

ILLINOIS BOARD OF HIGHER EDUCATION
FACULTY ADVISORY COUNCIL
Meeting at DePaul University, December 10, 2019
Minutes Approved January 17, 2020

FAC members/alternates attending and their institutions:

Paul Bialek	at-large (Trinity International University)
Cynthia Boyce	Lincoln Trail College
Amy Carr	Western Illinois University
Marlon Cummings	Governor's State University
John D'Anca	at-large (Oakton College)
Marie Donovan	DePaul University
Thomas Dowd	Harper College
Randall Egdorf	John Wood Community College
Andy Howard	Illinois Institute of Technology
Dan Hrozencik	Chicago State University
Rick Jones	at-large (South Suburban College)
Meghan Kessler	University of Illinois – Springfield — via Zoom
Jose Lozano	Bradley University
Gay Miller	University of Illinois - Urbana-Champaign — via Zoom
Nataka Moor	Adler University
C. Lucy Park	University of Illinois – Chicago
Mike Philips	Illinois Valley Community College
Iman Saca	St. Xavier University
Patricia Saleeby	Southern Illinois University Carbondale
Shawn Shumacher	DeVry University
Kendall Thu	Northern Illinois University
Brian Vivona	Northeastern Illinois University
Susan Wiediger	Southern Illinois University Edwardsville

IBHE Staff

Stephanie Bernoteit, Deputy Director
Chassity Bree, Assistant Director
Sophia Gehlhausen Anderson, Assistant Director
Gretchen Lohman, Senior Associate Director and FAC Liaison
Nkechi Onwuameze, Associate Director
Nyle Robinson, Interim Executive Director
Amy Spies, Assistant Director

Representatives/Institutions not present:

Julie Clemens	Illinois Central College
Diane Dean	Illinois State University
Steve DePasquale	Kankakee Community College
Pennie Gray	Illinois Wesleyan University
Adam Tournier	at-large (McKendree University)
Larry White	Eastern Illinois University
Doug Dowell	Heartland Community College

Meeting was called to order at 9:03 by Marie Donovan. She reviewed parking logistics.

IBHE Chair John Atkinson, IBHE Chair, introduced himself to the FAC. While he is not an academic, he is very involved with One Million Degrees (<https://onemilliondegrees.org>), which focuses on comprehensive support for low-income community college students. He is an insurance broker by trade, in Willis Towers Watson. He was not initially a great student, but while attending community college (DuPage), a political science professor woke him up to the possibilities, in part through work on the Jimmy Carter campaign. He was able to attend Benedictine University through tuition remission since his mom worked there and is an example of the transformative power of education. He is looking forward to working at IBHE and with the staff, which has been focused on the process of the master plan. During our informal conversation, the following subjects were discussed.

He values the white papers the FAC produced last year. He would like to find a more regular cadence of meetings with us, as engaging with faculty and understanding their perspective is essential, given their crucial role in higher education. Marie has made our interest in being part of the master planning process clear.

FAC members expressed that dual credit has been a concern in multiple ways, from uneven rigor and outcomes to the impact on higher ed enrollment and corresponding faculty support in departments with small majors but significant gen ed contributions. The lack of a plan in the growth has led to fights in the legislature between those who want more dual credit and those who want to make sure that what we are doing is serving the students well. The connection between loss of resources for small programs and student success is there but may need to be communicated better. Atkinson recognized these points but emphasized we have to think about how we will credential young people for the future. Mayor Lightfoot unveiled her economic plan for Chicago today and we don't have the workforce to fill those jobs; liberal arts education is good but we also need to be ready to fill those jobs. Working for a professional services company, when they are hiring non-actuarial consultants, they look for the liberal arts background. But those recent graduates, although prepare to think and learn, often lack fundamental skills such as Excel that slow their ability to contribute. Illinois has a resource in the higher ed institutions and we need to think about how they can most effectively serve students.

Private institutions have a role in attracting students to Illinois. He talked to Dave Tretter recently to get his perspective; Dave appreciated the outreach, but the connection is simply logical, since private higher ed is important and should be engaged in ways that raise the tide for everyone. Proprietaries that are focused on the same mission as non-profits and publics will thrive, but there is a responsibility, particularly to our most vulnerable students, from a consumer protection perspective, with regards to a few of the bad actors that are out there.

While casting no aspersions on instructors or adjunct faculty, tenure track faculty are part of the structure of higher ed. Some institutions are seeing that when faculty retire, they get replaced with adjuncts; boards of directors are focused on costs such as pensions. However, if there is a lot of turnover, that's a problem. At least one institution has even closed programs as faculty retired and told students to complete their degrees elsewhere, e.g. online. Atkinson indicated he hasn't dug into those details yet and would appreciate input and data. We may need to educate policy makers on this issue. Marie suggested that we could put together a position paper for the IBHE; some regional meetings and smaller groups will be gathering data, so such a paper might not need to wait for the FAC's scheduled meeting with the board in June.

There is a perception, and some data, to support that administration is growing faster than faculty. Some admin positions used to still teach, but now most are in meetings all day and not teaching. Chair Atkinson drew the parallel to business, where those who aren't client facing are overhead and should have a servant perspective. In a recent meeting with a private institution, they were discussing data and how their retention and minority student data had recently improved. When he asked how they thought they had effected that change, the response was that the data had been shared with faculty. He asked the FAC if we are seeing that kind of data, and the response was mixed — some said yes, some said a little or only recently. That kind of change is a testament to the role of faculty, but requires investment in faculty.

There is conflict between pathways, a focus on dual credit, and the measure of institutions being efficient completion of certificates and degrees, on the one hand, and serving poorly prepared students with an increasing incidence of mental health concerns on the other hand. Atkinson concurred that there is a lot of conversation about mental health issues and preparation.

The IBHE is in the process of finalizing their intended outcomes and goals for the year. They will be engaging stakeholders around the state. Where the prior Public Agenda was aspirational, it did not have a lot of measureables. The new master plan will focus on measurables this time, and inform a funding formula that IBHE will advocate for. Workforce development issues facing companies are separate from the higher education system but the education system should be aligned with those demands and try to bridge the gap between higher ed and industry as the tech ecosystem in Chicago is trying to do. He is excited to work with companies to create funding streams; talking to CEOs in Chicago, workforce and talent are their biggest concern. How does higher ed see themselves fitting in to those needs.

Stephanie Bernoteit, IBHE Deputy Director, reviewed two current initiatives. Arising from Joint Senate Resolution 41, a Joint Advisory Council has been formed to look at scaling up effective programs related to developmental education (<https://www.ibhe.org/Senate-Joint-Resolution-41.html>). Details of the work so far is on the website, but it is still early. There is support for co-requisite remediation. Understanding what it will cost to scale the successful models is essential. A panel of students from GSU was well received, with messages about how difficult it was for students to realize they were not prepared but that they could see the benefits of the hard work they were doing, and the importance of caring instructors. Student voice will continue to inform the progress of that effort. Deliverables of reports by June of this year are expected.

The second initiative is the group looking at issues of transfer credit. Marie Donovan serves on this group, which has met twice. They have surveyed public universities, with a focus on policies and how they are implemented, and are working with the ICCB. Issues such as required consideration of AP credit and rising dual credit makes a proactive expert conversation valuable.

Marie Donovan, FAC Chair, discussed the revised schedule to accommodate our various guests. Working groups and Caucuses each met, followed by the Business Meeting portion of the agenda. November and October minutes were approved.

Brought from the Community College Caucus, there was discussion about switching the March meeting to be another “only caucus meeting” so that CC folks could meet with the CCFA, and also about making half of February’s meeting focused on time for working groups. Since we have already had one caucus-only meeting, and some felt more were not needed, an alternate suggestion was made that we could shift the March meeting to Springfield so that CC caucus

members could attend the FAC during the day and the CCFA in the evening. The location discussion did not need a motion and will involve some discussion, since NEIU had volunteered to host in March but now the June IBHE meeting has been announced as being at NEIU. Paul Bialek motioned (Marlon Cummings seconded) that February be half whole-group and half working-group; the motion passed with no dissension; that meeting is at DeVry and Shawn Schumacher requested that the working group portion be in the afternoon.

Caucuses reported out: Two-years discussed scheduling as well as some concerns about online testing and clever ways to cheat that are arising; Publics had general discussion with nothing to report; Privates talked about scheduling.

Working groups reported out (Policies, procedure, and bylaws did not meet):

- Mental health – a lively conversation about implications of act. Decided we may send out some questions for IBHE (such as the location of technical assistance center, and whether ratio is by headcount or FTE) and maybe to FAC institutions to gather more info. There is a desire to share best practices before the deadline.
- Performance based funding – discussion about whether the goal is to punish, close programs, or identify those in need of support.
- IAI – needs a new name, as the conversation has included online courses and associated proctoring – and also dual credit. Might seek to at least list the concerns. Gretchen joined the group and suggested that talking about best practices would be good.
- P20 – discussed faculty driven initiatives. Got five more sets of data for the interactive map hopefully to be deployed in spring 2020. More info is still welcome.
- This We Believe – crafted a letter they'd like to send to media, which was read. Mike Philips made a motion to approve the letter as coming from the FAC; Lucy Park seconded, and the motion passed without dissent. Names of local newspapers were collected and can also be sent via email so that the working group can send the letter out.

For the January meeting at SIUE, those who need the state rate should register quickly once the information is sent. Although the regular rate might not be different, each hotel has only a couple rooms at the state rate. Pickups will be arranged for those coming by train, but not for those coming by plane (if there are any in either category).

Kendall Thu and Andy Howard volunteered to work with Marie on a the statement about full-time faculty.

Representative Kelly Burke (D-36) joined the FAC for informal conversation. She is a lawyer and was a staff member at St. Xavier University for five years; she is currently an adjunct at Loyola University Law School. She was the chair of the House Higher Education Committee, as well as chair of the Higher Education Appropriations Committee during the budget impasse. She enjoys working with all facets of higher education and feels we're all trying to put higher ed in a better place.

In discussion of dual credit, Burke indicated that there is the overall push to make college more affordable – not only the tuition, but also how many years and how many credits. AP and dual credit are designed to help with that. While she shares some of the reservations about rigor ad the

college experience, as college gets more expensive, college for college's sake becomes more difficult and the focus on getting a job increases. Related to issues about restricting student choice to what high school teachers can offer and potential declines of some departments...the number of folks declaring liberal arts is falling. While that hurts, and while you might try to get the message of value to students (and parents, and legislators), from an outsider viewpoint, the cost is a huge factor. Changing times were discussed – the view of college as something that the government should provide versus parents paying for, and the associated (but sometimes less visible) roles of state support for institutions, government loans and grants, and the necessity of taxes to support government spending.

Mental health is definitely a topic with awareness in Springfield: the need to reduce/remove stigma, the costs, difficulty accessing, etc. One of the things driving more funding for K12 was to help supplement the schools without the resources for things like school psychologists, counselors, etc. More money to go into the medical aspects is still needed, but she hasn't seen anything related to grants for mental health initiatives in community colleges or universities.

Asked whether performance based funding is viewed as a way to consolidate and shut places down or a way to identify those that need help, Representative Burke talked about how long there has been a feeling that there isn't enough accountability for the money spent on higher education. Looking at the outcomes of performance based funding in the past, it was a stick and a carrot. This is the year we're reassessing the formula, which is a grueling process. When you look at the reasons why we gave people money, there wasn't a lot of logic; this needs attention.

She and Pat McGuire came up with this idea for the Higher Education Working Group...needed a framework where they could talk about issues that weren't budget related and figure out where we can agree. Burke has stepped back a little to a sort of ex-officio position, as there were some younger folks interested. Katie Stuart may be taking over leadership in that area, and also want to look at the teacher shortage. Marie expressed our interest in helping that group, and that there should be a position statement related to the teacher shortage.

The value of the IBHE and ICCB staff was acknowledged — the value of the data and the work that they do. Pritzker has a deputy director for education who seems interested in higher ed (not formerly the case). Work on getting an executive director for IBHE is going on. With regards to the master plan that IBHE is working on, Burke is not involved. Higher ed is now more competitive. Parents are more accepting of students wanting to explore, and the negative chatter around budgets exacerbated that. Given the desire to grow our economy — how does what we are offering line up with that? For those not looking for a particular job, but want an education, how do we do that? What about vocational education – what are the roles of community college? We have to look beyond the 18-20 year olds, and look at returning or re-credentialing folks. This idea of free college will not happen, but we can look at making college more affordable and closing the gap with community colleges.

Marie thanked Representative Burke, and gave directions to the IBHE meeting in the ballroom for FAC members attending. We thanked our host, Marie Donovan and DePaul University, and adjourned at 12:44.

Respectfully submitted,
Susan Wiediger, FAC Secretary