

**FACULTY SENATE EXECUTIVE COMMITTEE**

**Zoom Meeting ID 920 3685 0196**

**May 13, 2021 – 2:30pm**

**Approved Minutes**

The regular meeting of the Faculty Senate Executive Committee was called to order at 2:30pm on Thursday, May 13, 2021 in Zoom by President Laurie Rice.

Present: Laurie Rice, Jocelyn DeGroot-Brown, E. Duff Wrobbel, Keith Hecht, Jingyi Jia, Stephen Kerber, Ezra Temko

Excused: Tim Jacks, Yuliang Liu

Guests: Randy Pembroke, Ann Popkess (UPBC)

**Public Comment:**

There was no public comment.

**Guest:**

Chancellor Randy Pembroke was a guest at the meeting and shared information about a revised Committee for Higher Administrator Performance Appraisal (CHAPA) review and schedule. Currently the Chancellor and Provost are reviewed every year with a cumulative review every four years. The CHAPA cycle would do a full review Vice-Chancellors every six years, however there is concern that the period between reviews was too long. A suggestion was presented to streamline the evaluation processes across CHAPA and Faculty Senate.

There was a discussion about the review form, and it was recommended to prompt for specific feedback when a user selects a rating of 1 or 2. The form would have set questions, but it could be adapted to include additional questions that are timelier and more reflective of current issues. A suggestion was made to include questions specific for constituent groups that could be recommended by the relevant Senates, and the person being reviewed could also offer questions that they would like to have included to get specific feedback. It was noted that the wording should remain consistent when possible because the way questions are worded can change people's responses. If a short review were to come back with a low score, it could trigger a full evaluation as a follow up to address issues.

A discussion about switching from every year to every other year will wait for the fall semester, however there was a general consensus to move forward with a combined schedule. The survey could still take place during the spring semesters, and there was a brief discussion about who would compile the data.

**Announcements:**

The next SIU Board of Trustees meeting will take place on July 15.

The Chancellor announced his retirement, and Rice will speak to President Mahony to get information on what a search will look like. There was a suggestion to make a statement thanking him for his service and expressing a commitment to equality within the system. There was a discussion about the use of outside agencies to find candidates and the lack of input on that part of the process. There will be

listening sessions over the summer to get feedback on what the University wants to see in a candidate, and it was noted that holding those while the regular academic year is not in session has a negative appearance. The process has changed historically, and the campus has less representation in the process than before.

**Consideration of Minutes:**

The minutes for the April 22, 2021 meeting were approved as written.

**Action Items:**

There were no action items.

**Unfinished Business:**

Jennifer Rosselli-Lynch was recommended as the Faculty Senate appointment to the Parking and Traffic Committee. There will be another vacancy coming up as well, and the Executive Committee was asked to forward potential names to Rice.

Feedback from the Councils will be reviewed, and an amended proposal will be brought back to the Senate in the fall. One main area of contention was splitting up the Curriculum Council, so it will be revised with the idea that the Courses Committee and the Program Review Committee would primarily be non-Senators. Making the review process more efficient without losing oversight can also be considered to eliminate some redundancy. There was some concern from the Faculty Development Council about the Governance Impact Committee requiring more work, and a potential option would be to give the responsibility to the Council Chairs through meetings of the Executive Committee. Another major issue that will need to be revisited is the potential combination of the Faculty Development Council and the Welfare and Governance Council. How to move forward and establishing a timeline will need to be addressed.

An email will be sent to the Faculty Senate from Temko, Wrobbel, and Rice to inform about what was endorsed by the Senate and how it will move forward.

**New Business:**

There was no new business.

**Reports:**

The UPBC report was posted and is attached.

The Faculty Development Council has been soliciting membership for the Teaching Excellence Award Committee (TEAC), however there has been no response from the College of Arts and Sciences (CAS).

The Rules and Procedures Council has been working on election results. CAS has not held their elections yet, and the School of Education, Health, and Human Behavior (SEHHB) has had difficulty in getting people to serve as Senators and has vacant positions. There may need to be conversations about the importance of the Senate with Deans as these are ongoing issues. Kerber also noted that the Salary

Equity Committee has been unable to do their work because they have been unable to get information from administration due to negotiations with the union.

The Welfare and Governance Council met with the Committee on Assessment about implementing assessment of the library. They suggested that if a survey was done, it should be a point of service survey rather than university-wide. The timing of assessment would need to be determined collaboratively so it can fit into the regular assessment calendar. There was a request that open educational resources and library participation be included in a proposed dashboard to help evaluate performance.

The President shared a report that is attached. A quality initiative proposal focusing on retention and graduation rates of Black students was submitted to the Higher Learning Commission, and the proposal is expected to be accepted in late summer.

There were no other reports.

**Adjournment:**

The meeting adjourned at 3:45 pm.

Submitted by Anne Hunter, University Governance

FACULTY SENATE EXECUTIVE COMMITTEE  
Zoom Meeting ID: 920 3685 0196, Password: chimega  
<https://sue.zoom.us/j/92036850196>  
Magnolia Room, Morris University Center  
May 13, 2021 – 2:30PM

AGENDA

- I. CALL TO ORDER
- II. PUBLIC COMMENT\*
- III. GUEST
  - a. Chancellor Randy Pembroke
- IV. ANNOUNCEMENTS
  - a. Board of Trustees meeting July 15
- V. CONSIDERATION OF MINUTES
  - a. April 22, 2021
- VI. ACTION ITEMS
- VII. UNFINISHED BUSINESS
  - a. Parking and Traffic Committee Appointment
  - b. Faculty Senate Reorganization discussion update
  - c. Constitutional Amendment followup
- VIII. NEW BUSINESS
- IX. REPORTS FROM COUNCIL CHAIRS
  - a. UPBC – Ann Popkess
  - b. Faculty Development Council – Tim Jacks
  - c. Curriculum Council – Keith Hecht
  - d. Rules & Procedures Council – Ezra Temko
  - e. Welfare and Governance Council – Steve Kerber & Jingyi Jia
  - f. Graduate Council – Yuliang Liu
  - g. Past-President – Jocelyn DeGroot Brown
  - h. President-Elect – Duff Wrobbel
  - i. President – Laurie Rice
- X. ADJOURNMENT

\*Due to Restore Illinois Phase 4 restrictions, the Faculty Senate is accepting public comments via email to encourage social distancing and safety. Submitted comments will be read aloud during the meeting and added to the minutes. Please submit any comments to the University Governance Office at [anhunte@sue.edu](mailto:anhunte@sue.edu) prior to the start of the meeting. Meetings will be accessible via Zoom, and login information is included in the agenda.

Possible Faculty Senate/CHAPA proposed biennial evaluation "short form"  
for the Chancellor, Provost and Vice Chancellors

- Half of the 6 positions would be evaluated each year by faculty, staff, and students.
- Results could be aggregated by the Chancellor's Office and shared with Faculty Senate and Chapa or could be aggregated by Faculty Senate and/or Chapa and shared with the Chancellor depending on workload capacity of individuals/groups.

Response scale

1 -Poor	2 -Fair	3 -Neutral	4 - Good	5 -Excellent	NA – insufficient information to respond
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	1	2	3	4	5	NA
1. Exhibits strong <b>LEADERSHIP SKILLS</b>	<input type="radio"/>	<input checked="" type="radio"/>				
2. Practices <b>EFFECTIVE COMMUNICATION</b>	<input type="radio"/>	<input checked="" type="radio"/>				
3. Makes <b>GOOD DECISIONS</b>	<input type="radio"/>	<input checked="" type="radio"/>				
4. Completes work in a <b>TIMELY FASHION</b>	<input type="radio"/>	<input checked="" type="radio"/>				
5. Practices <b>COLLEGIALITY</b>	<input type="radio"/>	<input checked="" type="radio"/>				
6. Builds <b>POSITIVE MORALE</b>	<input type="radio"/>	<input checked="" type="radio"/>				
7. Manages the unit <b>BUDGET</b> effectively	<input type="radio"/>	<input checked="" type="radio"/>				
8. Advocates for <b>Equity, Diversity, and Inclusion</b>	<input type="radio"/>	<input checked="" type="radio"/>				
9. Manages unit <b>PERSONNEL/DIRECT REPORTS</b> effectively	<input type="radio"/>	<input checked="" type="radio"/>				
10. Enunciates a compelling <b>VISION</b>	<input type="radio"/>	<input checked="" type="radio"/>				
11. Interacts well with <b>OTHER UNITS</b>	<input type="radio"/>	<input checked="" type="radio"/>				
12. Other???						
13. Other???						
14. What is the <b>GREATEST STRENGTH</b> of this administrator?						
15. What is an area needing <b>GROWTH/CHANGE</b> for this administrator?						
16. Other comments, suggestions, or concerns						

**CHAPA Evaluation Cycle  
Position**

<u>Year</u>	<b>Chancellor</b>	<b>Provost</b>	<b>VCUA</b>	<b>VCSA</b>	<b>VCA</b>	<b>VCEDI</b>
FY20	360°					
FY21		360°				
FY22	Short *		360°		Short	
FY23	(Senate)	Short *		360°		Short
FY24	Short *	(Senate)	Short		360°	
FY25	(Senate)	Short *		Short		360°
FY26	360°	(Senate)	Short		Short	
FY27	(Senate)	360°		Short		Short
FY28	Short *	(Senate)	360°		Short	
FY29	(Senate)	Short *		360°		Short
FY30	Short *	(Senate)	Short		360°	
FY31	(Senate)	Short *		Short		360°



**Faculty Senate Evaluation  
Position**

<u>Year</u>	<b>Chancellor</b>	<b>Provost</b>	<b>VCUA</b>	<b>VCSA</b>	<b>VCA</b>	<b>VCEDI</b>
FY20	4-Year	Short	---	---	---	---
FY21	Short	4-year	---	---	---	---
FY22	Short	Short	---	---	---	---
FY23	Short	Short	---	---	---	---
FY24	4-Year	Short	---	---	---	---
FY25	Short	4-Year	---	---	---	---
FY26	Short	Short	---	---	---	---
FY27	Short	Short	---	---	---	---
FY28	4-Year	Short	---	---	---	---
FY29	Short	4-Year	---	---	---	---
FY30	Short	Short	---	---	---	---
FY31	Short	Short	---	---	---	---



UPBC Faculty Senate Exec Report

May 13 2021

UPBC met April 16 and April 30<sup>th</sup> 2021—see FSEC/FS previous reports.

CHAPA: Committee for Higher Administrator Performance Appraisal

Link to policy: <https://www.siue.edu/policies/2b2.shtml>

CHAPA has resumed work in earnest since 2019. Chancellor Pembroke's review was completed in 2019-2020 and Provost Cobb is in process with a scheduled completion date of 5/14/21.

CHAPA process is a thorough and rigorous 360 review of an administrator. Includes feedback from faculty (represented by Faculty Senate) and non-represented faculty; staff; students in the form of a closed ended questionnaire and open-ended narrative items. Currently the survey varies depending on the administrator under evaluation. Since Faculty Senate evaluates Chancellor and Provost annually with a quadrennial summary review, CHAPA has worked with the Rules and Procedures committee of FS to share data from the FS review of these to administrative positions to avoid duplication of effort and survey burden.

Concerns discussed in UPBC:

- With the addition of the VC DEI, the rotation for CHAPA evaluations would be every 6<sup>th</sup> year. This seems like too long a period of time.
- A full review every 6 years with a midterm at 3 year (similar to tenure) would work but some student populations will not be able to evaluate administrators due to their short progression plans (grad students)

Chancellor has proposed three versions of revised CHAPA review schedule to UPBC. UPBC discussed benefits and challenges of each. UPBC is in support of Chancellor taking the proposals to FSExec for discussion and feedback.

Next meeting will be May 14<sup>th</sup> 2021

Thank you.

**President's Report to FSEC**

May 13, 2021

*Meetings Included*

***May 13: University Quality Council***

QI proposal submitted to HLC

Takes 8-12 weeks to hear back from HLC (rarely turned down)

Continued work on secondary KPI measures related to strategic plan goals

***Upcoming Meetings Include:***

***May 18: Constituency Heads***