

**Faculty Senate Meeting Minutes**  
**Tuesday, October 15, 2024**  
**Morris Library Room 574 or Teams Option**  
**1:00 - 3:00 p.m.**

**I. Call to Order: Yueh-Ting Lee**

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

**II. Roll Call: Michael Hylin**

Members: Nwamaka Anaza, Gary Apgar, Randall Auxier, Daniel Bronke, Lingguo Bu, Christopher Chiasson, Marissa Ellermann, Laurel Fredrickson, Timothy Hurley, Michael Hylin, Ghassan Ishak, Mehdi Ashayeri Jahan Khanemloo, Yueh-Ting Lee, Cinzia Padovani, Amber Pond, Jeffrey Punske, Jun Qin, Jennifer Sherry, Jennifer Walker, Lichang Wang, Rachel Whaley, Christopher Wienke

Absent: Khalid Meksem, Louis Premkumar, Lorelei Ritchie (proxy Dale Aschemann), Seyed Yaser Samadi, Walter Ray (Proxy Matthew Gorzalski), Geoffrey Young

Guests: Benjamin Bricker, Wesley Calvert, Wil Clark, Rachel Frazier, Shelly Gehrke, Jeffrey Harmon, Prabir Kolay, Melissa Laake, Austin Lane, Kimberli Morgan, Julie Partridge, Mark Peterson, Constantinos Tsatsoulis, Juliane Wallace, Shu-Ling Wu, Taeho Yoh

**III. Approval of Minutes from September 10, 2024**

Motion: C. Padovani

Second: M. Ellermann

A vote commenced: 20 Yeas, 0 Nays, 1 Abstention; The minutes from September 10, 2024, were approved as presented.

**IV. President's Report: Yueh-Ting Lee**

YT Lee stated we sent off the September issue of the Faculty Senate Update/FYI newsletter. I wish to 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 September 12, 2024, I attended the SIU Board of Trustees' meeting where both SIUC and SIUE faculty senate presidents introduced our SIU system Collaborative Research Award recipients to the SIU Board of Trustees members. That is, we introduced two groups of award recipients. Specifically, Drs. Sumita's and Shamsi's collaboration focuses on research and creative activities in the area of advanced biosensing platform. Our other winners Drs. Flowers and McIntyre have collaborated for the past three years on the Illinois Tutoring Initiative project. On September 19, 2024 and October 4, 2024, both Dr. Rachel Whaley and I attended two compensation steering committee meetings. At the meeting, we learned some data and more details, and we suggested that we should have a campus-wide open forum for more discussion. On September 20, 2024, I had a team meeting with Provost Tucker, and we talked about a few Faculty Senate resolutions and the Chicago Takeover trip. On September 23, 2024, Dr. Chris Wienke and I attended a meeting on the university operating papers with Dr. Juliane Wallace. On September 23-27, 2024, with the support from Provost Tucker, VC Wendell Williams, VC Matt Kupec and VC Paul Frazier, I participated in the Chicago Takeover to represent our Faculty Senate and faculty members in general. For student recruitment, I visited seven community colleges with the Provost's team and visited one high school with Dr. Paul Frazier. I also attended two alum engagement events in Chicago, which were organized by the Foundation and Alumni/a Office. On September 30, 2024, I attended the FACSS meeting to discuss collaborative research awards in the coming year. On October 1, 2024, we (most FSEC

members) attended a lunch meeting where the Chancellor's cabinet members presented their portfolio and job responsibilities to us. On October 3, 2024, I attended part of the Illinois Higher Education Equity Symposium. On October 8, 2024, I attended the LGBTQ meeting to name the LGBTQ Center in the library. As a reminder, the University will hold a retention summit on October 16, 2024, in the Student Center. I encourage you to consider it if your schedule allows.

L. Wang stated to YT Lee, you attended a lot of meetings and got involved in a lot of activities, do you get a course release as Faculty Senate President? YT Lee stated last year when Dr. Bethany Rader was Faculty Senate President, we had a resolution which demonstrated that the Faculty Senate President should get a course release and to make the resolution effective beginning this summer. Provost Tucker approved the resolution. YT Lee stated the Faculty Senate President, starting with me, will get one course release. Yes, next semester I get one course release.

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

**A. Chancellor Austin Lane**

Chancellor Lane thanked and stated appreciation for the faculty's hard work that's going on in the classroom. We started the Saluki Takeover Tours about three and a half years ago. The strategy was to look at the threats from other universities in our state that were recruiting our students, not only away from the southern Illinois region, but recruiting them outside of our state. We looked at their scholarships they were offering and the partnerships that they had formed. We are trying to stop some of that enrollment loss by getting our university in line with some of the things that were happening. We focus very heavily on community colleges in our state and even now outside of our state; we're seeing those numbers pay off with our transfer rates going up. Our online students taking classes online has increased significantly. Our students that are staying here in the southern Illinois region has increased as well. Again, a lot of that work is because we've tried to put kind of a fence around the southern Illinois region to keep those students here at home with us. The takeover allows us to not set up at a career fair or a college night with one table. It allows us to actually meet with principals, superintendents, counselors, students, and community college presidents and have more of an inside track than just setting up a table. Our next takeover is in Memphis, TN. We used to pull a lot more students from the Memphis, TN area, so we will strategically target some high schools down there and their community college. We think we can get a lot more students from the Memphis area. If you look on the foundation website, you can see all the other dates and places where we're going. We recruit in the fall, and we yield in the spring. A lot of that is to do the prep work now in recruiting students and then trying to yield those students in the spring. That's very critical in the enrollment piece. I hope you can join us for the retention retreat tomorrow. We will share data about student retention and equity achievement gaps. Our overall goal for the university for fall to fall is about 80%. Right now, we're at about 64-65%. The goal for fall to spring is to get to at least 90%. We're probably about 84%. Our goal for our four-year rate is about 51% and the six-year rate at about 60-61%. Those are stretch goals within the Imagine 2030 plan. There's a lot of discussion taking place about the infrastructure, or lack thereof to support students, particularly those from underrepresented populations or those that are the most at risk. We're having discussions about what the data is telling us. We are going to put an extra effort on the retention piece. For our campus master plan, we're just now to the point of a possibly identifying a company to really work with us on this plan. That master plan we're looking at is close to 2040 - 2050. It's a plan that's going to take us the next 20-30 years

that we really need to develop. We have not had one for a number of years and so we think it's the right time now to start looking at what we hope the campus is going to look like in the next couple of years, and it also addresses some areas that we need to focus on. You have an opportunity to provide some input there when we get the company on the ground. AVC Nick Wortman is leading the way in HR for our CBIZ consulting regarding pay equity on our campus; that work continues. Rachel Whaley and others are a part of that work. We appreciate your participation in that.

YT Lee asked Chancellor Lane about having an informal coffee hour with faculty members. Chancellor Lane agreed to it and plans to meet faculty at the end of October or before Thanksgiving break at Old Main in the Student Center.

J. Punske stated he recently learned that, at the end of the month, the Office of Student Engagement will be down to one Assistant Director, and they have been without a Director for four years. Is there a plan for reengagement of the Office of Student Engagement to make sure we're getting our students engaged with campus and retaining them? Chancellor Lane stated we're taking a really deep dive inventory of everything that we do and everyone who's on campus that's dedicated to student success and or engagement. We have no comprehensive plan on retention, which tomorrow you'll hear a little bit more about that. Our group is working on one. I had Nick, our HR director, send me the other day a full list of every employee that's dedicated to student success and engagement, so we can get a good idea about how much we're spending in that area and how much more is needed. Will Clark will tell you we've done a lot of work with just over all with what we're using from the technological standpoint, with things that we have purchased, maybe not always needing a new person, but actually utilizing some of the technology to help people work a little smarter rather than harder. We're going to need a comprehensive plan that we can scale across the university, utilize the technology that we have in place. There are some things we've been doing that it's a duplication of services. How can we work smarter from an efficiency standpoint and still provide the services is what we're tackling right now. It's something that our group is working through and trying to figure out right where the support is needed the most.

L. Wang asked if there's a correlation between the retention of underrepresented students with their financial situation or lack of financial support. What can the institution do? Chancellor Lane stated there is a Seymore Bryson Future Scholars Program, Bridge to Success, MAP Grants, Pell Grants, scholarships, financial aid, etc. It's an ongoing discussion about what we're going to do to get in front of some of what we know is going to be holding them back.

C. Wienke shared concerns and asked what can be done to ensure University Communications and Marketing is doing its job effectively in recruitment. Chancellor Lane stated Jeff Harmon reports to him and will listen to feedback. They do want to know what they're not doing or what mark they're not hitting. J. Harmon stated he's happy to meet with anyone and share how they assess. (See Section V.)

**B. Provost Sheryl Tucker (no report)**

**VI. Special Guests—Mr. Jeffrey Harmon (Executive Director and Chief Marketing and Communications Officer) and Mr. Wil Clark (Chief Information Officer)**

J. Harmon shared a PowerPoint presentation titled “University Communications and Marketing.” The University Communications’ Teams include Public/Media Relations/Crisis Communications, Marketing & Brand Management, Web Development & Communications, Social Media, Video and Photography, Printing & Duplication, and WSIU. Brand training is coming up in November. You provide us with the great stories for our news team to tell. That really helps make SIU look special and highlights the good work that you and your students do and the research that you do. Thank you for working with our writers and with helping us when we get media requests when they would like an expert in the field. You give us a lot of social media ideas and things based on what you do. We market every program and college that we have on campus. We have digital ads for every single program that SIU offers. If there’s outdated content on your website, you can go to our website to request help to update it or email/call me directly. We did a bunch of focus groups last year. We had faculty, staff, students, alumni, town folk, political leaders in the area, foundation folks, to find out what it means to be a Saluki. We created a brand message platform. We have digital ads, billboards, and partnerships like the IHSA High School Basketball Tournament. Centro, which is called Basis now, allows us to advertise in restaurants, bars, bowling alleys, gas station monitors (which we are not doing), and digital billboards. We have new banners that will be across campus, and you’ll see a lot of swag in the bookstore. The brand training will be on the 5<sup>th</sup> and 6<sup>th</sup> in the library auditorium to go over the new brand guidelines. Everyone is invited; it’s open. You’ll get a notice in SIU Today.

C. Padovani stated their phones do not work anymore and asked if the phone numbers listed online can be removed. J. Harmon stated to let him know which numbers to take down. R. Auxier stated the whole Communications building does not have phones. He stated I got my phone number last week on Teams, only because I received a new computer. J. Harmon stated he will take care of the phone issue. W. Clark stated people can contact him directly if needed.

L. Fredrickson stated no one has contacted her for marketing about what they do, what the program is, etc. She feels like the creative arts are underrepresented. J. Harmon agreed to reach out to her.

W. Clark shared a PowerPoint presentation titled, “Office of Information Technology.” We support the technology needs of students, faculty, staff and operate the infrastructure. We’re transitioning from a technology focused group to a service delivery focused group. Client services and learning spaces is a major portion of IT and is just a little bit over 30% of our organization’s focus. We support you as faculty members, both in your office, your research efforts, but also in your classrooms. We partner with Center for Teaching Excellence; there’s a little bit of overlap in what we do to support technology across campus, providing software, and working through some training and adoption needs as an organization. After input we received from all across campus, we now have three major areas of focus for the IT Strategic Plan (Imagine Support, IT Excellence, & Innovation). We are a cost center to the university. We have a variety of funding sources. We spend a little over 50% of our budget to provide research computing and client services to the academy, and the other 50% is the administrative information system and the student information system. It costs around \$2.6 million/year for the student information system. AIS cost is around \$2.4 million/year, research computing is around \$1.7 million/year, and client services is around \$3.6 million/year. October 18, 2024, is an administrative professional development day called “Productivity Tools Working Smarter.” Cyber Security Awareness Training is October 14-31, 2024. You can test out of portions of the training by taking the pre-test.

## VII. Reports

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

### B. Election Committee: Chair, Amber Pond

A. Pond stated the committee will meet next week (Amber Pond, Moira Fiscus, Matt Gorzalski, & Seung-Hee Lee) to fill the positions in Faculty Senate, and then we'll be looking to fill positions in the JRB.

### C. Undergraduate Education Policy Committee: Chair, Jeffrey Punske

- Resolution Supporting the Update of the Academic Standing Policy
- Resolution Supporting the Creation of a Sport Administration Minor
- Resolution Supporting the Creation of a Public Health Minor
- Resolution Supporting the Creation of a B.S. in Environmental Engineering
- Resolution Supporting the Renaming of the B.A. in University Studies

J. Punske stated the committee is looking at course enrollment caps. It was last studied in 2013. We hope to have a recommendation to the senate this academic year.

The *Resolution Supporting the Update of the Academic Standing Policy* was brought to us by both the Provost and the Registrar. The resolution will allow students to have a larger off ramp when they're struggling in college; it extends the period of warning and the period when they would be moved into suspension. The resolution is changing some of the terminology, namely eliminating the use of the term probation, which has a criminal reading to it and moving to things like warning. This resolution also puts us more in line with our peers, which have a similar structure to their types of academic warning policy. This resolution was supported unanimously by UEPC and would like to bring it for consideration.

Motion: A. Pond

Second: M. Ellermann

A vote commenced: 20 Yeas, 0 Nays, 1 Abstention; The Resolution for Supporting the Update of the Academic Standing Policy was approved as presented.

Faculty Senate agreed to *bundle* the last four resolutions as one vote of approval.

Motion: J. Punske

Second: A. Pond

A vote commenced: 23 Yeas, 0 Nays, 0 Abstentions.

Motion: J. Punske

Second: M. Ellermann

A vote commenced: 23 Yeas, 0 Nays, 0 Abstention; **The Resolutions** for Supporting the Creation of a Sport Administration Minor, Supporting the Creation of a Public Health Minor, Supporting the Creation of a B.S. in Environmental Engineering, & Supporting the Renaming of the B.A. in University Studies were approved as presented.

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

R. Whaley stated the committee met last week. We've been hearing from constituents which led to two requests (to ask Faculty Senate President to invite Susan Simmers to

Faculty Senate – we found out that has already been done, and to get clarification about faculty salaries). R. Whaley stated we had a question for the Provost related to the recent adjustments for faculty paychecks (July, August, & September). I will email AVC Nick Wortman and Provost Tucker about faculty paychecks (clarity with salaries). Faculty are interested in receiving more information on their personal formulas that were used to figure out their new salaries, because it's not clear to everybody what they received.

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

J. Sherry stated a request went out for a *Faculty Senate representative for the Core Curriculum Executive Council*. Two individuals were interested. The committee voted and recommended *Cinzia Padovani* for this role.

Motion: J. Sherry

Second: A. Pond

A vote commenced: 22 Yeas, 0 Nays, 0 Abstentions; *Cinzia Padovani*, Faculty Senate representative for the Core Curriculum Executive Council, was approved as presented.

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

G. Apgar stated they worked a little on the WIU Resolution, but only had three members of the committee present. Another meeting will be scheduled. They also discussed the Faculty Status Resolution that was left from the committee last year.

**G. Governance Committee: Chair, Christopher Wienke**

- Update on the University Operating Papers

The committee met a few weeks ago. We're very close to having a resolution to vote on related to faculty involvement in administration position hires. We're really close to having an updated Faculty Senate operating paper to vote on. We suggested a few changes. We're in the process of perhaps working on a new business related to the faculty reimbursement process at SIU. We invited Dr. Juliane Wallace to talk about the operating paper process at the school and college level in progress.

J. Wallace shared an overview of where they're at with the development of new operating papers that were required post reorganization. J. Wallace shared her screen of a tracking sheet of the approval process for the operating papers. We're roughly at 50% of complete and total approval. Of those 50% that are not completely approved, they're probably 90% through the process. Most of you may have heard that we signed an agreement with the Faculty Association at the beginning of the fall that all operating papers have to be completed by December 15th. That process is dictated by Article 5 of the Collective Bargaining Agreement. Article 5 has the requirements of each operating paper. It sets out the template there for you on what needs to be included in the operating paper. When the operating paper comes up to my level for review, I'm looking at three things: 1. Does it have all of those required elements per Article 5 of the CBA? 2. Is there anything in the operating paper infringing on administrative or Board rights that are outlined in the CBA? 3. Is there anything in the operating paper that violates an existing SIU policy? I'm happy to provide feedback as early or as late in the process.

L. Wang asked about the college operating papers. J. Wallace stated we have Arts and Media finished, Health and Human Sciences is finished, Law is finished, Library Affairs is finished, we are meeting with the School of Education next week - they're very close to being finished, Liberal Arts is with the Dean right now - they have one that has been voted on, Engineering is very close as well - we're trying to set up a meeting with them to bring that one to conclusion, College of Business and Analytics is still in the draft process, so that's probably the one that that has the most work to do yet, and I just heard recently that Agriculture, Life and Physical Sciences' faculty have approved it and is with the Dean now.

J. Wallace stated her thanks and the importance of the operating papers. It's very important to protect faculty, especially for our new junior colleagues. We need those promotion and tenure standards and expectations in place for them, so we really appreciate you focusing on this.

#### **H. VC of Research: Dr. Costas Tsatsoulis**

C. Tsatsoulis stated he visited the farms and encouraged others to visit the 2,400 acres of farmland. It was extremely informative to see the amazing work that happens with the animals and plants. More than 45 of our students are working there. We finally closed the books on research. It took a while because some of the expenditures happened later in the year. We had a record year in expenditures. Our expenditures across the university were \$76 million. This is from externally awarded grants for research, training, service and the ubiquitous category of other. This is an increase of 2.9% over last year. In Fiscal Year 2022, our expenditures were \$59.6 million compared to \$76 this year, so it increased in two years almost 28%. The money goes to our faculty, students, researchers, facilities, equipment, and to the region. Our research is a major financial economic engine for the region. Federal grants totaled \$18.6 million. Most of it came from department Health and Human Services, National Science Foundation Department, U.S. Department of Agriculture and NASA, and the US Department of Education. State of Illinois grants - there are more than \$45.2 million. The majority are Illinois Department of Commerce and Economic Opportunity, Illinois Board of Education, Department of Human Services, and IDNR (Illinois Department of Natural Resources). We also had \$4.7 million in private industry grants. I want to remind you again that we have a contract with Hanover Research. They've already helped with one of our faculty's grants. They're in the process of assisting a second one. Their job is to assist our faculty with their grants. We also have a proposed mentor team, seven faculty from SIU, who again do the exact same thing. We're continuing to organize our research workshops and supporting travel for faculty and students, and also equipment support. While our enrollments for graduate students have been up consistently, as a matter of fact, our enrollment of international students has increased by more than 38% in two years, this spring, applications are down by about 38%. The admissions for spring students are down about 10%. I'm worried that the increase we've experienced the last few years may be coming to a halt, and we need to work really hard to ensure that our applicants are being looked at and processed. Another thing that is impacting spring applications is international students. A lot of them who applied and were admitted for the fall could not get a visa on time, so they're deferring their admissions for the spring. So, that is not

showing in terms of our applications and admissions, because they were admitted last semester.

**I. Faculty Advisory Council to IBHE: Lichang Wang**

The FAC to IBHE meeting was held on September 20, 2024, at the University of Illinois-Chicago, following my previous report on July 9, 2024. As this was the first meeting of the 2024-2025 academic year, the primary focus was for members to discuss and establish new items for consideration. We had two guest presentations. The first was by Dr. Robert Barish, Vice Chancellor for Health Affairs and Professor of Emergency Medicine at the host institution, on the "Office of the Vice Chancellor for Health Affairs." The presentation outlined the development of programs, networks, and buildings related to Health Affairs. The second presentation was given by Dr. Yury Polikanov, Professor of Biological Sciences at the host institution, on his research progress titled "Dual-Action Antibacterials that Target the Ribosome and DNA Gyrase and Evade Multiple Resistance Mechanisms." The next FAC to IBHE meeting will be held on October 18, 2024.

**J. Graduate Council Representative: Mark Peterson**

M Peterson stated we had an ad hoc committee reviewing the faculty emeritus criteria, and I was informed by the Chair, Andy Wilber, that they're getting closer on presenting a resolution, hopefully in our next meeting. On our program review committee, we will be, in the next few months, examining psychology, geography, and environmental resources. For our Ed. Policies Committee, we had our second reading on the posthumous degree policy and approve the resolution, which mirrors the one that you did in Faculty Senate. We are beginning to take a look at a graduate student leave of absence policy. We did pass a resolution in support of limiting degree completion of doctoral programs to 10 years; previously there was no limit. We passed a resolution in support of a unified admissions' GPA requirement. In the recent past, we passed resolutions in support of (6) RME's to include renaming the Cooperative Wildlife Research Laboratory, renaming the Physician Assistant Studies program, the RME for a Ph.D. in Civil and Environmental Engineering, and to create a Department of Physician Associate Medicine that consists of the Physician Assistant program and the Doctor of Medical Science program.

R. Whaley asked if there's an allowance to appeal to the Dean of the graduate school if a student goes beyond 10 years to complete a Ph.D. M. Peterson stated I believe so. There's always room for exceptions. T. Tsatsoulis stated we are working on a Leave of Absence Policy and the leave of absence time would not be counted towards your 10 years. Not to mention that there are also already existing regulations regarding if somebody's called up for National Guard and so on. This year did not count towards their time to go for graduation. So yes, there are exceptions.

**VIII. Old Business**

- Ad Hoc Committees: ICE final report by Prof. S. Wu and DFW by Prof. W. Calvert

Shu-Ling Wu of the ICE (Instructor Course Evaluation) Committee stated the instructor course evaluations serve three main purposes (improve teaching quality, provide input for appraisal purposes – tenure promotion decisions, & institutional accountability). Currently, we have 11 different forms used on campus in addition to the one that's given to all courses as a default. The response rate for the standardized form in the past two years ranges from



39-46%. Our suggestions include giving students some incentives – allow them early registration for courses for the next semester or allow early access to final course grades – maybe by two days. The committee created a new ICE form for all courses on campus. Most of the research on course evaluation suggests that we should have a combination of skill rating and also open-ended questions. Most studies show that students will take consideration more seriously when they know what's the purpose of course evaluations. We suggest that maybe before they start a course evaluation, we can have one page informing students why SIU is collecting their feedback on the courses. We also suggest to have a simple statement to encourage students to basically check a box to say that I will fairly evaluate the instructor and the course. Some faculty have brought up the issues about there could be some bias situations in course evaluations. We suggest we should offer different forms or constructive feedback and opportunities for our faculty. If faculty are concerned about not performing well on course evaluations, we could allow them different ways to improve. For example, they can consult their colleagues in their own department or school and then they can also meet with experts in the Center for Teaching Excellence to look at their course evaluations and provide suggestive feedback or to help preserve their teaching. We also remind administrators, either school director or Provost level, that they should interpret the ICE results with caution, because there are indeed studies reporting possible measurement and equity biases. They should interpret the result not just by one response or one semester but look at the patterns. The committee suggests that evaluations should be continuously conducted, regardless of one's academic rank - whether they're a GA, instructor, tenure or not tenured and whether they're TT or NTT. The report is available if you're interested.

Motion: A. Pond

Second: L. Fredrickson

A vote commenced: 18 Yeas, 0 Nays, 0 Abstentions; The motion to *table the report* until the next meeting was approved as presented.

**Ad Hoc Committees: DFW** by Prof. W. Calvert (no report)

**IX. New Business**

Resolution on support for the WIU faculty (by Sen. Walter Ray)

Motion: A. Pond

Second: G. Apgar

A vote commenced: 15 Yeas, 0 Nays, 0 Abstentions; The motion to *table the discussion* and move the Resolution on Support for the WIU faculty until the next meeting was approved as presented.

**X. Adjournment**

Motion: L. Fredrickson

Second: A. Pond