

FACULTY SENATE EXECUTIVE COMMITTEE
Magnolia Room, Morris University Center
Zoom Meeting ID 920 3685 0196
December 9, 2021 – 2:30pm
Approved Minutes

The regular meeting of the Faculty Senate Executive Committee was called to order at 2:32pm on Thursday, December 9, 2021 in the Magnolia Room of the Morris University Center and via Zoom by President E. Duff Wrobbel.

Present: E. Duff Wrobbel, Laurie Rice, Jingyi Jia, Kim Carter, Igor Crk, Keith Hecht, Barbara McCracken, Kamran Shavezipur

Absent: Robert Bitter

Excused: Alison Reiheld

Guest: Ann Popkess

Public Comment:

There was no public comment.

Announcements:

There were no announcements.

Consideration of Minutes:

The minutes for the October 28, 2021 meeting were approved as written.

Action Items:

There were no action items.

Unfinished Business:

There was no unfinished business.

New Business:

A statement endorsed by constituency groups in response to the racist incident on campus was reviewed and is attached. The response issued by Vice Chancellor Jeffrey Waple was shared and is attached. It was noted that it should not have required an incident to prompt the requested changes and that just adding new administration positions does not address the core problem. Wrobbel will discuss further at the next constituency head meeting.

Gertrude Pannirselvam was appointed to the Director of Human Resources Search Committee as the Faculty Senate representative.

This year's budget cut all faculty development funds from the Provost Office, and the University is not providing any travel money. Concerns about promotion and tenure, productivity, and increased fees for virtual conferences were discussed. There as a discussion about CARES Act funds, which brought in a

total of \$30 million over three disbursements. As of June 30, 2021 SIUE had already spent \$20 million of the funds, primarily on student refunds, with the remaining \$10 million allocated to shore up expenses for COVID cleaning, testing, and supplies.

The Textbook Services committee has identified an issue with special topics classes in addition to subscription issues. There are complaints in the Graduate School because students still have to buy books even though they are paying a textbook rental fee.

There was a discussion about the proposal to replace Robert's Rules of Order with a Modified Feminist Process. Concerns about the learning curve and facilitator-dependent aspect were discussed, and it was recommended to make it a separate from the larger issue of reorganization.

Reports:

The University Planning and Budget Council (UPBC) and the Committee for Higher Administrator Performance Appraisal (CHAPA) ad hoc committee will meet on December 10. System President Mahoney has asked that a review process be established for his direct reports by a committee with representatives from both campuses. As SIUC does not have an equivalent process, it was suggested that CHAPA could be a starting place for a system review committee.

The Curriculum Council will have a heavy load in spring due to eight program reviews on the calendar. The CurricuNET backlog has been clearing up.

Crk found a model for operating papers that had a component that recognized service, however the messaging from the Provost Office is that it would not be approved if it did not have to do with teaching.

Jia asked for a follow up with the Provost Office regarding the Dual Career Policy, which was submitted to Tom Jordan.

There were no other reports.

Adjournment:

The meeting adjourned at 3:52 pm.

Submitted by Anne Hunter, University Governance

FACULTY SENATE EXECUTIVE COMMITTEE
Magnolia Room, Morris University Center
December 9, 2021 – 2:45PM
Zoom Meeting ID: 920 3685 0196, Password: chimega
<https://siue.zoom.us/j/92036850196>

AGENDA

- I. CALL TO ORDER**
- II. PUBLIC COMMENT***
- III. ANNOUNCEMENTS**
- IV. CONSIDERATION OF MINUTES**
 - a. October 28, 2021
- V. ACTION ITEMS**
- VI. UNFINISHED BUSINESS**
- VII. NEW BUSINESS**
 - a. Update on Racist Incident on Campus
 - b. HR Director Search Committee Appointment
- VIII. REPORTS FROM COUNCIL CHAIRS**
 - a. UPBC – Ann Popkess
 - b. Faculty Development Council – Kim Carter & Alison Reiheld
 - c. Curriculum Council – Keith Hecht
 - d. Rules & Procedures Council – Kamran Shavezpur
 - e. Welfare and Governance Council – Robert Bitter & Igor Crk
 - f. Graduate Council – Barbara McCracken
 - g. Past-President – Laurie Rice
 - h. President-Elect – Jane Jia
 - i. President – Duff Wrobbel
- IX. ADJOURNMENT**

*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@siue.edu prior to the start of the meeting.

On Tuesday, November 16 [The Grio published a harrowing story](#) on Arluan Van Hook, a Black SIUE engineering student, and his recent initiation experiences with Kappa Sigma, a historically White fraternity. The article cited several disturbing details concerning what Mr. Van Hook has recently experienced, namely being called the “n-word,” subjected to homophobic slurs, and needing police escorts while on campus for his own protection and safety. Because of the Family Educational Rights and Privacy Act (FERPA), the details of this incident were not initially disclosed to the campus at large. So like many others on this campus, we were made aware of this on-going incident through local and national media. In response to media and institutional communications, the Black Faculty and Staff Association, Safe Zone, Faculty Association, Professional Staff Association, and Non-Tenure Track Faculty Association with full support from the Faculty Senate and the Graduate Council, would like to issue the following statement.

First, we are calling on the university to provide a comprehensive set of on-campus resources for people filing claims to the Bias Incident Response Team (BIRT). Specifically, we want the university to provide a clear and succinct overview of the filing process. Also we would like for claimants to know potential outcomes of the process based on historical data. The incident was reported to university officials Sunday, October 17. However, the bias incident report was not filed until nearly a month later. If SIUE is going to be the inclusive anti-racist institution that it is striving to become, then the university must provide clear pathways for students, faculty, and staff to report incidents of bias.

Second, we are also calling on BIRT to provide a liaison to individuals filing bias incident reports. The job of the liaison will be to follow up with the individual filing the report and guide them through the process. Ultimately the liaison will strive to ensure the process provides justice for the individual filing the report.

Third, we are requesting that the university provide at minimum an annual public report of incidents reported to BIRT. The report should include information regarding the number and type of incidents reported as well as the outcomes (where legally permitted) of the incidents. Also we request that the report be included and addressed in the Chancellor's annual state of the university address.

Fourth, we are challenging the Division of Student Affairs to diversify its staff. Currently, the make-up of the leadership in Student Affairs appears to not fully reflect the racial, gender, or sexual-orientation diversity of the students it represents. In addition to diversifying the staff, we would also like to see the division undergo cultural competency training to root out potential biases in processes and procedures as they work to diversify the division. The combination of diversifying staff and cultural competency training from this campus office will bring SIUE that much closer to truly exuding the value of Inclusion that is so prominently stated in the University's mission and vision.

In conclusion, we want to commend Mr. Van Hook for stepping forward and reporting the illicit behavior of Kappa Sigma Fraternity members to the national organization and to university administrators at SIUE. We are disappointed to know that our university has been and continues to be an unsafe space for you. It is our hope that we as an institution can live up to our institutional commitments for anti-racism, equity, diversity, and inclusion. Until that day comes, we will continue to fight.

In Solidarity,

J.T. Snipes, President, Black Faculty and Staff Association
E. Duff Wrobbel, President, Faculty Senate
Maddie Walters, Student Trustee, Student Government
Barbara McCracken, Chair, Graduate Council
Ed Navarre, President, Faculty Association
Michele Lorenzini, President, Non-Tenure Track Faculty Association
Kimberly McClellan, President, Professional Staff Association
Nick Niemerg, Co-Chair, Safe Zone
Mitchell Haas, Co-Chair, Safe Zone

From: "Waple, Jeffrey" <jwaple@siue.edu>
Subject: Response to Open letter
Date: December 8, 2021 at 3:21:14 PM CST
To: "Snipes, Jeremy" <jsnipes@siue.edu>, "Wrobbel, Eric" <ewrobbel@siue.edu>, "Walters, Madelyn" <madwalt@siue.edu>, "O'Dell, Hailee" <haodell@siue.edu>, "Ferrell, Mark" <maferre@siue.edu>, "McCracken, Barbara" <bmccrac@siue.edu>, "Navarre, Edward" <enavarr@siue.edu>, "Lorenzini, Michele" <mlorenz@siue.edu>, "McClellan, Kimberly" <kmcclel@siue.edu>, "Niemerg, Nick" <nniemer@siue.edu>, "Haas, Mitchell" <mhaas@siue.edu>

Good Afternoon,

I wanted to take this moment to share with you some initiatives that Student Affairs will be undertaking to address the concerns that have been raised, not only through your letter, but in other communication. I know there is a lot of work to be done and we are ready to get to work!

Effective January 3, 2022, the Kimmel Student Involvement Center (KSIC) will report to the Vice Chancellor for Student Affairs until the next steps for a sustainable structure are determined. The Vice Chancellor will provide direct supervision and support to the staff in Kimmel and have an office in Kimmel.

The Division of Student Affairs is also excited to announce that Dr. J.T Snipes and Dr. Candace Hall will join the team as consultants to help support Kimmel through direct leadership and planning. As consultants, they will also support the search process in hiring a full-time staff member dedicated to Equity, Diversity and Inclusion for the Division of Student Affairs.

In order to support our NPHC organizations, Student Affairs will identify a faculty or staff member who can provide advisement and support to NPHC and join the Fraternity and Sorority Life Team for the Spring 2022 semester. An application process for an overload assignment will begin soon with hopes that this person will have a start date near the beginning of the spring semester.

This Spring several campus partners will re-envision the Kimmel into a Student Engagement Center that would bring together the Divisions of Academic Affairs, Equity Diversity and Inclusion, and Student Affairs in partnership to support equity, diversity and inclusion as well as the co-curricular experiences of our students.

Finally, during the Spring 2022 semester, two searches will commence with the goal of increasing the diversity of the staff in KSIC. We will use equity advisors and ask our campus partners to assist with the outreach and advertisements in order to create a pool of diverse candidates. One position will look to support the diversity of our fraternity and sorority community and the other position will be a full-time Director to support the co-curricular experiences of our students.

Sincerely,

Dr. Jeffrey Waple, Vice Chancellor for Student Affairs