

# FACULTY SENATE MEETING

Mississippi Illinois Room

Morris University Center

1 December 2016

## Approved Minutes

The regular meeting was called to order at 2:32 pm on 1 December 2016 by Jeffrey Sabby, president.

**PRESENT:** Agustin, Anop, Banker, Bimpasis, Brown, Butler, Cali, Carter, Crk, Darai, DeMeo, Essner, Fowler, Gaehle, Gross, Jack, Jenkins, Kerber, Logue, Love, Lueck, Lutz, Lyerla, McCracken, Madupalli, Mann, Mishra, Nastasia, Navarre, O'Brien, Osouli, Pailden, Pettibone, Rehg, Rice, Sabby, Shavezipur, Siganga, Sokolowski, Spurgas, Thornton, Van Tuyle, Webb, Wiediger, Williams, Wrobbel, Zeng,

**EXCUSED:** Kirk

**ABSENT:** Huyck, Klein, Taylor, Wulfsong, Yousef

**GUESTS:** Provost Denise Cobb and Human Resources Director Sherrie Senkfor

**GUEST SPEAKER DENISE COBB—Conversation/Updates:**

### General Education

- |  |   |
|--|---|
| <ul style="list-style-type: none"><li>-Course Caps</li><li>-Revision of policy</li><li>-No policy to revise</li><li>-In Lincoln Plan but no policy to revise</li><li>-Crafted memo to General Education Committee</li><li>-Foundations courses need to stay where they are (25). Some are under 25. English is under 25.</li></ul> | <ul style="list-style-type: none"><li>-QR 101 has 20% in section. Redesigns..... through General Education Committee.</li><li>-RA 101 stay at 30. Keep at 65 Courses.</li><li>-General Education is taking responsibility to redesign or change Lincoln Program.</li><li>-Look for ways to change Interdisciplinary requirement</li></ul> |
|--|---|

These ideas will come from faculty and we will find a way to meet goals without compromise and strike a balance. This provides latitude for General Education and possibly a pilot.

Tomorrow enrollment for Winter session ends. The enrollment of the winter session is 1700 which is up more than 500 students from the last winter session. Things to consider:

- Student can take no more than one course.
- Should faculty be able to teach more than one course? This should be left local.
- This winter session helps students graduate on time.

Prioritization—Take Questions –Open Forum—Not ready to prioritize

Chancellor's point- reading about it sounds like cutting programs; gives a negative connotation.

\*Do- Invest and grow and redesign

Deans know what they would like. We just have to have resources.

-Strategic Plan for University—Denise wants a conversation about a plan. Things to consider are parody, pockets and isolation. Faculty, deans, and staff have an academic plan. Get momentum around the planning. Would like to see an academic planning committee. Make it routine and not an occasional practice.

UQC (University Quality Council)- UPBC (University Planning and Budget Council): Tomorrow - Joint retreat. Needs to be more connections between UQC and UPBC. How can we better leverage? Maybe an "Uber" planning group. VC, SS, SS, and FS, all, sit on UPBC.

VC on UQC: shift one of these structures and end up with an integrative group. Action plans from both groups aren't meaningful or useful. Need to repopulate UQC.

New Freshman Seminar—offered more seats this year than needed.

- -Not accomplishing original goals (1<sup>st</sup> 30 Hours)
- -Up for review next year as part of the Lincoln Program
- -Cognitive opportunity to rethink N.F.S.
- -New York Times—why our students aren't graduating? Students near the end and those coming in. Losing 30% of students between 1<sup>st</sup> and 2<sup>nd</sup> years and more students later on.

Continuous Improvement Conference—

- -Student retention has a high impact at the end and NFS should be on the front end, but Denise doesn't think it is a high impact practice. Get them earlier such as convocation.
- -Convocation—Freshman—a real opportunity to set for students as scholars. It has to be something academic in convocation.
- -Why are they leaving?
  - -1. Academic Probation
  - -2. Money (need based scholarship)

Discussion—Use incentives

- -Survey to do study and predictive model. Reach out to students who are off track
- -Integrative Studies
- -Bridge Program
- President Dunn's communication from yesterday: Understands the importance of a salary increase.
- Tuition increase—financial and symbolic
- Cannot afford to continue losing faculty

Caps and retention are related—in Engineering numbers of students matters. Need tutorials for all classes. Denise encouraged Engineering to have conversation with department chairs and departments. Redesigning would be a solution. There was a discussion focused on Engineering needs.

FDC—Invite people who have successfully redesigned without diminishing quality.

- Extra session to graduate
- In Engineering too many students in classes
- Retention—get data to faculty so that they can help

\*Mary Sue Love, Igor Crk and Nancy Lutz → Interested in retention; will get together with Denise.

**GUEST SPEAKER SHERRIE SENKFOR**, Human Resources Director

4 Policies to get feedback

-**VESSA** (Victims' Economic Security and Safety Act Leave Policy (new)—applies to staff as well. Draft policy protects unpaid leave in small increments or consecutive. Protection will have a leave form on web.

- For graduate students? Sherrie will get back
- Why 12 and not 8? Under 50 over 50 employed.

-**Child Bereavement** (according to the Child Bereavement Leave Act)—not paid but can be used with available sick and vacation leave

- Medical leave? Could apply for either FMLA or bereavement.
  - If a child dies or there is a miscarriage after 20 weeks.
  - Defined paid and unpaid (twelve-month period)

-**Sick Leave Policy** -Sick leave non-accruable.

- Can use ½ for family not living in household
- 21.5

-**Safe Harbor**-state ethics

- Accurately record time

Chancellor added two points concerning the Healthcare Ad Hoc Committee:

- 1) Anonymity
- 2) Lobbyist at Carbondale

**MINUTES** for the November 3 meeting were accepted as submitted.

## **ACTION ITEMS**

- A) **Graduation: Graduation Requirements - 7F1** – approved unanimously.

- B) **Students Rights and Conduct 3C2** – After discussion, it was decided this will come back for a third read after Erin Behnen is invited to the FSEC meeting to further discuss in detail. Duff Wrobbel and Jen Rehg will send details regarding suggested edits to Jeffrey Sabby.

Duff—expressed concerns from faculty about limiting instead of left for discretion

- C) **Promotion and Tenure Policy and Guidelines Proposed Revisions:** Welfare Council Co-Chair Steve Kerber introduced the first read:

Welfare Council has discussed this thoroughly

Discussion

-Bring back to February meeting. Have a projector at Feb meetings for displaying track changes.

- Each department is doing it differently. Wanting to make it level playing field across disciplines. No objective rating.

-Postpone for now.

## NEW BUSINESS

1<sup>st</sup> Read TEAC Operating Papers. Faculty Development Council Chair Jennifer Logue introduced the proposed changes. The proposed changes will become an action item on the February agenda.

## REPORTS FROM STANDING COMMITTEES

UPBC- Nancy Lutz reported that they last met on November 11 and will meet December 9 with Provost & Vice Chancellor for Academic Affairs Denise Cobb

IBHE- Sue Wiediger posted the report on SharePoint. Sue requested that if anyone knows someone with issues related to Veterans prior learning assessment contact Sue, wants faculty at table of some statewide workshops.

“Prescription for Success”, a more Community College idea but points the student to the learning center.

Video Surveillance Advisory Report- Steve Kerber reported that it is being proposed to add cameras to the Vadalabene Center but not in teaching areas as the policy states.

## REPORTS FROM COUNCIL CHAIRS

Faculty Development Council -None

Graduate Council – Jennifer Rehg submitted report. President Dunn attended the FSEC Nov 10 meeting. When a System Wide Policy is implemented that pertains to faculty, the executive committee requested something be formalized to include giving the Faculty Senate a heads up when proposing new policy or revisions pertaining to faculty, especially when it is done when the faculty senate is not in session. Dr. Dunn receptive. System wide initiatives were not meant to be top down. Suggested to Dr. Dunn for faculty to have input.

Discussed a possible Q and A with President at FS

It was mentioned to possibly have the executive committees of both SIU Carbondale and School of Medicine to meet with SIUE, annually.

Curriculum Council: Sorin Nastasia reported a list of currently approved programs and courses.

Rules & Procedures Council -none

Welfare Council-visit from Tom Jordan. Sabbatical policy, dismissal and discipline policy were discussed.

**PAST PRESIDENT**-None

**PRESIDENT ELECT**- Marcus Agustin reported that the retreat is tomorrow

**PRESIDENT**- Fall break--Jeffrey asked the student senate president about fall break when they met with the chancellor.

Q. Thanksgiving.

Q. Start school a week early and take full 2 weeks?

Morris University Center reconstruction

-Faculty Development Center in the MUC

-\$250,000 Student Housing Bonds. How will that affect MUC bonds for construction?

-Resolutions—instead of one of the proposed resolutions a nice letter and still working on others.

**ADJOURNMENT:** The meeting was adjourned at 4:25pm

Approved as submitted February 2, 2017

Vicki Kruse/University Governance