by President Yueh-Ting Lee.

### II. Roll Call: Julie Tate:

Members Present: Amy Bro, Robert Broomfield, Ying Chen, Jon Davey, Lisabeth DiLalla, Michael Eichholz, Scott Gilbert, Michael Hylin, Elaine Jurkowski, Seung-Hee Lee, Yueh-Ting Lee, Stacey McKinney, Khalid Meksem, Amanda Pangrazio, Mike Phillips, Louis Premkumar, Jeffrey Punske, Bethany Rader, Walter Ray, Lorelei Ritchie, Seyed Yaser Samadi, Joseph Sramek, Julie Tate, Sylvia Thoms, Jennifer Walker, Lichang Wang, Cherie Watson, Rachel Whaley

Members Absent with Proxy: Grant Miller (Proxy Louise Yoho), Diana Sarko (Proxy Amber Pond)

Members Absent: Eric Black, Farhan Chowdhury, Arash Komae, Patrick McGrath

Ex-Officio and Guests: Rachel Frazier, Josh Frick, Gireesh Gupchup, Austin Lane, Julie Lindsey, Meera Komarraju, Tomas Velasco, Carroll Walker, Louis Yoho, Andrew Youpa

### III. Approval of Minutes from November 15

Motion: J. Sramek

Second: B. Rader

A vote commenced: 24 Yeas, 2 Nays, 0 Abstentions; The minutes from 11/15/2022 Faculty Senate meeting were approved as presented.

### IV. President's Report: Yueh-Ting Lee

Y. Lee reported that the November issue of the FS Update/Newsletter was sent out at the end of November. In the week of November 14 – 18, they were very busy with four provost candidate interviews to represent the Faculty Senate, and Y. Lee hosted the open forums. Y. Lee expressed appreciation to Senate Seung-Hee Lee and Senator Khalid Meksem to represent FS while Y. Lee hosted the forums. On November 16, Y. Lee attended the SIU FACSS meeting hosted by SIU VP Gireesh Gupchup. FACSS stands for the Faculty Affairs Council of SIU-System, and they discussed faculty-related issues – e.g., joint projects between SIUC and SIUE. Y. Lee shared meeting notes with FSEC members. On November 30, they had a meeting with Witt Kieffer consultants and all search committee and talked about the summary of candidates and possible next steps. On December 2, Y. Lee attended student retention retreat. A copy of the agenda and some meeting info was shared with you by email. On December 5, Y. Lee attended a meeting with AP Marc Morris, Senator Patrick McGrath and FS President Jeffrey Punske to explore the faculty merit pay options in the future. They researched a consensus that FA President Jeffrey Punske will discuss this with the whole FS at the December 13 meeting. On the afternoon of December 6, Y. Lee had a meeting with the new CFO, VC Susan Simmers, Chancellor Lane, and Chief of Staff Matt Baughman to help the new CFO onboard. Y. Lee introduced the FS info to her and answered her questions. On December 8, Y. Lee attended the Chancellor's planning and budget council meeting with BC Chair Mike Eichholz. A copy of the university's operating budget was shared with you via email. On December 12, Y. Lee attended the EOC meeting where

they talked about the planning of the spring pandemic /flu cases and also about an exercise for active shooting on campus on April 20. I would like to express my appreciation to Senator Joe Sramek for his outstanding services and contributions to UEPC and the FS as whole. He is going to take sabbatical in spring. Best wishes to him. I wish you all Faculty Senators a Happy Holiday and Happy New Year!

V. **Special Guests**

- A. SIU System Vice President, Dr. Gireesh Gupchup on Academic and Faculty Affairs – Dr. Gireesh Gupchup shared his screen and gave an update on the System Faculty Advisory Committee along with an update on the System Strategic Plan.
- B. JRB Chair, Dr. John Fraedrich on his brief annual report – Dr. John Fraedrich was unable to attend and the report will be shared with FS members when received.

VI. **Q and A Session with Chancellor and Provost**

- A. Chancellor Austin Lane additional comments – Chancellor Lane thanked Dr. Lee along with the Provost Search Committee but reported extending the search. Witt Kieffer will continue working with Dr. Lee and search committee members in hopes to have someone in place by February. The Provost duties will be split between acting interim(s) that will not be eligible for the permanent role. Chancellor Lane touched on the retention retreat, a couple of weeks back, studying the data related to persistence progression in graduation rates. In the spring they will have another retreat to focus on graduate students. The Budget and Planning Committee met with Dr. Lee and other senators discussing a recap of state appropriations, tuition revenue, and where the university is financially. They are still in discussion on creating the merit pool for the next fiscal year. Commencement is Saturday and Chancellor Lane encouraged all faculty to attend. The Chancellor briefly touched on enrollment and said applications and efforts are where they need to be. J. Sramek asked what strategies is the university using to acquire more transfer students. The Chancellor stated we need to stay the course. They have built relationships with local community colleges and are using more incentives and outreach to connect with students. Y. Lee asked on behalf of a faculty member (email), what can be done to speed up the process for faculty pay increase. Chancellor stated two pay increases of 2% across the board have happened in the last two years and they are looking at internal equity this spring. J. Punske added that the FA and administration are working on finalizing the raises for this year.
- B. Provost Meera Komarraju additional comments – Provost Komarraju reported Spring registration opened in the 10<sup>th</sup> week and they are actively pursuing everyone who has not registered. The Provost asked instructors to stay responsive to students as they wrap up the semester and to submit grades in a timely manner. On December 2 they had a minority workshop sharing best practices and listed the following enrollment numbers: Fall 2023: 36 weeks out
  - First time fulltime freshman
    - 9,838 applications (up 24%)
    - 7,480 actionable applications (up 15.5%)
    - 6,309 admitted (up 16.2%)
  - Transfers on-campus
    - 1,086 applications (up 36.4%)
    - 509 actionable applications (up 36.5%)
    - 314 admitted (down 0.3%)

Transfers online and off-campus sites  
109 applications (down 16.8%)  
49 actionable applications (down 36.4%)  
37 admitted (down 43.9%)  
Graduate students  
488 applications (down 9.79%)  
36 admitted (down 18%)

Y. Lee thanked Provost Komarraju for her work at the university and wished her the best in California.

## VII. Reports

- A. Executive Committee: Chair, Yueh-Ting Lee – See Item IV.
- B. Election Committee: Chair, Bethany Rader
  1. Announcement of new senate members elected through special election – B. Rader reported results from the FS Special Election: Mehdi Ashayeri Jahan Khanemloo, CAM, serving through Spring 2025; Jon Davey, CAM, serving through Spring 2024; 1 seat still vacant in CAM through 2024; Seyed Yaser Samadi, CECTM, serving through Spring 2023; Jennifer Walker, CHHS, serving through Spring 2023; Louis Premkumar, SoM, serving through Spring 2025.
  2. Approval of JRB nominees – B. Rader reported on JRB elections and gave a brief summary of how representation was selected for the four open seats. Rader presented to FS the 4 names confirmed: Getahun Benti, CoLA; Bu Lingguo, SoE; Liliana Lefticariu, CALPS; David Sutton, CoLA. B. Rader shared her screen showing the allocation list and asked if they should fill 3 of the 4 open seats, leaving CECTM with no representation, or fill all 4 open seats with the confirmed members presented. B. Rader asked for questions or discussion. L. DiLalla asked if this has been a problem before. The question was unanswered but Rader stated reallocation of seats occurs each year. J. Sramek mentioned a lack of interest or a lack of “full” professors in units for representation.  
Motion: B. Rader  
Second: J. Sramek  
A vote commenced: 24 Yeas, 0 Nays, 1 Abstention; The 4 names confirmed and presented to the FS were approved to serve on the Judicial Review Board.
- C. Faculty Status and Welfare Committee: Co-Chairs, Scott Gilbert and Arash Komae – S. Gilbert thanked Dr. Tsatsoulis for the incentive and additional efforts with travel funding for faculty.
- D. Undergraduate Education Policy Committee: Co-Chairs, Joseph Sramek and Amy Bro – J. Sramek thanked his committee members, the Provost’s office, A. Bro, and gave warm sentiments in serving as co-chair for 2+ years. A. Bro and L. DiLalla thanked J. Sramek for his work.
- E. Budget Committee: Co-Chairs, Michael Eichholz and Farhan Chowdhury – M. Eichholz reported a preliminary analysis of data has been submitted for the faculty salary compression survey to the various committee members. A review has been completed and should be finished by the end of the semester. A report will then be drafted to the Chancellor’s Office and various constituencies to prepare for a final report by the end of January. M. Eichholz gave an example in his college that showed salaries below the median and salary compression. Eichholz added that a loan payoff in 2024 will free up more resources and the new CFO suggested budgeting toward goals. EC members

discussed seeing an increase in transparency with the administration and receiving report details.

- F. Committee on Committees: Co-Chairs, Elaine Jurkowski and Seung-Hee Lee – S. Lee reported approval of the 4 JRB candidates (reported in Item V-B-2) and the following names to serve on the respected at-large committees: Raymund Narag was approved to serve on the Advisory Committee to the Director of Public Safety, James Conder was approved to serve on the Graduation Appeals Committee, and Susan Howell, Adam Roloff, and Vjollca Konjufca were approved to serve on the Ad Hoc Committee for Institutional Ranking and Education Qualities.

Motion: S. Lee

Second: J. Punske

A vote commenced: 26 Yeas, 0 Nays, 0 Abstentions; The 4 JRB candidates and 5 names given above to serve on the FS at-large committees were approved.

- G. Governance Committee: Co-Chairs, Patrick McGrath and Khalid Meksem – P. McGrath shared a report that VP B. Rader read aloud. McGrath emailed committee members for feedback about the FS Parliamentarian being a member of FS. He received two responses, one favorable and one against. P. McGrath addressed this at FSEC and EC members discussed that a parliamentarian is no longer needed and new members of the Faculty Senate should complete a basic training on Robert's Rules of Order. McGrath attended a meeting on Monday with Marc Morris (APAA), Jeffrey Punske (FA President), and Yueh-Ting Lee (FS President). They concluded that the role of FS and discussions about faculty merit pay should entail encouraging academic units to include in their operating papers processes for evaluating merit.
- H. VC of Research: Costa Tsatsoulis – No report.
- I. Faculty Advisory Council to IBHE: Lichang Wang – L. Wang reported meeting on November 18 via Zoom. The main focus was about two Illinois funding commission meetings (adequacy and resource). Wang attended the Adequacy Workgroup, one of two meetings on November 17. The next phase of development will be to create funding formula, which will be complicated based on the current discussion. FAC will continue to monitor the development and this will be discussed at the next meeting on December 16, 2022.
- J. Graduate Council Representative: Tomas Velasco – T. Velasco reported approving the resolution to recommend the approval of the RME for Concurrent B.A./J.D. Degrees between Political Science in CoLA and School of Law.
- K. Ad Hoc Committee on Institutional Ranking/Educational Quality – E. Jurkowski, Y-T Lee, M. Hylin, and J. Sramek – E. Jurkowski reported three new committee members replacing three previous seats and they will resume meetings in January. Also, they created a OneDrive to house committee materials.

#### **VIII. Old Business**

None

#### **IX. New Business**

FA President Jeffrey Punske on merit pay – J. Punske stated any salary adjustments are between the bargaining units and the administration. Bargaining units are for compensation provided it is done fairly and are working with administration to create a merit system. The present contract states no merit, which can be amended. Punske reminded members that merit is a mandatory aspect of all operating papers and encouraged them to work with

colleagues and units for an increase in compensation. W. Ray asked if previous year's merit will be considered. J. Punske said there is a lot to this, suggested all units take a look at merit procedures, and encouraged senators to share issues they're facing. J. Sramek strongly stated merit is not the problem needing fixed and their should be more addressing salary compression. J. Punske said representatives across bargaining units are divided on merit and retention of talent is a crises SIU is facing. They need to address salary compression, annual salary increases, and merit pay.

**X. Adjournment**

Motion: J. Punske

Second: L. Wang