

2020-2021 Faculty Senate Minutes
Tuesday, February 9, 2021
Video Conference via Zoom
1:00 P.M. – 3:00 P.M.

I. Call to Order

The February meeting was called to order by President Marcus Odom.

II. Roll Call of Membership

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

Members Absent with Proxy: Dong Han (Yuhosua Ryoo as Proxy)

Members Absent without Proxy: Joseph Brown, Matt Rendleman (Both communicated before the meeting that they were unable to find a proxy)

Ex-Officios and Guests: Jessica Cataldo, Lizette Chevalier, Scott Collins, David DiLalla, Josh Frick, Rebekah Garcia, Matthew Giblin, Gary Kinsel, Meera Komarraju (Provost), Vicki Kreher, Austin Lane (Chancellor), Eric Lenz, James Mathias, Dawn Null, Mike Phillips, Jeffrey Punske, Thomas Shaw, Allison Sutphin, Carroll Walker

III. Approval of the Minutes

The minutes from 12/08/2021 Faculty Senate Meeting were approved as written.

Motion: J. Sramek

Second: J. Sherry

IV. Special Presentation and Discussion: Budget Committee

A. Budget Committee Equity Report

-J. Haubenreich – Report card is a snapshot, based on material and data reviewed. Goal is to put numbers to trends. Reporting totals, some data not available. Research still coming in. Discussion and action plan are priorities, good to lay ground work but some trends occur before budget crisis and dropped enrollment. Open for discussion.

B. Faculty Senate Discussion and Comments

-A. Bro asked when discussing salaries for graduate and undergraduate assistants are you including any type of tuition waivers?

-J. Haubenreich – my understanding is no.

-A. Teske – Probably a question to note. It's hard to ensure we are comparing apples to apples. Data should lead to ask questions, then questions lead to problem solving.

-J. Sramek – Is there any data on salary compression, and is this an issue?

-M. Kibby – I would say it still exists given the lack of raises over the last decade or so.

-A. Bro – May be nice to list the average salaries.

-A. Teske – We have that information, but had to be selective with what we put on this snapshot.

-J. Brobst – It states that these inequities have not been adequately addressed.

ZOOM BOMBED- The meeting was invaded (i.e., "hacked") by inappropriately behaving unknown persons.

-J. Haubenreich – More formal salary studies are needed with the involvement of the administration and faculty associations.

-J. Shapiro – Use the information and data to get the conversation started. Raises in admin/management (not so slim) vs raises in faculty (slim). What is the rationale in this?

-J. Haubenreich – In large, this is not the case. With changes in position titles and shifting around, we need to watch this.

-P. Kohli – Change in salary for 9 months vs 12 months.

-J. Haubenreich – My understanding is this is not a factor.

-Chancellor – Definitely need to have a salary survey. Not a lot of monitoring controls in place to guard against some of the salary compression. I have denied anything that has come to me for an increase, making sure HR has kept hiring offers within a certain range. My strategy is to stop all increases and assess what we have now and where people are. If we have the opportunity for raises, my thought is to distribute in a way where it goes across the board. Salary studies need to continue to happen and compared to the market.

-J. Brobst – Salary compression is an important issue. I advocate we look at the equity piece first.

-Chancellor – You can do it two ways. One-time bonus not to be included in the base salary, or looking at salary equity piece and adjust where people should be at, then cost of living every year.

-Y. Lee – The big challenge we face is the strategic plan of financial sustainability, and organization culture. We've been facing budget crisis for the past 5-6 years, had an unstable senior leadership which modified and changed the organization culture. Let's think about the equity and best practice and internal process. We've lost faculty due to academic excellence and better pay to other universities. Have to think about what we can do in terms of strategic plan of financial sustainability and organizational culture and equity in best practices.

-M. Odom – Any other questions or comments?

-B. Rader – In the report there was an increase in NTT and decrease in TT at SIU. Any plan to change numbers or is the administration happy with these numbers?

-J. Haubenreich – Thank you for highlighting this.

-P. Kohli – It's not acceptable that our entities make half to a third less than public school teachers.

-Chancellor – Goal is to have the best work force to teach students. The idea is to have an adequate number of faculty and staff in positions they need to be and have students get what they are coming here for. Focus is on head count and how many students we have. Problem with this model is that the tuition revenue has been waived for a large portion of students. 38 million in tuition waivers, highest in the state. It's good to look at the data now and put plans in place. Continue to stay on course, increase enrollment but not give it away through tuition waivers. Utilize more state and federal grants. Made reductions in athletics, about 6 million, running a 9-million-dollar deficit every year.

-A. Teske – Correction, NTTs have not increased they have decreased by about 3 percent. TT has decreased by 37 percent (roughly). As the Budget Committee, we are looking at this and why.

-D. DiLalla – Every year we report a student to faculty (tenure and tenure track) ratio to the Faculty Association. Can be no worse than 26 to 1. If it goes above 26 to 1, we have obligations in the contract to begin hiring new or initiating faculty. The report sent to the Faculty Association in October showed a 21 to 1 ratio. In respect to enrollment, this

shows we are over staffed on the faculty side. Does this suggest we're trying to do or cover too much? Should we bring in the idea to evaluate our curriculum and reduce the number of programs we're offering so faculty isn't covering so much.

-A. Teske – Great addition. Student decline in enrollment is 42%, faculty decline is 37%.

-M. Odom – This is a concern. As a Faculty Senate maybe we should look at this.

-A. Teske – We are looking at everything on campus in an aggregate form. The administration has the drilled down disaggregate view of where those pockets are well or understaffed.

-S. Koch – For years we've looked at programs and distributed resources equally and not to the performance of the programs. If we can target the successful programs, market and increase faculty, then we're moving in a direction more satisfactory.

-M. Odom – Talked to Chancellor, Provost, and finance people about Faculty Senate may want to take on a data driven analysis of all courses on campus. This needs to be faculty driven unlike in the past that's be administratively driven.

-J. Haubenreich – Any thoughts or questions, please email us. We are planning an open forum (Town Hall), looking at February 26. Any suggestions or questions?

-A. Teske – Good conversation in chat, just want to bring everyone's attention to.

V. Remarks

A. President's Comments: Marcus Odom

1. Office Manager is Josh Frick. Office located in Woody Hall, Room 342.

2. Faculty Listening and Learning Tours are going excellently. Faculty have been more than willing to share.

VI. Q and A Session with Chancellor and Provost

A. Chancellor Austin Lane

-G. Miller – Websites are outdated. What is the timeline for them to reflect who we are?

-Chancellor – Rae Goldsmith is retiring. Doing a national search for her replacement. Someone with strong marketing/advertising skills and web management experience. Will likely seek outside services. Trying to time it with the strategic plan launch in summer. Setting up a marketing committee, to receive feedback and design a process.

-J. Sramek – Extended Campus has a good model, we may want to reach out. Where do we stand on recruiting new students? Particularly in regards to transfer students.

-Chancellor – We have a new Enrollment Management Task Force. Right now, we're up 15% for admits for Fall 2021. Need a higher yield rate. Going to be working with alumni, faculty, admissions, foundation and setting up yield event receptions. Have to close the deal on the students expressing interest. From the transcript student population, trying to lift the Saluki Step Ahead Program. This will target the place bound students. Spoke with the new president for JALC. Have alumni at Shawnee and Rend Lake we're speaking with. The Saluki Transfer Commitment may help bring students in too. We have to manage tuition waivers and not give revenue away.

B. Provost Meera Komarraju

-Provost – Admission Coordinators are focused on making phone calls and turning prospects into applications, then into admitted students. Opened a drive for free applications for transfer students. Letting them know we have campus visits also.

-J. Sramek – In the past this was not the case. I appreciate the forward momentum.

-J. Brobst – What is the GPA requirement for incoming undergrads?

-Provost – Navigating a balance with a large head count and a strong income revenue. Saluki Commitment identifies students who are at a lower income level. They are required to fill out a FAFSA and be an Illinois resident. Then they will apply for grants and scholarships on the undergraduate level. We are encouraging on a graduate level both types of students, ones receiving assistants and fee paying.

-Chancellor – We are targeting more undergraduate waivers, and also monitoring scholarships. Focus on increasing the head count but more focused on increasing payers in the head count. Looked at the level of scholarships and making sure we have a cap.

-T. Shaw – Do we have a debt with SIUE and are we planning a live commencement ceremony?

-Chancellor – I'll confirm with Judy, but I don't think we had a debt with SIUE. For commencement, talked about a few different versions, maybe outdoors, but nothing decided yet and will keep everyone updated.

-Provost – Thanks to all the instructors submitting grades in a timely manner for fall. We had 131 grades not reported, 283 last year, and 550 year before last. The 9 RMEs submitted to the IBHE were approved. Two ongoing dean searches, College of Agricultural, Life and Physical Sciences as well as College of Health and Human Sciences.

-Chancellor – Recapping the Listening-learning Tours, those have been going very well. A lot of suggestions and acting on some. That tour ends in March and the idea is to take our top 5 priorities. My hope is that this gives us some clear direction in terms of the top areas that we're all focused on. Having performance indicators, ways to assess our effectiveness with targets built in so we can really focus on moving the needle in certain areas. We'll have the foundation for our strategic plan which we hope to release this fiscal year. This Friday at 2:00 P.M. having a community zoom giving general updates and the Saluki Safety Plan. Testing is still available, partnering with SIH. Will have Jackson County Health Department come in to speak about the vaccination and give an update. Board meeting this Thursday, I will not be introducing any raise or increase to tuition or fees. Thanks to Jacob and April for their work on the Budget Committee.

VII. Reorganization Resolutions

A. Create School of Languages and Linguistics

-K. Akamani – This RME proposes to create a School of Languages and Linguistics, by merging the Department of Linguistics with the Department of Languages, Cultures, and International Trade. The idea is to enhance efficiency on the administrative level among the academic units, increase interdisciplinary collaboration, eliminate barriers to program innovation, and increase enrollment and retention of students. All assistant programs and specializations will be retained and transferred to the new school. No negative impacts expected for students or faculty. Department of Linguistics (2-yes, 0-no, 3-abstentions); Department of Languages, Cultures, and International Trade (6-yes, 5-no, 1-abstention). Concerns raised by faculty in the Linguistics Department over threats to the autonomy of the program in the new school. There's a history of power inequality between the two departments, and wanting a stronger voice in the section of the director for the new school. A letter

was received from a faculty member in the Department of Languages, Culture, and International Trade expressed doubt that a conducive atmosphere for the joint implementation of the proposed plan between the two units. They argued for the use of incentives to nurture faculty motivation for voluntary involvement in the reorganization process. The report calls for the concerns from the faculty members be addressed before the organization moves forward. Our recommendation is a “yes” vote on this particular RME.

-M. Odom – The Faculty Senate recommends a “yes” vote on the proposed RME. I will now open for comments and discussion.

-J. Punske – I’m here to facilitate answers if any questions come up.

-J. Haubenreich – I’m also the point person for languages in this discussion.

-M. Odom – Any discussion? Seeing none we will ask that the Faculty Senate vote on the resolution to recommend approval of the proposed RME for the School of Languages and Linguistics.

A vote commenced: 0 opposed, 1 abstained (J. Shapiro); Resolution passed.

B. At least two more at March meeting

VIII. Reports

A. Executive Committee: Grant Miller

1. JRB – New Members and Chair – G. Miller – Website for JRB is updated and all members are in place. Elaine Jurkowski is the new Chair. Great to see focus on diversity. Elections coming up, Governance Committee may think about how we want appropriate representation on the committee from our faculty body.

B. Faculty Advisory Council to IBHE: Lichang Wang

-L. Wang – Faculty Advisory Council to IBHE met on 12/18/2020 and 01/15/2021. The IBHE took a strong stand against the idea of a gap year as a response to the pandemic. It has a “stay the course” campaign. Ginger Ostro (Executive Director), is co-chairing an initiative with the P-20 Council that is focusing on pandemic impacts on student well-being. Discussion were made on student and faculty mental health, the need to collect data about which calendar and adjustment options ended up being useful, and ongoing changes that the pandemic adjustments might produce in student expectations and faculty workload. In the special IBHE Budget Meeting the decision to recommend to the Governor that the IBHE is requesting a 2% increase (flat for institutions), and the 2% on an equity basis.

C. Graduate Council: Thomas Shaw

-T. Shaw – Been busy with approvals of RMEs. 6 approved last meeting. Approved renaming the Master of Public Safety & Homeland Security to Public Safety Administration, approved to abolish the Master of Science in Rehabilitation Administration and Services, approved an Accelerated Masters in Mathematics and an Accelerated Masters in Computer Science, approved elimination of concentration in Piano Education Arts, and approved a Post-Baccalaureate Certificate in Infection Prevention and Control. Also, would like to commend the body for the progressive nature of acceptance in these RMEs and the attempt to try an accommodate the faculty so we have programs that will attract students and hopefully increase enrollment.

D. Budget Committee: Chair, Jacob Haubenreich

-J. Haubenreich – Nothing else to report.

E. Committee on Committees: Co-Chairs, Scott Comparato and Yueh-Ting Lee

-Y. Lee – One item to report. Asked by Vice Chancellor of Research to provide a list of faculty volunteers to serve on the committee of the Financial Conflict of Interest with primary criteria that the faculty member must demonstrate a significant amount of experience in seeking grants of grant management. Sent out two announcements and received 7 names, sent those to OVCR. These are the approved names by the Committee on Committees, and need the Faculty Senate to certify them. Mingqing Xiao (Professor, Mathematics); Justin McDaniel (Associate Professor, Public Health); Seleena Shrestha (Assistant Professor, Psychiatry); Brooke Miller (Assistant Professor, Family & Community Medicine); Yong Gao (Associate Professor, Chemistry & Biochemistry); Elaine Jurkowski (Professor, Social Work); Liliana Lefticariu (Associate Professor, Geology). We ask that the Faculty Senate approve these names.

-M. Odom – Opened for discussion.

A vote commenced: 0 opposed, 0 abstentions; Approved by Faculty Senate.

- F. Faculty Status & Welfare Committee: Co-Chairs, Dong Han and Robin Ware
-M. Odom – No report.
- G. Governance Committee: Co-Chairs, Shane Koch and Lichang Wang
-L. Wang – The members continued efforts on gathering information on the investigation on governance concerns in hiring process related to the Africana Studies. Currently, the committee is in the planning stage of setting up the meeting with the Africana Studies Faculty to learn their concerns, challenges, and needs in hiring. The members are also in works on revising operating papers and plan to submit the draft of revision by next meeting.
- H. Undergraduate Education Policy Committee: Co-Chairs, Bethany Rader and Joe Sramek
1. RME to Eliminate Certificate in Paramedicine – B. Rader – Resolution to recommend approval of the RME to eliminate the Undergraduate Certificate in Paramedicine offered through the School of Justice and Public Safety in the College of Health and Human Sciences. Therefore be it resolved that the Faculty Senate recommend approval of the RME to eliminate the Undergraduate Certificate in Paramedicine offered through the School of Justice and Public Safety in the College of Health and Human Sciences.
-M. Odom – Opened for discussion.
-J. Sramek – More cost efficient and cost competitive through conference.
A vote commenced: 0 opposed, 0 abstentions; Approved by Faculty Senate.
 2. RME for Certificate in Paralegal Studies – B. Rader – Resolution to recommend approval of the RME to add an Undergraduate Certificate in Paralegal Studies offered through the School of Justice and Public Safety in the College of Health and Human Sciences. Therefore be it resolved that the Faculty Senate recommend approval of the RME to add an Undergraduate Certificate in Paralegal Studies in the School of Justice and Public Safety in the College of Health and Human Sciences.
-M. Odom – Opened for discussion.
A vote commenced: 0 opposed, 0 abstentions; Approved by Faculty Senate.
 3. RME for Minor in Infection Prevention and Control – B. Rader – Resolution to recommend approval of the RME to add a Minor in Infection Prevention and Control through the School of Health Sciences in the College of Health and Human Sciences. Therefore be it resolved that the Faculty Senate recommend

approval of the RME to add a Minor in Infection Prevention and Control through the School of Health Sciences in the College of Health and Human Sciences.

-M. Odom – Opened for discussion.

A vote commenced: 0 opposed, 0 abstentions; Approved by Faculty Senate.

4. RME for Minor in Nutrition – B. Rader – Resolution to recommend approval of the RME to add a Minor in Nutrition through the School of Human Sciences in the College of Health and Human Sciences. Therefore be it resolved that the Faculty Senate approve the RME to add a Minor in Nutrition through the School of Human Sciences in the College of Health and Human Sciences.

-M. Odom – Opened for discussion.

- A. Teske – Is this related to the removal of Nutrition and Dietetics?

-D. Null – Same program, different reasons; ones a minor and ones an elimination of specialization. Same program but not related.

A vote commenced: 0 opposed, 0 abstentions; Approved by Faculty Senate.

5. RME for Eliminating Specializations in BS Human Nutrition and Dietetics – B. Rader – Resolution to recommend approval of the RME to eliminate Specializations in BS Human Nutrition and Dietetics. Therefore be it resolved that the Faculty Senate recommend approval of the RME to eliminate specializations in the BS Human Nutrition and Dietetics program.

-M. Odom – Opened for discussion.

A vote commenced: 0 opposed, 0 abstentions; Approved by Faculty Senate.

6. RME for Elimination of Specializations in Performance: Studio Jazz – B. Rader – Resolution to recommend approval of the RME to eliminate the Specialization in Performance Studio Jazz in the School of Music. Therefore be it resolved that the Faculty Senate recommend approval of the RME to eliminate the Specialization in Performance Studio Jazz.

-M. Odom – Opened for discussion.

A vote commenced: 0 opposed, 0 abstentions; Approved by Faculty Senate.

- I. Reorganization Special Committee: Marcus Odom

-M. Odom – Will have two or more at next meeting.

- J. VC of Research: Gary Kinsel

-G. Kinsel – Thanks to the Committee on Committee for sending names. We will be reaching out to those selected. We have hired a new director for the Office of Sponsored Projects Administration, his name is Patrick Amihere. He has experience in electronic research administration software. Goal will be to upgrade our overall processes to become more efficient in processing grants with the limited staff we have. Dr. Amihere will be starting February 15th, both here and remote. The registration link is now open for the upcoming research and creative activities forum. Scheduled April 15th, open to all undergraduate and graduate students. Will be virtual this year, students will register and submit work. Students will select which session (morning or afternoon) they want to be in, led by two judges. Each student will have a zoom link and select a time to be available to talk about work. Closing session will have a presentation by Chancellor Lane, awards given out, announcements, and other organization participation. May want to use the presentations and event as a recruiting tool.

IX. Old Business

None

X. New Business
None

XI. Public Comment
None

XII. Announcements
A. Black History Month
-M. Odom – This is Black History Month, a lot of activities going on. Email about the Region 8 Science Fair coming up in March and asking for volunteers. Carroll Walker sent an email saying that we will start using a waiting room for upcoming meetings.

XIII. Adjournment
Motion: A. Pond
Second: T. Shaw

Respectfully Submitted,
Josh Frick