



## Faculty Advisory Council Illinois Board of Higher Education

Meeting through Zoom for January 21, 2022  
Minutes Approved on February 18, 2022

### **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)
Lane Crothers	Illinois State University
Joao Goebel	National Louis University
Andy Howard	Illinois Institute of Technology
Dan Hrozencik	Chicago State University
Pratima Jindal	Waubensee Community College
Jim Kulich	Elmhurst University
Gay Miller	University of Illinois at Urbana-Champaign
Nataka Moore	Adler University
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
Dana Trunnell	Prairie State College
Lichang Wang	Southern Illinois University Carbondale
Laura Watson	Highland Community College
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  
Jaimee Ray, Senior Associate Director, Legislative Affairs, IBHE  
Jennifer Delaney, IBHE member

### **Representatives/Institutions not present:**

Sarah Bilderbeck	Rend Lake College
Marie Donovan	DePaul University
Gene Dunkley	Greenville University
Laura Ferrell	Saint Xavier University
Rick Jones	at-large (South Suburban College)
Jennifer Martin	University of Illinois – Springfield
Linda Monge	Frontier Community College
Serena Wadhwa	Governors State University
Brian Vivona	Northeastern Illinois University

Topic	Discussion
<b>Call to order/ Introductions</b>	9:01 a.m. (S. Schumacher) Welcome to all, followed by FAC member introductions.
<b>Executive Reports:</b>	<p><u><i>Chair (Shawn Schumacher)</i></u> IBHE held its meeting January 10. The focus of caucus meetings will be on COVID and student evaluation issues. COVID issues can affect whether we are able to attend upcoming meetings in person or whether we will continue with Zoom. The Open Letter on the Mental Health Action on Campus Act created by our Mental Health working group has been sent to Ginger Ostro at IBHE for acknowledgment. We also need to get this letter out to state legislators. The target date for circulating that letter is February 15. Please look at the <a href="#">FAC Canvas course</a>. You are encouraged to participate on the discussions that have been posted. The February meeting is a working group and caucus meeting to prepare for the March IBHE meeting and the FAC updates that will be presented to the Board. Governors State University will be hosting the February meeting, and we are hoping that there may be Governors State representatives who might want to present during the meeting. Invitations will be going out for guest speakers, including legislators, for the March, April, and May meetings.</p> <p><u><i>Vice Chair (Linda Saborio)</i></u> Questions were taken regarding upcoming meetings for the spring. COVID is a concern; however, travel time, vaccination status, and school budgets also play a part in FAC members' ability to meet in person.</p> <p><u><i>Secretary (Melette Pearce)</i></u> Please contact Melette with any changes to the FAC Membership List. We're still working on getting everyone set up in Canvas.</p> <p><u><i>IBHE Legislative Report (Jaimee Ray)</i></u> This legislative session is getting off to a slow start. This is an election year for everyone in the General Assembly, and they are all working new districts, which is something to consider in terms of the legislative load during this session. IBHE has been working on an Omnibus Bill, which will amend many different acts, but it is tied to the strategic plan or things that have been identified internally for the strategic planning process. Three specific categories being addressed are equity, student protection, and IBHE operational changes.</p> <p><u><i>IBHE and FAC Liaison Report (Gretchen Lohman)</i></u> The next Consortium meeting is Tuesday, January 25. The link to register will be available soon on our website: ECACE Illinois. Anyone can observe. Only designated institutional representatives can participate. The scholarship application for the current academic year is open on the ISAC website. There is also a video describing the application process. To date, over 300 students have applied for the scholarship. The deadline for priority consideration is March 1. Many institutions are asking about institutional grants. IBHE and ICCB have been working diligently to finalize our own UIGAs with IDHS, which we must do before we can begin work on grants to institutions. A link to a list of institutional representatives can be found here: <a href="https://www.ibhe.org/board/2022/January/Item D-1 approved.pdf">https://www.ibhe.org/board/2022/January/Item D-1 approved.pdf</a></p> <p><u><i>IBHE Board Member Report (Jennifer Delaney)</i></u> Information from the January IBHE meeting has been posted to the IBHE website. IBHE is recommending increased funding for higher education. IBHE is recommending in total \$139 million in increased funding, which is an overall increase of 7 percent. For institutions specifically, IBHE is recommending a 5 percent increase (approximately \$58 million) in general appropriations to institutions, but the rewards to institutions will be equity-based (percent of undergraduate enrollment who are Pell holders) as opposed to a flat rate. An additional \$17 million recommendation is being mandated for SURS. There is no new capital in this, but IBHE is trying to roll forward all the spending that was approved under Rebuild Illinois. There will be a \$50 million recommendation to increase MAP funding.</p> <p><u><i>FAC Legislative Liaison (Mike Phillips)</i></u> It is not entirely clear what this legislative session will look like, and the first week has been postponed to meet the first week in February. Two bills were being watched from last year. The first created the Commission on Equitable Public University Funding. The other bill created a taskforce on College Materials Affordability. The following links were provided:</p>

Topic	Discussion
	<ul style="list-style-type: none"> <li>• College Course Materials Affordability and Equitable Access Collaborative Study Act and Task Force: <a href="https://www.isac.org/e-library/research-policy-analysis/Task-Forces-Working-Groups/CCM-Task-Force/">https://www.isac.org/e-library/research-policy-analysis/Task-Forces-Working-Groups/CCM-Task-Force/</a> - Members not yet listed; they include Cindy and Shawn from our group and possibly Amy.</li> <li>• Commission on Equitable Public University Funding: <a href="https://www.ibhe.org/Commission-on-Equitable-Public-University-Funding.html">https://www.ibhe.org/Commission-on-Equitable-Public-University-Funding.html</a> - All members are listed; they include community college and university admin, so please take a few minutes to check that out. The faculty members are: <b>Diane Otieno Owino</b>, Professor SIU-E and <b>Simón Weffer</b>, Associate Professor NIU</li> </ul> <p>An additional bill to watch is HB 4361, which establishes a minimum salary for instructors that is not less than \$1,333 per credit hour taught.</p> <p>In reference to the IBHE Omnibus Bill, it would be helpful for IBHE to share this information with the FAC early in the process to allow the FAC an opportunity to provide feedback and recommendations.</p>
<b>Guest Speakers</b>	<p>Welcome our IBHE Guest Speakers:</p> <ul style="list-style-type: none"> <li>• Ginger Ostro, Executive Director, IBHE</li> <li>• Ja’Neane Minor, Chief of Staff, IBHE</li> </ul> <p>This group’s presentation centered on an overview of the IBHE budget request and the Commission on Equitable Public University Funding. It is important to recognize that everything the Board is doing and including in the budget is grounded in the strategic plan and the role that higher education plays in contributing to the state thriving. The term “thriving” includes core concepts such as having an inclusive economy and broad paths to opportunities. The three goals include:</p> <ul style="list-style-type: none"> <li>• Equity: Closing the equity gaps for students who have been left behind.</li> <li>• Sustainability: Building a stronger financial future for individuals and institutions.</li> <li>• Growth: Increase talent and innovation to drive economic growth.</li> </ul> <p>The presentation can be viewed by going to:  <a href="https://www.ibhe.org/board/2022/January/approved/FY_23_Budget_Presentation_to_Board_011022.pdf">https://www.ibhe.org/board/2022/January/approved/FY_23_Budget_Presentation_to_Board_011022.pdf</a></p> <p>Thank you to our guests for your time and commitment to higher education in Illinois.</p>
<b>Business Meeting</b>	<ol style="list-style-type: none"> <li>1. Old Business Approval of minutes from the December 17, 2021 Motion to approve (G. Miller/C. Boyce)</li> <li>2. New Business No agenda items for New Business.</li> </ol>
<b>Caucus Reports</b>	<p><u>Two-years (C. Boyce):</u>  The group addressed COVID issues. Tenure at the community college level is not affected by the ability to publish, so COVID hasn’t threatened tenure in that way. Some schools have pushed back post-tenure evaluations by a year. There are positives to report in terms of how colleges have spent COVID stimulus money. For example, LTC was able to establish a scholarship program (roughly \$1200 per student depending on how many students apply). They were also able to create a Center for Excellence in Teaching and Learning to help with faculty onboarding and professional development. Other schools were able to purchase technology resources and set up laptop loaner programs. Other schools have created book vouchers, and some have used the money to increase counseling resources. In addressing how COVID is affecting faculty, the majority feels as though the faculty’s voice was heard at the beginning of COVID but is diminishing. Colleges with a very strong faculty senate are being heard, but other colleges do not feel they are included in policy decisions or recommendations. The way faculty teach is also affected. The group discussed whether there is an expectation for Zoom class meetings to be recorded and issues of storing recorded class sessions. An additional concern regarding Zoom is that students will log in but will not turn their camera on. There is no way of knowing if that student is really there. The group also noted</p>

Topic	Discussion
	<p>that lab courses have been affected. Some schools limit lab enrollments to keep students socially distanced.</p> <p><u>Publics (D. Hrozencik):</u>  The group focused on COVID issues. There are several differences among the campuses related to COVID policies and meeting with students remotely versus face-to-face. Some have noticed that classes meeting face-to-face have increased student absences due to students catching COVID. This creates a situation where students are two weeks into the semester and already behind because of their absences. Almost all institutions are making masks available for their faculty. Some institutions are requiring negative tests in order to be on campus, and other institutions are only encouraging it. There is still anxiety among faculty regarding the continued spread of COVID. For the four-year publics, this does affect research, depending on the discipline and the type of research being done. The group posed questions about what might happen if additional variants arise and the types of mitigations that would be put into place. The group also discussed the unknown affects of COVID lockdowns and whether there might be a possibility of moving backwards. We may have a better understanding of early variants, such as Delta, but not Omicron or new variants.</p> <p><u>Private &amp; Independents (P. Bialek):</u>  The group discussed the lack of consistency across institutions in terms of semester start dates due to COVID. When it comes to meeting with students in a face-to-face environment, there can be a disconnect with some students being excited about being back in the classroom, while some faculty may be more cautious and focused on the risks of meeting in person. Faculty and administration are also not always on the same page. Instead of administrators creating policies from a top-down approach for things such as hiring, class size, decisions about going remote, etc., it would be best for administration to consult faculty and staff before making these decisions. Faculty also face other COVID issues such as isolation and being disconnected from the students and other faculty members. There may be a perception from some faculty that online is less effective, but it can work out with proper design and planning. Some schools are also facing a reduction in staff. As many faculty positions are eliminated or as faculty leave, these positions are not being filled, which leaves departments short staffed. Student evaluations were discussed. Low student evaluations need to be looked at, but multiple measures need to be put into place to provide a more accurate evaluation of faculty for tenure and promotion. There may be many reasons why ratings from student evaluations are low, and those factors need to be considered.</p>
<p><b>Working Group Reports</b></p>	<p><u>Student/Faculty Mental Health (S. Wiediger):</u>  The group assembled the draft questions for the survey they are hoping to distribute this spring. Shawn will be resubmitting the Open Letter on the Mental Health Action on Campus Act to IBHE because it has not received the attention it should be given.</p> <p><u>Dual Credit/Online Learning (G. Miller/A. Carr):</u>  The group discussed topic areas where they can effectively place their energy. The group looked at whether there were any unifying themes that bridge online and dual credit. Three of these themes were identified:</p> <ul style="list-style-type: none"> <li>• Academic quality</li> <li>• Academic freedom</li> <li>• Academic credentialing</li> </ul> <p>A document was created by Amy Carr and Melette Pearce last summer that will be shared with the group. From there, the group will determine what specific issues should be addressed.</p> <p><u>Performance-based Funding (D. Hrozencik):</u>  Last month the group was interested in finding out what is currently being done in terms of funding formulas in the state. The group discovered that there is a funding formula; however, it is not used. IBHE may put something into place, and then the legislature may use more of a legacy type funding to determine what will happen going forward. The group has been in contact with Marlon Cummings at Governors State. In discussions with his president at Governors, who serves on the Equitable Funding Commission, Marlon has gotten the impression that they are going to be moving forward on performance-based funding. Marlon was interested in any documents the working group could provide that could be forwarded to his president. The group will continue to develop the document that they started last fall. The group would like a draft of that document by the February meeting. The group has identified</p>

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	<p>principles that they feel are important for a performance-based funding formula. It's important that institutions collaborate with IBHE in setting goals.</p> <p><u><i>Institutional Closures (S. Schumacher):</i></u>            Although there are issues related to institutional closures, the group will put this issue on hold while they consider the approach they would like to take.</p> <p><u><i>Equity, Racial Justice, and Diversity (J. Clemens):</i></u>            The group looked over the document Paul Bialek wrote regarding faculty diversity hiring, which looks at four areas:</p> <ul style="list-style-type: none"> <li>• Pipeline</li> <li>• Retention and support</li> <li>• Recruiting faculty of color</li> <li>• Accountability measures</li> </ul> <p>This document will be synthesized into the group's main document that addresses student supports and faculty professional development related to DEI (diversity, equity, an inclusion) initiatives. The group hopes to share this at the February meeting.</p> <p><u><i>Student Debt &amp; Affordability (P. Seely/C. Boyce):</i></u>            The group spent time getting into the FAC Canvas course. They have posted articles for several states (California, Delaware, Nevada, Tennessee, and Hawaii) and the practices within those states that could potentially be adopted. Some of the states have programs that are not fully publicized and use student aid as a last resort. The group talked about what their next steps should be. They will be looking more into Illinois programs. They are starting to put together a document of the facts they have discovered from the other states, as well as the group's recommendations. They would like to have a rough draft of that document by the February meeting. It does not appear that free community college will be part of Biden's Build Back Better plan. Additionally, one of the student loan services, Navient, lost a lawsuit filed against them and would be required to forgive millions in student loan debt. It will be interesting to see how this affects other student loan servicers.</p>
<b>Next Meeting</b>	The next meeting will be February 18, 2022, through Zoom.
<b>Adjournment</b>	Motion to adjourn (L. White/G. Miller) – 2:39 p.m.

Respectfully submitted,  
 Melette Pearce, FAC Secretary