

Faculty Senate Meeting
Tuesday, February 11, 2025
Morris Library, Room 752/754 or Teams Option
1:00 - 3:00 p.m.

I. Call to Order: Yueh-Ting Lee

II. Roll Call: Michael Hylin

Present: Randall Auxier, Lingguo Bu, Christopher Chiasson, Kwangho Choiy, Marissa Ellermann, John Farrish, Timothy Hurley, Michael Hylin, Ghassan Ishak, Mehdi Ashayeri Jahan Khanemloo, Yueh-Ting Lee, Sarah Lewison, Khalid Meksem, Kaitlyn Poirier, Amber Pond, Louis Premkumar, Jeffrey Punske, Jun Qin, Walter Ray, Jonathan Remo, Julia Rendleman, Mohtashim Shamsi, Jennifer Sherry, Ahmed Torky, Jennifer Walker, Rachel Whaley, Christopher Wienke, Geoffrey Young

Absent: Nwamaka Anaza, Gary Apgar, Daniel Bronke, Laurel Fredrickson, Cinzia Padovani, Lorelei Ritchie (Proxy Dale Aschemann), Seyed Yaser Samadi, Lichang Wang

Guests: Jeffrey Burgin, Wil Clark, Julie Dunston, Paul Frazier, Rachel Frazier, Shelly Gehrke, Melissa Laake, Austin Lane, Antonio Martinez, Kimberly Morgan, Benjamin Newman, Mark Peterson, Susan Simmers, Jan Thompson, Constantinos Tsatsoulis, Sheryl Tucker, Juliane Wallace, Nick Wortman

III. Approval of Minutes from December 10, 2024

Motion: A. Pond

Second: M. Hylin

A vote commenced: 23 Yeas, 0 Nays, 2 Abstentions. The minutes from December 10, 2024, were approved as presented.

IV. President's Report: Yueh-Ting Lee

We sent off the December Issue of FS Update/FYI publication. I wish to express my appreciation to Mr. Jeff Harmon for his help in gathering information for us on behalf of the Chancellor's Office. I am very grateful to Senator Amber Pond and Ms. Melissa Laake for their assistance in the publication. On December 14, 2024, I attended the commencement as a grand marshal to represent all our faculty and Faculty Senate members. I am appreciative of the numerous faculty members who participated in this graduation event on that day. In December 2024 and January 2025, I was very busy working with academic units to update the Judiciary Review Board members. Faculty Senate Executive Council and Committee on Committees approved it last week, and the whole Faculty Senate should approve this list of JRB members today. In January, we electronically processed and voted on a Resolution on the Policy of 30 Credit Hours Per Semester. I am very grateful to our faculty leadership team and Faculty Senators for their timely and speedy support on this resolution. On January 21, 2025, I attended a MS Team meeting on Research 1 (R1) communication and marketing with campus leadership teams and other constituency heads. I am very pleased that SIU Carbondale is an R1 institution, effective this month. As a friendly reminder, there will be a coffee meeting between the faculty members and Chancellor Lane on February 25, 2025, in the early morning at Old Main in the Student Center. Please attend if you can make it.

V. Q and A Session with Chancellor and Provost

A. Chancellor Austin Lane

Chancellor Lane spoke about enrollment for the spring semester. He thanked everyone who helped get us where we want to be. He said we decided about three years ago that we wanted spring and summer enrollment up, and we focused heavily on those semesters. As a result, we're up about 3.3% on enrollment. It's 10,869 - that's 344 more students than we enrolled last year. That's the second year in a row for growing over 3% for spring enrollment. So, we've reached our goals in that respect, and I'm excited about that because that brings tuition revenue. The new transfer students we enrolled had a 4% increase. A lot of that is due to the partnerships we have with our community colleges, making sure that what they're taking at those institutions is coming over to us. A Saluki Step Ahead program is driving a lot of that growth as well. And also, our fully online students, that is the future. You cannot just grow with traditional students anymore from your region or from your state. You have to tap into some traditional and non-traditional students who want to take courses fully online. We will be recognized as a transfer friendly institution out of all the institutions in Illinois; that's a good tag to have. We have an 18% increase for students from the southern Illinois region. In the fall it is our time to recruit, and in the spring it's time to yield those students. Now, we have to focus on yielding those students and getting them to our institution. A lot of that work is being done between now and August. Chancellor Lane stated he and his team (including faculty and deans) gave out Chancellor Scholarships in person to students at surrounding area schools. Our retention for fall to spring was about 84%. Five years from now, we want the fall to spring to be at about 90%. We want fall to fall to be at 80%. We are working on a campus wide retention model now. As you know, it's been pretty fast and furious out of Washington. I will tell you to date, we have not been impacted by anything or given any guidance from the federal government of those departments or even the Office of the President. So much of what we are receiving is coming through our professional organizations, and a lot of that is just reporting on what has already been reported nationally. The biggest impact that we are seeing and the only impact that we are seeing is with NSF or NIH in terms of our federal grants for things that are related to DEI. We have a Community of Care page on our main website. You'll find updates that we receive. I have talked to our constituency councils: LGBTQ, African American Faculty, Staff Council, Hispanic, Latinx Council, Asian American Council, Undergraduate Student Government, and our Faculty Executive Committee last week. We'll continue to have those discussions when we hear things that are coming out of Washington. You probably saw the notice about a week ago with the federal loans not being here or the grants for loans not coming in. They are coming in. VC Susan Simmers will tell you we've drawn down dollars. Things have still been moving. There have been some pauses, though, in the NSF and NIH side of the house. The most recent piece is the DEI piece related to any Trio grants. So, that is something we're watching right now. Again, we have not received any guidance, but we are being told that is an area that is being focused on as it relates to our Trio dollars that come in through the federal government. When we get the guidance on that, we're going to share that information. The legislative session - we have our House and Senate hearings typically in March and April, so the session is alive and well. There have been some initial discussions. We'll wait to hear from the governor when he does his budget or his address, usually at the end of February. We're hoping our state appropriations go up or if nothing else, they remain untouched and stay flat. We have had, I think one year since I've been here (in five) a flat budget, but every other year I think we've had an increase in our state appropriations. In addition to that, we had a pretty successful tuition revenue increase because of the enrollment. I think the tune is about \$6.4 million is what has helped us with just by increasing our enrollment. So, we definitely have to continue to move along those lines.

VCR Tsatsoulis stated February 17, 2025, from 11:00 – 1:00 p.m. at the Research Park we will be celebrating our elevation to R1 status! Everybody's invited and we'd like to see as many as possible from you there. Lunch will be served, and you know you only become R1 once. So please, come and celebrate with everybody else, because all the faculty, staff and students are the ones who achieved this great milestone for us. As the Chancellor mentioned, no grant has been halted; there is an injunction. You may have read that the NIH has wanted to move the indirect cost for every university at 15%. There's been a lawsuit filed by 23 states, including the state of Illinois. My office and a lot of other offices across campus and the system worked to assist our state with being part of this lawsuit. There is an injunction right now, so we are able to submit a request for reimbursement and invoices through the portals. As far as we know, it's business as usual for our research enterprise. Now, some RFPs have been removed from websites, and we're waiting to see what the impact of that will be. Also, today the National Science Foundation through Senator Ted Cruz, who is over the NSF right now, has identified a number of grant awards which are in violation of the DEI executive order; we have looked at them. There are three that are from SIU Carbondale and two from SIUE. The three from SIU Carbondale are really only one, because the other ones the keywords that they've used, for example "political," had to do with political science - nothing with politics. So, we are on top of this; the whole system is on top of this.

B. Provost Sheryl Tucker

Provost Tucker stated the Morris Library Affairs Dean search is ongoing. They are at the point of having received a competitive pool, reviewing those and moving to that first stage of virtual interviews. We are pleased with the size and the quality of the pool there. With the Honors Director search, I recently have asked for nominations, so we are putting that committee together and anticipate having an internal hire for that position by the June 30th change in leadership. We also asked for nominees to serve on a broader institutional committee looking at course enrollment minimums - the old 1980 policy of 5, 10 and 15 from Ph.D., Masters, to undergraduate respectively. Just looking at that, making sure it is modern and reflecting what we're doing here at the institution. That was a request from UEPC to make that a broader committee. And so, we have some nominations for that. Something I want to highlight is that Kaplan is now the test preparation service that Illinois has signed a contract with to provide students with free preparation services for tests like SAT, ACT, GRE, GMAT, etc. We want faculty to be aware of this, particularly those with undergraduates who are encouraging them to go on to Graduate School where they may have those exams they need to take.

R. Auxier stated he has been talking with a number of colleagues about the new collective bargaining agreement and the concern about the wording – faculty are able to negotiate with the school director or chair for what would look like the previous salary that we would have gotten. That struck a number of people as being vague and arbitrary, in the sense that just being in a position to negotiate, of course, it doesn't guarantee any success in negotiation. And in addition to this, it doesn't seem to be any requirement that says ok, I have a school director here who gives full pay to faculty Member A but doesn't give full pay (I mean a full month's pay) to faculty Member B. There doesn't seem to be any rules. Since we're going into this for the first time, whatever practices go into place for this first summer pay is going to have the force of contract. So, we're needing some guidance from central administration, preferably maybe even policy sort of rules that say, ok, here is a situation where a faculty member really should get a full month's pay and here's a situation where they shouldn't. A number of colleagues have expressed to me, YT Lee, Faculty Senate and others, that we

want to avoid arbitrariness, scattered practice, and we especially want to avoid favoritism. We're just needing some clarification and some guidance on this. Provost Tucker stated in negotiating the new contract, there was certainly a lot of concern about how the financial model did not support a lot of offerings in the summer and us wanting to be able to contribute to a diversity of offerings. So, at the college level, we are using a portfolio approach. That means, if the college comes forward and its revenue neutral, they can offer what they need to offer, and this is to help us. So, in a school or at the college level, you may want to offer a graduate course that in the past we could not have afforded to offer under the previous rules. That was the thought, that in its totality it needs to be revenue neutral, which means we may have higher enrollment undergraduate courses that will help support some of the offerings at the graduate level, because one of the issues we do have here is the graduate level offerings don't exist much in the summer. And that means an international student cannot join us in the summer, and many programs do that. It is a local decision on how to offer that; it would make sense if you have someone who has a high enrollment class that you would negotiate a full month's salary, because that is significantly more work. That was the intention - local control, giving this back to the school directors and the colleges - making sure it is fair and equitable, that is, with them, but we certainly will handle any complaints or concerns. The policy change was to give more flexibility and the opportunity to have robust summer offerings. We do have faith in our school directors and our Deans to be working with our faculty on what the compensation is for a course, so it can be appropriate. Dr. Punske and I certainly will be following up with APAA Wallace as well. We did try to provide additional clarification about a month ago. I think Dr. Punske and I sent that out jointly, but clearly, we are still having questions. R. Auxier stated if there's a problem of perceived arbitrariness or inconsistency at the school director level with regard to the assignment of salary, are we to bring that problem to you or to the Dean? Provost Tucker stated to first go to the Dean and if there's not a satisfactory response there, then I'll be happy to look at that with my team. R. Auxier stated this can be an intimidating situation for junior faculty who aren't tenured. Provost Tucker, Dr. Punske, and APAA Wallace will meet to discuss this issue. Provost Tucker stated the non-tenure track faculty summer salary issue to my knowledge and the CBA *did not* change.

R. Whaley stated we are being told that summer offerings need to be in person and not online. Is that your position? Provost Tucker said, "No." We certainly want online courses as well as in-person courses. There is no position that summer courses should be in person. That has not been communicated. R. Whaley asked what is your position on online classes that are not in an online degree program, because we have also been told we should reduce our online offerings since we don't have an online degree program. Is that correct? Provost Tucker said absolutely not. We want to offer the classes that our students need, whatever their modality is, whether they're online or in person. The issue that may be getting skewed here is we do have online students in an online degree program who are finding it challenging to get their online classes, because our residential students are taking those slots. So, we are starting to work with specific programs to make sure we may have to restrict some of the enrollment to the online students first to make sure they can complete their degree online. We have faculty who assumed that was already happening. They did not realize we had a student maybe sitting in their dorm room taking their online class. So, that may be where that's coming from. We also started a conversation on how to be more effective and offering more online courses that are laboratory-based. So, we've been working with Dr. Karl Willard, the acting Dean of CALPS, and he's working with his faculty because that's another place

where we're finding students in our online degree programs are being challenged - to get the classes that they need.

J. Punske stated first, I wanted to offer what I think might be the source of this online or this in-person summer rumor. I think APAA Juliane Wallace and I worked this out this morning, that this has to do with the new exploratory student policy and the need for additional in-person classes to support that group that will be required to take classes in the summer. But that's not a broader mandate that we have - it's just that we're going to need to offer some in-person classes to accommodate a particular population of students that seems to have been extrapolated into wild and incorrect ways. But I do also have a question for both Chancellor and the Provost regarding funding for GAs as particularly with how this might impact our UCC courses. I know that we're looking at some cuts with regard to graduate funding, and I'm just wondering how those have been communicated to the colleges and the schools about how they should be prioritizing those types of cuts, particularly with our ability to maintain quality UCC education. Provost Tucker stated we have told people to plan on the GA, the broader GA budget, that you had in fiscal 25 for fiscal 26, because it's in the absence of us having additional information, and we don't have a budget model in place. So, from the Provost Office, how I move budgets forward in the academic realm, we have not made cuts there, and we've been trying to make sure if you need an NTT faculty and the enrollment supports it or you need a GA and enrollment supports it, to move forward. We do not want to lose that enrollment, and we do not want to lose students because they can't get classes. But I do believe there's funding that came from the research side of the Graduate School that may have changed this year going into next year. VCR Tsatsoulis stated the Graduate School has the TAA Fund (Tuition Assistance Award). The TAA funds about \$1.2 million. There's a formula established by the Graduate Council on how it's divided. We have given to the Deans 75% of what the Graduate Council formula decided they should receive, and by the 15th of March, we will allocate the remaining 25%.

R. Whaley read K. Meksem's email about a possible benefit for faculty with 20 years or more of service (free access to the Rec. Center for faculty member & spouse/partner). It promotes good health and morale. Chancellor Lane stated I think it's a great idea. We have talked about a wellness hour for all employees where they can go to the Rec. Center at lunch. I'll have VC Burgin talk with Dr. Meksem more about his suggestion.

K. Meksem stated from 2017 to 2022 we had an excellent employee, Julia Buenker, who was in charge of travel reimbursement. She would process your travel vouchers and help you if needed. The time you submitted your travel voucher to the time you got reimbursed was really quick. Since she left, reimbursements now take up to three months. When information is sent for processing (to a general email), we don't get a receipt of that email being received. VC Simmers stated we have a commitment in accounts payable to turn travel vouchers around in 30 days. There will be listening sessions on campus for the first week of March. I would like to know why so many vouchers are coming to my department with errors or omissions. I would like to see how we can better help the campus (better forms, clearer instructions, getting a receipt, etc.). We processed, with one FTE, 3,051 travel vouchers last year. About 35% of the travel vouchers, we had to contact the department for information, a receipt, etc.

VI. Special Guests— VC of ADEI, Dr. Paul Frazier & VC of Student Affairs, Dr. Jeffery Burgin

VC Burgin shared a PowerPoint presentation labeled, "Student Affairs, the Institutional Heartbeat." I want to say thank you, because sometimes the jobs we have are very thankless with all of the work that you do. I'm often reminded in the spring time and in the fall when the Chancellor always talks about students who are graduating won't remember the Chancellor or the President, but they will remember the faculty. So, the work that you do, while you may think it goes unnoticed, you do have a strong impact on the lives of the students here at Southern Illinois University. (A screen showing the history of higher education was shared.) In 1870 at Harvard, Ephraim Gurney became the first Student Affairs administrator. There were some discipline issues, and the Harvard President wanted to begin to focus on the reality of how do we better develop our students. And so, that was the springboard as we all know it for Student Affairs. (SIU Student Affairs mission, vision & values screen was shared). As a nationally ranked public research institution, now Research 1, we are about shaping future leaders, impacting community, and ultimately transforming lives. Not only do we do that in Student Affairs, but you do that in the classroom from your interactions with our students on a daily basis. And so, we want to make sure that we stay connected. One of things that we want to make sure is that you really understand all of the services that are provided for faculty, staff, and students. We want you to utilize those if necessary. When CAPS are needed, we want to make sure that we provide that service for you to couple with what is offered via Human Resources and our Employees Assistance Program, which HR and AVC Nick Wortman do an excellent job of assisting our faculty. Saluki Cares is one area that we have a true interface with our faculty when there's a student who might be in need. A Cares Report is done by you all to let us know almost as an early alert, as well as within our 1st Year Experience with Associate Dean of Students, Gena Albert and Program Director Jacari Henderson. You let us know the students who are in need so we can best assist them. That is very key for us and our students to be very successful. We've partnered with our Associate Provost for Student Success, Dr. Shelly Gehrke. We want to make sure the experience that the students have is the very best that it can be inside and outside the classroom. We have the HEROES Program (Higher Education Resources and Opportunities) for Salukis in need. If you know there are students who may be homeless, who may have food and housing disparities, or need other resources, this is an area which we were highlighted in Inside Higher Education in 2023 when this program started - this is a service that will allow us to aid these students not only with housing and food disparity, through our food bank, but also giving them resources that are off campus as well. We are the 6th oldest accredited doctoral internship training program in the country. We just celebrated, in 2024, fifty years. Our Touch of Nature has the designation as Camp 1-A. Camp Little Giant is the first certified outdoor camp in the country. There are several research opportunities that our forestry department and other departments take place in our Touch of Nature facility. If there's something that you need from Touch of Nature, from an outdoor perspective, from a leadership development perspective, that facility is there as well. Many of you serve as advisors for our over 300 registered student organizations, whether they be social, cultural, or academic, you are a vital part of the development of our students in that area. We do have a Mental Health First Aid program that will teach you about seeing the signs of mental health needs for students and for anyone that is a part of our community. Some of the division-wide readings that we take part in are: Our Iceberg is Melting, Love + Work, Row the Boat, Robot Proof, and The Let Them Theory. We also participate in community service, and we want to make sure that we create graduate assistantship opportunities and allow for them to present. We are trying to make sure that we have those assistantship opportunities that give true experiential opportunities to our

graduate assistants and that they are funded. If you notice something where we can enhance ourselves as a vision or we can best assist students, please let myself or the unit heads with the division of Student Affairs know so that we can make our community the very best that it possibly can be. It is always a time to give, if you can. We do have opportunities and resources that are needed for our students. I mentioned the Food Pantry, HEROES, emergency funding, etc. There are students who are in need who live off campus. There are scholarship opportunities. Please donate if you are able. The important thing that I want you all to know is that you can't fully help our students and your colleagues if you're not taking care of yourself. And so, I think that it's very important that you make sure you understand what our Employee Assistance Programs are. As I mentioned, CAPS is very important and while it is specifically for students, if you need counseling and psychological service immediately, we are here to assist you in our CAPS unit; that's just very important. We mentioned our wellness and our Recreation Center. We want to make sure that you utilize that. So, we did at the Chancellor's Cabinet meeting talk about a Wellness Hour for employees at the institution to really begin to take advantage of walking, athletics, and those types of things, so that there can be not only mental and emotional well-being, but physical well-being. We want to make sure that we begin to offer those things and advertise those things to you. So, working hard for something we don't care about is called stress, and quite often we seem stressed out. How are we going to alleviate that for one another? Working hard for something we love is called passion. Every one of us here at the SIU has a passion, and we want to grow and develop the young people that are in our state. And so, it's important that we take care of each other, and that we do the very best that we possibly can and become our very best so that we can take care of our students. I think that is important that we continue to partner and make this campus the very best that it can be. J. Punske asked about what event is happening this weekend that Student Affairs is running. Saluki Con is happening this weekend with Sean Astin as the guest speaker (he played Sam in Lord of the Rings and he played Rudy Ruettiger in Rudy).

VC Frazier gave an update on ADEI. We are really just in a holding pattern. As far as the work that's going to be done on campus, that will not change. Our governor has come out and said we are going to toe the line on the things that we've been doing for students, faculty and staff. So, those things won't change. There are laws, of course, we're going always adhere to whatever laws there are. But currently, we are going to stay the course and continue to do the things that we were doing. There have been some dollars frozen that may affect our Trio programs, but I double checked that again today. We had already pulled some money down before the executive orders took place, and so we'll be able to continue those programs at least through the semester unless something changes.

J. Farrish stated I teach a human resources management class and DEI efforts are a big part of that class. Is there anything that I need to be doing differently now in that class, or can I continue as I have? VC Frazier stated no, there's nothing you need to be doing differently. I would continue to teach it as you have been. I would look at some of the things that change daily – it's good for our students to understand the things that are going on around them and in other states. But other than that, I would not change it.

VII. Special Update on SIU Research I Status/Graduate Education: VC of Research, Dr. Costas Tsatsoulis

VCR Tsatsoulis stated this spring we have decided to do something called Center Days.

We have a number of very active research centers. I've met with center directors and it's clear that not everybody on campus knows what these centers do and how they can collaborate with the centers, which is something we want to do. The first event was supposed to be today, but then the weather happened. And since we had a lot of people coming from outside Carbondale, we decided to delay that until March. But please be on the lookout as we're scheduling events to highlight our centers, our faculty and our research. This is part of what the Faculty Senate and the Graduate Council has also requested that we do a better job of highlighting the wonderful research that happens at an R1 university. The other thing I wanted to mention, as the Chancellor also said, our graduate enrollment for the spring is up by 3.3%. And I would like to remind everybody that in order for us to continue to be R1, we need to have the best and graduate students, especially at the doctoral level. To do so, we need to be very quick in admitting the best, because we are competing with a lot of other universities. So right now, when I'm looking at the numbers, we have admitted 8% of our Ph.D. candidates for the fall and 7% of the domestic Ph.D. candidates. I would like to encourage you all to go back to your units and ask that we start looking immediately at our Ph.D. students. The Ph.D. applications are up by 40%, which means that we are a university that students want to go to, to get a Ph.D., but if we don't admit them, they're not going to come. Reminder, 17th of February 11:00 a.m. to 1:00 p.m., please come on over to the Research Park to celebrate our elevation of our university to R1, something that you all had a major role in achieving.

VIII. Reports

A. Executive Committee: Chair, Yueh-Ting Lee - *(see Section IV.)*

B. Election Committee: Chair, Amber Pond

A. Pond stated we are going to start working on the number of positions that are available for each academic unit. We will hopefully have elections for next year's Senators starting in April.

C. Governance Committee: Chair, Christopher Wienke
Committee meeting will be next week.

D. Undergraduate Education Policy Committee: Chair, Jeffrey Punske
Committee has not met in 2025 yet.

- Resolution to Eliminate Fashion Styling Specialization
- Resolution to Eliminate Electronic Journalism Specialization/Rename News-Editorial Specialization
- Resolution to Eliminate Photography Specialization

W. Ray brought up a typo in the resolution. RME should state "Reasonable and Moderate Extension." Correction was accepted, then a vote took place.

Motion: J. Punske

Second: A. Pond

A vote commenced: 25 Yeas, 0 Nays, 0 Abstentions. The Resolutions (listed above) were approved as presented.

E. Budget Committee: Co-Chairs, Rachel Whaley and Khalid Meksem – *(no report)*

F. Committee on Committees: Co-Chairs, Jennifer Sherry & Gary Apgar

J. Sherry stated I would like to send many thanks to the members of the Committee on Committees and Melissa Laake for their hard work and diligence. J. Sherry stated the JRB members were voted in the affirmative by the Committee on Committees and the Executive Committee. Now Senate needs to vote on the following members:

Approval of the list of JRB members (see their CV or Bios)

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- Seung-Hee Lee (CAM) - continue to serve
- James Conder (CALPS) - continue to serve
- Cindy Buys (SOL)
- Asghar Esmaeeli (CECTM)
- Sukesh Bhaumik (SOM)

Motion: J. Sherry

Second: R. Auxier

A vote commenced: 23 Yeas, 0 Nays, 0 Abstentions. The JRB members (listed above) were approved as presented.

Approval for new Faculty Senators to serve on committees:

- Budget Committee: Ahmed Torky, Jonathan Remo, & Kwangho Choiy
- Governance Committee: Mohtashim Shamsi & Kaitlyn Poirier
- FSWC: Julia Rendleman
- UEPC: John Farrish & Sarah Lewison

Approval of other appointments:

- FS member to serve on 2025 University-Level Scholar Excellence Award Committee (Mohtashim Shamsi)
- Faculty Rep to serve on 2025 AP/Civil Service Excellence Award Committee (Seleena Shrestha)
- Faculty Rep to serve on 2025 University-Level Early Career Faculty Excellence Award Committee (Minghui [Hannah] Hou)
- FS member for Committee to Look at Irregularities in Graduate Degree Program – SOE (Chris Wienke)
**Note: This is a revised seat appointment from the last approval in December 2024.*
- FS member to serve on 2025 University Faculty/Staff Appreciation Task Force – (Jennifer Walker)
- FS member to serve on the University Honors Director Search Committee (John Farrish)
- FS members to serve on the University-Level Teaching Excellence Award Committee (Michael Hylin and Jennifer Sherry)

Motion: J. Sherry

Second: R. Auxier

A vote commenced: 25 Yeas, 0 Nays, 0 Abstentions. The committee appointed seats (listed above) have been approved as presented.

G. Faculty Status and Welfare Committee: Co-Chairs, Gary Apgar & Dale Aschemann

**Co-chairs were not at the meeting. A. Pond was asked to present the resolution.*

- RESOLUTION ON FACULTY EMERITUS CRITERIA by the Faculty Senate and Graduate Council

A. Pond stated the Provost asked (a while back) that we develop, in conjunction with the Graduate Council, a resolution on Faculty Emeritus Criteria. The two groups came up with a resolution that was sent out recently, rescinding what we originally did so that we could all agree and take care of certain concerns from other groups, for example, the

Graduate School. The current resolution will rescind the March 14th resolution, and we recommend that SIU adopt the following basic criteria. 1. Faculty candidates must have worked for SIU at least 10 years prior to retiring from SIU. 2. Candidates must apply to their academic unit. 3. Emeriti will continue to contribute to the university mission and do so with integrity *as law abiding citizens*. 4. Emeritus status shall have no bearing on the ability to serve as adjunct or hold graduate faculty status. 5. Emeritus status can be removed if faculty fails to act with integrity *and as law abiding citizen*. 6. Termination of emeritus status may be initiated *at the department*, Provost or Chancellor levels. 7. Appeals will be made to the Provost Office and adverse determinations will be appealed to the Chancellor's Office. Whereas, the SIU Faculty Senate discussed these criteria at the February 11th meeting today. Hopefully, we conclude that the basic criteria and procedure for considering a faculty candidate are acceptable. I move that we accept this resolution.

J. Punske asked what does Emeritus Status grant us at SIUC? So, we're just talking about Emeritus Status, but it is not affiliated with being able to serve on a graduate committee. It doesn't seem to have any other rights or privileges. So, what is Emeritus Status and why are we worried about this? What does it mean to be a law-abiding citizen? If someone gets a traffic ticket are they now outside of the scope of this policy? I oppose our adoption of this policy for these reasons. A. Pond stated we can redefine "law-abiding citizen." It was a means for the department to back up an issue if someone were caught stealing, murder, etc. I don't think the department is going to think about taking away Emeritus Status over a traffic ticket. That wording can be removed. A. Pond asked J. Punske what he would suggest. J. Punske did not propose any amendments. S. Lewison stated "citizen" is also a problem. A. Pond suggested to end the line with "act with integrity." This will resolve any misinterpretation of what "law abiding" is and the fact that someone may not have actual citizenship in the U.S. So, what is Emeritus Status? A. Pond stated the problem with it was they did not want it to interfere with the definition of adjunct or graduate faculty status. They wanted to keep those separate from Emeritus Status. Emeritus Status confers honor and some potential departmental granted things like email, an office – if an office is available. K. Meksem agreed with J. Punske. K. Meksem stated I think before voting on this, we should first define what the privileges you have as Emeritus. If we can't confer privileges, we can't remove them. A. Pond stated the Provost asked for a definition of Emeritus Status. We as a group can't confer adjunct status or graduate faculty status. K. Meksem stated if we know what the privileges are from the university or what the Provost is looking at, then we can come up with a better solution and say, if you do this, this, or this, then this [status] could be removed. A. Pond stated this issue can be given back to the Faculty Status and Welfare Committee and request from the Provost Office a list of privileges and what Emeritus Status is. VCR Tsatsoulis stated as far as the Office of VCR is concerned, Emeritus Status gives the right to faculty to serve as PI with permission or as Co-PI without permission. VCR Tsatsoulis provided a link for more information: <https://ospa.siu.edu/apply/index.php>. S. Lewison stated faculty affiliation can be a really useful thing for getting other kinds of grants, like international grants that you might be involved with in other organizations. The European Cost Association Grant, for example, they want to have affiliations. Library access would be super handy. What do people want? L. Premkumar stated the department should decide or you should take input from the department before finalizing this. A department may not have office space;

you can't ask a person to leave. M. Ellermann stated they do automatically get library privileges currently; we just can't guarantee it for the future as it's not defined by any contract right now. If you become Emeritus, it's conferred to you. J. Punske made a clarification: it's a *retiree benefit* not an emeritus benefit and the same is true with email. That's the issue, what privileges are being granted beyond retiree privileges that makes them Emeritus? M. Ellermann thanked J. Punske for the clarification. VCR Tsatsoulis stated based on my experience from other universities Emeritus Faculty is an honorary title based on your contributions to the university or department during your time there. It's not an automatic thing. It does not necessarily need to have any benefits other than it's an honorary thing. A. Torky stated from a clinical perspective, if you're attending any case conference to discuss patient information, this will be something that would involve professor emeritus, because otherwise you're not allowed to know about patient's medical conditions and their private medical information. So, granting that title allows you to sit in conferences and listen to patient's information and identifying information. This was the situation in my previous organization.

After amendments to the resolution were made (remove "*as law abiding citizens*" from #3 & #5 and remove "department" from #6 – change to "academic unit"), a vote took place.

Motion: A. Pond

Second: J. Sherry

A vote commenced: 13 Yeas, 7 Nays, 4 Abstentions. The Resolution on Faculty Emeritus Criteria has been approved as presented.

H. Faculty Advisory Council to IBHE: Lichang Wang

**Information below was not stated during the meeting but was provided to Senate.*

There were two FAC to IBHE meetings held following my previous report at the FS meeting on December 10, 2024: the first on December 20, 2024, via zoom, and the second on January 24, 2025, at the Olney Central College. During the December meeting, discussions focused on a draft document supporting librarians by FAC IBHE. A presentation was given by guest speaker, Dr. Heather McIvaine-Newsad, Professor of Anthropology at Western Illinois University, titled "*Rebuilding Institutions of Higher Education: Lessons from a Disaster Researcher.*" It is an insightful talk. Dr. McIvaine-Newsad worked with shrimp fisheries after hurricane Katrina and drew parallels between challenges in Higher Education and disaster recovery scenarios. The second guest speaker was Jose Garcia, Director of Strategic Communications at IBHE, who presented "*IBHE Marketing Campaign.*" IBHE is set to launch the Direct Admissions Program, which aims to facilitate college applications and benefit student transfers between colleges. Additionally, IBHE actively campaigns for ECACE (Early Childhood Access Consortium for Equity) to improve access, persistence, and completion rates in early childhood education. He discussed their outreach strategies and successes, sharing with FAC members four testimonial videos featuring current ECACE beneficiaries to highlight their marketing efforts. The January meeting at the Olney Central College featured two presentations. The first was by Dr. Ryan Gower, Chancellor of IECC (Illinois Eastern Community Colleges), on the reorganization of its four campuses. The second presentation, *The Importance of Higher Education in Prison*, was delivered by Flor Esquivel, Rakhim Atterberry and Noemi Roman from the Illinois Coalition for Higher Education in Prison, along with Angel Pantoja from the Illinois Lieutenant Governor's Office. The document supporting librarians, generated

by FAC IBHE, was approved during the January meeting and is attached here. Details of the meeting can be found at <http://www.facibhe.org/meetings/minutes.php>. The next FAC to IBHE meeting will be held on February 21, 2025.

I. Graduate Council Representative: Mark Peterson

M. Peterson stated we will continue to work on the Emeritus Criteria Resolution and hopefully we will have the first reading in our next meeting and hope to have it approved by the end of the term. Secondly, we are formulating a Resolution on the Graduate High Achiever Alternate Tuition Rate. We have not come up with the resolution yet, but the purpose of the alternate tuition rate is to recruit grad. students and to increase our enrollment. It provides in-state tuition to grad. students who might be coming from out of state. What we will probably resolve is that we will change the definition of what is a high achieving student, but that's work in progress. And finally, we continue to work with the Chancellor on marketing our faculty's research, and hopefully, that will coincide with the announcements that come along with the R1 designation in the near future.

A. Pond stated the approved resolution by Senate (with the revisions) will be sent to Graduate Council Vice Chair Andrew Wilber and Chair Mark Peterson [Faculty Emeritus Criteria Resolution]. M. Peterson stated we'll have our first reading on that in our March meeting and then possibly vote on it in April.

IX. Old Business

Senator Rachel Whaley - Intimate Relationships Between Faculty, Staff, and Students Policy

R. Whaley stated you may recall that about a year ago, this time, a graduate student brought an issue to the Faculty Senate about relationships between supervisors and supervisees on campus. We created as a body an ad hoc committee that consisted of faculty, staff, an undergraduate student and a graduate student. And that committee was tasked with writing a policy to protect folks at the university from essentially nonconsensual relationships. I encourage everybody to read this policy. It affects absolutely everybody on campus - faculty, staff and students. It is about relationships between people who have differential authority. Someone has authority over another person - this policy says you cannot be in a romantic relationship with that person. If it is something that both parties truly want, there is a procedure to file with the university to say that you are in that relationship and there would be a conflict management plan developed that would deal with you being supervised by somebody other than your partner. This is really about protecting, of course, our students, junior faculty, and junior staff. What the policy says is that faculty, administrators, and supervisors cannot engage in romantic or intimate relationships with students or any other person subordinate to them, regardless of whether a student is in their own class. So, for example, this would hold in a school, a faculty member in one program could not be in a relationship with a grad student in another program if they have the potential to have an evaluative authority over them. Graduate students as instructors can't have relationships with undergraduate students. It applies to faculty, staff, and students; it protects anyone who has someone overseeing them. We did not have a policy like this before. We just discouraged relationships between people with different levels of authority. All state schools in Illinois had a policy like this. So, the committee worked, also with our lawyer, and then the lawyer works over the summer to bring the policy in line with new changes from Title 9. This policy, to my understanding from the lawyer, gets to issues that don't reach the level of Title 9 or our harassment policies. So, this was to capture events that occur on campus that don't quite reach the bar for Title 9 and therefore, there was no remedy for them. This has been approved by the administration

and by the Board of Trustees and went into effect on January 1. It is in the policy index under "I" for intimate. You were given a pdf of the policy with your materials for this meeting. It is the onus of the supervisor, whatever kind of position you're in, to report the relationship to the university; it is not on the responsibility of the subordinate to do that. So, there are ways to report if you are in a consensual relationship.

X. New Business – (none)

XI. Adjournment

Motion: J. Sherry

Second: W. Ray