

**MINUTES OF THE FACULTY SENATE**  
**September 10, 2019 - Morris Library 752-754**

**CALL TO ORDER**

The meeting was called to order at 1:00pm by Faculty President Segun Ojewuyi. Prior to doing roll call there was a break in the meeting to have the Senate group photo taken outside.

**ROLL CALL**

Members present: Kofi Akamani, John Davey, Seung-Hee Lee, Jerry Becker, Constantine Hatziaodoniu, Elaine Jurkowski, Ying Chen, Jennifer Brobst, Jon Bean, Joseph Brown, Michelle Kibby, Matt Gorzalski, Alejandro Caceres, Scott Comparato, Joe Shapiro, Jacob Haubenreich, Dong Han, Jay Needham, Derek Fisher, Segun Ojewuyi, Jim Wall, Amber Pond, Robin Warne, Marissa Ellerman, April Teske, Melissa Viernow

Springfield Contingent: Doug Carlson, Sandra Ettema, Heeyoung Han; Christopher McDowell,

Members absent with Proxy: None

Members absent without Proxy: Marcus Odom, Mickey Latour, Laura Holiday, Sandra Fark

Ex-Officios and guests: John Dunn (Chancellor), Meera Komaraju (Provost), Lizette Chevalier (Associate Provost for Academic Programs, APAP), Buffy Ellsworth (School of Medicine Faculty Council representative) Todd Wakeland (Director of Export Controls), Karen Jones (PSAS Chair), Bradley Taylor (PSAS, Horticulture), Chelsea Lewellen (EAHE), Ha-Yee Teska (EAHE), Layla Murphy (EAHE), Thomas Shaw (Graduate Council), Brione Lockett (Student Trustee)

**ANNOUNCEMENTS FROM FACULTY SENATE PRESIDENT – Segun Ojewuyi**

Just two things to bring to your attention. The faculty lunch has been scheduled for October 22<sup>nd</sup>. We'll be having lunch in partnership with the Associate Provost for Academic Programs office. The second thing I want to bring to the floor for you to think about we'll come back to it at some time down the line to really explore. It is the diversity initiative. We know that we have a diversity council that is working on that for the system. But the Senate will also be engaging ourselves in really exploring that subject. When we get it to that point, I'll tell you the need to do that. At this point, it's kind of nationwide issue. But for us, it's a bigger issue because it goes through everything we do. Those are my comments just to keep it moving very quickly.

**MINUTES**

Minutes of 7/9/19 meeting were not approved as attachment inadvertently left off the meeting notice. For October meeting both the July and September minutes will be attached for approval.

**ADMINISTRATION REPORTS**

**John Dunn – Chancellor**

Thank you very much. Good afternoon. I have a few things to share with you. I'm going to start off with something that I think is positive. I've had some nice interactions with the governor recently. This included being at the Springfield Fair and DuQuoin State Fair and also Governor being on campuses and events at Public Policy Institute. We talked for quite a while about some of his worries. His worries being that, how quickly we can climb back up the hill. We, as in, the state of Illinois? His worry though, is not unlike ours. That is that in terms of enrollment in particular is that once you're in that slide, how do you stabilize before you can start to move up and how long will people be patient with that. We then talked a little bit about funding for higher education and I complimented him on the increase. It was provided this year by the Governor and the Legislature. One of my takeaways though, is I think that he knows that the one-time fix is not going to do it.

The Governor was to speak at our Southern 150 in DuQuoin but was unable to do that. However, Julianna Stratton, the Lieutenant Governor stepped in and I thought she hit a home run with her presentation. We had some side discussions, both Meera and John, with her and I thought that was good. Her husband by the way is a graduate of SIU and is really a pro-SIU guy. So, I think he kind of keeps reminding her about Southern Illinois University and his experiences here.

Moving on as you know the IBHE did approve at the August meeting our request for support for the nursing program. Also, the physical therapy and occupational therapy. We thank you for your support as a group and also Business Analytics. I must say that the IBHE has been reconstituted, it has a new chair and some new members. There was a part of the new Chair's approach to the nursing that led me to believe that he might want to delay this for more information. I was trying to refer them back to Springfield because we had people in Springfield that can answer questions he asked. He cut me off reminding me that he was running the meeting and not me.

Fortunately, Rex Budde, Southern Illinois Healthcare CEO stepped up talked about Southern Illinois Healthcare and their support for this. It was helpful and successful so we got a favorable vote. I think the other members of the IBHE got it right away and they were ready to go with the vote.

A few things about enrollment, the official number is 11,695. That compares to 12,817 the previous year at that time so that's a decline of 8.75%. Some of the better news is that our retention rate went from 72 to 75%. The aspirational would still certainly be 80%. We need to be there, but we're moving in the right direction. At one time we were down in the 60s so anything over that 70 mark is good news in the 75 is very good. We also saw that same thing from the sophomore to juniors, again a 3% increase. I think there are some indicators there that are affirmative and positive. I think one of the hits that we took had a little bit to do with international enrollment which is down about 14%. We were at about 1039 and we are now at 914. Even with that, we had students from 20 different nations. Brand new students, which still keeps us in a very diverse pool of international students on campus. We've got some other strategies that we're trying to resolve that could help us with some cohort arrangements, including MOU that will be signed later this week with a school in India.

We also had the City Colleges of Chicago on our campus recently. They spent 2 days here and met not only with officials here in the university including Deans but also with the Mayor and other city officials. Two of those individuals did graduate from SIU Carbondale and some had never been here. They never been in this part of the state so they got great comments about the campus, they didn't realize how beautiful it was.

**Budget:** Two pieces of news: We will have a 3% budget reduction, but we will be balanced. The other part of that which is embarrassing and I apologize to all of the University campus. We don't have any money in there for salary increase. I'm not happy about that but it's not there.

**President Search:** Search is ongoing for a new president, they hope to resolve that by December or January.

**Graduate Council:** Someone raised a good question about the warning system that's on our emails from outside. Does it have to be that long? We now have it down to 10 words. There is a reason to have that warning but we were listening and I certainly agree.

## **Meera Komarraju – Provost**

- **Enrollment**

Good afternoon everybody. I'd like to start with a huge heartfelt thanks to all the faculty and staff and students who really helped us in many ways. One is bringing in 1037 new students. We worked very hard for every single student. Within that I want to recognize all of the efforts that have been put forward in increasing our yield. Our yield is around 27, it has gone up 3% from last time and that is very positive. About 10 years ago, we were at 30%. Within the yield, I want to mention that we

had several faculty members do the call campaign and what enrollment management has documented is that when faculty have called the student, the yield has gone up 8%. So, the chance of a student coming in is higher when faculty are talking to the students. So, thank you very much for that. We also brought in a class of students that is stronger in terms of the ACT we are at 24.3 from 23.65. But at the same time, we have also done sort of a holistic review of students who did not meet admission requirements and have admitted students who we think can be successful at SIU and are providing them all the support that is possible for helping them to succeed. I also want to mention the retention part of it because that is not something that can happen overnight. It takes a lot of work from many quarters in many different ways. We have a monthly retention committee meeting where all the Deans and the retention coordinators attend along with student affairs and advisements. I just want to let you know that that is on top of everybody's mind and we're going to continue working to retain all the students that we bring on campus.

- **Faculty/Hiring**

We had the new faculty orientation on the Friday before the semester started, we brought in 22 new faculty this year. There were 25 approved but a few of the searches didn't materialize so we have 22 new faculty and the Governor's been kind enough to write a letter of welcome to each of our faculty. For Fall 2020, there are 35 new faculty hires approved. The Deans have already been informed of that and several have already posted ads. I've been asked what the logic was for the 35 hires. This has not been an easy decision because the 25 hires were based on 100 requests and the 35 have been based on 76 requests. This is a tough decision for me to make. I look at who got positions last year and who is requesting this year. Where are the biggest holes which are interdisciplinary in nature? Where accreditation issues might be a problem sometimes you have to decide we are going to let this program go as we simply cannot sustain it? Where there are areas of growth? Keeping all of these factors in mind, these 35 are approved. I've asked the Deans and department heads and schools to really work hard in getting the largest number of applicants and to really work hard in landing the best applicants as quickly as possible. From our side, we will do our best in terms of the whole selection and recruitment process.

We also have a graduate student orientation the Thursday before school started and I had the opportunity to participate. This is for the teaching assistants and every year I do a presentation on diversity in the classroom. That also gives me a chance to meet the new students and I was happy to participate in that.

- **Budget**

In terms of the budget reduction, our enrollment is down. I've let the Deans know and they will be getting the numbers. The actual number is coming on Tuesday, but it's approximately 3% of a budget reduction that we're all going to take in order to be able to meet our financial responsibilities.

- **Reorganization**

In terms of the reorganization, during the summertime because faculty were off contract we didn't really make much progress on that front other than having 7 new schools starting on July 1<sup>st</sup>. Those schools that did start on July 1st decided whether they wanted an interim director or an appointed director, so that is moving forward. There were 5 more schools that had been approved and we were waiting for the beginning of the semester to get the working groups going. We are also working on the template for the RME's for forming new colleges. Because once the schools are formed, they can populate colleges, so that is going on. We have also had lots of movement from different schools that are interested in moving forward and proposing ideas in terms of new schools. We have one RME that is sitting in the President's office and that is for the school of Electrical Computer and Biomedical Engineering. This is one of the RME's that has received all the approvals. But we're

waiting for a few more so that we don't sort of send one at a time to IBHE, we are trying to send a few together.

- **IBHE**

In terms of the outcome with the IBHE just a little follow-up. We're working closely with Southern Illinois Healthcare in terms of implementing next steps with a nursing program as well as the occupational therapy and physical therapy program. Talking about space and applying for the letter of intent and permission and so on. That is all happening behind the scenes.

- **University 101 Class**

A couple of other very quick in terms of the University 101 course, the Saluki success program despite what you might hear it is not been closed, the program continues to exist. One of the former instructors has continued and we have other instructors. We have 1071 students enrolled in the course. There are 51 sections and they're all running and we're helping the students get connected with their Department, their Deans, their faculty, their mentors. We are also working closely with Saluki care starting week one. Any student who did not show up in class, we are doing a friendly check in to make sure everything is OK.

- **Reminders**

- You received an email about participating in export control training. Just want to mention that's not a choice that we have this is a federal requirement. The email that went out through the Faculty Senate Listserv clarified that some departments will have to do this on-site and some will do online. We have Todd Wakeland here who's in charge of that training and I just let him know that Faculty are waiting to find out the URL so they can do the online training and I think that will be coming forward shortly.
- The other friendly reminder is about the foundation grant to SIU Foundation. If you remember last year had given \$50,000 and had solicited proposals. They raised the amount to \$75,000 this year and that deadline is September 23rd. We hope to get lots of proposals so they are again very impressed and hopefully raise the amount every year.
- The last one is just a quick aside and a shout out to the mathematics program. Very quickly yesterday, I was in Chicago to attend a joint Advisory Council that was put together by the IBHE and Illinois Community College Board. IBHE presented some data and they highlighted on one slide what SIU Carbondale is doing in mathematics and how it is important in terms of helping student co-remediated and how they've shown success in terms of the students doing well. There be 5 meetings this year and there is a deliverable, we have to come up with some sort of report at the end of it. Senator Pat McGuire was there and he remembered the 7th floor of our library. He asked if we still had the tutoring center there because I had mentioned that math has been able to do well because they've been very intentional in helping to take the tutors to the student so student don't have to come here for tutoring. Go to where the math Department is and so he was very pleased to hear about that. But he asked me if the tutoring center still existed here, so it looks like he's been here and he's in charge of the higher education committee. So, it was nice for us to shine there.

**S. Ojewuyi:** Thank you. Now we will have question and answer session just 10 minutes. It's open to the floor.

**Q: J. Becker:** Did you say there was 7 new schools that were approved and started 1st of July, and another how many?

**Provost:** Another five.

**Q: A. Caceres:** What are the seven schools?

**Provost:** The seven schools are- Earth System and Sustainability; Psychological and Behavioral Science; Computing; Health Sciences; Biological Sciences; Applied Technology as well as Justice & Public Safety.

**Q: C. Hatziaioniu:** Yes, I wondered if the Chancellor could elaborate a little bit on the Governors concern about the enrollment drop here and the comment that the population wasn't very patient here.

**Chancellor:** Actually, the governor did not come in on enrollment because the enrollment wasn't known at that time so if I gave that impression I apologize. He was really talking more about his responsibility as the governor. To try and lift the spirits and the forward thinking of the populous at large about their state

**Q: J. Bean:** Question for the Provost. I've had faculty ask me we hear there's 25 hires or the 35 hires and this may be posted somewhere, but they want to know which departments or programs are getting the hires. Is there a list?

**Provost:** There is a list that I usually don't post anywhere but that can be provided.

**S. Ojewuyi:** It would be good to have a contact. I think what's up this is for the transfer the new program in nothing what's exciting about it, I think I want to elaborate.

**Chancellor:** To put that in context, remember the struggle we had with Edwards over nursing. They have 1700 nursing students. So, when you look at their enrollment of 1700, the largest class ever, I don't know what the fear was that we were somehow going to decimate their numbers. There's just a great need for nurses. Our goal is a modest 300, while not a lot certainly 300 new students will be very helpful to our bottom line.

**Q: D. Han:** Are there any updates on the renovation project for the communications building? The current status of the building does not attract students who want to work for today's media.

**Chancellor:** You know there's always a challenge when our legislators say yeah, you got a capital request and it's been approved but then there's the question of when is the money going to be allocated. I think that's one area that the Lieutenant Governor can help us on. We actually had a short conversation with her about that. It could be next year, it could be the year after, we don't know. To some extent I think we're all watching to see what happens with our overall budget for the State of Illinois. There's a lot riding on a tax issue question that's going to factor into the availability of money. I wish I could be more definitive but I can't.

**Q: R. Warne:** Yes, a question for the Provost regarding the formation of the new schools. In the school of Biological Sciences, we're all very excited about this school but we're struggling with how to get the website up and running and how to get new materials developed. We would like to get those as soon as possible so this can help for recruitment. I'm wondering is there any kind of movement from your office to help?

**Provost:** That is one of our priorities. We are working with university communications discussing how we can sort of prioritize and move that faster as well as in terms of the promotional material so that is certainly on the radar.

**R. Warne:** Are there resources we can tap into?

**Provost:** Yes, you mean money for like printing or making copies that kind thing?

**R. Warne:** That and are there graphic designers that we can tap into to develop new flyers or something for the recruiting fair?

**Provost:** Yeah. I mean, if you need to make a request like that just contact the Provost Office

**R. Warne:** The website is the big one...

**Provost:** The website is something that we are talking with university communications. It's something certainly on the radar, I think there's a meeting coming up. Besides Biological Sciences, a couple of other schools are also eager to get up and running.

**Q: J. Haubenreich:** I just wanted to ask about the delays in processing GA contracts. I know there's been some pretty major delays and especially with international GA's. We have a number of them that are going to miss their 2nd pay cycle after their contracts were legally finalized so they could legally teach. They're still not in the system so they're not getting paid, but they also don't have health insurance so if something happens to them the University's liable. My sense is that there's one person processing them. It's not their fault because they're massively overworked. The other thing too, their fees are due and without being able to pay them they won't be able to use the library. Last year, there was some email about loans for the GA's because of all of this, but I don't think that happened this year.

**Provost:** In the last 48 hours, there have been several emails on this because this all comes under the Vice Chancellor for finance and administration. We are addressing that to make sure it never happens again, that's one thing. Second, there's also some evidence that we have to hurry up and do things in preparing the contracts at the college level. We have to move faster and maybe clarify the process so things that are sent don't have to be sent back so it moves faster. Then on our end making sure that we are well staffed so we can process even if it means bringing in some seasonal staff at a certain time. We are very aware of that and we regret that graduate students are being affected because of these circumstances.

**S. Ojewuyi:** I want to give the Chancellor a couple of extra minutes because as President of the Senate you are made to attend the cabinet meetings. In those meetings there is a lot of terrible news about how we are struggling as a university. But in contrast to that there is also a lot of good news, positive news and we tend not to exchange that news all the time. So, I'm just giving him 2 minutes to make us feel good.

**Chancellor:** Well at least it's information and data. The Wall Street Journal Times Higher Education rankings are out now. Last year Carbondale was ranked number 389 of all of the institutions, this year we are at 239, that's an appreciable increase. They measure academic resources, engagement, outcomes and environment. Only the UI, UC and UIC among the publics were ahead of us. US News and World Report was sort of the other direction. Last year we were 226 this year we were 254. They measure outcomes, graduation and retention rates, performance, social mobility, faculty resources, expert opinion, reputation, financial resources student excellence, alumni giving. UI, UC, UIC publics are ahead of us in Illinois State. I will say one thing, the question that presidents and provosts are asked is who provides the best undergraduate education. I do not believe that Harvard, Princeton and Yale provide the best undergraduate education. But I don't think anybody reads the STEM question. It's a perception about that school. There's one other that's really interesting, this is the Center for World University rankings. We've done a little homework on this and it's pretty incredible. They look at 20,000 institutions globally. This year we were ranked 773 of the 20,000 and nationally that would put us 185 in the United States. Last year we were about the same nationally, we were a little bit higher at 177. They look at the quality of education, alumni employment quality, faculty research performance measured by total number of research papers, high quality publications, influence in citations and this year only UIC and UI are ahead of us on that list. That one is called the Center for World University rankings. Edwardsville now is national ranking because they are a Doctoral or Professional program.

**S. Ojewuyi:** Thank you. For faculty that work in the classrooms and deal with students every day. I think it's important, though while we struggle with those challenges internally we present this positive news for the students because they help in our recruitment and they help with retention too. If they have a good feeling in the classroom, I think it helps our teaching and are performing with them. So, thank you for the other extra time.

Now we talked about the export control, I have received several emails asking questions on that. Some were not so friendly, so I've invited Todd Wakeland from Edwardsville just to help us understand what this is about a little better.

**T. Wakeland:** Hi, I'm Todd Wakeland, the Director of Export Controls for the SIU system office. We started that office on March 1st of last year, something that is brand new. I came over from the general counsel office. I was an attorney in the general counsel office for 7 years and decided to jump over to export controls.

One of the problems that we're having is that export controls is becoming a bigger issue for the federal government and most people have no idea what export controls is. How many people here know what export controls is? Just two people, that's a problem. The federal government export controls are regarding the technology and your research on campus. Their concerns about foreign entities, foreign governments, foreign researchers, foreign students, faculty members stealing your research and stealing your technology that you work on campus. It's a growing concern for our federal government, which means that it has to be a growing concern for us.

The Department of Justice stated publicly last month that they wanted more cases of export control violations identified on campuses in the United States. That's a problem that we need to solve and we need to make sure that we're not one of those cases. They have staff of eight full time investigators at Fairview Heights for export controls FBI and Homeland Security. Their head investigator is a graduate of Carbondale's criminal justice program so he knows all about us and we hope that's good. Export controls really does affect all campuses. We currently have an investigation on the Edwardsville campus. On export controls we've had some incidents on this campus that have that would have become export control problems if we didn't catch them earlier. We've had Chinese companies try to come on campus. We've had Chinese students trying to come on campus that weren't allowed. If those would have occurred that would have been a problem for the University and that would have been a problem for the individual faculty member because the penalties for export control violations are on the individual faculty. There's a fine that could range anywhere between \$25,000 and \$150,000. So that's why we've started this office to protect you all from violating laws that are really obtuse and don't make a lot of sense and most of you have no idea that you're breaking the law when you do it.

One of the things the federal government has strongly recommended which means "do" is export control training. So, we're going to do training on all three of our campuses. Springfield Edwardsville and here. We've started in Springfield and Edwardsville already. We start here next week, next Monday and Tuesday. You've got all the emails and please come to training, this is important. The reason we're doing that is because there saying we need to do it and so you guys know what happens when you go to a foreign country to a foreign conference when you have students and faculty members come on this campus. Those could be possible export violations. There are certain people in certain persons in this world that we can't work with. There are about 44 entities in China that were not allowed to work with. There's about a half dozen to a dozen in Iran that were not allowed to work with. If we do certain things, if we do research with them or if we have students come over from those entities those are export control violations. The training is designed for high risk/low risk. The low risk areas are the soft sciences Arts, History, English, things like that. Those people will be required to take online training, 20 minutes to 30 minutes at most. The high-risk areas, STEM areas are going to be required to do the in-person training. That's going to be here in the library or in the student services building and it's a one-hour training then you're good to go for the next 3 years. We're anticipating that it would be done every three years of course, if that changes, if the government tells us otherwise, then we have to do it more than every 3 years. This is something that we're going to have to deal with because federal government thinks it's a big deal now so that's what this is about and I hope all of you attend. You guys have any questions? Concerns?

**J. Wall:** We discussed at the Executive Council one of the things that would be extremely helpful and maybe it's under way. To understand the importance of it and then also to do it is to approach it in the same fashion, perhaps as the Title IX training and the ethics training that we do. In other words, to ultimately get it to D2L

currently we have sent out emails, saying, you got to do this, but that's been done. So that's just a just a suggestion.

**T. Wakeland:** We've tried to cover as much as we can as far as what type of training. It's on CITI so I think everyone knows what CITI is and then the online training we're doing. The online training is one-hour sessions. I think we have 20 of them over 5 days. So hopefully everyone will be able to catch that and then once it's over we'll catch the stragglers as they come in.

**Q: M. Kibby:** The ones that are online, is that live or do you just go on there and do it?

**T. Wakeland:** You just go out there and do it. It's about 20 minutes, 15 or 20 slides quiz afterwards.

**M. Kibby:** Then would we be doing that every 3 years?

**T. Wakeland:** You just do it once. All the high-risk areas should be trained more than once, so right now it's once every 3 years.

**J. Bean:** I'm in a low-risk area and I did do the online training. For example, if you had information stored in the cloud and the cloud account was hacked through no fault of your own, you could still be held responsible. Could you talk about say, if a faculty member is going to be cited by the federal government, what does the general counsel do for us?

**T. Wakeland:** That's a tough question because it really depends on the situation. It's a case by case basis if you've made a mistake. I think the likelihood of university general counsel doing something for you is better than if you did something against the wishes of the University. For instance, the incident at Edwardsville, the professors' office and home were rated by the FBI at 7:00 o'clock in the morning. He came into us, myself in general counsel. We discussed it and we decided that he should get private counsel for himself and then the University counsel would represent the University. So, it's a case by case basis on how that most of the time. I would as an attorney but I'm not a representative this University, I would suggest everybody getting private representation for their own personal.

**S. Ojewuyi:** That's why we invited the Todd to come speak to us. He made a presentation at the faculty orientation which really got me scared because the more questions you ask him the more you get to know about this new export control that we're all at risk. So, I'm urging you as members of the Senate to take this to your unit to really vigorously help disseminate this information. It's very, very crucial and we should do it immediately. And you will get a lot of questions. I've gotten an email asking if he would be paid for the extra time spent on the training. If I'd had this information I would say well, don't do it at your own risk.

**T. Wakeland:** This is really for the faculty members, their protection. We're trying to prevent your laptops and your phones from being scanned and stolen in foreign countries. We've had computers come back from China with viruses on them to track them. So, it's something that happens every day. Your life's work, your research should be protected.

**S. Ojewuyi:** Thank you, Todd. So, we go to the next item. We have been dancing around this subject for some time now. We've mentioned it twice in previous meetings and the executive council decided we should dedicate some substantial time to have this discussion. We wanted to be open and frank, so Matt...

### **Committee Report on Faculty Status and Welfare – Matt Gorzalski.**

OK, I've got my notes here. So, yesterday the Faculty Status and Welfare Committee met and had an open-ended discussion about the morale issue on campus, throwing around some ideas and concerns about it. In my opinion, I think we didn't come to any strong conclusions so we wanted to get feedback from the Senate as a whole. I think we did feel as a committee we don't necessarily represent the whole faculty and want everyone's



input here. For a couple of months there's the idea being kicked around for drafting some kind of resolution pertaining to salary increases. Should it be a request for salary versus a demand. I don't know how strong the wording would be. But in our discussion yesterday we felt that it would be inappropriate to create such a resolution except for supporting a good faith effort between the Faculty Association and the administration, because we thought it was more of a bargaining issue and we didn't want to step on the Faculty Associations toes and get involved where we really ought not to be.

There's also been the idea that we do another faculty campus wide survey on morale, which I don't feel strongly about because it's been done before I think the issues are very much the same as they have been for several years now. The only survey that I think would be a value would be something along the lines of give us your specific, achievable, reasonable ideas for what to do. Because I think we're beyond this identifying the problems part and now we need the solutions part. One issue we spoke a lot about was continued perception that there's a lack of communication between our front administration to faculty about a university wide vision or a direction, a purpose or a set of objectives that we can work toward. I know for me personally for example, I'm well aware of this major challenge of enrollment retention and recruitment and I want to know more about what's being done in those areas. Now the Provost sometimes will announce that we hired some recruiters for Chicago or Saint Louis to plant them there. I'm curious to know more from the enrollment manager about what specifics are being done. Where do we stand? What was the outlook? What are the recruiters up to? Because for morale purposes, for me it would help to know OK yes, there's this team of people and this is what they're doing, this is how they're addressing this challenge. That's just me personally, but it's an example of how I think one area of communication can help raise morale if we are more upfront about what's going on specifically to deal with those challenges. So, I guess we'll open it up if there's anything the others who attended the meeting yesterday want to say at this point or comment. It's an open discussion.

**S. Ojewuyi:** First, for so long, we have all, individually or in groups that committees have expressed the low morale on the campus. So now let's get to the specifics. You know, we've identified the problem and it continues to stay with us. But we should be working to get out of it and so in my view, it has two parts. One is perception the other is reality. We have lived with the perception and part of that is improving communication systems. Not just with the administration, but also within us across campus. In practical part of this, what are classrooms like? For example, I get this all the time and I'll put it to the administration. I'm not sure if anyone has heard it every time I try to raise some idea for a major project or you know, some movement forward, I'm met with the statement that the administration is all interim. So, what can they do they're all interim and so there's no administration on the campus. I do not know how to respond to that. It's a very tiny statement but it always kills that initiative to do something and when we're looking at policies and we're looking at amending the policies or writing new operating papers it always comes up that well, we wrote something years ago and we never heard back. And we have not heard back because we have interims in position and so everyone up in the administration is just taking his or her time until a new set of interims come in.

That is real for me and it is practical in that it's something that I would want an answer to because it will boost my morale if I get to know there is some movement towards some kind of permanence. So, issues like that. The last session of the Senate, someone brought up the issue of the rec center. Which I wasn't thinking about and the fees that we have to pay as faculty to be members. That is a small thing but everything about moral and status would, if you take them apart, they will sound very tiny and so not worthy of your time and so we tend to just move forward. But if you begin to put them together, you find that that's the weight that we carry everyday into the classroom into everything we do. So, this is the time to just let it all out.

**M. Kibby:** An issue for me is resources, I know money is tight but just the resources to be able to travel. Resources to be able to do the other things that we like to do. Not only are there no salary increases, there's no other resources. I think the frustration of just being in a stalemate. My computer is from 2007, just resources issue I think is part of the morality issue.

**S. Ojewuyi:** Resources is a very key point. Faculty travel for conferences and for research and all of that. I know the foundation has given but we need more. I mean my department is being reduced to this very, very serious level. I won't say how much because it's just terrible.

**C. Hatziadoni:** Yeah, I think you just nailed it. We talked about the stability and lack of permanent administration. But along with that also comes the lack of vision.

**R. Warne:** On a different topic, the issue of the interim administration, I don't feel like that's an issue. I agree our administration is not behaving like interim. But I would say between I think most faculty we are here to teach and we're going to do research and I think all of us are devoted to it. But I think there's a big connect between us in our mission. And mission between (inaudible conversation) .... We've got a lot of dark staff and a lot of offices that we depend upon like OSPA and HR, payroll. Those specifically have caused me big problems this summer and I've spent a lot of time trying to fix things that aren't my fault but because I'm fiscal officer on something or other that got messed up because the chains broken. I think that's where as far as morale goes that hurts a lot because those people that are there that are kind of supporting the mission but are still a part of the forward-facing part of the mission are disappearing. This downward slide, when do we stop it? That to me is this scariest part of that downward slide, it's the broken chains that are making it really hard for us to accomplish our mission.

**S. Ojewuyi:** The problem is so huge that we cannot come up with answers immediately. But to openly discuss them, it might actually be part of the answer

**J. Bean:** Chancellor Dunn, on your comments about how there's no salary increases this year. For the last ten years the faculty have borne the brunt of no salary increases. On the one hand, we understand why but we've had this discussion before and we have asked the administration maybe to try to find ways... like we had a really good discussion last year about the Recreation Center, which is not only a tangible benefit to faculty who currently use it but you also meet students at the Recreation Center, you meet alumni in the area and this discussion has occurred several times, just to use that as an example. We've never really gotten a response back from the administration other than to note it down. Things like that that we might come up with is it the administration's view that this has to be bargain with the FA? Otherwise, I'm puzzled as to why.

**Chancellor:** Well, I was really intrigued with I think you're opening. During my presidency, it was at Michigan University there was a Faculty Senate and there was also a bargaining unit for the Faculty Association. But the Senate made a very clear distinction of what its role was and what the FA's role was and they defined the Faculty Association as having to do with wages, benefits and working conditions those were the three. So, the Senate there specifically said that's not our purview, that's the FA's and we assign that to them. Personally, I thought that worked really quite well there, OK that was their distinction that separation. The issue of interims is really intriguing one to me and I appreciate your comments over here on the side. I think that much of the interim thing we could resolve ourselves because really in the administrative roles that we hold here, we are interim all the time. I don't care if you got a five-year contract or not you're interim because you'll be gone, you serve at the pleasure someone else. So, you know, I didn't mean to ramble on I don't know if I ever got your point but I would encourage you to honor being respectful of the Faculty Association. Not that you don't have a substantive.... (inaudible conversation) I loved your comment about the Recreation Center, I mean there are other areas.... I worry that we don't have a faculty club. One of the things I looked at was can.... what do we call that area in the Student Center...? It's closed now, so one of the things we did at another place is that we just had a...we just....we just said, Hey we gotta swap.... (inaudible conversation)

But on the other hand, I hope you all know, the University is charged with paying back an internal loan we made to ourselves. So, we're paying off about 4 million a year and we are in year 3 of 7 years of that. I mean, if we had those dollars available and they're going back into accounts that are really distributed throughout the University so that may be getting in the way of the questions raised about travel which is pretty basic and I don't know if we make a good distinction...I always made a distinction in whatever my roll.... Department chair or

whatever... whether someone was presented a paper or where they're going to conference. Sometimes you can factor in really, really how important that meeting might be to their own longevity. You know, presumably those kinds of decisions are being made, and maybe they're buried in operating papers. I'm sorry for rambling on...

**J. Brown:** When I was asked by the president of the University of Virginia to step into a crisis and become an interim Dean, I announced to the entire community at the University of Virginia that God only gives you your next breath. But I issued a letter my first month there with a game plan for changing something that I thought was scandalous. The graduation rate for black students. When I went back to the black alumni reunion in April, they were proud to announce at the University of Virginia that the graduation rate there among black students is 88%. The word that the chancellor used was validation. That's the one that sparked me to say something. The difference between my feeling of low morale is when a former president of the system said to me on a Good Friday morning 3 years ago, "Well, you were dumb enough to sign a bad contract, we don't have to do anything to honor it". I wish I could get a faculty appointment that had a raise to it. When I left the chairs job in Africana Studies that pointed out to me that I had not gotten a raise in 16 years and they were going to reduce my salary. They saw that administrative stipend which I had never gotten by contract in all the years I've been here. So, they reduced something that I hadn't gotten in the 1st place and I still haven't gotten salary back that I had in 2013.

I want to talk about morale and status. Yesterday in the communique that came out with the first time I've ever seen my name listed as having done something that was an accomplishment and it was to talk about diversity and inclusion at the University of Notre Dame, which I just did this past week gave a keynote there. I don't get invited to offer my ideas as if they are valid. The best I can get is somebody just saying to me 'well, you know after 13 years of you're talking about this problem, maybe I'm thinking you do have a point' or somebody else to say 'I'm kind of sick and tired of your soft stories give us hard data about the problems that you say we have'? At the University of Virginia in 1986 they wanted me to help them solve problems. At this University even at the elevator this afternoon, as soon as someone sees me, they said well there's a troublemaker.

No one is talking about retention rate to graduation for black students. People are talking about changing demographics and low birth rates. But every president that I've heard since about 2006 has talked about changing our recruiting strategies. The one who told me I was dumb enough to sign a bad contract said to a whole group of high school administrators that they were going to stop recruiting so much above I-74 and a lot more below I-64. When we talk about and increasing ACT scores, I've known this since 1986 when I became a Dean at the University of Virginia, that the cultural bias about standardized testing is against minority students. I was very happy to hear the Chancellor say that we have made some accommodations for people who don't have that 24 score. But we used to have programs here that were really much more controlled and well budgeted and diverse for just those kinds of students. HBCU's don't seem to have a problem graduating students with those ACT scores because they already know how to do it.

Validation is a key to me. I started teaching on college campuses in 1968. I've taught in schools that are much higher rank than some that aren't ranked at all. But I don't feel validated here. When I'm called the troublemaker and you wouldn't call your cancer specialist a troublemaker if he tells you where the cancer is. You'd call him an asset for helping you get better. And every time I have seen young black or female of whatever ethnic background really scream and yell to be seen and heard and validated, I see them get on the bus and leave. We do have a morale problem when I had four people tell me in the last 16 to 17 months, I can't take it anymore. You can say and say and say it but while we're waiting for someone else to validate us, it gets pretty lonely out there on that ice flow that is melting.

**S. Ojewuyi:** It seems there are no more contributions then? So, we will go to the reports from the committees We have to make this very fast so executive council.

**J. Wall:** Real brief. In addition to that many things that are all we've already discussed here and still to come in reports, we are attempting to recruit 3 senators who for whatever reason, retired, resigned, moved on? We have started one from ASA, we also need one from science. Eric, if it can be of any assistance there because we've asked for it for 2 months. Also, now College of Education Services with Doctor Olson, retiring. He said at the beginning just emphasize the work with Theresa and the websites and the communications is indeed a work in progress. I can assure you that is top of the agenda for us three here and our pledge is to make sure that it is back up to speed as it has been passed.

**S. Ojewuyi:** Thank you. Graduate Council.

## COMMITTEE REPORTS

- **Graduate Council – Thomas Shaw**

Greetings from the Graduate Council, my name is Thomas Shaw. We met for the first time last Thursday for this academic year. We approved and NUI for Masters of Science in strategic Analytics in the College of Business and we had the first reading on a resolution I should say for a no-show grade for Grad students. Then school associate Dean Steven Shih provided a 5-step plan that for the grad school for growth and progress of the grad school and it encompassed the student recruitment and then academic progress. Students support and success in regard to support for going to different meetings and presentations. Also, research trying to promote more research and mentioned some of them in regard to dissertation competition to promote better writing research. Then the last one was processes and operation of the grad school, those were the 5 key areas for his tenure, I guess for future improvement.

- **Faculty Advisory Council to the IBHE – Patricia Saleeby.** No report.

- **Undergraduate Education and Policy – Melissa Viernow**

Thank you, so I have three RME's. The first one is an intensive of controlled production. There's been a dramatic increase in the production, especially vegetables, therapeutic cannabis crops. Approximately 10 billion dollars impact a 10-billion-dollar impact to the Midwest. This certificate would graduate skilled entry level employees to help with the critical input of the crops. There are going to be 2 new courses proposed to meet this specialization. They're going to be taught using existing faculty and any teaching materials would be offset by lab.

- **S. Ojewuyi:** Questions?

- **J. Brobst:** The resolutions are not listed on the agenda and so I think you may have an open meetings issue at the moment

- **A. Pond:** Should we motion to table the RME's?

- Motion: **A. Pond.** Seconded: **J. Brobst.**

- **A. Pond:** Just until next month after everybody's had time to see it and it's gotten posted properly.

Resolution to table RME's until following month approved.

- **Budget Committee – Marcus Odom.** No report.

- **Committee on Committees – Michelle Kibby**

We are working on compiling a list of vacancies on the way that was.... (inaudible conversation)

- **Governance Committee – Jay Needham:** No report, we plan on meeting next week.
- **Special Committee for Reorganization.** No report.

**S. Ojewuyi:** Any other announcements or anything that we need to know?

**J. Wall:** I neglected to take a moment to welcome Jacob and Elaine to the Senate. We appreciate you serving and also to Buffy Ellsworth for serving on the School of Medicine Faculty council.

**S. Ojewuyi:** Motion to adjourn.

First: ? Second: ? Meeting adjourned.