

**2020-2021 Faculty Senate Minutes**  
**Tuesday, March 16, 2021**  
**Video Conference via Zoom**  
**1:00 P.M. – 3:00 P.M.**

**I. Call to Order**

The March 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, Jon Davey, Lisabeth DiLalla, Matt Gorzalski, Jacob Haubenreich, Elaine Jurkowski, Michelle Kibby, 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, Allison Sutphin, Matt Rendleman, Vicki Kreher, Segun Ojewuyi, Amy Bro

Members Absent with Proxy: Dong Han (Yuhosua Ryoo as Proxy), Jay Needham (William Freivogel as Proxy), Jennifer Brobst (Trish McCubbin as Proxy)

Members Absent without Proxy: Joseph Brown (excused, unavoidable absence), Scott Comparato, Mike Phillips, Shane Koch (appointed Proxy did not show)

Ex-Officios and Guests: Lizette Chevalier (APAP), Josh Frick (Constituencies Office Manager), Gary Kinsel (VCR), Meera Komaraju (Provost), Austin Lane (Chancellor), Eric Lenz, Carroll Walker (CTE Host), Paul Welch (Anthropology Chair), Tobin Grant (Political Science Chair), William Danaher (Sociology Chair), Jan Thompson, Chun-Hsi Huang, Julie Lindsey, Nick Rahimi, Tamara Workman (Registrar Office), Karl Williard, Saikat Talapatra, Ira Altman

**III. Approval of the Minutes**

A vote commenced: 0 Opposed, 0 Abstentions; The minutes from 2/09/2021 Faculty Senate Meeting were approved as written.

**IV. Remarks**

A. President's Comments: Marcus Odom

1. Faculty Listen and Learning Tours – I've attended over 20. Going well, I appreciate everyone's sharing and looking forward to what we get out of these and how it will be used in our long-range plan.

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

A. Chancellor Austin Lane

-M. Odom – What is your fill on the L & L Tours and how things are moving toward the pillars of our strategic plan?

-Chancellor – They've been helpful and I've learned a lot about our institution. The idea is to have five pillars that we focus on. Hopefully, mid to late July, have the strategic plan near completion and launch with the new academic year. This is not my strategic plan, it's our strategic plan, based on all the things you have told me.

-J. Sramek – How long of a term will the strategic plan go for?

-Chancellor – We will have targets and accountability for all the leaders moving the strategic plan forward. Every year at the State of University Address we will refer back to the plan and see if we accomplished what we said we would. It will also be tied to our

fiscal year funding. Our culture has to be right to accept the plan. We have to get the mindset for a culture of accountability, culture of assessment, and a culture of annual cycle of effectiveness. It has to live within our core values and core beliefs.

-J. Haubenreich – Does the strategic plan include a plan to address salary inequity?

-Chancellor – I see this within the pillar of diversity, equity, and inclusion.

-Y. Lee – Can you give us an update about how you align the SIU system strategic plan, involved academic success, diversity, community impact, research, faculty, staff, and infrastructure, with our campus strategic plan. Also, an update for the budget based on enrollment and how that affects faculty stability?

-Chancellor – Our priorities will align closely with the areas you talked about. We have to take it a step further. While we align, our metrics may be different. Looking at outcomes and targets, we will have baselines that will help reach what the system is trying to accomplish. We are doing a number of different things to squeeze the budget. Positions have not been automatic rehires from the staff and/or administrative ranks. We have a process where they have to make a case for that position, whether or not we need it anymore. When we hire, that's under a structure using data from Coupa. State appropriations and tuition revenue determine what we can do in relation to hires.

-M. Viernow – How can we help with destressing and what's going on with the activities planned for students since we have no Spring Break?

-Chancellor – This week is the opportunity to give students the ability to branch out, it's Saluki Spirit Week. A lot of those activities are evening, some during the day. Designed to create a relaxing opportunity for our students.

-Provost – This is spirit week and it was organized by the Vice Chancellor for Student Affairs. The Office of Student Engagement is in touch with the RSOs and the different student organizations and there was a measure that went out through SIU Today. We started the Spring semester a week later knowing we would keep the students and everyone together without a break and had planned for activities this week.

-M. Gorzalski – Can we get more clarification on what open means?

-Chancellor – The governor here shortly will talk about moving us closer to phase five, which is a complete restore. We will try and be as open as we can, knowing that if something changes we'll go right back into safety mode. Our test run is going to be commencement.

T. McCubbin – Would you allow deans to use salary money, instead of hiring, to address salary compression issues?

-Chancellor – The positions that come available the dean will decide what to do with those positions. We're trying to carve out some dollars to help departments with their hires. We're doing a salary survey ourselves. I'll be able to give you an update on what we look like as compared to each other and other universities.

B. Provost Meera Komarraju

-M. Odom – What feedback are you getting about the pass/no pass grading.

-Provost – Heard from USG, GPSC, NTT, and TT. Waiting to hear from FS and GC. The two student groups are supportive and would like it extended for this semester. A survey to NTT Faculty, with 73 faculty responding, showed 58% in favor and 42% not. Majority of TT did not support, GAU is supportive. Data, from the last two semesters, shows about 25% of undergraduates chose pass/no pass and about 3% of graduates did.

-J. Sramek – Where are we with enrollment for next year?

-Provost – Freshman applications are up 14%, admitted 6,097, up 15% with 22 weeks out. Graduate students are up 11 applications totaling 1341, admitted 266 up 7% to last

year. Off campus transfers applications up 19%, admissions up 12.6% admitting 142. On campus transfers have been a challenge. Applications down 1.3% with 1492 applications, admitted 841 down 7.4% to last year. Working on yield and meeting every week with our Enrollment Management Task Force.

-J. Haubenreich – The budget report data, up to fiscal year 2020, showed your salary had jump about 12%. Then in 2021 it shows another \$14,000 increase. As a leader for this university, how do you justify the salary increase for yourself and other administrative staff?

-Provost – Anytime looking at a salary there's a context. You look across universities, what is the rate to keep somebody. Also, look at the rate of salaries of people who report to you and what the rate for somebody three years ago and what's the rate today. These positions are not fun. They're very difficult, very stressful, and nobody really wants to do those positions. What does it take to keep someone and what is a fair salary? Those are the variables.

-J. Haubenreich – The things you said are very logical, they sound fair, but they are not implemented when it comes to faculty.

-Provost – In terms of hiring faculty, depending on the market rate is whom you're competing against. If we are keen on keeping them we make that adjustment. We see inequity across disciplines. There is no one rate for a faculty member, it depends on the discipline and what year it is.

-J. Sherry – I'd like to request we think about diversifying that idea for faculty that have been dedicated to this fine institution. We have a lot of great people and you want to encourage them to stay.

## **VI. Reorganization Resolutions**

### **A. School of Anthropology, Political Science, and Sociology**

-A. Pond – Resolution to reject RME on the basis that all the faculty in all three departments are opposed. Create a more efficient administrative structure, increase faculty collaboration and facilitate research efforts, highlight programs for students and increase enrollment and retention. All three units expressed extreme opposition to this merger. All affected units stated the departments are an incongruous fit that are not housed in similar school structures at peer institutions. Anthropology views a better fitted merger would be with the Linguistics Department and the Department of Languages, Culture and International Trade. The units expect negative effects of the merger on graduate student enrollment and loss of faculty. The Faculty Senate recommends rejection of the RME to create a School of Anthropology, Political Science, and Sociology (SAPSS) by merging the Department of Anthropology, the Department of Political Science, and the Department of Sociology.

-M. Odom – Opened for discussion.

-B. Danaher – No faculty voted in favor of this reorganization. Three main reasons; gets rid of chairs, the role of directors was unclear, and calling departments units waters them down and threatens our graduate programs.

-T. Grant – We have some abstentions throughout this. We didn't have faculty submit comments this time, they seem to be in a state of resignation. They do not see any confidence in their opinion in this process and that their voice doesn't matter. That's certainly the morale in the department.

-J. Sramek – Smaller colleges tend to be organized as a Department of Social Sciences. Is this being discussed, that it's unfair to lump all the social sciences effectively into one

school and not recognize that there are significant differences in methodological approaches?

-T. Grant – Faculty mentioned this quite a bit in political science. Schools that have combined departments are at best master’s level institutions and rarely have PhD programs. There’s inconsistency and so it’s hard for the faculty to figure out what the rationale is. The primary concern is with the doctoral programs and the research.

-B. Danaher – The problem with sociology is a discipline and the idea that departments aren’t important when you call them a unit.

-F. Chowdhury – Are any of these three departments going to form their own schools? If yes, a suggestion is to have some solid rationale for forming these new schools.

-M. Odom – We have seen several faculty-driven proposals based on units that didn’t like what they had seen originally and we haven’t seen any faculty driven ones from these three units.

-T. Grant – Just because you don’t have it here doesn’t mean that there weren’t discussions. The message was given that this is the way it’s going to move forward.

-P. Welch – In fact, we were told that quite directly by Associate Provost DiLalla. The position of anthropology has been that the reorganization was a solution for a problem that was never shown to exist. There have been various rationales proposed but lacking in evidence or false. The rationale kept shifting even though the reorg kept shape. The most recent rationale is the reorg will increase administrative efficiency but there has been no evidence presented by the administration that this is a problem now or that the reorg would solve the problem now. The current version of the RME says other universities are doing it. This doesn’t mean it’s a good idea. Pushing through a reorg of an entire university as a series of reasonable and moderate extensions is deceptive. The goal was always a complete reorganization of the university. There’s a great deal of frustration amongst faculty. The reorganization has been imposed upon us against our will. It has generated considerable antagonism between faculty and administration, and it has had a tremendously negative effect on morale.

-Y. Lee – I strongly respect shared governance and a strong advocate of liberal arts and science education. The original four doctoral programs started by Delyte Morris, before I came here 5-6 years ago, three were awarded and nationally known. We need to do an assessment for this reorganization. We have to think about data, accountability, financial benefits, morale, and enrollment.

-M. Odom – Any other additional discussion pertaining to this RME?

A vote commenced: 0 opposed, 0 abstentions; Resolution passed.

#### B. School of Theater and Dance

-J. Haubenreich – Resolution to recommend approval of the RME to create a School of Theater and Dance based on programs in the Department of Theater. No change to degree programs or administrative structure. No significant cost increases or savings are expected. The faculty supports it.

-M. Odom – Opened for discussion.

A vote commenced: 0 opposed, 0 abstentions; Resolution passed.

#### C. School of Forestry and Horticulture

-F. Chowdhury – Resolution to create a School of Forestry and Horticulture based on programs in the Department of Forestry and the Department of Horticulture. Will be housed in the College of Agriculture, Life and Physical Sciences. Will have two-degree programs, forestry and horticulture. This will be led by a faculty member who will serve as the program director. Each program will be led by a program coordinator. All degree

programs associated with these existing departments will be transferred to the new school. As for rationale, it is to increase enrollment, research productivity, and be more attractive for extramural funding. No effect on faculty lines, no loss of tenure, and no negative impact on students. The change will have no impact on the university's Carnegie status. However, this RME does not predict any cost savings and there was almost a unanimous support. There were a few abstentions by both of these units.

-M. Odom – Opened for discussion.

A vote commenced: 0 opposed, 0 abstentions; Resolution passed.

D. Merge ITEC with SOC

-P. McGrath – This RME merges the Information Technology degree programs with the School of Computing. It moves ITEC from its current home in the School of Analytics, Finance and Economics in the College of Business and Analytics, to the School of Computing in the College of Engineering, Computing, Technology, and Mathematics. It's an administration-initiated plan. Faculty in the School of Analytics, Finance, and Economics voted 11 to 0 in support of the merger. In the School of Computing, 3 faculty voted for the merger, 2 were against, and 2 abstained. There will be no curricular impact, a possible positive impact on faculty research. No financial or faculty line impact and the FA concludes that it sees no issues with this plan.

-M. Odom – Opened for discussion.

A vote commenced: 0 opposed, 0 abstentions; Resolution passed.

E. School of Physics and Applied Physics

-G. Miller – We are overall recommending the approval of this RME. This was faculty driven, it was unanimously approved by faculty. The FA approved it, as well. We do not see a negative impact in terms of recruitment and its budget neutral. The resolution is to approve the creation of a School of Physics and Applied Physics.

-M. Odom – Opened for discussion.

-J. Sramek – This will be a school of only 6 faculty. Several of us have been told that departments won't become schools but we're seeing exceptions. This sends the message that there is not a fair process here. I don't see the viability, fairness, and equity of it.

-S. Talapatra – We are more concerned about what impact we bring to the campus rather than the size. FTE we are 10 faculty. We started this proposal 03/07/2019. Our two, eight years review, shows 6 NSF CAREER Awardees. College of Science has 14 NSF CAREER Awardees, 8 from Chemistry and 6 are from Physics. We serve 1200 students across campus. In 2005 IBHE approved our PhD program in Applied Physics. Today we have 100 percent first destination jobs, not a single program on campus can do that. Three things we look at, how many students we serve, what is our scholarly activity and creativity, and how much funded research we are bringing to the campus.

-M. Gorzalski – Just to clarify, the RME mentions no NTT Faculty.

-S. Talapatra – This will also give us a chance to change our operating paper.

-J. Haubenreich – I think many departments would support this general principle.

A vote commenced: 0 opposed, 5 abstentions (M. Gorzalski, M. Kibby, Y. Lee, G. Miller, J. Sramek); Resolution passed.

## VII. Reports

A. Executive Committee: Grant Miller

1. Elections

-G. Miller – Will need some guidance with what is a school, and make sure we're not setting up schools/programs in a vulnerable position. Our goal is to present to Executive Council in the beginning of April some scenarios. None of those are ideal because the HR list of faculty is inconsistent with our reorganization effort. We will present some scenarios as far as what that might look like. Graduate Council is in the same boat, so we'll have some joint efforts in doing so.

-J. Sramek – Will this be the last year where elections will be held under the old colleges on the old departments?

-G. Miller – We do not have an accurate list and use of the old information is even further misrepresentation of faculty. Our goal is to have appropriate representation of faculty.

-Y. Lee – What negative impact do we have if we stay with the current structure and what would be the benefit if we move to a new structure?

-G. Miller – Negative consequences could be a misrepresentation of a college. Also, how do we track down faculty to basically vote appropriately for those structures. We have some units no longer intact as they were before.

B. Faculty Advisory Council to IBHE: Lichang Wang

-L. Wang – The latest IBHE Strategic Planning Report is available via the IBHE website. The three priorities of the plan are increase postsecondary credential/degree attainment to develop the talent that drives Illinois' economy, close equity gaps, and improve affordability, increase access, and manage costs. FAC IBHE is participating with a P-20 group discussing the issues related to the COVID loss. Dr. Ryan Gower, Chancellor, Illinois Eastern Community Colleges, talked about how they responded to COVID and the challenges they faced. Senate Bill 101 is about textbook study. A suggestion came from U of I that the textbook study should be done at IBHE rather than at each institution. Current short-staffing could potentially result in delay in these results. Also, a member of the Illinois State Board of Education talked about dual credit.

C. Graduate Council: Thomas Shaw

-M. Odom – Tom said they had passed the resolutions. The one to eliminate the BS in Mining Engineering and the one approving the School of Theater and Dance. They also put the Anthropology, Political Science, and Sociology RME on hold for further discussion at a later meeting.

D. Budget Committee: Chair, Jacob Haubenreich

-J. Haubenreich – Town Hall recording is still available on the SIU Chancellor YouTube site. Has had about 136 views and received a good amount of thanks for what we've done and bringing some of those issues into a public forum.

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

-Y. Lee – Update for the search for the Chief Information Officer and IT Director, we resent the information to the Provost Office.

F. Faculty Status & Welfare Committee: Co-Chairs, Dong Han & Robin Ware – No report

G. Governance Committee: Chair, Lichang Wang

-L. Wang – Continued efforts on revising operating papers and working on resolving the issues in the operating paper that raise due to the reduction of faculty members over the years and the drastic reorganization efforts.

H. Undergraduate Education Policy Committee: Co-Chairs, Bethany Rader & Joe Sramek

1. RME to eliminate the B.S. in Business Economics

-J. Sramek – Program was sunsetted in 2018. At that time, Business Economics and Economics were degree programs offered through two different departments. Due

to reorganization, both degree programs now reside in a single school and college. Explained by Dr. Sylwester, the administration tried to resuscitate the program but told by IBHE it was sunsetted and wouldn't support us reopening again. There isn't an overall consensus in the department affected. We want to support our colleagues should they wish to rebuild this program in the future, and it's nationally credited. Reasonable moderate extension may be a clunky way of proceeding.

-M. Odom – Opened for discussion.

-L. Chevalier – The program has been put forth to IBHE as being eliminated, but because of our processes on campus, we're required to go through Article 9 and to go through an RME to eliminate it. This is just wrapping up the process of a decision made a while ago.

-J. Sramek – The committee felt there's no shared governance.

-L. Chevalier – The process is that we didn't follow A9 before. A decision was made. In fact, it was in the sustainability plan when Randy Dunn was president. That was brought forward to the BOT. That was communicated to IBHE. A reasonable attempt to try to put it back on the books but we were told no, it's been on the low producing programs for too long.

-J. Sramek – If we wanted to restore this program in the future, how many years would we have to wait as a campus?

-L. Chevalier – I don't know that answer. To bring it back it would take a NUI.

-J. Sramek – We support this program, we support economics, we think this could be a viable program that would increase students because of the accreditation attached to it.

A vote commenced: 0 opposed, 0 abstentions; Resolution passed.

2. RME to move the specialization in Electronic Journalism from RTD to SOJ

-B. Rader – I'm going to combine the next two because reasoning is similar. These two schools are integrating and updating curricula, reducing redundancies, and trying to bring in material that will reflect certain new technologies in the field. Faculty from both SOJ and RTD will be teaching within those specializations, giving students a broader educational experience. Current students in these specializations in RTD, will be taught out through RTD. One NTT Faculty will be moving from RTD to SOJ and costs for these moves are minimal. They'll be covered by a variety of funds; lab fees, the Larry Brown Media Management Lab Foundation funds, and the SOJ budget. Questions directed to Jan Thompson.

-M. Odom – Opened for discussion.

-J. Thompson – A faculty member in each specialization would move over.

A vote commenced: 0 opposed, 0 abstentions; Resolution passed.

3. RME to move the Specialization in Media Industries from RTD to SOJ

A vote commenced: 0 opposed, 0 abstentions; Resolution passed.

4. RME to eliminate the undergraduate certificate in Journalism and Mass Communication

-B. Rader – No certificates in Journalism and Mass Communication have been conferred in years. All SOJ Faculty support the removal of this certificate and there are no real effects or anticipated costs for students or faculty. Questions directed to Jan Thompson.

-M. Odom – Opened for discussion.

A vote commenced: 0 opposed, 0 abstentions; Resolution passed.

5. RME to add an undergraduate certificate program in Jazz and Improvised Studies

-B. Rader – There's been a lot of interest from students in the Jazz discipline and a certificate in Jazz and Improvised Studies will basically diversify the curriculum for the music majors, giving them the tools to teach this discipline. No anticipated effect on faculty, staff, student, budget, or other programs.

-M. Odom – Opened for discussion.

A vote commenced: 0 opposed, 0 abstentions; Resolution passed.

6. RME to eliminate the B.S. in Mining Engineering

-B. Rader – Admission to the BS and MS degrees in Mining Engineering was suspended in 2017. The program has fallen below IBHE minimum requirements and the ABET accreditation will lapse after August 15<sup>th</sup> of this year. No anticipated budget effects on faculty, students, or other programs. One remaining student will be taught out by this Spring/Summer 2021.

-M. Odom – Opened for discussion.

A vote commenced: 0 opposed, 0 abstentions; Resolution passed.

I. Reorganization Special Committee: Marcus Odom

-M. Odom – No additional information.

J. Vice Chancellor of Research: Gary Kinsel

-G. Kinsel – For anyone who has faculty in their programs thinking about applying for a National Science Foundation Career Grant this summer, we will be having a workshop hosted by the Sponsored Projects Administration Office held April 21<sup>st</sup> from 10 A.M. to 12 P.M. I also want to remind everyone about the Research Forum that's on April 15<sup>th</sup>. Registration has closed. Had about 100 students registered to make presentations at the forum. Just today, the SIU Research Park sent out an announcement. If any faculty or grad students have a product or idea interested to try to commercialize, the research park will host a series of meetings on the steps involved in that process. It's held over a period of six weeks starting March 25<sup>th</sup> from 12 P.M. to 1:30 P.M. An announcement has gone out through Listserv or you can go to the Research Park website.

**VIII. Old Business**

None

**IX. New Business**

None

**X. Public Comment**

No request

**XI. Announcements**

-M. Odom – It's been a year since we shut down for COVID. A lot of changes in the faculty and I appreciate all that you have done this past year. Let's keep moving forward and we will get through this.

**XII. Adjournment**

Motion: J. Sherry

Second: G. Miller

Respectively Submitted,  
Josh Frick

**\*Addendum on 03/23/2021\***

**From Dr. Anne Fletcher, President of the Faculty Association:**

I am responding as FA President to the mischaracterization of the FA position on the Spring PASS/FAIL grading option made by Provost Komarraju at the last Faculty Senate meeting. The FA received a request to comment on the grading proposal, and after consulting with the Executive Council, I determined that because we had canvassed the Faculty on this issue two times before and provided the administration with detailed comments twice before, we would not do so again. What I said was that I felt the administration would proceed with PASS/FAIL regardless. **There was no survey, there was no vote, there was no "majority". There was, in fact, no participation from the FA on this matter this time.** Among other concerns, the previous comments from FA members articulated concerns about students as they progress with a "Pass" from classes that are designated as prerequisites for other courses only to struggle at the next level (I will gladly share this 10+ page document upon request). Perhaps the administration took these prior comments into consideration as they crafted the caveats that accompany the PASS/FAIL option. I want to go on record to assure you that the FA cares deeply about student success and is committed to supporting policies to achieve that goal.