

**ILLINOIS BOARD OF HIGHER EDUCATION  
FACULTY ADVISORY COUNCIL**

Meeting via Zoom, April 16, 2021

**Minutes Approved May 21, 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
Amy Carr	Western Illinois University
Julie Clemens	Illinois Central College
John Cooksey	Truman College (City Colleges of Chicago)
Marlon Cummings	Governor's State University
Lane Crothers	Illinois State University
Steve DePasquale	Kankakee Community College
Marie Donovan	DePaul University (gone after lunch)
Pennie Gray	Illinois Wesleyan University
Joao Goebel	National Louis University
Andy Howard	Illinois Institute of Technology
Dan Hrozencik	Chicago State University
Jose Lozano	Bradley University
Jennifer Martin	University of Illinois – Springfield
Gay Miller	University of Illinois - Urbana-Champaign
Constance Mixon	Elmhurst University
Linda Monge	Frontier Community College
C. Lucy Park	University of Illinois – Chicago
Mellette Pearce	Black Hawk College
Mike Phillips	Illinois Valley Community College
Linda Saborio	Northern Illinois University
Shawn Schumacher	DeVry University
Peter Seely	Benedictine University
Tatiana Tatum	St. Xavier University
Dana Trunnell	Prairie State College
Brian Vivona	Northeastern Illinois 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
Thomas Dowd	Harper College (arrived during officer reports, I think)
Rick Jones	at-large (South Suburban College)
Nataka Moore	Adler University

Meeting was called to order at 9:00 a.m. by Shawn Schumacher, FAC Chair. After introductions, he reviewed the agenda for the day. The recent strategic planning meeting went well and we will have some updates on that later in the day. Julie Clemens, FAC Vice-Chair, mentioned hosting for next year – if anyone is interested in virtual or in-person hosting for next year, please contact Julie or Sue. Sue Wiediger, FAC Secretary, described small updates to the minutes to be voted on later in the meeting. Mike Phillips, FAC Legislative Liaison, highlighted a few bills that have been passed out of committee (are on the floor of the originating chamber and have the potential to be voted on) of particular interest, although there is much more information in the update that he sent out via email earlier this week. Senate Bill (SB) 805, a dual credit shell bill, has been amended to create the school unused food bill for K-12. SB1832 would allow the creation of a bachelors of applied science in early childhood education at community colleges under certain conditions. House Bill (HB) 796, which is the Public University Uniform Admission Pilot Program Act, has a couple of amendments adding schools. HB 2867, which is focused on setting aside 15% of MAP for community college students, has an amendment in committee to set aside 5% for late applicants. HB 3950 was amended prior to being passed out of committee, and now could require dual credit with appropriate support, accommodations, and modifications, including to curriculum, to accord with a student’s individualized education program. The bill relating to textbook affordability (SB 101/HB 332) has been amended to include a task force, and that task force explicitly includes a member representing the FAC.

Gretchen Lohman, IBHE Liaison, reported that there will be a board meeting in May and a public meeting in June. IBHE is still tight on staffing. The format for next year’s IBHE meetings will be affected by what the state allows. In response to a question about whether vaccines might be required in the future, Gretchen indicated that this would depend on what is permitted legally; others pointed out that the status of the vaccines affects what is permitted (emergency use approval, for example).

Jen Delaney, IBHE member, explained that the strategic plan was reviewed at Wednesday’s public board meeting. The plan has been reviewed by University presidents and the IBHE expects to release it to the public by the end of the month at the website: <https://www.ibhe.org/IBHE-Strategic-Planning-meetings.html>. Public comment can still happen, and several town halls are planned before the end of the month. By legislation, this must be done by May. There are desires for accountability and evidence-based plans. Work is being done to develop metrics and rubrics. If we only think about the things that are easily measured, we could miss some of the important things. What are thoughtful metrics and combinations of metrics to help keep our eye on the big picture? Faculty have an important role in helping to develop those metrics. Another conceptual area is how research fits in to the plan; looking at strategic plans from other states, few mention research at all. The private advisory board meeting was Thursday.

During discussion, one topic was dual credit. If implications are that four-year schools are to focus on courses for majors, and gen eds are in high school and community colleges, which would reduce support for research in some fields, then this could be an owned decision rather than an ancillary impact. Even students who are not necessarily interested in receiving college credit might still take dual credit coursework if that is the only coursework available during the senior year to the good student.

Dr. Ray Schroeder, Associate Vice Chancellor for Online Learning; University of Illinois Springfield (UIS), shared his perspective on Mental Health and Wellness in Covid Times. He highlighted a range of articles (full presentation viewable at <https://sites.google.com/view/ull-covid-care-online/home>) and

referred to the dark epidemic of mental health issues that will shadow the Covid pandemic – suicides, drug and alcohol abuse and overdose, and much more. Yale has released a MOOC on managing emotions during uncertainty and stress (<https://www.weforum.org/agenda/2020/12/yale-mooc-managing-emotions-uncertainty-stress/>). There is some evidence accumulating, but so much is still not known. He also discussed some things that faculty can do, whether to assist and support their students or colleagues and themselves. Knowing referral locations and who needs to know about potential concerns is a key feature. People are welcome to use and re-arrange his materials freely. There was a lot of discussion about deadline flexibility and incompletes as part of faculty responses to student situations, including whether flexibility sometimes resulted in unfinished incompletes. Dr. Schroeder also referenced another blog post of potential interest related to Zooming fatigue: <https://sites.google.com/view/zoomingfatigue/>

### Business meeting:

March minutes were approved (Paul Bialek motion, Larry White second).

Officer election results were reported: Chair: Shawn Schumacher; Vice-Chair: Linda Saborio; Secretary: Melette Pearce. The election results were accepted (Mike Phillips motion, Gay Miller second). Congratulations were offered to the new officers, and appreciation was extended to Steve DePasquale, Amy Carr, and Andy Howard for serving on the Nominations Committee. Andy noted that the number of votes cast (26 of the possible 36) were sufficient to meet requirements.

A new business item was raised, regarding whether meetings would continue to be recorded, as the Zoom meetings have been, if we return to in-person meetings. There are issues relating to storage space, where the items are stored, and how long they are retained. This year, Julie has been deleting them once the minutes are completed. As the officer transition occurs over the summer, these issues will be discussed.

Another item of new business is updating the policies and procedures document. Updated bylaws were passed last year, but the other document is still needed. This may not need a full working group, so perhaps it could be addressed by the Executive Committee or a small group of interested members relatively quickly.

### Working groups met.

John Atkinson, Chair of the IBHE, Chair of SURS, Executive Vice President and Managing Director of Willis Towers Watson in Chicago joined the FAC for more discussion of the strategic plan. He expressed appreciation for everyone who has worked in Design workgroups and the Advisory group. The foremost issue is closing equity gaps. Once the strategic plan is finalized, and as we move past the pandemic, IBHE hopes to become more active in policy and advancing an agenda to support higher education. There are also a lot of appropriation issues and other discussions going on currently in Springfield.

Topics that arose during Q&A:

Vaccination and other recommendations related to Covid-19 for the fall are uncertain at this point. The UofI and their work on rapid testing is a point of pride. While discussions are occurring between the IBHE and the Illinois Department of Public Health, possible recommendations are still evolving.

The potential connection between dual credit and research and scholarship was discussed, but Chair Atkinson would rather separate those issues. Dual credit and early college is perceived as a strategy that is important to closing equity gaps. He is open to ongoing conversations or people sharing data. We need to keep the focus on what is best for the students, while being aware of the ripple effects that have more indirect effects on students. Equal access is not the same thing as equitable access, but right now we may have neither.

Metrics and accountability are issues that will be discussed over the next couple of months. Metrics in the original strategies are a talking point, but involvement of multiple stakeholders to develop nuanced metrics to consider graduate education, equity, etc needs to happen. Ongoing discussion, and forming an equity collaborative, creating an equity ecosystem and shining a light on the issue (rather than focusing only on metrics) are also important parts of the process. Another area of accountability should be to business and employers for workforce demands and talent needs. Critical thinking and liberal arts context are essential capabilities, but so are fundamental technology competencies and communication skills.

The high quality of work that the IBHE staff is doing was highlighted, despite their tight staffing. In response to a question about Chair Atkinson's overall view of the situation for IBHE, he indicated that IBHE has oversight and can set policy, but does not have coordination powers. He hopes to become more active in policy and advancing an agenda to support higher education as the strategic planning process completes and we move past the pandemic.

There are also equity issues with regards to non-traditional students. Chair Atkinson supports further dialogue on related issues; that population is key for out-migration and improvement, and well as economic and moral imperatives. One Million Degrees (<https://onemilliondegrees.org/>) is a great model of wrap-around services to support this population.

Housing options for Community Colleges were discussed. Current law says that CCs cannot offer housing for students. There is a bill in process to change that. Some Career and Technical Education programs only exist in a small number of locations, but without housing students cannot be recruited to those programs as easily. Housing could also provide support for homeless students, etc.

What is different about the current strategic plan, given the stretch of disinvestment and budget woes for higher education in Illinois lately? There is a desire to close equity gaps, to invest and bring people together on a common set of strategies. What faculty do, the effects of higher education... these are transformative in people's lives.

After Chair Atkinson left, discussion continued about strategic plan topics.

Some timeline items: Week of 4/19 - Final Draft Plan posted to website for Public Comment. Week of 4/26: Town Halls to highlight Final Draft Plan and get feedback. April 30-May 7: UPD/IBHE finalizes document incorporating public feedback, as needed. Submits to IBHE Board for review. May 13: IBHE Board Meeting

Marlon Cummings shared some comments from the Advisory Board perspective. Our faculty focus drives the conversation. This is a ten-year plan. For example, with dual credit, the equity lens origin identifies that we need to provide access to everyone. As a board, as a group, it would behoove us to focus on how we can shape the implementation and align it with our views, including ensuring quality.

Marie Donovan explained the extended work of the Early Childhood educator workforce group. They continued to meet after the main workforce group finished, in part because Early Childhood Education can be so many places, from schools to day care to other locations. The theme was focused on the

teacher shortage and systemic responses to deal with it – not just one-off agreements – with emphases on partnership, collaboration, alignment, and accountability. 99% of 2 and 4 year institutions have agreed on the set of ECE competencies that were developed. Baccalaureate degrees at community colleges has less consensus; the bill is moving forward. Whether the paycheck for some position is worth the investment in the degree can depend on the individuals’ location and the specific job. There would also be significant costs associated with starting up a baccalaureate program.

Caucuses met.

Working Groups reported out

*Institutional Closures:* (Shawn Schumacher) Did not meet

*Equity: Racial issues:* (Julie Clemens) Working on another position paper. Paul talked about a book called *Diverse Faculty*, which is about the barriers to having diverse faculty.

*Dual Credit/Online & Remote Learning:* (Gay Miller, Online & Remote Learning). Returning online group to the practical aspects: identifying best practices in terms of online? Are there areas where online should be avoided? How about proctoring? Authentic assessment in the online environment. Workload issues. How to improve teaching effectiveness, considering educational needs, maturity levels. Effective evaluations of teaching. (Melette Pearce, Dual Credit) discussed House bill 3950 about the ability issue. Impact on that for IAI. Some mergers between online and dual credit. One school is marketing a package to get your GECC through alternative competency evaluation. Full-time faculty in brick-and-mortar settings is the biggest expense that could be done away with through a shift to online.

*Student Mental Health:* (Tatiana Tatum). Worked on the draft. A Tuesday meeting is scheduled.

*Performance Based Funding:* (Dan Hrozencik). Considered how to prevent “gaming the system”

Caucuses reported out.

*Private and Independent Caucus:* (Shawn Schumacher). Worked out who to invite for the opening positions – a list of five to have some alternatives for Gretchen working down the list. For the fall, being able to still attend FAC meetings in an online modality will be important. Need to have an online option, but need to have some policies about how often that option is used. Paul unanimously elected as the caucus chair.

*Two-year:* (Cyndi Boyce). Mike unanimously re-elected to an at-large position (ending 2025). Also filled John D’Anca’s position with Cyndi, she will remain until 2024. Steve is now the at-large alternate (Kankakee’s term is ending). Cyndi remaining as chair, Melette as vice-chair.

*Publics:* (Amy Carr): Dan Hrozencik as chair for next year, Sue Wiediger as vice-chair. Discussed whether upper level gen eds exist around the state.

The next meeting is Friday May 21st, primarily a working group and caucus meeting. No guests currently anticipated.

Meeting adjourned (Larry White motion, Peter Seely seconded) 2:26 p.m.

Respectfully submitted,  
Susan Wiediger, FAC Secretary