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Minutes

Faculty Senate

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11-7-2023

### November 7, 2023

Nichole Mulvey

*Faculty Senate Recorder*

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## Agenda & Minutes

November 7, 2023

Faculty Senate 2023-2024

Members Present: Todd Bruns (chair), Jeff Stowell (vice chair), Nichole Mulvey (recorder), Teshome Abebe, Steve Brantley, MaGhew Inverso, Alicia Neal, Andrew Parrish, Md Farhadur Reza, Steve Scher, Grant Sterling, Anne Thibault Geen, Larry White. There is an open College of EducaTon seat.

Guests: Ryan Hendrickson, Michael Gillespie, Christopher Laingen

- I. Senator Parrish made a moTon to approve the minutes from the October 24, 2023 meeTng. Senator Brantley made a second and the vote passed unanimously.
- II. **Announcements:**
  - a. *Inves&tment of Dr. Jay Gatrell, 12<sup>th</sup> President of EIU* November 15, 1 PM, Dvorak Concert Hall
- III. **Communica;ons:**
  - a. *IGP resolu&on*
  - b. *Ra&onale for IGP resolu&on*
- IV. **Commi@ee Reports:**
  - a. ExecuTve (Bruns/Stowell/Mulvey) – The execuTve commiGee will meet with the President and Provost on November 14<sup>th</sup>. Senator Bruns shared the slides provided by President Gatrell that were covered at the November 1<sup>st</sup> budget presentaTon by VPUA Bierman for those who could not aGend.
    - i. EIU Think Tank (Bruns) - Think Tank met on November 1. They began their “listening tour” of EIU community on this year’s theme: Academic Integrity and Rigor. The group met with April Jackson regarding accommodaTions for students, the process by which students apply for these and how it related to academic integrity and rigor. Think Tank is sTill conceptualizing this year’s theme and deciding on future invited talks but will be meeTng with students to get their perspecTves on academic integrity and rigor.
    - ii. Shared Governance Chairs (Bruns) – The group will be meeTng the week of November 20<sup>th</sup> via email.
  - b. ElecTons and Appointments (Stowell) – A one semester replacement is needed for Senator Brantley for Spring 2024 while he is on sabbaTcal. This is an at-large appointment. Please encourage colleagues to consider submicng their name for this posiTon. An addiTonal email reminder will be sent soon.
  - c. Awards (Scher) – Senator Scher made the moTon, with a second from Senator Sterling, to nominate Angela Yoder as this year’s recipient of the Luis Clay Mendez DisTinguished Service Award. The moTon passed.

- d. Budget Transparency (Parrish) – Senator Parrish attended the presentation by VPUA Bierman on November 1 and gained an understanding of terminology and overall structure of budgets. Senators/faculty are encouraged to review the shared slides, specifically the spreadsheets, and follow up with any questions.
  - i. Senator Brantley stated that, during VPUA Bierman’s presentation, he noticed a large sum of student debt is not being paid at EIU, especially for many of the students who did not obtain a degree. He asked what the general plan was to recoup some of that debt since it obviously affects public institutions. Provost Hendrickson discussed that this is generally a problem across many institutions and that issues of student debt and loan forgiveness are topics currently discussed nationally. Policies on student debt collection vary greatly by institution and EIU’s is currently not very aggressive.
- e. Faculty Forum (Abebe) – No report.
- f. Student and Staff Relations (Brantley)
  - i. Senator Brantley shared the Staff Senate report. They are hosting a food drive for the campus food pantry now through the end of November. Look for boxes across campus. You can also make a monetary donation to the food pantry.
  - ii. Student Senate: No report

## **V. Provost’s Report**

- a. The College of Education is hosting a book launch tonight at 5:30 in Buzzard 1103 for 3 faculty members who recently published books. These books will be purchased to have at Booth library.
- b. The President’s Council has approved updates to IGP 64 and 66. Both deal with how to manage student transcripts. Federal and state law has affected this change since public institutions cannot hold transcripts for debt-related reasons. Faculty are encouraged to review these updates.
- c. One of two Senior Diversity Officer candidates is on campus tomorrow (11/8) with a faculty session from 1:00-1:50 p.m. Two candidates for VPUA will be on campus next week, so watch for faculty session schedules.
- d. The Board of Trustees will be meeting on Friday November 17<sup>th</sup>.
- e. In conjunction with President Gatrell’s Inevitable, Harlan Cohen will be leading some faculty and student sessions on Thursday November 16<sup>th</sup> at 2:00. All faculty are encouraged to attend.
- f. The pilot program for faculty professional development grants was a success. There were 30 applications, and the university was able to award 21 submissions, each receiving up to \$1,000 for professional development needs.
- g. Senator Bruns asked whether there will be an ACA reception this year since those who were awarded received a letter and their placard in the mail. Provost Hendrickson stated that he will check on this and get back to the senate.

## **VI. Discussions**

- a. Quality Initiative: DAC revisions to promote equity and inclusion (Stowell)

- i. Senator Stowell had shared documentaTon through email that encouraged departments to consider revisions to department DACs that highlighted parTcipaTon in DEI acTiviTies. Other informaTon shared included updates to the preamble of UPI contract related to the nondiscriminaTon policy. The Board of Trustees encouraged these consideraTions. Because a new contract was negoTated, departments are able to open and revise their DAC to add this area of recogniTon to address and weigh the significance of work related to DEI on campus.
    - ii. The following resoluTon supporTng the Board of Trustee’s statement was presented as a moTon from Senator Stowell with a second from Senator Sterling: The Faculty Senate supports recommendaTon #18 from the Quality IniTaTve on Diversifying Faculty and Staff for Student Success: “In consultaTon with the UPI membership, encourage departments to consider revisions to the Departmental ApplicaTon Criteria (or DACs) that value the addiTonAl labor invested by faculty in mentoring faculty and students from underrepresented groups and recognize all faculty for sustained parTcipaTon in associated programs.” Furthermore, the Faculty Senate supports the newly added DEIB language in the UPI contract ArTcle 3 “The Board and the Union support colleagues and students from underrepresented groups. Faculty and academic support professionals’ parTcipaTon in diversity, equity, inclusion, and belonging programming will be encouraged and recognized by the board.” The vote passed.
    - iii. Following discussion, Senator Scher made a moTon to revise the wording in the resoluTon to be more inclusive. Senator Stowell provided the second. Revised wording includes “faculty and students from underrepresented groups” instead of a focus on faculty of color. The moTon passed. The resoluTon will be shared on the faculty senate website soon.
  - b. IGP approval process – proposed resoluTon (Abebe/Parrish)
    - i. Senator Parrish discussed the proposal shared through email prior to the meeTng. The goal is to raise awareness of the IGP approval process and allow faculty to provide input on IGPs before changes are made. Currently, IGPs seem to change without faculty knowing changes are occurring, and some faculty do not even realize changes have happened. Given the variety of experTse of faculty at EIU, a process of consultaTon would enhance the spread of informaTon. The role of faculty senate is advisory and no way impedes what the President will do. IGPs may also address policy and procedural problems, so faculty senate knowing about these issues may further affect engagement with the whole process. A moTon was made by Senator Parrish, with a second from Senator Abebe to approve the resoluTon. The moTon passed.
- VII. Senator Bruns called the quesTon to move to guest speaker and suspend the rest of agenda.
- VIII. **Guest Speakers (3 PM):**

- a. VP of Enrollment Josh Norman provided information about recruitment, enrollment, and retention through an interactive presentation. Highlights included:
  - i. Out migration continues to be a problem for the state of Illinois with as many as 46% of eligible college-age students attending college in another state.
  - ii. Another astounding statistic is that 25% of students who are eligible for college are not going to college at all.
  - iii. Tuition discounting is occurring nationally, and many private institutions are decreasing tuition significantly to attract more students.
  - iv. Public education K-12 enrollment will continue to decrease significantly through 2034, decreasing the pool of applicants for all universities.
  - v. Our overall first-time, full-time freshman admission was down slightly from the previous year. Specifically, we had fewer students from Cook and collar counties, likely due to understaffing at CPS and lack of resources to assist diverse student populations in the application and admissions process.
  - vi. Graduate enrollment and international student enrollment continue to be at an all-time high.
  - vii. To continue to build enrollment, EIU is focusing on non-traditional students, especially with the large decrease in transfer student enrollment at junior colleges. Corporate partnerships will be one way that EIU will target this goal.
  - viii. The Enrollment Office also focuses on retention. Fall to fall retention is lower this year than last year, especially for Black and Hispanic students.
  - ix. When asked what faculty can do to increase enrollment and retention, VP Norman discussed the importance of personalized campus visits, faculty interaction and individualized attention to our students. Getting students on campus and meeting with faculty really impacts the likelihood of students choosing to come to EIU when we are competing with 4-5 other schools.
- IX. Senator Mulvey made a motion to adjourn with Senator Stowell making a second. The meeting adjourned at 3:40 p.m.