

MINUTES OF THE FACULTY SENATE

September 8, 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, 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), Cherie Watson (for April Teske)

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), Carroll Walker (SIU CTE) Thomas Shaw (Graduate Council); Lichang Wang (FS member and IBHE Faculty Representative).

ANNOUNCEMENTS FROM FACULTY SENATE (FS) PRESIDENT – Marcus Odom

Welcomed everyone to September meeting of the 2020-2021 Faculty Senate. Announced: COVID-19 testing will be available to SIU students Wednesdays and Thursdays. It's free for students without insurance, but insurance will be billed if students have it.

Still no office manager for the Faculty Senate; thus, officers are doing a great deal of the work with help from Jim Wall.

MINUTES - The minutes from the May 12th meeting were approved with all in favor except for one abstention. Minutes from July 14th minutes were amended on page 7 to include “improving” in a statement by Yueh-Ting Lee. These were unanimously approved after noted change.

ADMINISTRATION REPORTS

Dr. Austin Lane – Chancellor

Enrollment: The goal is to achieve the largest incoming classes possible while retaining current students. He reported that the rate of losing students is slowing. The freshmen class increased by 31% and retention rate is ~80%. Dr. Lane asked that staff and faculty be recruiters when out in the community and that we all focus now on the class of 2021 moving forward. He reports that the university is “stepping up” local recruitment and website efforts and that ISU and EIU now have much more accessible and user-friendly websites. It was noted that Carbondale High School has been hosting recruitment events which SIU has not been attending and that this will change.

Covid-19 Testing: Walk-in testing free for students (faculty and staff also) will be available starting September 14th in conjunction with SIH; testing site will be located near boat dock of campus lake. There were 3 positive cases the first week of the semester, 4 in the second week, and 30 positive cases were reported in the third week. The number of positive tests will increase as the testing rate increases. How do we respond to this? We need to discuss protocols for quarantine and isolation for student housing. There will be further administrative meetings and discussion to address this.

Budget Report: The budget is in decent shape, but enrollment is down and has not generated the revenue we needed. State appropriations are flat. Thus, the university needs to work on tightening the belt:

Athletic budget is being reduced by \$3 million. Athletics is in a \$9 million deficit each year and thus this is being addressed.

Staff positions are on a hiring chill - not necessarily a freeze, but each new hire is being carefully evaluated before filling positions.

Listening and Learning Tours: Dr. Lane will be “meeting” with different constituencies to get input. He encouraged people to be as honest and “up front” as possible. Doing this through March at which time he will report on the information gathered.

Dr. Meera Komarraju – Provost

Thanked all for their part in getting this semester started successfully.

COVID-19 Pandemic. She reported that about 40% of classes are online, 31% are face-to-face, and 29% are hybrid. There is a working group which “ushered in” the fall semester – and it continues to meet. Safety protocols are in place and appear to be working.

Spring Semester. We have no idea what the spring will look like in terms of the pandemic. Thus, she sought feedback from numerous campus groups to get input for how spring might look. Current proposal: Spring will start a week later (January 18) than planned (January 11)

and there will be no spring break (perhaps with a few long weekends). A decision will be made after 9/14.

Reorganization Update. The reorganization process has been “on hold” over the summer with 9-month faculty gone. This has been restarted with the semester. There are 11 Schools proposed (I.e., RMEs) that are being addressed, along with 3 College RMEs. These will be coming to the FS.

Administrative Update. There are new Deans for the Schools of Law and Education and the College of Engineering. There are interim Deans for the School of Agricultural, Life, and Physical Sciences and also for the College of Health and Human Sciences.

New Faculty. For Fall 2018 there were 0 new faculty hires. For Fall 2019 there were 22 new faculty hires out of 25 approved hires. For fall 2020 there have been 32 new hires. For Fall 2021 there have been 25 new faculty hires are approved.

Enrollment. We have 11,266 students which is a loss of 329 since this time last year. Thanked everyone for the part they played in this. We have 1361 freshman and retention increased to 81%, which is an increase of 5.5% from last year. Would be good to improve freshman retention.

Comments: She has worked with 4 Chancellors in 2.5 years and is glad to have a permanent person in this position, especially one who realizes that it will take work and time to increase enrollment. She is glad to see that the decrease in enrollment is slowing.

President Odom asked for questions.

Dr. Yueh-Ting Lee:

Three questions were posed and sent to all via Chat by Yueh-Ting Lee at the meeting. He stated that his intention was to learn the answers to these and, thereby, promote transparency and collaboration between the faculty and the administration.

1. For the entire University, how many faculty members altogether resigned or retired by July 1, 2020? What was the total budget from this?
2. If our university has a budget deficit this year, how much? What criteria or data did University’s budget office use to cut faculty and non-faculty lines/costs (i.e., 12-month administrators or staff members)?
3. What data or criteria did Academic Affairs’ office use to allocate 25 new hires to different colleges or units? Fall 2018 saw 0 new faculty hires and the university suffered. How do decisions get made in regard to the hiring process?

The Chancellor addressed question #2 first.

Ques #2.: If our university has a budget deficit this year, how much? What criteria or data did University's budget office use to cut faculty and non-faculty lines/costs (i.e., 12-month administrators or staff members)?

Chancellor Lane: Lane stated that SIUC has about a \$14 million deficit (this is to be considered in light of the decreased tuition revenue) and this time last year was about \$15.1 million. Chancellor stated that he had never worked any institution where there had been this kind of budget deficit: "That's new." He refrained from placing blame on anything other the decreased student enrollment and the concomitant tuition loss and (now-inflated) size of the remaining infrastructure - SIU went from 20K students to ~11K in a short time.

Dr. Lane then asked for clarification on the second part of the question.

Dr. Lee explained: What criteria data did you use to balance the budget.

Dr. Lane: Stated that there is the possibility of having to give back state appropriations and, thus, we are monitoring spending. Expectation of 2% and held back for a total of 5%. Budget CFO was forecasting a 10% reduction in enrollment; however, we only had a 2.86% reduction. We still need to get out of a \$14 million dollar hole. Dr. Lane then deferred to Dr. Kormaraju for question #1.

Dr. Kormaraju: We have lost 30-35 faculty. Dr. Lane has approved 25 new faculty hires. How was the decision made? The Dean of each school checks in with the leadership council and sends hiring requests with justifications. The council is asking to be sent all requests and not just priorities. Although need was a definite consideration. For example, there were instances of deciding between making hires or losing accreditation. Some areas were turning away students as a result of lack of faculty. Further, growth potential is looked at when deciding where to make hires.

Dr. Koch: Is it time to look at process both at the department and college level? We need to gather data and make data-driven decisions. Can we help the Provost make the decisions that must be made. Thanked Provost for honesty.

Dr. Odom: There was once a committee (10 years ago or so) that helped gather data and justifications for decisions. Maybe such a committee could be formed again.

Provost: There is a Form D hiring request to give an idea of what data is gathered and by what criteria.

Dr. Koch: Is it time to re-evaluate this form? Should it be revised to meet current situation and challenges. There is a need for congruency. Gave example of his own department as a body that lost two full professors despite the high number of students and grant money. Why was this allowed to happen?

Dr. Sramek: Thanked Provost for his data driven approach and candor. Described past administrations as much more political. Also, information needs to be carried back to departments by Senators.

Dr. Brobst: Promotion and tenure decisions – are there will be any changes in policies as a result of budget situation.

Dr. Lane: It has not changed to his knowledge. Deferred to Provost.

Dr. Kormaraju: No changes in expectations.

Dr. Haubenreich: Asked for more information about cuts to athletics.

Dr. Lane: It is going to be a deep cut. Takes ~22 million to run athletics and the first phase cut will be \$3 million. We are also adding monitoring controls to be put into place to prevent overspending. Second aspect has not been finalized, but voluntary furloughs will be asked from the athletics department and Dr. Lane will join them. There is also a hiring chill (not a freeze) in athletics. Going to launch a capital campaign to garner money for athletics – much of this is to pay down on a debt held on the facilities. May have to not hire back “term out” employees, especially in athletics. Athletics has over spent and may be in debt up to \$50 million.

Dr. Comparato: SIU will not be ranked in US News and Reports as a result of mis-reported data. How did this happen? How will this be prevented in the future? What is the fall out?

Dr. Kormaraju: Ranking did not occur in July, but is scheduled to occur in mid-September. In July, the magazine asked for data from the Institutional Research Office to magazine for updating. There was an error in reporting of the average SAT score. The magazine said to correct it, but it did not inform SIU that the correction would result in removal of the institution from the ranking. The person who made the error no longer works for SIU, so it is not possible to follow up on how this occurred, but ranking will resume in late September. Nonetheless, despite the result, we would not want to misrepresent SIU with false data. Going forward, we now know to double check our data.

Dr. Lane: Acknowledged that it was a misfortunate occurrence that we must overcome, but we will be more careful going forward.

Robin Warne: Follow up on information concerning athletics: not all athletics contribute to or detract from budget equally.

Dr. Lane: Acknowledged this fact and stated the decisions would be difficult and may ultimately require elimination of a sport.

Proposal for budget changes:

Phase 1: reduce \$9 million deficit

Phase 2: Voluntary furlough- which the medical school has already started doing

Hiring freeze in athletics

Capital campaign

Term out if someone is not working during the pandemic

Potential for cheaper sports (i.e. women's soccer instead of football due to cost)

- athletes are often good students and are seen as ambassadors
- looking at potentially eliminating a sport

Jennifer Sherry: How much dollar amount is “lost” on faculty and staff tuition waivers?

Dr. Lane: Expressed his “dismay” (i.e., concern) at this question! Undergrad tuition waivers (some are mandatory and others are more “generous”): \$13 million (SIUE is about \$5.8 million); Graduate waivers are about \$22 million. How much of this is tolerable? Trying to balance what we can get for what we “give away” without “harming” anyone. This situation is in need of improvement.

Michelle Kibby: Asked about the seemingly lack of efforts for local recruitment. For example, is our website to be updated?

Dr. Lane: Thirty-two percent of our students are regional and we intend to recruit more aggressively locally. This will increase the likelihood of students staying local and growing/improving our region.

Question #3” What data or criteria did Academic Affairs’ office use to allocate 25 new hires to different colleges or units? Fall 2018 saw 0 new faculty hires and the university suffered. How do decisions get made in regard to the hiring process?

Dr. Lane: The Dean of each school checks in with the leadership council and sends them hiring requests. The council is asking to be sent all requests. When making hiring decisions: priorities are considered such as instances of having to decide between making hires or losing accreditation; growth potential is looked at when deciding where to make hires – not always need only.

Dr. Kormaraju: About 40% of class are online, 39% are face to face and 21% are hybrid; we are pushing the start of spring semester back to the 18th of January and dissolving spring break; Board of students is asking for long weekends to subsidize the loss of spring break due to the intensity and length of the semester - other Illinois universities are deciding to do this.

Committee Reports:

EC – Grant Miller

- 1) Nominations have been called for 2 NTT positions on Faculty Senate (each one would be a 2-year term to fulfill abandoned positions.
- 2) Passed that grad certificate hours can now count toward a graduate degree.
- 3) EC meeting – COVID-19 testing; VCR attendance; US NEWS & Reports ranking discussed.

IBHE – Lichang Wang (attended no meetings yet)

Grad Council – Thomas Shaw: increased certificate hours available to count toward a degree

Budget Committee – Jacob Haubenreich: Decided to address salary inequity, demographics and other factors that come into play are being evaluated as well as highest and lowest salaries; hoping to retain more faculty; not real increase for NTT faculty although increase in these positions; Salary for athletics increased by 50% with a 35% increase from 2018-2019. There has been a \$4 million increase for administration despite the fact that tuition income, faculty salaries and student numbers have not increased or even decreased. Chancellor invited to next meeting. Committee discussed systemic racism, diversity and how to support underrepresented faculty. Numerous meetings planned to address these.

Committee on Committees – Scott Comparato

Numerous positions to fill. For example, Dr. Mahoney began diversity task force and Kofi Akamani (Forestry) was chosen to fill this. Also, President wanted to fill position on Provost's Working Group (to deal with COVID-19) and Marcus Odom was chosen. Also, position on system wide strategic planning committee to coordinate with School of Medicine and SIUE: Yue-Ting Lee and Shane Koch chosen. Put out a call on University Wide Committees and this is being compiled.

Committee on Committees – Yue-Ting Lee

Lichang Wang will replace Patricia Saleeby.

Approval of committee selections for university wide committees put forward earlier by email: 0 opposed, 0 abstained, therefore PASSED.

Faculty status and welfare

-no report at this time

Governments committee- Shane Koch and Lichang Wang

Operating paper is being reviewed for revision; the last revision was in 2015. We wish to have a quantitative and qualitative analysis of reorganization process to meet needs with efficiency.

Collecting opinions and feedback from faculty about on campus issues: Do we have enough

measures to prevent covid spreading? What steps can be taken to prevent covid spreading?

Is there research to support efforts to increase enrollment and it is a priority? How do we support research efforts? Maybe invite VCR to meetings. Chancellor already attending meetings.

Diversity and inclusion initiatives being taken - 3 African American studies faculty to be hired.

We need to consider need to hire more female faculty.

UEPC: Bethany Rader and Joe Sramek

Nothing to report.

Sponsored Projects Administrations Office – Dr. Gary Kinsell

OSPA has had two recent retirees Shirley Castle and Sonya Swartz;

Looking to replace these positions, but in the meantime, they are short staffed.

SIU Research Grant Application - for anyone

“Projects may be either research or creative activities that promote innovation, leadership, or student success. The research project may include students but is not required to do so; however, the project must be one that yields outcomes that significantly contribute to the success or preparation of students for their career or graduate school.”

SIU Foundation Awards: Research must contribute to student success. Deadline 9/25.

2018: \$56 million given in external awards

2019: \$65 million in external awards; if including money from CARES Act \$69 million+

There was a 25% increase in research dollars for this year. We are the top funded R2 school in the state of Illinois.

Dr. Lichang Wang: Will there be a renewal of call for proposals to support junior faculty?

Dr. G. Kinsell: Stated that this depends on resources available, such as money available from an increase in indirect dollars.

Dr. Shane Koch: Stated that indirect costs definitely should be addressed. Further, internal mentoring of junior faculty could be instated.

Dr. Kormoraju: SIU Foundation has increased funding for research and creative efforts in response to proposals; thus, please continue to submit proposals to these calls.

Dr. Marcus Odom:

Old Business: None

New Business: None

Public Comments: None

Announcements:

Flier going around about honorary degrees and distinguished service awards

Brown bag sessions with Paul Simon Public Policy Institute

Jerry Becker offers information about UIUC Covid-19 course on Sunday evenings

Community wide zoom meeting will be coming up soon – stand by!

Motion to adjourn – Joe Sramek

2nd – Jennifer Sherry.

Unanimously passed.