

Faculty Senate Meeting Minutes
Tuesday, Nov. 12, 2024
Morris Library, Room 754 or Teams Option
1:00-3:00 p.m.

I. Call to Order: Yueh-Ting Lee

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

II. Roll Call: Michael Hylin

Members: Nwamaka Anaza, Gary Apgar, Randall Auxier, Lingguo Bu, Marissa Ellermann, Laurel Fredrickson, Timothy Hurley, Michael Hylin, Mehdi Ashayeri Jahan Khanemloo, Yueh-Ting Lee, Cinzia Padovani, Amber Pond, Louis Premkumar, Jeffrey Punske, Jun Qin, Walter Ray, Jennifer Walker, Lichang Wang, Rachel Whaley, Christopher Wienke, Geoffrey Young

Absent: Daniel Bronke, Christopher Chiasson, Ghassan Ishak (Proxy Amber Pond), Khalid Meksem, Lorelei Ritchie (proxy Dale Aschemann), Seyed Yaser Samadi, Jennifer Sherry (Proxy Christine Watt)

Guests: Carolina Alarcon, Wesley Calvert, Yancy Cruz, Alexis Dodd, Julie Dunston, Rachel Frazier, Shelly Gehrke, Gireesh Gupchup, Melissa Laake, Kimberli Morgan, Mark Peterson, Susan Simmers, Susan Wegmann, Kelli Whittington, Shu-Ling Wu, Louise Yoho

III. Approval of Minutes from October 15, 2024

Motion: A. Pond

Second: M. Hylin

A vote commenced: 16 Yeas, 0 Nay, 1 Abstention; The minutes from Oct. 15, 2024, were approved as presented.

IV. President's Report: Yueh-Ting Lee

YT Lee stated we sent off the October Issue of FS 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 Dr. Amber Pond and Ms. Melissa Laake for their assistance in the newsletter. On October 18, 2024, I attended the meeting held by Council of the Illinois University Senates by Zoom. We unanimously passed a resolution to support Western Illinois University (WIU) faculty members and encourage each campus leadership team to advocate for more state budget support. On the same day, I attended and chaired the meeting by the Honorary Degree and Distinguished Services Award Committee. On October 21, 2024, I had a team meeting with Provost Tucker. We discussed faculty related issues and talked about the Memphis Takeover. On October 23-25, 2024, I attended the Salukis Takeover in Memphis. To represent all faculty members, I attended two alumni events and visited Christian Brother Higher School and Collierville High School where we met and talked with different high school students about SIU academic programs and student support from our faculty and staff on campus. On October 30, 2024, I had a team meeting with Executive Director of Extended Campus, Dr. Susan Wegmann about online education and faculty support. On November 6, 2024, I joined the coffee hours hosted by Chancellor Lane. We had approximately 20-25 faculty members who stopped by and spoke with Chancellor Lane and Provost Tucker. It was a good engagement between the faculty, the chancellor and the provost. As a reminder, the University will hold another student retention retreat on November 13, 2024, in the Student Center. I encourage you all to consider attending it, even partially, if your schedule allows.

L. Wang expressed appreciation to YT Lee for attending the events in Memphis. She stated one of the chemistry alums came to Carbondale, visited the department, and donated \$100 after following the events in Memphis. L. Wang stated I think they are going to probably donate more to the department.

V. Q and A Session with Chancellor and Provost

A. Chancellor Austin Lane – (no report)

B. Provost Sheryl Tucker – (no report)

VI. Special Guests—SIU System VP Dr. G. Gupchup, SIUC VC for Administration and Finance S. Simmers, and Executive Director of Extended Campus Dr. S. Wegmann

VP G. Gupchup presented a PowerPoint presentation titled, "Southern Illinois University System." The Faculty Advisory Committee for the SIU System (FACSS) is made up of constituent heads or representatives of the constituent heads of all the campuses (Faculty Senate, Black Faculty Staff, Hispanic Faculty Staff, LGBTQ+ Faculty Staff). We come together about two times a semester to look at what we can do for faculty across the system. I wanted to report on some of the activities that this committee, which is an advisory committee, has carried out over the years, because I think faculty should be proud of the work that our constituent heads are doing. In 2021, they did a survey of faculty across the system, and they suggested doing a wellness program. The counseling heads on the campuses came together and did a wellness program for the faculty, and then they did break out sessions on each campus. In 2022 in the spring, right after COVID, that's when the Wellness Workshop was done. The other thing that this committee has done is they have supported the budget requests from the Chancellors and the President of the SIU system to the IBHE and the state legislature every year. We've been successful in getting increases. In 2023, the committee did a suggestion box. The three most cited themes that came up were compensation/benefits, communication and response time and administrative barriers. There was agreement across the campuses. The results will be provided to the Chancellors and the System President. At least on the Carbondale campus, we can see that Chancellor Lane has initiated the compensation study. Both Faculty Senates supported System DEI (Diversity, Equity & Inclusion) guidelines document that was shared with the Provosts to look at how departments or schools consider DEI in promotion and tenure. In 2023-2024, the committee established a system wide Faculty Collaboration Award. So, 2023 was the first year they offered it. Dr. John Matta from Edwardsville and Dr. Koushik Sinha from Carbondale were the award winners – Estimating the Burden of HIV in Semi-Urban and Rural Illinois. In 2024, awards were given to two sets of faculty: Dr. Natasha Flowers from Edwardsville and Dr. Christie McIntyre from Carbondale – Illinois Tutoring Initiative and from Carbondale, Dr. Mina Sumita and Dr. Mohtashim Shamsi – Designing biomolecular probes to detect genetic biomarkers. Dr. Lee chairs the committee with Dr. Agustin in Edwardsville and they're working with the School of Medicine Center for Human and Organization Potential to look at what workshops we might do for faculty development in the future. There are 15 implementation teams working on the System Strategic Plan. There are six goals. See website for updates:

<https://siusystem.edu/about/strategic-plan/StrategicPlanDashboardOverview.shtml>.

The System Economic Impact Study for FY23 showed the economic impact of \$4 billion, and the university's economic activity helped support 45,075 jobs in Illinois. Details at <https://siusystem.edu/about/economic-impact.shtml>. The results for the Carbondale

campus will be presented on November 25, 2024. As part of the Strategic Plan, the Carbondale and Edwardsville campus are working together to do a course exchange system. Already, 72 students have benefited from this course exchange, and this is the third semester it has been offered. The Graduate Deans are looking at the future of how we can do more course sharing and credentials at the graduate level. The SIU System Online Course Exchange can be viewed at <http://siusystem.edu/ocourse-exchange/index.shtml>. G. Gupchup stated my office led a team of transfer personnel from Carbondale and Edwardsville to improve the transfer rate. One of the things being done is priority advising. The priority advising has led to 56% increase in admitted transfer students in COBA. And the other thing they've done is remove the application fee for transfer students and that's led to a 34.6% increase in admitted applicants this year.

VC S. Simmers presented a PowerPoint presentation titled, "Vice Chancellor for Administration and Finance." S. Simmers is the Chief Financial Officer for SIUC and provides administrative oversight to the following areas: Accounting Services, Budget Office, Office of the Bursar, Center for Environmental Health & Safety (which now reports to Facilities and Energy Management), Facilities and Energy Management, Procurement Services, Property Control & Campus Mail. For accounting services, we put together the consolidated financial statements for the university system. We provide the campus with our official, financial, audited reports and information to the state of Illinois and external entities such as calculating the composite financial index for accreditation. This department processes all the vendor payments and employee travel, and they also help maintain our financial system. They help fiscal officers on campus with establishing and maintaining their BPs and different financial reports. In the Budget Office, we've been responsible for putting together the university budget. We're looking at developing, hopefully, a new technical budget system. My budget team provides financial analysis for me for special projects such as accreditation. The Bursar's Office bills and collects all the student accounts and manages the collection system. We have a lot of policies and procedures according to credit card transactions that they had to take care of with the campus. We have to follow all the state of Illinois collection laws in regard to our student accounts receivable. The Center for Environmental Health and Safety work a lot with asbestos removal, research on the campus on inspecting labs, and getting rid of hazardous waste. Facilities and Energy Management is my largest part of my division; it has over 300 employees. We take care of all the building services and maintenance on campus, as well as, the construction and engineering services. We run the 24-hour Facilities Operations Center, Key Control, Recycling, Utilities and Fleet Management (Travel Services). Our campus has 8,645.67 acres with 521 buildings and 9.2 million square feet. People spend most of their time on 1,136 acres, 236 buildings in 7.2 million square feet. In Procurement Services, we have to procure all the goods and services for the campus, and we have to follow state of Illinois law. We also run the P-card program in the Procurement Department. We have over 800 P-cards out there on campus and we help make sure people get their payments in on time. We also we have Property Control and Campus Mail. Property control is about keeping inventory of all the assets of the university and reporting them in compliance with Illinois Property Control Act. So that's not only inventory, but it's acquiring and disposal of property for our university. One of the exciting initiatives we

have going on right now is we're working on a new campus master plan. We've engaged a firm to come onto campus and then the entire campus will be engaged and involved over the next calendar year to develop a campus master plan. Our last master plan was developed in about 2001/2002, and then it was updated somewhat and approved by the Board of Trustees in 2006. It started as a land use plan and back then we had a different enrollment - 22,100 students and now we're between 11 and 12k. I've been working a lot on campus financial reporting. I'm going to have a couple sessions in December to talk to financial managers on campus about reporting and why am I changing things. We're updating some reports that currently exist and we're developing some new power BI reports. I hope to roll out later this fiscal year. And we're going to move from a modified cash-based reporting to accrual-based reporting. Also, I've been working a lot to make the SIU consolidated financial statements a more efficient process. I'm working with the other two campuses' CFOs and personnel to make some changes on how we're using our financial system and recording our transactions, so that the SIU consolidated financial statements can come together in a much easier way.

W. Ray stated in the DE article for the \$4.5 million deficit, I got a lot of questions about it. S. Simmers stated Distance Education is part of our revenue. This year when the budget was established, it included all revenues, so there was no special treatment for the distance education, tuition revenue. It was just part of the college's targets. But yes, we had a deficit from the budget recession a number of years ago, and we've been tracking that. We still have about a \$9.3 million cash deficit in the income fund that we have to work down, but we do have a little bit of a challenge with our income fund this year. Our original budget indicated that we had to transfer \$2.5 million of funds in from other fund sources to help balance that income fund budget, which means our expenditures are greater than our revenue. So, we have a little bit of a systemic deficit issue there in our income fund, and we need to address that. That's where we have to work to allocate our resources, because we're investing in our people. We have our compensation study going on, and we signed new contracts with faculty for an investment over the next four years. We're much better off than most universities in the United States.

Dr. S. Wegmann, Executive Director of Extended Campus shared a PowerPoint presentation titled "SIU extended Campus – Innovate, Elevate, Serve." Extended Campus has Online Faculty, Marketing, Recruiting, Retention, and Compliance Assistance. We are the TA certifying official for SIU campus, VA support for online and off-campus students, and IT support across campus. We fund or partially fund positions across campus. We have several in enrollment management, one in university Communications, CTE, CHHS, School of Education, and several of our colleges. We provide numerous dollars toward software and infrastructure, in particular Slate and D2L. We have 27 fully online undergraduate degrees and 21 online graduate degrees. In fall 2024, 10th day count, we had 2,411 students that chose to take all of their courses fully online. We do offer off-campus sites (Jacksonville, Florida; Pennsylvania; Bangor, Washington; 3 in California; and 14 across Illinois). We have people serving at those 20 sites to host face to face courses or blended courses. We do offer courses at community colleges and now the university centers which are really interesting because there are multiple universities coming together at one particular site. Upcoming in the

spring is the Transfer Online Part-time Scholarship (TOPS). That consists of \$500 during one long term, and the students can take it twice. We're developing an online commencement ceremony. For professional development for online faculty, we have virtual office hours every Monday and Thursday from 12:30-1:00 p.m. We have started Synchronous Online Saluki Sessions (SOS for online instructors) where we meet once a month. We'll be instituting online faculty awards and online student awards. This year, we're developing online professional development with the Center for Teaching Excellence. The Global Campus Council are representatives of faculty who are from all of our colleges that assist with our course development grants. We offer fast-track programs at SIU (8 master's programs, 8-week terms, asynchronous online).

VII. Reports

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

B. Election Committee: Chair, Amber Pond

People are encouraged to self-nominate or nominate other faculty to fill seats. A second call for nominations was sent. The following seats need to be filled: CALPS-2, CAM-2, CECTM-2, COBA-1, SOL-1, and SOM-1.

YT Lee stated that he is working with the Chair of JRB (Judicial Review Board), Dr. John Fraedrich to fill five seats. If you're interested in filling a seat, you need to be a full professor. Check the website for vacancies.

C. Undergraduate Education Policy Committee: Chair, Jeffrey Punske

Committee has not met. We will discuss a number of RMEs at the next meeting, the recommendation that the Provost made regarding the second bachelor's degree, and course caps. We may pursue a resolution to work with Grad. Council on that.

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

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

G. Apgar stated as A. Pond said earlier, we requested Melissa to resend a request for additional members to serve on Faculty Senate for CALPS, etc. and we're waiting to hear back. We haven't had anyone nominate, other than people nominating me.

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

- (CIUS) Council of Illinois University Senates' Resolution on support for the WIU faculty

G. Apgar stated the committee reviewed and ratified the resolution from CIUS. We also discussed how to forward the conversation about the Emeritus Status that had gone to the Graduate Council. We raised a couple of questions there, and A. Pond replied to those questions via e-mail. D. Aschemann and I are working to schedule another time when maybe we can meet. A. Pond stated that she rewrote the resolution and sent it to them for their comments. When we were working with the Grad Council, as we were discussing some of the issues that they had raised, we realized that defining emeritus faculty status was going to be difficult because of the overlap with other standing positions, specifically adjunct faculty. So, I wrote two resolutions. There's actually a separate committee within the Grad Council for this Emeritus Status, but what I suggest is to have *Emeritus Faculty Status* be conferred

upon any SIU faculty member retiring in good standing with the university. We have how long it would be retained (for life) as long as they act as an ethical and abiding citizen. We have a system for this university to bring a person's status into question if they don't act in a law-abiding way (that SIU would prefer), and then a way to appeal the decision if the decision is made.

G. Apgar proposed a motion to forward the resolution that has already passed through the CIUS in support of WIU as it is written.

Motion: G. Apgar

Second: W. Ray

A vote commenced: 20 Yeas, 0 Nays, 0 Abstentions; The resolution on Support for the WIU Faculty was approved as presented.

G. Governance Committee: Chair, Christopher Wienke

- Resolution for Faculty-Related AP Positions via Shared Governance and Faculty Involvement

C. Wienke stated the committee met last week and voted to approve the resolution on faculty involvement in administrative position hires. We present that for a vote in front of the full Senate. J. Punske stated concerns about this resolution – attempt to avoid search waivers. R. Auxier stated there has been a history of the misuse of search waivers. Search waivers were used to keep faculty out of the discussion. This resolution is a way for Faculty Senate to express our strong intention to be involved in the shared governance.

Motion: C. Wienke

Second: R. Auxier

A vote commenced: 13 Yeas, 7 Nays, 2 Abstentions; The resolution for Faculty-Related AP Positions via Shared Governance and Faculty Involvement was approved as presented.

H. VC of Research: Dr. Costa Tsatsoulis – (no report)

I. Faculty Advisory Council to IBHE: Lichang Wang

L. Wang stated the FAC to IBHE meeting was held on October 18, 2024, at Roosevelt University. We had two guest panel presentations. The first, moderated by Dr. Stanley Griggs, a Visiting Clinical Assistant Professor at the host institution, was titled “Roosevelt University Department of Education: At the Forefront of Best Practices in Higher Education.” The second presentation, led by Dr. Gina Buccola, Dean, College of Humanities, Education and Social Sciences at the host institution, was titled “How Can a Hispanic Serving Institution Actually Serve the Hispanic Community: From Hispanic Enrolling to Hispanic Serving.” FAC IBHE members discussed the higher education funding bill SB3965, with a focus on the discussion sessions planned around the state, as well as the situation involving mass faculty layoffs at WIU. 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 November 15, 2024.

J. Graduate Council Representative: Mark Peterson

M. Peterson stated the committee met on November 7, 2024. We discussed the

Faculty Emeritus criteria. It looks like we have more to think about, including changing our operating paper. There was some discussion about that at the Grad. School. We discussed having a joint resolution with Faculty Senate. Our ad hoc committee that works on that that matter has invited Professor Pond to join us, so hopefully with that collaboration we can come up with something in good time. We also approved a resolution on grad. student leave of absence, which will change in the catalog for the next academic year. We're joining the Chancellor on trying to drive a new plan to promote research and graduate work at SIU.

VIII. Old Business

Ad Hoc Committees:

- move ICE report off the table before discussion
- ICE final report by Prof. S. Wu and ICE Committee plus invited guests

YT Lee stated in October we tabled the ICE final report, and now we need a motion to move it off the table before our discussion. J. Punske asked what are we moving the report off the table for? There is no attached resolution. What are we voting on in respect to this report? J. Punske stated we don't approve reports, only resolutions. It's the Senate's business to decide what to do with the report. YT Lee read Robert's Rules stating we need a motion to bring the matter back before the body. W. Calvert stated to be perfectly by the book Robert's rules, to have a discussion, there should have been some motion on the table and then the discussion could be tabled by tabling that motion. To take a thing from the table, it has to be a thing that was properly there, that is to say, some action by the body. Now, since there was no action by the body, the proper thing would be for somebody to bring some action. I've not seen this report, maybe there's some action that should be taken, maybe even a motion to charge some committee to look into it further and bring us a resolution. The next step is to propose some action for the committee to discuss. R. Whaley stated I don't think we want to discuss this today. There's a group of people preparing to discuss this in December. We needed more time. There were concerns with the report. W. Calvert stated when someone is ready to propose some action, they make that motion, and then discussion proceeds from there. There wasn't any action to be tabled. You don't have to take it from the table to talk about it, just have someone make a motion when you are ready to. Chair of ICE committee, Dr. Shu-Ling Wu stated most of the committee is present at this meeting to discuss the report. J. Punske stated the EC would be a very appropriate place to actually generate a resolution that could be associated with this report.

SL Wu presented a PowerPoint presentation titled "Report by the Ad-Hoc Committee on Instructor-Course Evaluations." ICE serves three purposes: improve teaching quality, provide input for appraisal exercised (e.g., tenure/promotion decisions), and provide evidence for institutional accountability. Our recommendations to Faculty Senate are the following: 1. Be proactive about increasing the validity of the assessment by improving student response rates. According to our findings, our current response rate is below 50%. An incentive could be early access to final grades or early registration. 2. Adopt the new general ICE survey form that uses both scale rating and open-ended questions. All 11 ICE survey forms used across the SIUC campus included open-ended questions, except the current standard ICE form, suggesting all units with their ICE form value open-ended questions. 3. Follow up with

the research findings – we suggest administrators interpret the ICE results with caution and consider the potential impacts of measurement bias and equity bias. 4. Inform students of the goals of ICE by setting up a page explaining the purposes of ICE and requiring student to check a box to agree that they will fairly evaluate the course and the instructor. Studies show that larger classes typically have lower scores and even the classes in early morning or classes like UCC courses tend to have lower ratings. Based on our extended studies, the results about bias are mixed. SL Wu showed the revised ICE survey form and explained that the questions on it represent the most common questions from all 11 ICE forms used on campus. She also stressed the components in the new survey that help ensure a more accurate and fair interpretation of student feedback.

Dr. Carolina Alarcon stated I did an independent report also on gender bias, in particular, and minority bias within the student evaluations. My report also looked at American universities, European universities and Australian universities. While it is true that there are some inconsistencies with the reports themselves, especially as every single one of those institutions we're looking at a very different product that we're all kind of assessing, however, my review of the literature also demonstrated pretty consistent gender bias as well as consistency towards minorities, so I would just like to state that for the record.

J. Punske stated in the report on gender bias there was a citation to a 2021 reference about the mixed outcomes for gender. All the companion citations are from the '80s and '70s. I think there's a mismatch there in terms of maybe what more sophisticated and robust studies or more recent studies have shown. I don't think any field would want to just depend on research from the '80s and '70s.

N. Anaza stated concerns were brought from the College of Business and Analytics regarding bias when it relates to professors who offer extra credit for students to do the evaluations where others don't offer that. Equalize the playing field as some students get a benefit.

L. Bu thanked the committee for their hard work and said that teaching is a very complex process. We do not have an instrument to measure these perceptions and perceptions have limitations. What is perceived as very, very ineffective can actually be an effective element in the process of teaching. The psychology behind evaluation is really interesting, too. I want to say that the word evaluation is emotionally charged. I think the word like assessment for the purpose of improvement may be a better word to use. All this data we collected can be used to improve course design (the sequencing of different ideas and the ways we communicate with students). But, if we are using that for evaluation, like making decisions about the value of an instructor's performance, we have a lot of problems and right now we just don't have the instruments psychometric tools to have a scientific outcome.

YT Lee stated we thank the committee for their report and now it's up to the EC to develop the motion, then we're going to vote.

- DFW Report/Update by Prof. W. Calvert

W. Calvert stated our work continues, and we will present a report with recommendations at your next meeting in December. We also have a couple of projects ongoing for which we're going to ask for an extension of our charge. The part that we will be reporting on, we've done a lot of literature review and we've done a lot of talking to people around campus that have something underway, have been doing something that maybe should be better known and better scaled, and people that have ideas of things that should be done. We also have two projects underway. One involves empirical analysis of student success data from the university and the second part is a survey of the students. It occurred to us that it might actually be useful to know what the students think is getting in their way. We will have a report, part one covering the majority of our work in December, and we will also be requesting in December that you extend our charge for a few months.

IX. New Business - (none)

X. Adjournment

Motion: L. Fredrickson

Second: L. Bu