



Faculty Advisory Council Illinois Board of Higher Education

Meeting through Zoom for October 15, 2021
Minutes Approved on November 19, 2021

FAC members/alternates attending and their institutions:

Angela Antonou	University of St. Francis
Paul Bialek	at-large (Trinity International University)
Cynthia Boyce	Lincoln Trail College
John Cooksey	Truman College (City Colleges of Chicago)
Lane Crothers	Illinois State University
Marie Donovan	DePaul University
Laura Ferrell	Saint Xavier University
Joao Goebel	National Louis University
Andy Howard	Illinois Institute of Technology
Dan Hrozencik	Chicago State University
Pratima Jindal	Waubensee Community College
Rick Jones	at-large (South Suburban College)
Jim Kulich	Elmhurst University
Jennifer Martin	University of Illinois – Springfield
Laura Murdaugh	Kishwaukee College
Lucy Park	University of Illinois – Chicago
Melette Pearce	Black Hawk College
Kate Perkins	Highland Community College
Linda Saborio	Northern Illinois University
Patricia Saleeby	at-large (Bradley University)
Shawn Schumacher	DeVry University
Peter Seely	Benedictine University
Melissa Stinnett	Western Illinois University
Dana Trunnell	Prairie State College
Brian Vivona	Northeastern Illinois University
Serena Wadhwa	Governors State University
Lichang Wang	Southern Illinois University Carbondale
Larry White	Eastern Illinois University
Susan Wiediger	Southern Illinois University Edwardsville

IBHE Members and Staff

Gretchen Lohman, FAC Liaison and Senior Associate Director, Academic Affairs, IBHE
Jennifer Delaney, IBHE member

Representatives/Institutions not present:

Sarah Bilderbeck	Rend Lake College
Julie Clemens	Illinois Central College
Gene Dunkley	Greenville University
Gay Miller	University of Illinois at Urbana-Champaign
Linda Monge	Frontier Community College
Nataka Moore	Adler University
Mike Phillips	Illinois Valley Community College

Topic	Discussion
Call to order/ Introductions	9:01 a.m. (S. Schumacher) Welcome to Jennifer Delaney and Gretchen Lowman, followed by FAC member introductions.
Executive Reports:	<p><u>Chair (Shawn Schumacher)</u> December IBHE meeting, which will be hosted at Northeastern Illinois University, will include a discussion and vote on the calendar for 2022. This meeting may also include changing the date for the June 2022 meeting to be held at a later date in June than currently scheduled. The FAC may want to get approval to present at the March meeting, as opposed to waiting until the later June meeting. Shawn Schumacher has been recommended for appointment to the College Course Materials Affordability and Equitable Access Task Force. Cyndi Boyce has been officially appointed to the task force. Shawn will be representing the FAC, and Cyndi will be representing the community colleges throughout the state. Dan Hrozencik may be serving on the Commission for Equitable Funding in Illinois (provided by SB 0815) representing UPI. Linda Saborio will be serving as FAC chair for the November meeting in Shawn's absence. The November meeting is primarily a caucus and working group meeting. A recommended topic for today's caucus meeting is whether our voice as faculty is being lost and identify reasons that might be associated with that, such as the pandemic or issues related to academic freedom.</p> <p><u>Vice Chair (Linda Saborio)</u> No additional items to add.</p> <p><u>Secretary (Melette Pearce)</u> Updates have been made to the FAC Membership list. During the November meeting a new platform will be introduced that could potentially take the place of Google Teams for the general sharing of files with FAC members and groups.</p> <p><u>Gretchen Lohman, Senior Associate Director of Academic Affairs, IBHE and FAC liaison</u></p> <ol style="list-style-type: none"> 1. During the first part of October an updated guidance was sent out on the extension for online speech and science labs. This provided for an IAI exception to allow institutions to have online speech and science labs during the pandemic. That guidance is now being extended through summer 2022. 2. IBHE employment opportunities are available, and postings can be found on the IBHE website. 3. Acceptance by Blackburn College for sending an FAC representative is still pending. <p><u>Jennifer Delaney, IBHE Board Member, Public Univ. Faculty Rep.</u></p> <ol style="list-style-type: none"> 1. Membership for the Commission for Equitable Funding in Illinois has not been announced yet, but this is something to continue to watch. It is slated to start late October. Announcements about who will be serving on this commission should be released soon. 2. At the state level, there is a request to put together a Prison Education Task Force to study the existing task force and opportunities for post-secondary offerings for incarcerated individuals. 3. This past spring the House Bill legislation was passed to create a housing liaison for housing insecure and homeless students on every public four-year campus. Some institutions are struggling to come up with appropriate staffing for this. There is a provision that allows three years of review before a position must be put in place if the institution has a homeless population over a specific threshold. Those in Student Affairs feel this is too long to wait, especially during the pandemic when those who are experiencing housing insecurity may increase over what has been seen in non-pandemic times. 4. Illinois is one of 20 states that passed a meme/image/likeness regulation law that allows student athletes to be paid for their own memes, images, and likenesses. There is a movement to consider this on the federal level. Some institutions, especially Division 3 institutions, are having a hard

Topic	Discussion
	<p>time meeting the staffing requirements for a contact person to help athletes manage that process.</p> <p>5. On the federal level, public service loan forgiveness is now moving forward, which will help teachers. Free community college is also still being considered. Double the Pell Grant Campaign can use more support. There is legislation that would increase Pell grants that can help various groups, such as undocumented students, even though it would not double the amount available.</p>
Business Meeting	<ol style="list-style-type: none"> 1. Old Business Approval of minutes from the September 17, 2021 Motion to approve (D. Hrozencik/P. Bialek) 2. New Business No agenda items for New Business.
Guest Speakers	<p>Welcome to the University of Illinois-Springfield Guest Speakers:</p> <ul style="list-style-type: none"> • Dr. Karen Whitney, Interim Chancellor and Interim Vice President • Dr. Dennis Papini, Vice Chancellor for Academic Affairs and Provost • Dr. James Ermatinger, Dean of the College of Education and Human Services • Dr. Vickie S. Cook, Acting Associate Provost for Enrollment Management and Associate Vice Chancellor for Online Professional and Engaged Learning • Michele Gribbins, Associate Director and Interim Director, Center for Online Learning, Research, and Service (COLRS) • Kara McElwrath, Assistant Director of Client Services, Information Technology Services (ITS) <p>Presentation: <i>The Good, The Bad, and the Impossible: Pandemic Pivot at UIS</i> This presentation discussed the UIS instructional action plan related to operational, faculty support, and student considerations. Additionally, they shared their experience of transitioning to remote teaching, technology considerations, Help Desk support, and short-term free software licenses for students. The presentation was concluded with a discussion regarding the return to campus and planning for the future.</p> <p>For any FAC member who may have missed the presentation, please contact Shawn Schumacher for a link to the presentation video.</p> <p>Thank you to all our guest speakers for an engaging and instructive presentation.</p>
Caucus Reports	<p><u><i>Two-years (M. Pearce):</i></u> Discussed that faculty voices are being suppressed subtly, such as using restrictions on sending and replying to group emails and disabled Chat features in Zoom meetings with administration. Faculty's free speech and academic freedom are more at risk through dual credit than by college administrators. The group also discussed housing on campus and services that students can use if they find themselves without a place to stay. Discussed COVID responses, Shield Testing that is being set up on some campuses, and the Clear to Work app.</p> <p><u><i>Publics (D. Hrozencik):</i></u> Discussed that faculty may be less free to discuss ideas, which could be related to shared governance on campus. There appears to be more of a top-down approach to decision making and less of a commitment to shared governance. There was a discussion about whether there was a difference related to this with a union school versus a non-union school. Some institutions have upcoming accreditation visits that may be affecting some of the decisions that are being made. One school reported that they felt they were making a greater commitment to shared governance now that COVID is more under control to rebuild connections with faculty. SIUE reported they are recently becoming union, which may have an impact on their relationship with administration, making it more adversarial than what they had in the past. Many felt more isolated and that there is a loss of connection with the institution and other faculty due to fewer informal conversations that would typically happen on campus. The group also discussed the governor's vaccination mandate. Most campuses seem to be doing well. Some campuses were experiencing confusion among the students regarding how to report that they have been vaccinated.</p>

Topic	Discussion
	<p><u>Private & Independents (P. Bialek):</u> Discussed some of the challenges we face as faculty on campus. Some campuses have instituted hiring freezes or are not replacing retiring faculty, which increases the workload on the remaining faculty. The inconsistencies and changes in modality and working conditions are also a challenge. Not all institutions feel that faculty voices are being heard. For example, at one institution faculty have traditionally been part of the budgeting process, but this year they were excluded.</p>
<p>Working Group Reports</p>	<p><u>Student/Faculty Mental Health (S. Wiediger):</u> The group is in the stage of gathering resources. If anyone has a program or information regarding initiatives on their campus related to mental health, please send that information to Sue Wiediger.</p> <p><u>Dual Credit/Online Learning (M. Pearce):</u> The group focused on Online Learning for this meeting. The group discussed:</p> <ol style="list-style-type: none"> 1. Trends for the new normal – The trend during COVID was to move classes online. The group is looking at whether there is now the trend to move away from online. 2. Modality definitions were discussed and the challenge faculty face in trying to switch modalities. 3. Survey for position paper – The group discussed survey questions and points of research, such as issues of academic integrity, proctoring systems, the amount of time students are spending on a course outside of class time versus the expectation of how much time students should be spending outside of class time, mechanism for seeing how much time a student is spending on various assignments, student preferred modality versus the modality the student selects, student skill level with technology, and whether there should be technology skill level assessments. <p><u>Performance-based Funding (D. Hrozencik):</u> The group is looking at the Strategic Plan to determine if there are things that should be in any type of performance-based funding formula. The Equity portion is clear about what those particular measures might be, as the Strategic Plan clearly outlines equity issues with regard to African American students, Latinx students, lower-income students, and rural students. It not only looks at enrollment of those students but also retaining those students and graduating them. The group will also look at what kind of employment students get afterwards to see if their graduation is actually improving their economic status. The group discussed the Illinois State Scholarship and whether that might be an effective way to get more of these students involved. One of the things that is less emphasized in the Strategic Plan is the cost side of education. Some of the funding formulas have specific measures where institutions were held responsible for whether they kept their costs down. There is mention of things like sharing resources among institutions. Perhaps those can be purchasing as groups of institutions as opposed to individual institutions for holding costs down. There may be measures that could be built out of that.</p> <p><u>Institutional Closures (M. Donovan):</u> The group would like to focus on what faculty can be thinking about and doing before any closures are announced to ensure that the students are not going to suffer from a closure, regardless of when that closure may be coming. The group will be pulling literature together. Their work and research will hopefully lead to publishing articles on this topic.</p> <p><u>Equity, Racial Justice, and Diversity (P. Bialek):</u> The group focused on how to increase diversity among faculty. The group identified four issues:</p> <ol style="list-style-type: none"> 1. The pipeline – There are not as many black or Hispanic faculty or black or Hispanics seeking PhDs. 2. Recruiting – More aggressive approaches are needed, such as training the search committee and creating more flexible standards. 3. Retaining – Consider faculty mentoring programs, the institution’s cultural awareness, and ways of avoiding overloading the faculty. 4. Accountability – Good intention are not enough; more accountability is needed within the institution.

Topic	Discussion
	<p><u><i>Student Debt & Affordability (P. Seely):</i></u> Previous discussions have centered around free college tuition. While this will still be a focus going forward, the group will also be considering student loans and debt forgiveness. Many politicians are using student loans, student loan forgiveness, and free tuition as focal points in their campaigns. The group has investigated student loan forgiveness and identified that one of the bigger problems is with people who get loans from loan companies, as opposed to getting the loans from the government. The group has been researching free tuition and has identified 14 states that offer free tuition. They will be doing deeper research on this, but they have discovered that free may also involve criteria that restricts how free tuition may be. For example, Indiana may offer free tuition, but it's free tuition for retirees and not what most of institutions have as a target student population. In other states qualifying factors are involved. In Tennessee the graduation rate was 25 percent for those who took advantage of the free tuition. More factors need to be considered when looking at the differences in policies and success rates. While the group hopes to see Illinois make this a priority, there appears to be a certain degree of animosity and discrimination against higher education from those who have no experience in higher education. It becomes hard to sell higher education as priority in areas where there are fewer in higher education.</p>
Next Meeting	The next meeting will be November 19 through Zoom.
Adjournment	Motion to adjourn (R. Jones/P. Bialek) - 2:24 p.m.

Respectfully submitted,
 Melette Pearce, FAC Secretary