

**ILLINOIS BOARD OF HIGHER EDUCATION**  
**FACULTY ADVISORY COUNCIL**  
Meeting at Illinois Wesleyan University, November 16, 2018  
**Minutes Approved January 18, 2019**

**FAC members/alternates attending and their institutions:**

Michael Bathgate	St. Xavier University
Danelle Batterton	John Wood Community College
Paul Bialek	Trinity International University
Cynthia Boyce	Lincoln Trail College
Jasmine Chen	Governor's State University
John D'Anca	at-large (Oakton College)
Diane Dean	Illinois State University
Marie Donovan	DePaul University
Doug Dowell	Heartland Community College
Pennie Gray	Illinois Wesleyan University
Dan Hrozencik	Chicago State University
Rick Jones	South Suburban College
Megan Kessler	University of Illinois - Springfield
Merry Mayer	Wilbur Wright College
Nick Menhart	Illinois Institute of Technology
C. Lucy Park	University of Illinois - Chicago
Mike Philips	Illinois Valley Community College
Lanette Poteete-Young	Judson University
Linda Saborio	Northern Illinois University
Patricia Saleeby	Southern Illinois University Carbondale (via Zoom)
Emily Shupe	Western Illinois University
Kevin Sullivan	Illinois Wesleyan University
Mat Timm	Bradley University
Brian Vivona	Northeastern Illinois University
Carol T. Wismer	College of Lake County
Larry White	Eastern Illinois University
Susan Wiediger	Southern Illinois University Edwardsville

**From IBHE:**

Gretchen Lohman	IBHE
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**Representatives/Institutions not present:**

Steve DePasquale	at-large (Kankakee Community College)
Thomas Dowd	Harper College
Carol Gayle	Lake Forest College
Gay Miller	University of Illinois - Urbana-Champaign
James Marshall	Illinois College
Phillip Schaefer	Lincoln Land Community College
Shawn Shumacher	DeVry University
Adam Tournier	at-large (McKendree University)
Julie Clemens	Illinois Central College

Meeting was called to order at 9:00 by Marie Donovan.

Illinois Wesleyan University's Provost, Mark Brodl, said that he appreciates the FAC providing a cohesive voice for higher education in Illinois. In higher education, we have to keep our eye on the first job that our graduates will seek, but also that we are preparing folks for the future. Our own experience shows how much each discipline can change over the course of a career. In addition to being clear about the purpose of higher education, we also need to consider the changes in the students that are coming to us. Dr. Jean M. Twenge, the author of the book *iGen: Why Today's Super-Connected Kids Are Growing Up Less Rebellious, More Tolerant, Less Happy--and Completely Unprepared for Adulthood--and What That Means for the Rest of Us*, spoke at IWU and shared many details about this first generation that has always been in the era of the smartphone. This population has always been more watched by their parents and are likely to have had a different set of experiences — less likely to have had a job or gone on a date; more connected online but more disconnected from support; more likely to suffer depression. Provost Brodl shared some IWU anecdotes about student and parent expectations for how professors will communicate (which may differ from institutional expectations) and what level of individualization and responsiveness is expected.

IWU's smaller size allows them close interactions with their students. IWU has worked to define a characteristic experience when each program is more individual, and also how to get students into meaningful academic relationships earlier. Their current initiative in this regard grew out of a First-Year Humanities Fellows program that involved passionate students (not necessarily the best and brightest) in many out-of-the-classroom experiences: taking advantage in a thoughtful way of on-campus opportunities such as speakers, taking trips to interact with alumni and professionals, etc. This has expanded into the First Year Experience (nine sections this year). While still an optional program that requires an application so that it avoids the aura of a requirement, there are interconnections with their Gateway (first year, first semester) program.

At the other end, there is a signature experience. This is not necessarily linked to the major, since many students have double majors. The focus is more a student-driven project that reflects their capabilities. An example is a Vietnamese student with a history major but extensive art interests who researched her family's agricultural history as tea farmers and developed a marketing campaign that would restore the some of the historical tea preeminence now that communism is no longer dictating the specific crops and yields that are expected.

During Q&A, there was clarification that currently eight majors require the signature experience. There are discussions with all departments through the Undergraduate Research Advisory Committee, but there are some bumps in the road as general education reform initiatives are discussed. For the First Year Experience, although financial support is provided for the trips that are associated with the class, it is not alternative financial aid. Generally, the FYE is tied to a course that is already part of the students' programs.

Marie Donovan (FAC Chair) wished Gretchen Lohman a happy birthday as part of expressing appreciation for all that Gretchen does to assist the FAC. Working groups will have worksheets to provide details about their December meetings. Dan Brady's time will be limited but we are

glad he will be joining us. Jason Helfer will hopefully be calling to discuss the K-12 teacher preparation issue; a memo sent to ISBE and the State Superintendent of Education was shared to help prepare the FAC for this discussion. There was discussion of the issues related to potential changes in how teacher credentialing is done: concerns about instructor qualifications, content versus credentialing, research evidence for and against various approaches, long term sustainability, and the precedent for and effect on other programs. Part of professionalism is the ethics and community within Illinois.

Dr. Al Bowman, Executive Director of the IBHE, spoke with the Council about the exciting times in Springfield currently during the veto session. There are concerns about financial issues — eight billion in unpaid bills — but state revenues are looking good this year with an increase over last year, which could be helpful if sustained. The current budget is out of balance. IBHE has been working on the FY 20 budget and plan to be aggressive. MAP is one of the biggest need-based programs in the country but still only covers 40% of eligible students. Candidate Pritzker suggested increasing MAP by 50%, which would be 200 million dollars. Higher ed funding is important and the working group is developing plans. The pension ramp is eating up money — \$1.8 billion for the SURS contribution this year, more than 200 million more than last year, and 75% of that amount is for old pension liability. The Pritzker campaign talked about possible revenue generators; some revenue generation is essential since possible savings from cuts will not be enough for long term needs.

During Q&A, Dr. Bowman:

- Praised Dan Brady as an ally of higher education who works with both parties.
- Stated that there is no conversation about reducing the number of public universities — that would decimate the communities around the institutions, and there is still a need for 12 public universities. Lack of MAP funding has put downward pressure on enrollment but that can be recovered. In particular, Eastern Illinois and some privates such as Quincy have seen significant increases recently. Illinois has kids, but also lots of adults without a degree, and we know future careers require more preparation.
- Agreed that not much is currently being done with regards to a future oriented program to keep HS graduates in Illinois. The higher education working group has been talking about it, and the Aim High program that came from that group was a first step. The General Assembly now realizes they have hurt the higher education sector and that something needs to be done to address enrollment losses. Higher education needs to help find pathways to solutions.
- Suggested that one way the FAC can respond proactively to the teacher shortage (rather than waiting to react to legislation) is to make sure our position is known to the ISBE through folks such as Jason Helfer. The letter that we have copies of is representative of the communication; IBHE is talking to ISBE but it is not clear whether ISBE is listening. Getting the memo written took two weeks and seventeen versions. Part of the concern is ISBE's need to pay more attention to the underlying causes of teacher shortage (such as the salary bullet that was specifically mentioned). Community colleges participated in part due to their concerns about enrollment erosions.
- Discussed re-building higher education. The FY 20 budget would be a step toward rebuilding the base that has been eroded over the past 20 years. They are looking at questions such as what increases would be necessary to hold tuition steady? To address the 5.4 billion dollars of deferred maintenance? IBHE no longer has the ability to do

things such as set enrollment targets or make appropriation adjustments that might address issues of directing students to schools with capacity, etc. That ability was dispersed to institutional governing boards in 1996. While the higher education working group would like IBHE to regain some of that authority, universities are likely to fight that; however, some larger view may be needed. With regard to more immediate responses than the FY 20 budget, enrollment is a key issue. The underperforming programs report and the budget concerns led to a perception of guidance counselors and families that institutions were weakened. We need a governor who is a cheerleader for higher education. California turned their budget woes around and now have a surplus — Illinois could do that too. Chicago is number one for corporate relocations, Illinois is the 6th most populous state, and two-thirds of kids who go out of state for college return to Illinois to work.

- Made it clear that he intends to return to retirement at the end of this year rather than extend his service with the board.

Working groups met until lunchtime.

Illinois Representative Dan Brady (R-105), focused his discussion with the FAC on the Higher Education Working Group (HEWG). During their first meeting last year, they decided the focus had to be on students first. There is a need for legislation that addresses student exodus from Illinois, that works within budget problems, and applies information from students.

Two things to accomplish:

- 1) Education funding assistance for students. HEWG put out six pieces of legislation passed from their group, including the Aim High program, MAP funding issues, and information sharing about university choice for those who don't get first choice so that they feel wanted within Illinois. This should show people the serious nature of the working group and the ability to get bipartisan work done.
- 2) Coming up with funding formula for higher education in Illinois. This will be a bigger challenge legislatively because of territoriality. Working group needs to try and "cut the grass evenly" and be as fair as possible. They've looked at models from various states.

Higher education was left unprotected and recovery is going to take time. They continue to work on funding formula. K-12 took four years, but higher ed may not have that much time. From the political side, the landscape just changed. There will be different people at agencies, administrations. He'd like to see a first draft of the funding formula in spring.

Q & A discussion:

- With performance based funding, universities will need to know their budget pressures, be serious about numbers such as students in classes and costs or benefits to the university, and talk seriously with trustees. There might be initial negative reactions when people react to the funding formulas, but that happened in K-12 districts also. There will be limited dollars. While they are starting with publics, performance based funding will be for more than public four year universities.
- For MAP funding related to private institutions, DB is not the best person to ask as he has focused more on public schools. However, there have been meetings with groups of private schools and it is clear that they do not want to be lost in the situation.

- Part of dealing with negative perceptions due to lists such as those of underperforming programs (especially if there are errors in the lists) is to hype what schools do best and be honest with students about what the best places are for particular degrees.
- FY 19 budget did include long term funding (e.g. for projects to improve college campuses) but not as much as universities want. The higher ed working group did hear a lot about campus appeal from students. The problem is, how do you pay for a major capital budget?
- With regards to the teacher shortage and the role of non-universities, DB indicated that while individuals have been approached, this topic isn't on the working groups agenda currently – their focus is on funding. The shortage does have to be discussed and addressed. FAC members requested he bring back the idea that Illinois schools have the capacity and flexibility, so supporting out-of-state providers would be a step in the wrong direction and send a poor message about commitment to Illinois institutions.
- No matter what your question is, you're going to have to dig in and make some people upset because we think what we're proposing is for the better good of higher education. Prioritization. Look at the pension problem — we can waste time pointing fingers, but what matters is getting it fixed because the problem is here and has to be dealt with. Higher ed funding is similar.
- An eye-opening conversation was with high school guidance counselors about the competitive nature of other states' recruiting processes and how they benefited while Illinois was down.

Susan Wiediger, FAC Secretary, passed out new ID cards. FAC members should have received an invitation to a Google Team Drive for working documents or an email telling them that their current address did not work and they should send an alternate address if they have one. Marie Donovan, FAC Chair, gave caucuses some items to discuss.

Caucuses met and reported out. All caucuses spent the majority of the time sharing information about the working groups. The *Private and Proprietary Caucus* (Paul Bialek) discussed underperforming programs and the need for data; requests for data should go through Marie. The *Public Caucus* (Diane Dean) discussed whether there was more to add to the issue of teacher preparation shortages and ISBE. The *Two-year Caucus* (John D'Anca) discussed new presidents at Heartland and South Suburban as well as some issues with IAI.

Minutes from the 19 October 2018 meeting at Lincoln Trail College were approved (motion by Diane Dean, seconded by Paul Bialek).

#### Working groups reported out.

*"This We Believe"* (Paul Bialek): December meeting will be at John D'Anca's home in Highland Park, Monday December 17<sup>th</sup>, 10:30-3:30. Their goal is a one-page handout explaining the value of higher education in Illinois. They will need to send it out via email for it to be approved in January for use.

*Dual Credit* (Cynthia Boyce): December meeting will be in Champaign at Parkland College; exact date depends on room availability but will be 17<sup>th</sup>, 18<sup>th</sup>, or 19<sup>th</sup>. This meeting will include

data research on out of state dual credit offerings and the August amendment to dual credit act not meeting HLC requirements; these topics will produce separate white papers. Some individuals with dual credit expertise may be able to meet with the working group as well.

*IAI* (Danelle Batterton): Meeting will be via Zoom at 10 a.m. on December 14<sup>th</sup>, with the goal of developing surveys. The IBHE DataPoint showed a 54% success rate, but there still might be problems; time to graduation could be shortened (closer to four year goal) if more courses were accepted. There was general discussion with the FAC about how IAI works in Illinois (e.g. the process of approval and acceptance).

*P20* (Pennie Gray): They are considering a web based interactive tool that would enable higher education folks to demonstrate impact and that could respond to the types of inquiries the user wants to make (e.g. regions, community versus students, etc.). The concept is a map with color coding that allows people to click on regions and have information pop up about projects tied to higher ed in that area. They are also looking at sectors that benefit from higher ed, such as healthcare, prisons, etc. They are drafting an email to institutions requesting information.

*Program Prioritization and Consolidation* (Diane Dean): The goal is a white paper that will look at current issues and best practices at institutions and at the state level. There is a need to emphasize that program review is an ongoing process.

Dr. Jason Helfer, Deputy Superintendent, Illinois State Board of Education, spoke with the FAC via Zoom phone call about the recommendations in “Teach Illinois Strong Teachers, Strong Classrooms: Policy Solutions to Alleviate Teacher Shortages in Illinois”. Looking specifically at the recommendations about job embedded programs, he pointed out that one pathway requires higher education – the paraprofessionals who do not have a bachelor’s degree. A second group is career changers, particularly those who may not be able to participate in programs remote from their current location. A third group is moving from two-year alternative licensure programs to one-year programs, which used to exist and which public universities have been requesting. There was no intent to limit what people do; often people complain about the amount of regulation from ISBE, and this would be a chance for more flexibility.

During Q&A,

- In response to whether the second group would involve higher ed or non-university folks, JH indicated that the state board cannot make the determination of what the pathways will look like. All programs must be held to the same standards – not different standards for different groups – and quality must be maintained. They want to offer options that are not within the current structures and work with their partners.
- He does not believe that statutes would be changed to move licensure out of higher education, but cannot predict 10-15 years down the road.
- In response to inquiries about support for approaches with a good research base that support a diverse work force (such as teacher induction) and the issue of burdens on teacher preparation programs, JH pointed out that some practices such as teacher induction are in the recommendations. When statutes get developed, burdens can change.
- Conflict between easier paths to licensure and perhaps lessened requirements on the one hand and the desire for a better qualified teacher taught by expert teachers on the other was raised. JH said that requirements are not being changed, just how instruction can be delivered. This is not about getting people into the classroom easier – one finding was

that does not help students – but about meeting the needs of career changers and paraprofessionals.

- Specific language from the recommendations was read and a request was made for a statement of clarification. Concerns were also expressed about needing to rebuild trust after the way the recommendations were read. JH said he could take the idea for a statement back for others to weigh in on. The next four to five weeks will see clarification of the work stream for these processes. Trust could be rebuilt via conversations.

Marie thanked Jason for taking time out of his personal schedule to talk with the FAC. After the phone call ended, there was follow-up discussion about some of the other changes and proposals related to teacher preparation. The issue of intentions versus language was also raised, since as the people in various positions change, the language is what matters.

Thanks were extended to Pennie Gray, Kevin Sullivan, and Illinois Wesleyan University for hosting. The meeting adjourned at 3:05 p.m. (motion Rick Jones, seconded by Mike Philips).

Respectfully submitted,  
Susan Wiediger, FAC Secretary