

Faculty Senate Meeting Minutes
Tuesday, September 10, 2024
Morris Library, Room 574 or Teams Option
1:00 - 3:00 p.m.

I. Call to Order: Yueh-Ting Lee

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

II. Roll Call: Michael Hylin

Members: Nwamaka Anaza, Randall Auxier, Daniel Bronke, Lingguo Bu, Christopher Chiasson, Laurel Fredrickson, Timothy Hurley, Michael Hylin, Ghassan Ishak, Yueh-Ting Lee, Cinzia Padovani, Amber Pond, Jeffrey Punske, Jun Qin, Walter Ray, Jennifer Sherry, Jennifer Walker, Lichang Wang, Rachel Whaley, Christopher Wienke, Geoffrey Young

Absent: Gary Apgar, Marissa Ellermann, Mehdi Ashayeri Jahan Khanemloo, Khalid Meksem, Louis Premkumar, Lorelei Ritchie (proxy Dale Aschemann), Seyed Yaser Samadi

Guests: Wesley Calvert, Julie Dunston, Craig Engstrom, Jeffrey Gleim, Karen Jones (proxy for Constantinos Tsatsoulis), Michelle Kibby, Matthew Kupec, Melissa Laake, Austin Lane, Kimberli Morgan, Mark Peterson, Bethany Rader, David Shirley, Sheryl Tucker, Casie Wagner, Carroll Walker, Wendell Williams

III. Approval of Minutes from July 9, 2024

Motion: A. Pond

Second: R. Whaley

A vote commenced: 16 Yeas, 0 Nays, 0 Abstentions; The minutes from July 9, 2024 were approved as presented.

IV. President's Report: Yueh-Ting Lee

YT Lee stated we sent off the July/August Issue of FS Update/FYI newsletter. I wish to express my appreciation to two senators for their helpful comments and input—i.e., Senator Amber Pond and Senator Randall Auxier. I also express my appreciation to Mr. Jeff Harmon for his help in gathering information for us. I am very grateful to Melissa Laake for her assistance in the newsletter. On July 11, 2024, I attended the SIU Board of Trustees' meeting where I delivered a brief presentation. I shared a copy of my presentation with you via email and in our newsletter. On July 12, 2024, I attended the University Compensation Steering Committee meeting. On July 24, 2024, I had a meeting with Chancellor Lane and Institutional Research Office Director David Shirley about following up the report submitted by the prior Faculty Senate ad hoc committee of Institutional Ranking and Educational Quality. On August 12, 2024, Budget Committee Co-Chair Dr. Rachel Whaley and I attended Chancellor's Budget and Planning Advisory Council meeting. In the same week on August 16, 2024, I gave a brief presentation on shared governance to the new faculty members at their orientation. On August 28, 2024, I had an individual meeting with Provost Tucker about academic innovation, research support and shared governance. In the past summer, many faculty members from various programs at different colleges and schools on campus talked to me about the importance of the MRI research instrumentation—MRI (Magnetic Resonance Imaging) or functional MRI (fMRI) for their research and clinical training. I sent a memo to the Chancellor and the Provost's office. We think it is important to have a partnership agreement or MOU with SIH this semester or as soon as possible. Yesterday, I had a brief meeting via Teams with Chancellor Lane on university strategic planning and innovation and shared governance. This morning, I was invited to attend the breakfast reception with the southern Illinois' region high school superintendents, principals and school counselors to represent the Faculty Senate.

V. Q and A Session with Chancellor and Provost

A. Chancellor Austin Lane

Chancellor Lane stated we welcomed several of our superintendents, principals and counselors from the area to give them a big thank you because of the enrollment numbers. We couldn't do any of this without them. We just welcomed 431 more students when most institutions are looking at decreases in enrollment around our state. This is the highest enrollment jump we've had in 33 years. We're up 3.8%. Just bringing in those students gave us about \$1.4 million in tuition revenue. The freshman class has been increasing over the last five years. It has increased 8.4% since 2023 and 69% since 2019. Our graduate enrollment has increased 3.3%. Dr. Tsatsoulis and Dr. Jones in the Graduate School have done an incredible job with their help and support. The transfer student numbers have increased; they're up 2%. Our Saluki Step Ahead Program is up 111%. That's 62% in students that are in southern Illinois taking advantage of that through our community colleges that we partner with. We're getting students that still have an average GPA of 3.0 and above; that's increased by 8.4%. Our African American students increased by 9%, White students have increased, and international students increased by 2.5%. A lot of efforts have been underway, so I want to thank our faculty for your support. You told me that you were recruiting. Our Saluki Takeovers have been an incredible success. Hats off to VC Matt Kupec and his team. The southern Illinois takeover was a smash hit. We will continue those efforts. We hired an Associate Provost for Student Success (Dr. Shelly Gehrke). You should have an invite for our annual retention retreat for October 16, 2024. We will follow that up with the recruitment retreat which will probably be a month after the retention retreat. Regarding the FA agreement, our collective bargaining agreement with our faculty, we wanted to make sure our faculty were a priority in this negotiated contract period, and I think we have a pretty historic deal on the table for the next four years. Just because we have that deal for the next four years doesn't mean we won't continue to utilize CBIZ and the information that we receive to try and continue to adjust those that need to be adjusted (equity adjustments). Our Hispanic, Latinx Heritage Month begins September 15, 2024.

B. Provost Sheryl Tucker

Provost Tucker stated Dr. Shelly Gehrke, Associate Provost for Student Success, did join us on Monday. She will take the lead on working on our retention efforts from a coordinated, collaborative approach. When we're down 1% in continuing students, we need 19% in new student increase to make up the difference. With Dr. Gehrke's help, we will be looking at the Academic Affairs Strategic Plan. There's a lot of activity on all different fronts, from the UEPC with the ad hoc committee on looking at student surveys on instruction and looking at DFW rates. Where can we have positive interventions? Then we have places where we're going to have to have a longer-term plan to address some of the issues. With the Deans and the leadership team, we are planning for fiscal year 2026. We're looking towards cost of instruction to see if we can model some things, because a lot of people are already thinking about summer offerings. What can we do in the summer and pay our bills, in terms of covering the cost of instruction? The Deans are working with their staff and the Foundation to make sure that we are awarding as much of the scholarship dollars that is out there to our students. We are looking at processes and trying to leverage our technology to make sure we can be as efficient and effective in a way that also releases some pressure off the income fund. We have been working with David Shirley, Director of Institutional Research, to get the data we need. We are trying to create dashboards, so people have data right there in front of them to help them make informed decisions. We are going to be focusing this year on looking at the inventory for student learning outcomes. Where are we most efficient? How do we distinguish between graduate level and

undergraduate level learning outcomes? All of this is part of the HLC focus visit in 2026. Many people have goals on their syllabus, but not necessarily the student learning outcome language. We have to be able to assess it. We have to have that continuous cycle of improvement.

B. Rader stated our unit does not have an approved operating paper yet. If we don't have an approved operating paper by December, then does a default operating paper go in place? Provost Tucker stated that is true. In consultation with the FA, operating papers were due 18 months after reorganization; we're several years passed that deadline. So, we've given one last deadline of December 12, 2024 to get an operating paper submitted, because this impacts our faculty, particularly our more junior faculty who are going up for promotion and tenure. The FA is working with the Associate Provost for Academic Administration to provide a template that would be in place until the faculty one comes forward from that unit.

C. Padovani asked what is administration doing to get more for state appropriation? Chancellor Lane stated usually there is a funding formula for how universities get funded. It's typically on the contact hour production or credit hour production. Here, we don't have that. So, it's just kind of hit or miss in terms of what you receive. Once the budget is approved, it's just an amount for higher education, and then it's divvied up for every institution. We talk to representatives to try to advocate for more state appropriations and to discuss our needs here at the university.

R. Auxier stated last spring we got wind of some documents that essentially had the Board of Trustees claiming ownership of everything we do and everything our students do. And this summer, under significant pressure to review when we're not even under contract, the Faculty Senate receives a document that essentially initiates surveillance of us when we're abroad. What type of legal advice is our Board of Trustees getting such that they think they can impose policies of this kind without any process, without talking to the faculty association, without going through the regular processes? What is going on? J. Punske stated (re: FA) we put in demand to bargain on both of those and Chancellor Lane reached out to me the next morning and helped with the intellectual property to get it pulled from the Board of Trustees within the same day. There is a conversation that needs to be had, but neither one is moving forward at this time. Provost Tucker stated she spoke with J. Punske about the travel policy and said I think that also has been pulled back.

VI. Special Guests--VC Matthew Kupec and AVC Jeffrey Gleim; Dir. Craig Engstrom; Dr. Michelle Kibby

Vice Chancellor for Development and Alumni Relations & CEO of SIU Foundation Matt Kupec and the Associate Vice Chancellor for Development and the Chief Operating Officer of the Foundation Jeff Gleim attended the meeting to present the Foundation report via PowerPoint. VC Kupec discussed the Saluki Takeover Tour initiative, the Imagine SIU 2023 campaign, Foundation scholarships, the Tedrick Welcome Center, and fundraising support for faculty. We have 270k alumni. For the Saluki Takeover, there were 7 destinations, 14 Chancellor receptions, 1,554 attendees, 162 donor visits, 56 school visits, and over \$1 million raised. The PR we got from that, not only the visits and the impact, but we had legislators who attended that got to see the great things that are going on at the university. Added Takeover Tours for this year include Phoenix, Dallas, Houston, and Memphis. Dr. Lee will join on a few of these tours. The kickoff will be in Chicago, IL. Regarding fundraising, we are in a half billion-dollar campaign, the 5th largest fundraising campaign in Illinois public

university history. We've raised \$352 million to date and have incorporated the Imagine SIU 2030 Strategic Plan initiatives into the fundraising campaign. Last year, we raised over \$46 million. Our endowment now is at \$203 million; our goal is to get to \$500 million in five years. This past year, 16% of our students (1,825 students) were here on a Foundation scholarship. We broke ground for the Tedrick Welcome Center, which will serve as the front porch of the university. The campus visits will begin here. We'll have state-of-the-art interactive experiences. The building is being funded through a combination of reserves, fundraising, and borrowing. No state funding is being used to build this building. It will become the new home of the Philanthropy Center and Foundation offices. Fundraising is going to contribute to the master facilities plan and to support faculty. We grant \$75k/year for faculty research, over \$400k in the last few years. Our endowment is \$203 million. There are naming opportunities with donation gifts. We received \$6 million for the Tedrick Welcome Center and \$10 million for the Simmons Law School. The 9th Annual SIU Day of Giving will be September 18, 2024. Our goal is 3,000 donors.

Director of Center for Teaching Excellence Craig Engstrom presented via PowerPoint a draft document labeled "Artificial Intelligence Guidelines for SIU Instructors." In the spring of 2024, a working group drafted and presented a document to Faculty Senate labeled, "SIU Faculty Senate Statement on Ethical AI Use in Academic Settings." Provost Tucker requested that the SIU Center for Teaching Excellence operationalize the statement into guidelines and practices for instructors. The working group suggested that whatever policy is in place would promote an equal access and inclusivity, uphold academic integrity, foster a culture of ethical AI use, and commit to continuous education and policy development. As we craft a policy or faculty craft a policy for their courses, they should consider these items (an AI Adoption and Policy Checklist was discussed). Sample AI Policies for Course Outlines was presented. Dir. Engstrom stated just remember that tools that exist in the AI world may actually help students with learning outcomes, such as tutoring bots, text to speech, speech to text, grammar checkers, and even industry software you may want your students to engage with. We are going to curate a list of all of the free AI tools that exist at SIU that adhere to policies and procedures already in place. C. Engstrom invited feedback on the initial document, which will be eventually shared via the CTE website. Dr. Kibby pointed out that the free versions of software do not have the same offerings/functions as the software we have. Keep in mind of thinking about specificity.

Dr. Michelle Kibby, Faculty Ombudsperson, has a split appointment. As faculty, she has been here for 20 years and has started her third year in the ombudsperson's office. Dr. Kibby stated I'm the Ombudsperson for faculty and graduate assistants. I follow the International Ombuds Association standards, so that includes working confidentially, impartially, independently and informally with all the people who come see me. No one pays for our services, so they are called visitors, not clients. We refer them for services that they may need. I help people troubleshoot their problems. I'm often asked how my services differ from working with a union representative. My services are not limited to a CBA at all, so I can work informally with whatever the problem is. For example, I can help them with their coworker, whereas a union representative may not be able to do that, because it doesn't even fall under the spirit of a CBA. In terms of a limitation, I can't get involved with anything formal (formal grievance, formal disciplinary action, etc.). I also can't serve as an advocate for an individual in a formal situation, but a union representative can. Where I can serve as an advocate is for systemic problems. I share concerns that I see across multiple visitors with administration in a de-identified fashion. It's up to administration what they do with that information. Dr. Kibby can be reached at faculty.ombudsperson@siu.edu or at 618-453-2533.

VII. Reports

A. Executive Committee: Chair, Yueh-Ting Lee (no report)

B. Election Committee: Chair, Amber Pond

A. Pond stated I have all the materials I need. Melissa and I gathered all the information to start putting the election together.

C. Undergraduate Education Policy Committee: Chair, Jeffrey Punske

- **Bethany Rader: Resolution to recommend approval of the Revised SIUC Policy for Awarding Posthumous Degrees**

J. Punske stated they met last week, but didn't have a quorum, so the RME's did not advance. We heard from both the representatives for the ICE and DFW Committees and from Associate Provost Julie Dunston, Dr. Jeb Asirvatham (head of core curriculum), and Provost Tucker regarding course enrollments. We will need to coordinate with Grad. Council. The course enrollment policy hasn't been examined in well over a decade.

J. Punske stated the resolution (Awarding Posthumous Degrees) was handled by an ad hoc committee, not UEPC.

B. Rader stated last March, Sarah Vanvooren, Julie Dunston, Kim Goforth, Rachel Frazier and I were charged with updating the Posthumous Degree Policy. The policy didn't have benchmarks for issuing the degrees. We felt, especially Provost Tucker felt, that the only option for receiving the degree was either in the mail or at the commencement ceremony, which is a really hard place to be for families that have just lost a loved one to receive that degree in their honor. So, the idea was to put in language that allowed for flexibility for families receiving degrees. For the new policy we added some benchmarks, for example, completed 75% of the requirements of a degree program for both the undergraduate and graduate students, be currently enrolled, and actively pursuing a degree in good standing. For graduate students, we also added if they're working on a research project, thesis or dissertation, the student should have made substantial progress towards completion of that as supported by the student's advisor and/or committee. If they were a PhD student, they must have been admitted to candidacy. We kept the chain of command, so anyone can suggest a student's name for a posthumous degree. That will then go to the Dean, who will look at these requirements and then recommend up to the Provost, who will then, if approved, recommend to the Chancellor. For the conferral of the degree, we have new language. The university is trying to arrange a Remembrance Day. So, that's an option for families. The Dean, the college, and the offices of the Provost and Chancellor are happy to work with them to come up with a private ceremony. They wouldn't have to go to the end of the semester graduation ceremony. The Resolution was read to the Senate.

Motion: YT Lee

Second: R. Whaley

A vote commenced: 16 Yeas, 0 Nays, 1 Abstention; The approval of the SIUC Posthumous Degree Policy is approved as presented.

D. Budget Committee: Co-Chairs, Rachel Whaley and Khalid Meksem

R. Whaley stated the committee received feedback regarding the staff salary survey

through CBIZ (compensation study). Those concerns and questions were forwarded to HR. I will attend the steering committee meeting this Friday.

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

Vote on Committee seats and Co-Chair for ICE

1. Elections Committee: Moira Fiscus, Matt Gorzalski, & Seung-Hee Lee
2. Faculty Status & Welfare Committee: Katherine Martin & Seleena Shrestha
3. Undergraduate Education Policy Committee: Debra Penrod & Mark Amos
 - (1) UG rep: Karen Villanueva
4. Honorary Degree & Distinguished Service Award Committee: Yueh-Ting Lee
5. Tenure & Promotion Taskforce Committee: Michael Hylin
6. University Naming Committee: Nwamaka Anaza (YT Lee was thanked for being interim volunteer.)
7. Ad Hoc Committee ICE Co-Chair: Mont Allen

Motion: J. Sherry

Second: A. Pond

A vote commenced: 17 Yeas, 0 Nays, 1 Abstention; The approval of the Committee seats and Co-Chair of ICE was approved as presented.

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

D. Aschemann stated we discussed with the Faculty Senate Executive Committee a draft resolution pertaining to the status of 12-month administrators with faculty appointment and what steps they would have to take to retain faculty status. We're working on that resolution and hope to have it ready in October. J. Punske asked what is meant by faculty status? D. Aschemann stated it's the 12-month administrators with faculty appointment and whether they're teaching any classes, whether they have anything to do with students, whether it be teaching a class or acting as an advisor, whether in that instance they would retain faculty status. D. Aschemann stated it's not so much about tenure as it is whether you're faculty, whether you distinguish between your administrative role versus the faculty role. B. Rader suggested looking at the faculty operating paper, because a lot of this is decided by FTE.

G. Governance Committee: Chair, Christopher Wienke

C. Wienke is in the process of scheduling a meeting to discuss the possibility of updating the Faculty Senate operating paper and the possibility of creating a resolution for administrative professional hires. C. Wienke stated I'm meeting with Associate Provost Wallace to discuss her office's role in helping schools and colleges develop and implement their operating papers.

H. VC of Research: Dr. Costas Tsatsoulis

Dr. Karen Jones stated graduate student enrollment, once we disaggregate the professional schools, the med. school and law school from graduates, was up 3.3% for this year. I want to thank everyone in this room and all of your programs and academic units for working with the Graduate School to see this increase. The increase was seen in continuing master students, so we do need to continue thinking about recruiting students both at the master and doctoral levels. I would like to offer the Graduate School staff and resources to help recruit internally. If you have some classes you would like somebody from the Graduate School to come talk to, or if you would like for

us to come and do a little mini one table recruitment fair or something around your building, we are ready and equipped to do those things.

I. Faculty Advisory Council to IBHE: Lichang Wang (No meeting, no report.)

J. Graduate Council Representative Mark Peterson

- Emeritus Resolution

M. Peterson stated we last met on Thursday in our first meeting of the academic year. We had a committee that prepared a resolution for the policy on awarding posthumous degrees. We read a resolution in our meeting, and we'll vote on it in our next meeting in October. Our resolution looks exactly like yours with the exception that Grad. Council replaces Faculty Senate. We have an ad hoc committee on the Emeritus Resolution, and that committee has questions. We're working with Prof. Pond on answering those questions. We stand ready to move along with the Emeritus Resolution in the near future. Dr. Karen Jones added, one of the things Grad. Council is concerned with is on the Emeritus Faculty Resolution is how will this policy affect graduate faculty status? Many emeritus faculty, but not all emeritus faculty, when they retire or they leave the institution have had graduate faculty status, which means they can serve on graduate committees. So, they either have regular graduate faculty status or direct dissertation status. What we would like to know in this Emeritus Policy is, does it include graduate faculty status in any way? The biggest concern is when faculty who are chairing committees turn emeritus, they are no longer obligated to serve the institution. It could leave the students dangling. Their chair retires or leaves the institution. Are they now the chair of the committee or are they not? How does the institution keep them involved to make sure that student reaches degree completion?

VIII. Old Business

Ad Hoc Committees' Update (AI by Prof. Cassie Wagner, ICE by Prof. Shu-Ling Wu, and DFW by Prof. Wesley Calvert)

AI – Cassie Wagner

C. Wagner stated we're the committee that put together the language that Dr. Engstrom talked about earlier. C. Wagner provided the text they came up with and a summary report of their activities via Teams chat. C. Wagner stated we consider ourselves done and just need the Faculty Senate to release us. YT Lee stated your committee accomplished the work and are going to disband this committee, correct? C. Wagner stated, "Yes."

ICE - Shu-Ling Wu (no report)

DFW – Wesley Calvert

Prof. Wesley Calvert stated we have been working furiously but don't have any new results to report. We do anticipate having recommendations for you later in the semester as directed.

IX. New Business/Announcements (none)

X. Adjournment

Motion: A. Pond

Second: G. Young