

Faculty Senate (FS)-- For Your Information and Update

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I. DR. Y-T LEE ADDRESSED SIU BOARD OF TRUSTEES ON JULY 11, 2024

The following in-person presentation was given at the Board of Trustees' meeting on Thursday, July 11, 2024, at approximately 10:08 am by Yueh-Ting Lee, Ph.D., SIUC Faculty Senate President and Psychology Professor (leey@siu.edu):

Good morning, Madam Paula Keith, Honorable Members of SIU Board of Trustees, Distinguished Guests and other Attendees and Viewers:

Thank you for giving me an opportunity to address you today. I am here to make a couple of remarks on behalf of the SIU Carbondale Faculty Senate and our faculty members. First, in American higher education, we have learned that top leadership stability and longevity (e.g., presidents or chancellors) are highly correlated with the growth and success of institutions. Here are two examples. Example 1: Dr. Freeman A. Hrabowski was the president at the University of Maryland Baltimore County (UMBC), who served UMBC from 1992 to 2022, and the stability provided by his 30-year leadership made UMBC a nationally recognized, outstanding top research university. Example 2: You may be aware that Dr. Delyte Morris served as our SIU top leader from 1948 to 1970, which was a thriving era for SIU. In my past few years here, SIUC has gone through a very tough time, not having top leadership stability. We had five chancellors during the years from 2014 to 2020. Now, we are so fortunate that since 2020, we have retained Dr. Daniel Mahony as our SIU System President and Dr. Austin Lane as our SIUC Chancellor. We have been working together successfully and effectively via shared governance, strategic planning, and engagement. We are moving in the right direction and want to see continued stability with our top leadership for the benefit of our students, faculty/staff, and the Southern Illinois region. It is very important that the Board members

continue to support our current top leadership for the success and growth of SIU and the region.

Second, we need to secure more external support and resources, especially from the state. We understand that growing enrollment is very important, including retention and degree completion of all our students. Your help in securing more state budget appropriations for us is equally important. SIU is an economic engine for the Southern Illinois region and is the major provider of workforce education and training. Therefore, for the Southern Illinois economy to grow, we would appreciate you to advocate more strongly for us. We need more state resources and, thus, more support from the governor and state legislators. This is because higher education must be valued more and given greater investment. As we all know, our salaries are depressed as a result of the increased cost of living, and faculty salary equity issues exist. These must be addressed with increased financial resources. We work very hard to increase our enrollment, including retention and graduation rate. However, you, as honorable members of SIU Board of Trustees, can advocate for us more successfully for state resources and increased budgetary funding in front of our state legislators and government officials. SIU is worth the investment and remains a vital economic engine. Our faculty members play an essential role in economic success and the cultural/educational vitality and growth in Southern Illinois. We represent SIU very well in the state, in the nation, and around the world. Thank you!

II. A QUICK SUMMARY OF FS MATTERS ON JULY 9, 2024 AND HEADS UP FOR SEPTEMBER'S MEETING

1. The FS met on July 9, 2024. All meeting information, after it is approved by the FS, is available online via the FS website (<https://facultysenate.siu.edu/agenda-minutes/index.php>). The minutes for the May 14 meeting that were approved in July are also available there.
2. At the meeting on July 9, the FS voted for Professor Lichang Wang as our IBHE Faculty Representative for a term of four years. Congratulations to Dr. Wang!
3. SIU Export Control Officers, Brenda Martin and Todd Wakeland, were invited to present at the FS meeting on July 9. We learned that the system, Terra Dotta, will be implemented on campus for international business-related travel. For more information, please contact Officer Martin (bjmartin@siu.edu).
4. Heads up for our next FS meeting: It is on September 10, 2024. If you have anything important to put on our September meeting agenda, please let us know by August 15 via email (facultysenate@siu.edu).

III. PROVOST TUCKER'S ANNUAL REPORT ON FACULTY DEVELOPMENT AND SUPPORT: AN EXECUTIVE SUMMARY

INTRODUCTION

In response to the Faculty Senate's *Resolution for Faculty Development and Support*, the Provost's office set-out to create a Faculty Development Program.

OBJECTIVE

The goal of this summary is to outline the steps the Provost's office has taken to develop a three-year, faculty development program for tenure track faculty, non-tenure track faculty, faculty curious about the SIUC promotion and tenure process, and tenured faculty looking to refresh their skills.

METHODOLOGY

1. Review the current professional development programming already offered on campus.
 - A. Review of SIU Carbondale websites to find any listed faculty development programming.
 - B. Consultation with the Center for Teaching Excellence (CTE) in regard to any recent, current, or future faculty development programming offered by them.
 - C. A request for information to the Associate Deans of all the colleges on campus.
2. Sort data sent from Associate Deans.
3. Create a Faculty Development Working Group. Group made up of key representatives of Provost's Office, CTE, HR, tenured faculty, NTT faculty, and unit and college administrators. Group meets monthly.
4. Discuss updates, planning, and request feedback with newly formed Associate Dean's Council.

FINDINGS

1. Colleges, School of Law, and School of Education currently/recently offered 29 professional development opportunities.
Mentoring: 6 Teaching: 1 Research: 14 Other: 2
Strategic Planning: 1
2. Colleges, School of Law, and School of Education proposed 14 professional development opportunities.
Mentoring: 4 Service: 1 Teaching: 4
Research: 3 Strategic Planning: 1 Other: 1

3. Colleges, School of Law, and School of Education professional development opportunities included:
- In-person and hybrid modalities- Weekly
 - One-time and ongoing opportunities- Monthly
 - Formal and informal opportunities- Annual

RECOMMENDATIONS/RESULTS

- Provost's Office and Faculty Development Working Group created a *Faculty Development Program Brief* that outlines Problem Indicators (Need for Faculty Development Support), a Problem Statement, Requirements of the Problem, Objectives, and Intended Audience.
- The Provost's Office and the Faculty Development Working Group created a three-year faculty development plan.
 - Year One: Welcoming and Orienting
 - Year Two: Growing and Transforming
 - Year Three: Feedback + Reflections
- The three-year plan focuses on four main tenets: Research/Creative Activity, Teaching, Service, and Personal Development (including family and social events).
- Plan currently includes learning objectives for Year-One, and a workshop/programming template worksheet.
- Plan will utilize existing resources and personnel.
- Plan to tap into online/off-campus resources to shore up knowledge gaps, if funding is available, such as LinkedIn Learning, Higher Education Resource Services (HERS), and National Council for Faculty Development and Diversity (NCFDD).
- Plan will be in support of existing college and school faculty development programming, not in lieu of it.
- Plan will partner with CTE and HR initiatives of streamlining on-boarding procedures and processes.
- Plan will partner with revised New Faculty Orientation and SPARK week.

Note: Please contact Faculty Senate Office (faculty senate@siu.edu) if you wish to read the entire annual report.

IV. STUDENT SUCCESS EFFORTS: A MESSAGE FROM PROVOST TUCKER

This year, we will be focusing on the “Student Success and Engagement” pillar of *Imagine 2023* strategic plan. In support of our student retention efforts and our institutional accreditation by the Higher Learning Commission, we need more robust student learning outcomes and assessment processes. All course syllabi at all degree program levels are already required per the CBA to include the learning outcomes for the course. Assessing how we meet those outcomes and using our assessment results for enhancing our academic programs is critical for student success and program improvement.

The Center for Teaching Excellence is ready to support faculty in these efforts, and D2L provides a streamlined approach with embedded course assessment, not just a grade book feature. This fall we will have an inventory of where we are with respect to accreditation requirements and our assessment efforts and look to be fully compliant with the assessment of student learning outcomes in the spring semester 2025.

I greatly appreciate everyone’s willingness to work toward having a robust assessment and continuous improvement culture here at SIU. The negative impacts on individuals and our nation’s human resources when students do not successfully complete their college degrees is significant. Also, in terms of SIU’s fiscal health that allows us to continue to invest in our people; it takes 3-4 new students to replace every student we do not retain. Hence, the importance we are placing on student retention going forward.

V. UPDATES FROM THE CHANCELLOR’S OFFICE

July 22, 2024

Recruitment Retention and Student Success

There is quite a bit of good news to share regarding enrollment and retention. Summer enrollment is up 3.4% at 5,025, 163 students more than last year. Enrollment has grown in several key areas, including online (7%), continuing undergraduate (4.8%), transfer (2.8%) and graduate (2.3%). And the student body is diverse, with more students who identify as Asian (up 6.5%), African American (5.7%), Hispanic (9.1%), and International (6.9%). Lastly, Illinois residents are up 3.13%.

Fall enrollment is trending up as well. At four weeks out, undergraduate enrollment is up 3.9% while graduate is up 2.1%. Online only enrollment is up 12.6%. African American enrollment is up 4.7%, Hispanic is up 11.7% and White is up 3.3%. And new students from Southern Illinois are up 12.7%.

Retention is also moving in the right direction. As of Monday 7/22, our Fall 2023 to Fall 2024 retention rate is up 0.87% from last week, bringing us to 64.26%. This is another week of positive performance where we once again reduced the gap between last year and this year by 0.16%, bringing us 1.36% below last year's retention rate.

Human Resources

SIU Carbondale has retained the services of CBIZ to conduct a study of how pay for faculty and staff compares to that of other employers as part of its Imagine 2030 strategic plan. CBIZ is a compensation consultant with extensive experience in higher education. Faculty positions will be compared to other jobs in similar colleges and universities. Staff positions will be compared to similar jobs inside and outside higher ed. For more information visit <https://hr.siu.edu/compensation-2030/>.

ADEI

Diversity Week is scheduled for Aug. 26-30. That week kicks off with the Student Multicultural Resource Center welcome back event in the SSB pavilion. The event includes food, music, and ADEI resources. Faculty, staff and students are invited to attend. In its third year, we bring back to campus the "Diversity is" project by Deft Lunch. This project is an effort to recognize, celebrate, and promote the limitless value of diversity in the world. There are other events during the week including workshops, welcome events hosted by constituency groups, voter registration tabling, safe zone training, green zone training, lunch and learns, brown bags, and events with alumni. The calendar should be released the first week of August.

We wish you a great summer and fall. Thank you so much for your service and commitment to SIU and our students!