



Faculty Advisory Council Illinois Board of Higher Education

Meeting through Zoom for September 17, 2021
Minutes Approved on October 15, 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
Julie Clemens	Illinois Central College
Lane Crothers	Illinois State University
Gene Dunkley	Greenville University
Joao Goebel	National Louis University
Andy Howard	Illinois Institute of Technology
Dan Hrozencik	Chicago State University
Pratima Jindal	Waubonsee Community College
Rick Jones	at-large (South Suburban College)
Jim Kulich	Elmhurst University
Jennifer Martin	University of Illinois – Springfield
Gay Miller	University of Illinois at Urbana-Champaign
Linda Monge	Frontier Community College
Laura Murdaugh	Kishwaukee College
Lucy Park	University of Illinois – Chicago
Melette Pearce	Black Hawk College
Mike Phillips	Illinois Valley 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
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
John Cooksey	Truman College (City Colleges of Chicago)
Marlon Cummings	Governor's State University
Marie Donovan	DePaul University
Nataka Moore	Adler University
Kate Perkins	Highland Community College

Topic	Discussion
Call to order/ Introductions	<p>9:03 a.m. (S. Schumacher) Welcome to new members. Jennifer Delaney Gretchen Lowman, followed by FAC member introductions. At this time meetings will continue to be held via Zoom for at least the first two months of the fall semester.</p>
Executive Reports:	<p><u>Chair (Shawn Schumacher)</u> FAC transition meeting was held June 25. Outgoing officers (Julie Clemens - VP and Susan Wiediger - Secretary), shared their roles and responsibilities with incoming officers (Linda Saborio - VP and Melette Pearce - Secretary). The first executive meeting was held September 3, which included Mike Phillips as Legislative Liaison and our three caucus chairs. Executive meetings are typically held the Friday before the monthly FAC meeting. The schedule of FAC meetings was sent out with the agenda. Meetings will remain virtual for October. There may be a possibility of meeting in-person for later in the semester, but that is yet to be determined. Basic program approvals were discussed at the August 10 IBHE meeting. The next IBHE meeting will be held December 14, typically with a 1 p.m. start time. While this FAC meeting does not have special guest speakers, we typically will try to get a variety of speakers such as IBHE members, legislators, etc.</p> <p><u>Vice Chair (Linda Saborio)</u> The FAC meeting for November will be held via Zoom. Thank you to the schools that have agreed to host upcoming FAC meetings for this academic year. Because it does take time to plan the FAC meetings, we will let you know as soon as possible about whether upcoming FAC meetings will be held virtually or on a host campus. For those hosting institutions, please start planning for a guest speaker.</p> <p>Lucy Park, FAC Web Master, reminded everyone that meetings dates, meeting locations, agenda, past meeting minutes, member list, white papers, and information regarding hosting can be found by going to facibhe.org.</p> <p><u>Secretary (Melette Pearce)</u> Please look through the current FAC Membership list to see if you have any corrections or additions to that document.</p> <p><u>FAC Legislative Liaison (Mike Phillips)</u></p> <ol style="list-style-type: none"> 1. Work done through the working groups has been useful and can be shared with legislators (for example, document regarding what was important about higher education, which emphasized important points of higher education in Illinois). The FAC was able to address concerns regarding a dual credit bill based on a portion of the Dual Credit position paper, and the paper that may ultimately come out of the Dual Credit working group may contain recommendations that can be taken to Springfield and may affect the next version of the Dual Credit Quality Act. Research is important to provide to legislators when making these recommendations. Often an FAC group will visit the capitol during the spring (May) but we may find a different date since the FAC will be meeting at Black Hawk for the May meeting. We have also had legislators attend the FAC meetings. <p>As an example, those in the SURF Self-Manage plan who teach at a community college and who might want to retire early, there is a College Insurance Program that can provide health insurance until those retiring are Medicare-eligible. However, in order to collect that, SURS requires you to put at least half of your Self-Manage account into an annuity, which some may not wish to do. This summer Mike and a colleague spoke with their union lobbyist among others, which has led to an upcoming meeting with a legislator to hear the concerns and see what help he can offer. This is an example of how doing the research and bringing the information to the attention of the state legislators can result in potential solutions. It has been Mike's experience that legislators on both sides of the isle have been very interested in helping those in higher education. Mike and partners within IBHE, such as Jaimee Ray (Senior Associate Director, Legislative Affairs, IBHE) try to keep an eye on issues affecting high education and encourage you to keep bring any issues to their attention.</p> <ol style="list-style-type: none"> 2. Thank you to IBHE, ICCB, the governor, and the leadership in our state regarding COVID who have acted in our best interest to keep us safe and on campus. Compare our leadership's actions

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	<p>to those taken in other states, such as Texas, where those safeguards do not exist. Our state leaders and state agencies have heard and understand the concerns expressed by faculty and have made it priority. Thank you for the response, as well as for nudging school administrators in the right direction.</p> <p><u><i>Gretchen Lohman, Senior Associate Director of Academic Affairs, IBHE and FAC liaison</i></u></p> <ol style="list-style-type: none"> 1. New FAC members have been added to the FAC listserv. If any of you think you may not be receiving FAC messages, please let Melette know so that she can contact Gretchen, or you can email Gretchen directly. Please be aware that attachments don't always go through very quickly due to security measures that have been put into place. Instead of sending an attachment, you may want to consider placing the content within the email, and then send the attachment as a separate email. 2. Some of you may be involved in the Early Childhood Consortium. IBHE, ICCB, and ISBE recently convened and hosted a webinar on September 13 about the consortium. Once the webinar is posted, Gretchen will share that link with the group. The webinar focused on a high-level description of what will be happening with that consortium, and this part of the IBHE Strategic Plan. 3. Updated guidance and FAQs were added regarding the COVID Phase 5 update on September 9. 4. During the IBHE board meeting, retirees were recognized, new staff members were introduced, and new appointments and opportunity can be found by going to the IBHE website for anyone who may be interested. 5. Blackburn may be an upcoming addition to the represented FAC institutions. <p><u><i>Jennifer Delaney, IBHE Board Member, Public Univ. Faculty Rep.</i></u></p> <ol style="list-style-type: none"> 1. Highlights from the August IBHE meeting showed new spending and funds available to higher education. Some of this is coming from appropriations from the General Assembly. When other areas are not using their federal stimulus money, the governor has been shifting funds to IBHE. There is extra money for early childhood work. Based on calculations since the August meeting, \$97.3 million in new dollars has been put toward post-secondary education. 2. IBHE is going through the Strategic Plan checklist to see what can be accomplished long-term versus short-term (for example, early childhood work, every four-year public university to the Common App). 3. Recommendation to watch the presentation from the president at Chicago State regarding her work in the wake of George Floyd and post-secondary access for African American students in the state. 4. IBHE will start using captioning and asks that the FAC group also start considering captioning and accessibility for this group. 5. The General Assembly in the spring passed a committee to think about formula funding for higher education. This committee is scheduled to start in October and will run through 2023. While it is a longer-term process, it can potentially reshape how our institutions are funded.
<p>Legislative Mapping Update</p>	<p><i>(M. Phillips)</i> The newer second published version of the Legislative Maps were approved at the end of the August. These are maps of new Senate and House districts. There are lawsuits that have been filed by Republicans and Latinx groups regarding equity in the new districting, and whether there are enough districts drawn that would result in larger number of Hispanic districts. The Hispanic population is more dispersed around the state, which makes it more difficult to draw a majority district. Links to the House and Senate maps were emailed to the FAC listserv. Through a Google Maps file, you can see the different districts boundary lines.</p>

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	<p>State House: https://www.google.com/maps/d/viewer?mid=1nOcVLoJolaZADr3MhaKr4PUTjNzKPbjH&ll=39.79510521942542%2C-89.50414500000001&z=7</p> <p>State Senate: https://www.google.com/maps/d/viewer?ll=41.61149042022266%2C-88.40276560546876&z=10&mid=1X9ISD13vTX_-4olyWqstGk8e1VFGJ_i2</p> <p>In terms of the effects on high education, some institutions that were leaning toward one political party could now be leaning toward a different political party, even though high education generally gets more bi-partisan support. Down-state cities are big enough that they are now getting connected in order to make a district that has more of city population, which means you are not mixing the interests of the people who live in larger cities with the interests of those in the rural areas. In Chicago districts are being constructed based on people of similar ethnicity, which is based on federal requirements. Minority/Majority districts are being created to ensure representation across the ethnic spectrum.</p> <p>You are encouraged to look at the maps and identify who is representing your institution's district.</p>
<p>Working Group Updates</p>	<p>Working groups include:</p> <p><i><u>Student/Faculty Mental Health (S. Wiediger)</u></i> – Last year's group was focused on student's mental health and produced a document that hopefully we be approved in October for sharing with legislators recommending changes for the Student Mental Health Act. This year's focus is to be determined.</p> <p><i><u>Dual Credit/Online/Remote Learning (M. Pearce/G. Miller)</u></i> – The Dual Credit position paper has been completed. This group will now need to decide how to modify and carry that document forward. The online focus is on best practices and the best way of learning from each other when working in the online environment.</p> <p><i><u>Equity, Racial Justice, and Diversity (J. Clemens)</u></i> – Currently working on a position paper that focuses on three main areas: faculty development, diverse hiring, and student supports and services. The subgroups within this working group are working on drafting different sections of the position paper. An additional concern that was raised in the spring focused on student assessments of faculty and how those student assessments of faculty play a role in faculty evaluations and promotions. The group created and distributed a short survey to FAC members and received numerous responses. The group will be taking this survey further and sending it to all higher education institutions in the state.</p> <p><i><u>Performance-based Funding (D. Hrozencik)</u></i> – This group has been looking at what other states have been doing regarding performance-based funding and what categories go into the funding model. This group will be trying to tie into the Strategic Plan in order to develop measures for performance-based funding. The group will also be looking into the consequences of not meeting defined benchmarks.</p> <p><i><u>Institutional Closures (S. Schumacher)</u></i> - This group will be focusing on the status of colleges and universities throughout the state.</p> <p><i><u>Student Debt and Affordability</u></i> – This is a new group, and it focuses on affordability issues that are a priority within the Strategic Plan. This group will look at strategies, initiatives, student needs, and that the accessibility is based on affordability. The group may also want to look at underemployment and the connection between student debt and underemployment.</p>

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Business Meeting	<ol style="list-style-type: none"> 1. Old Business Approval of minutes from the June 18, 2021 Motion to approve (D. Hrozencik/P. Bialek) 2. New Business No agenda items for New Business.
Caucus Reports	<p><u>Two-years (C. Boyce):</u> Discussion focused on the governor’s executive order and how each institution will carry out that mandate, vaccines, and testing. It is important that faculty have the same information that is sent to students in order to be able to discuss those points with students. Most of the colleges represented have created some form of vaccine database to store copies of vaccine cards, vaccination dates, etc. Some college have phone apps that will show whether they are cleared to be on campus. Weekly testing differs slightly between colleges. Some accept Rapid Testing, and others require PCR tests. Some colleges are offering on-campus testing. Most of the represented colleges require athletes to be tested on a weekly basis. Some campuses are testing different types of classroom technology, such as the Owl video conferencing tool and iPad for students to attend remotely when they are quarantined. Some campuses are dealing with issues of employees being able to get back to campus if any symptoms are reported. Many campuses are utilizing seating charts in the classroom for contact tracing purposes. A couple of campuses have had students withdraw from school because they do not want to follow the mandate. Many campuses are offering on-campus vaccination clinics. Some colleges are even offering incentives for students to get vaccinated. Dollars used for incentives may be coming from federal COVID relief funds.</p> <p><u>Publics (D. Hrozencik):</u> Discussion focused on what each institution is doing on their campus regarding enrollments and COVID. Institutions are going back to face-to-face as much as possible, but there are still classes being taught online. This group also looked at what they wanted to have on their agenda for this academic year. Several issues were brought up: 1) out-migration and enrollment issues in the state, and 2) concerns that administration may be using COVID to extend administrative control that could infringe upon shared governance, 3) concerns over greater tension on campus, which could be related to COVID and the ways in which COVID required we interact with each other versus the shift back to face-to-face environments.</p> <p><u>Private & Independents (P. Bialek):</u> Discussion focused on the consequences of free community college tuition. Could it have a detrimental impact on private universities? While we all want what is best for students and society, it is important to think about the long-term effects and unintended consequences. There may be consequences for the community college, the public universities, and the private universities need to be considered. Additionally, welcome to our new members.</p>
Working Group Reports	<p><u>Student/Faculty Mental Health (S. Wiediger):</u> The group did some brainstorming about where they might go with this by broadening the focus away from legislation and to expand the focus to faculty, students, and staff, as opposed to just students. It would be interesting to look at how the three main types of campuses represented within the FAC (two-year, public, and private/independent) approach mental health in these different settings. This could help identify good practices. The environment in which these practices are implemented may make a difference. They will be looking at what are good practices and how do you match those up with the specific needs of a given campus. This is a discussion that the group could potentially bring to the FAC group as a whole, as well as to the individual FAC caucuses. Data from these discussions can be collected and disseminated to IBHE and universities. It is important to be able identify what is and is not working, and to be able to bring that information back to our respective campuses.</p>

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	<p><u>Dual Credit/Online Learning (M. Pearce):</u> Discussed a plan of action regarding where to go from here. The group will definitely be tapping into Mike Phillips as a resource to help refine the messaging for dual credit, and to get it into the hands of legislators and a broader audience beyond IBHE. The effects of free community college on dual credit programs were also discussed. The group raised the question about what is happening in the high schools that creates a disconnect in skill level when students enter college from high school, even after taking dual credit courses. For anyone who may have data targeting the financial impact of dual credit on higher education institutions, please share that with the group. For online learning the group discussed the long-term effects on higher education and the modalities that are offered. It raises questions about whether there should be standardized modality definitions. Faculty are also feeling frustration over how to plan for the upcoming semester when we do not know what will be happening with COVID. Every semester faculty are being hit with new situations and new expectations regarding how to make the classes work. Additional consideration needs to be given for how to assess online classes. A new platform known as Scholar was also discussed, which provides students with an online platform similar to a social media platform for collaboration. Additionally, the group will need to address academic integrity and proctoring issues with online learning.</p> <p><u>Performance-based Funding (D. Hrozencik):</u> Discussed SB 0815, formation of the Commission on Equitable Public University Funding Act. It looks like there are several positions that have not been filled within that commission that need to be positions that advocate for faculty. The group will be taking initiative to contact UPI and see if someone from this working group could be assigned to that committee. The group has also developed several principles about how they felt a performance-based funding formula should be set up. Now that the Strategic Plan has been released, the group will be reviewing it with a specific focus to things that should be a performance funding measure. There is also a concern that the Strategic Plan was geared more toward elementary and secondary education, rather than higher education. There appear to be equity issues in terms of dual credit, AP class, etc., within the high schools.</p> <p><u>Institutional Closures (L. Crothers):</u> The group discussed whether it is institutions that might be vulnerable right now or whether programs within institutions that might be vulnerable. What are the things that should be going on as the question of closures are raised? How do we talk to faculty, students, and staff to ensure their engagement? How do you talk to the external constituents? These institutions exist within communities and political systems. As an example, the University of North Carolina had external pressures on the system. If these closures are necessary, it's important to consider the implications that these closures happen professionally and ethically.</p> <p><u>Equity, Racial Justice, and Diversity (J. Clemens):</u> The group is working on a position paper for areas of faculty development, student support services, diverse hiring and retention. The goal for next month is to work on each of those areas within the position paper. The group is also looking to expand the survey they sent out regarding student assessments of faculty being used in faculty promotions and evaluations for tenure. They would like to expand that to institutions across the state. IBHE does not have a mechanism to connect with faculty at each of these institutions. The group is considering whether they could use AAUP or IFT as a way to connect with faculty. A suggestion was made that the group could perhaps go through academic administrators to connect with community college faculty.</p> <p><u>Student Debt & Affordability (P. Jindal/P. Seely/C. Boyce):</u> Discussion within this group centered on several different talking points, such as communication regarding what is available to students to cut down on student debt, what opportunities do they have and how is it being communicated, what are the current strategies that are being used within Illinois, and what fundings are available to students at different levels. The group also discussed the two-year institution waiver, how it will be implemented, and whether it has been successful in other states. Debt forgiveness was discussed, as well as underemployment. A question was raised about debt forgiveness in terms of how far back it will go. The group is going to first focus on two-year institution waiver or</p>

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	<p>scholarship programs. The group is looking at other states where programs like this exist, such as New York and Tennessee. The group will also look at the other 20 states that offer such a program and the impact of having such a program. They will look at whether it has worked or not worked, and how they can make it more equitable for our students. When it comes to scholarships, there are often many students applying for the same scholarship and dividing the money between them does not always equate to a beneficial amount. There can also be an issue with scholarships in terms of more students coming into the school but the school receiving less payment. There needs to be a way of finding a balance between the number of students and the amount of money that is being paid. The group also discussed concerns regarding the middle class. This group seemed to be the hardest hit and perhaps the group having to borrow the most. They may make too much to qualify for certain grants or other free financial aid, and they can't pay for it out of pocket. Often taking out loans is their only option. When was the last time those income levels were reviewed by the state or federal government in terms of who qualifies for free financial aid?</p>
Next Meeting	The next meeting will be October 15 through Zoom.
Adjournment	Motion to adjourn (R. Jones/P. Bialek) - 2:31 p.m.

Respectfully submitted,
Melette Pearce, FAC Secretary