

Faculty Senate Meeting Minutes
Tuesday, May 14, 2024
Morris Library, Room 752/754 or Teams Option
1:00-3:00pm

I. Call to Order: Yueh-Ting Lee

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

II. Roll Call: Michael Hylin

Members: Yueh-Ting Lee, Amber Pond, Christopher Chiasson, Christopher Wienke, Cinzia Padovani, Dale Aschemann, Daniel Bronke, Gary Apgar, Geoffrey Young, Ghassan Ishak, Jennifer Sherry, Jennifer Walker, Laurel Fredrickson, Lichang Wang, Lingguo Bu, Marissa Ellerman, Mehdi Ashayeri Jahan Khanemloo, Michael Hylin, Nwamaka Anaza, Rachel Whaley, Timothy Hurley, Walter Ray

Absent: Lorelei Ritchie (proxy Dale Aschemann), Jeffrey Punske, Jun Qin, Khalid Meksem, Louis Premkumar, Randall Auxier, Seyed Yaser Samadi

Guests: Mark Peterson, Andrew Wilber, Bethany Rader, Rachel Frazier, Austin Lane, Sheryl Tucker, Wendell Williams, Julie Dunston, Kimberli Morgan, Bridget Liggett, Carroll Walker, Melissa Laake

III. Approval of Minutes from April 30, 2024 (Session 1 & Session 2)

Motion: M. Hylin

Second: M. Ellerman

A vote commenced: 17 Yeas, 0 Nays, 3 Abstentions; The minutes from April 30, 2024 were approved as presented.

IV. President's Report: Yueh-Ting Lee

YT. Lee stated the transition between last year's Faculty Senate and this year's Faculty Senate went very well. He expressed great appreciation to the past President—Dr. Bethany Rader. Bethany did an outstanding job for this transition, including training the new office administrator. I am also very appreciative of Ms. Melissa Laake for her good job in the office. She has learned very fast and keeps the office run very smoothly. Thank you, Bethany and Melissa for your excellent job during this transition. I'm very grateful to Dr. Amber Pond (who serves as the current VP of the Faculty Senate) and Dr. Mike Hylin (who serves as the current Secretary) for working with me. Additionally, as co-chairs of the Committee on Committees, both Dr. Jennifer Sherry and Dr. Gary Apgar did a great job in forming the committees and electing chairs/co-chairs (subject to the FS approval today). Melissa helped us a lot in this process logistically. Thank you, Professors Apgar and Sherry and Ms. Melissa Laake. YT. Lee stated the commencements last weekend went very well. He acknowledged the faculty members for participating in the commencement, including Dr. Bethany Rader who was Grand Marshall to represent all the faculty members and many other faculty members who attended it. Thank you so much for your participation.

V. Q and A Session with Chancellor and Provost

A. Chancellor Austin Lane's Report

Chancellor Lane thanked Dr. Rader for all her service and for leading the way at commencement. I echo what Dr. Lee just mentioned. It's good to have Dr. Lee back as Faculty Senate President. Let me thank all the faculty on the call. We had a beautiful commencement; both commencements were packed. We just wrapped up our retreat yesterday. Every year we have what's called an annual closing of the loop retreat with

our cabinet members. It gives us a chance to look back at what we said we were going to do within the strategic plan in the top five pillars. We had what we call our red, yellow, green assessment of how things were going in a number of different areas inside of those pillars. Also, it gives our cabinet an opportunity to talk about what they want to focus on next year. Retention was a pretty hot topic. We have some institutional goals set for fall to fall at 80%. Our fall to fall now is about 68%. We want to push that to 80% and again some of this is over between now to 2030; it's within the strategic plan. Fall to spring, the target is 90%, four year is about 55%, and then six year about 61% in terms of the graduation rates. We're going to have an increased focus on populations that are the most at risk that come in, whether they're first generation, whether they're students from underrepresented populations, or students from outside of our geographic area. We're going to really focus on making sure those students have the support that they need. Strategically focusing on the 2021 cohort of students, we're going to be looking at how we can make sure those cohorts are moving along in a progression phase. We also talked about the budget. We don't have the final number from the governor yet, but we have to do some things structurally to get in a better place to balance the budget. I'm less concerned about the payback and more concerned about how we're going to balance our budget to look at those funds that we're going to need to make sure we don't go over. We have a lot of personnel on the payroll. Last year, some of the early numbers I think we spent over about \$7.9 million. When you look at our revenue and our expenses, you know it hurts if you're going to spend over that much. A lot of that's in personnel. So, my cabinet members are working right now to look at their existing budgets, more of a hold the line strategy, and then they're looking at other areas where we can find some efficiencies. That work will continue throughout the summer, but I'll keep you updated as we go forward. We work on the budget between now and August, because we don't present that to the board until September. Regarding enrollment, when we started our southern Illinois tour, our goal was to be in all 17 counties. It was just a slam dunk for us to be in those schools right here in our own backyard, and people were so excited that we were there. So, that is something we'll probably always continue. We've been in those schools, but not to the level of 17 counties. Our \$103,000 Saluki Commitment, just want to make sure you know what that is, it used to be a household combined income of \$63,500 and below which would cover a student's tuition and fees. We moved that number up to \$103,000. If you look at the socioeconomic status of folks in our region, there's no reason to leave the region to go to school. Chancellor Lane invited AVC Wendell Williams to speak.

W. Williams stated last week we were down about 300 students. This week, we're down about 89 students. We may be up next week and then we may be down four or five hundred students for the rest of the of the year. So, if I had to give you a red, yellow, green on what enrollment looks like for the fall right now, I would be a real strong yellow. It wouldn't be a red. I think that the enthusiasm that we see, the number of applicants that we have, the number of prospects that we have, things are looking good. We have almost 7,000 students registered so far, but you know that's a long way from our 13,000 that we want to get for this upcoming fall. Of that 7,000, about 5,600 are continuing student that have registered. All the grades are not in yet. We're still beginning to finalize the grades and run reports on who might be on probation or suspension. What is going to be key to us in reaching our target or either trying to get close to our target for this upcoming year is going to be retention. Currently, we're at about almost a percent below where we were on the same date last year on retention. That's one of the reasons why retention was very critical in our retreat that we had. Thank you all for the countless numbers of progress reports that you sent out. Thank

you for doing the 10th day class reports. Thank you so much for getting the grades submitted on time, so we can do satisfactory academic progress. We've had a very successful commencement like Professor Lee mentioned, but every student we lost, we have to replace. For every 1% of students that we lose in retention, it takes us 3% in new students to try to make that up. You heard about all the challenges in financial aid. I'm so happy that we're one of the very few institutions that, for everyone who has submitted their FAFSA to us, we have actually gotten them processed, and we've sent out an offer letter to them so that they're able to make those decisions. We have offers of scholarships out there of 8,600, and so far, 3,200 of those have accepted those scholarships. With 14 weeks to go, there are 163 students that accepted scholarships and are registered. There is about a 41% chance of anyone who accepted the scholarship to actually enroll here. When looking at those numbers, we are in decent spot. The motivation that we found from the Saluki takeover tour is not only here locally, but around the country. Currently, our yield rate is sitting at about 24%. In order for us to reach our target, we have to get to a yield rate of 30%.

A. Pond asked if we are on a similar trend compared to other institutions. W. Williams stated in about '25-26, the U.S. and particularly here in Illinois we're facing an enrollment cliff. There will be 18,000 fewer students because of birth rates. There were only two institutions in the state of Illinois that grew last year, and we were number one of those two institutions. We are focusing on a better student who will stay here longer and on the community college transfer students.

W. Ray asked about how the extra state revenue might be spent. Chancellor Lane stated we are negotiating a lot of contracts. We have our faculty association contract that we're working through now and a few other groups. Our number one priority is really the unionized contracts first. The \$1.7 million is not a lot to do much else with. We ended last year with about a \$12 million cash deficit. We spent \$7.9 million more than what we brought in. Last year we received \$5.5 million in state appropriation. We went up \$3.4-3.5 million in tuition revenue. So, state appropriation and tuition revenue looked pretty good last year.

YT. Lee asked for an update on the faculty equity adjustment since the issue has been there for the past three to four years. Chancellor Lane stated the company, CBiz, is working on this. They doing a full data dump to do an environmental scan of what we look like. They will provide updates about the progress every month, in some cases, biweekly. The goal is to look at how our faculty/staff compare to each other based on their pay and position.

B. Provost Sheryl Tucker's Report

Provost Tucker stated I want to thank everyone who went to commencement. I think it's so important for our students and families to see the faculty there. As the semester has come to a close, we're missing about 100 grades. Going forward, we really need faculty to use D2L. Students want to be able to track what's going on in their classes, particularly the grade book function. If faculty just used the grade book function, we could do no-show reporting, take academic alerts, and all of this out of the backside of the system without bothering faculty throughout the semester, because we can monitor what's going on and know that we need an intervention. We have had some student complaints at the end of the semester saying they've turned in many assignments and it was only right before finals that they received grades. We are going to start pushing the use of D2L. We've limited the communication in that platform to academic only. We're

looking at ways we can help our students be successful, but not create additional workload for faculty. We have figured out how to get your grades out of the grade book and uploaded into Banner. We are trying to use and leverage that technology that we own to help our retention situation. Provost Tucker will meet with the Faculty Senate ad hoc committee on Friday to look at high DFW rates. We are going to have to start looking at this. At some point when students are not doing well, one has to look at the instruction, because it's a shared responsibility. It's not just the learner, it also is the instruction. Provost Tuckers stated we will have pandemic kids for the next 10 years or so, so we will have to figured out how to help those students be successful. Regarding the academic strategic plan, once it goes through the draft form and get comments back, it'll be going out to faculty.

VI. Reports

A. Executive Committee: Chair, Yueh-Ting Lee

YT. Lee stated the Executive Committee met last Wed., instead of Tues. and talked about transition, election of chair/co-chairs, standing committees, and the Faculty Senate agenda.

B. Election Committee: Chair, Amber Pond – (no report)

C. Committee on Committees: Co-Chairs, Jennifer Sherry and Gary Apgar

G. Apgar thanked Melissa for all of her assistance. We polled every committee and received almost all of the votes for each committee to delineate chair or co-chair positions. *Jennifer Sherry & Gary Apgar* are co-chairs for Committee on Committees. *Gary Apgar* also serves as co-chair with *Dale Aschemann* for Faculty Status & Welfare Committee. *Khalid Meksem* and *Rachel Whaley* are co-chairs for the Budget Committee and *Jeff Punske* is the chair for the Undergraduate Education Policy Committee. [*Christopher Wienke* is chair of the Governance Committee.]

1. Vote on the Committee Assignment

(Note: The committee assignments and chair/co-chairs were voted on together. The chair/co-chairs are listed in bold font below.)

Budget:	Governance:	FSWC:	UEPC:
Walter Ray	Christopher Wienke	Marissa Ellermann	Christopher Chiasson
Daniel Bronke	Ghassan Ishak	Laurel Fredrickson	Jeffrey Punske
Jennifer Walker	Lichang Wang	Jennifer Sherry	Lingguo Bu
Jun Qin	Mehdi Ashayeri Jahan Khanemloo	Gary Apgar	Seyed Yaser Samadi
Khalid Meksem	Nwamaka Anaza	Cinzia Padovani	Geoffrey Young
Rachel Whaley	Randall Auxier	Dale Aschemann	Louis Premkumar
Timothy Hurley			

2. Report to the FS and approval on the election of chairs and co-chairs by the FS

Motion: G. Apgar

Second: L. Fredrickson

A vote commenced: 19 Yeas, 0 Nays, 0 Abstentions; The committee assignments & chair/co-chairs were approved as presented.

D. Undergraduate Education Policy Committee: Chair – (no report)

E. Budget Committee: Co-Chairs – (no report)

F. Faculty Status and Welfare Committee: Co-Chairs – (no report)

G. Governance Committee: Chair – (no report)

H. VC of Research: Costas Tsatsoulis - (no report)

I. Faculty Advisory Council to IBHE: Lichang Wang - (no report)

J. Graduate Council Representative: Mark Peterson/Andy Wilber

M. Peterson stated the last Grad. Council meeting for 2023-2024 was May 2, 2024 and that he was not a member of that Council, but did attend the meeting. In that meeting, we decided to defer consideration of the resolution on faculty and emeritus criteria. We'll put that off until next year. We did resolve to recommend the move of Professional Media and Media Management Studies from the College of Arts and Media into the School of Journalism and Advertising within the College of Arts and Media, and we deferred consideration of an RME to add a PhD in Civil and Environmental Engineering to the next Graduate Council, because we didn't have enough time for consideration. We adjourned that meeting and opened up the meeting for the 2024-2025 Grad Council. It was mostly an organizational meeting. There was a nomination for chair. I am going to be your chair for the Grad Council in the next year and Andy Wilber will be the vice chair.

VII. Old Business – (none)

VIII. New Business/Announcements

YT. Lee stated Faculty Senate will meet in July in TEAMS only. Everyone was okay with this decision.

IX. Adjournment

Motion: W. Ray

Second: G. Apgar