

CSU FACULTY SENATE MEETING MINUTES
Tuesday, February 4, 2020
Library 301, CTRE

ATTENDANCE:

Sara AUSTIN, Alesia RICHARDSON, Judith BIRGEN, Tekleab GALA, Sarah BUCK, Rosalind FIELDER, Eddy GAYTAN, Valerie GOSS, Tonya HALL, Soo KANG, Sandra KARIM, Ann KUZDALE, Kristy MARDIS, Michael McNICHOLS, Rae-Anne MONTAGUE, Tatjana PETROVA, Gayle PORTER, William Jason RAYNOVICH, Robert RICHTER, Mohammad SALAHUDDIN, Byung-In SEO, Patricia STEINHAUS, Mohammad TAUSEEF, Asmamaw YIMER

GUESTS: Zaldwaynaka Scott, Leslie Roundtree, Stephanie Kelly, Lindsay Hamilton, Jubilee Dickson, Gabrielle, Arthur Redman, Rasha Elhage, Gabrielle Toth, Rasha Elhage

- A. Call to order by President Steinhaus at 12:30 pm
- B. Unanimous approval of January 14th Meeting Minutes
- C. Report on the October Campus Climate Survey Results (Survey-41 questions; 160 responses) by Ms. Stephanie Kelly, Esquire, Legal Affairs and Lindsay Hamilton, HR

OVERALL STRENGTHS= “Pride, Appreciation and Value were the themes”

- Employees are supportive of the mission, vision and values of CSU
- Administrators and Staff take pride in their work
- Employees feel that the work they do is valuable to the institution
- Employees feel their work is rewarding
- Direct supervisors pay attention to what employees have to say
- Direct supervisors show employees appreciation for their work
- Employees are proud to work at the institution
- Employees see themselves working at CSU for years to come
- Employees show each other respect
- Strong understanding of how work impacts the University's goals
- The University's work is positively impacting the students and community
- The University is dedication to diversity and inclusiveness

OVERALL WEAKNESSES= “Lack of communication came up a lot”

- Low spirit of teamwork and cooperation
- Lack of communication between faculty, administration and staff
- The institution does not make sufficient budgetary resources available to achieve important objectives
- Employee suggestions to improve CSU are not considered
- Employees are not involved in University planning
- Management lacks transparency
- Lack of teamwork
- No say in policy changes
- Departments do not have the proper budget to do their jobs well
- Employees feel that they are not compensated fairly for the work they do
- Not easy to get information

THREATS

- Loss of productivity
- Loss of employee engagement
- Reputational risk
- Loss of talent

OPPORTUNITIES

- Using the Survey to Impact Culture
- Articulate desired results
- Develop meaningful measures for improving culture
- Focus on the drivers of future performance

Also shared an infographic on the Ethics Survey Results (Feb 2019) and Culture Survey (n=211 to 58 questions). Purpose to get a baseline on these issues and to identify concrete things that can be done to improve. Similar results between the two (e.g. if transparency is a problem, its important to do something about that.) Also holding focus groups to create a Code of Ethics. Plan to launch an Ethics and Compliance Newsletter to update what's going on and to share the resources for communicating issues.

Questions/Comments: 1.) Where will you focus first? Communication will be tackled first because that was so prevalent. Also updating the website (e.g. consolidate conflicting information). 2.) Can you modify the range of responses? We are open to improving the survey going forward. 3.) Protections for anonymity? We can talk about different ways to address this. 4.) A lot of the language reflects more a corporate culture not an academic one. 5.) Did students also take this? No. It might be interesting to compare results. 6.) How will communication improve? Who is going to address the "opportunities"? More focus groups? You will find out what people have in common. Surveys go deeper. Admin is working on policies and will roll out training on all of them. Also, a newsletter. Suggestion that focus groups be scheduled more flexibly in the future-perhaps finding multiple times.

D. Presentation: President Scott

"I hope everyone is having a good start to the semester. We have seen a 1% increase in spring enrollment. Significant increases in graduate admissions and happy to see some stability in enrollment. I am also happy to see the Strategic Planning process with all the input. Examining how my office can address the goals and objectives. Want to ensure everyone's voice is heard. I want to discuss the goal of culture, climate and accountability. Feel this is where we need to focus on as we evaluate the work we do. Goal of for an inclusive, responsible culture."

Gave an example of an interaction with a student who had a problem with how she was treated. "Dr. Roundtree tried to help and was treated poorly as well. This gives us a sense of where we are. We cannot treat each other like this. Our retention record is not great and some of that relates to culture and accountability. There is something about their experience here that makes them change their minds about being a student here. We need to look at how we retain our students. Look at financial holds, data-what our data is telling us...Moving the IR to the office of the Provost to become more fluent in the data and the influences on our students. Need to make data informed decisions...I understand that there has not been the kind of support that you need as faculty. I need to listen, and listen intently, to what you have to say about your work environment. If you invite me to come,

if I can put it in my schedule, I will do so. I want to come without a prepared speech. I really want to come and listen. Will try to make changes we can within the budget. It will be another difficult year when it comes to budget and appropriations. We will do our best to bring back what we can...Currently looking for a new VP for Enrollment now...until we get someone, enrollment management will be the job of all of us.

We are building a faculty apartment in the dorm to create a learning environment in the dorm. Also going to add tutors who live in the dorm. Also going to install a technology center in the dorm to expand the options for students to have a stronger learning experience.

Question: Why one faculty apartment? Would think more than one person might be more effective. Answer: Provost stated that they will be needing more faculty involvement in trying to make the dorm more of a learning community.

Question: Search for Dean of Students? We are searching for a Dean of Students, who will be working on this Faculty in Residence initiative. The search is ongoing and we hope to have it filled by July.

Question: Have you thought of a scholar in residence? That's a good idea.

Our pro bono partners (Leo Burnett) will be showing the board our new brand and assets at the February 10 Board of Trustees meeting. They have also agreed to help us on a pro bono basis to roll out our new brand...the budget we have for media and branding will control what changes will happen first. I've been asked to prioritize both internal and external priorities.

Provost: There is a new mentoring program for (mainly minority) males to go into education, called Call Me Mister through Clemson University. We are applying to join this national organization. Students will be eligible for scholarships and networking.

President Scott: We have been going to area high schools and getting honest feedback from them. The visits are well received. We always are there with an alum. We are trying to bring more students to CSU. One principal was hostile stating that she called us and asked for help and no one ever called her back. This is an example of culture that needs to change.

J Birgen: Last semester we only had one counselor available to our students.

President Scott: Thanks for letting me know.

A Kuzdale: ~~We get what we pay for and it would help if there is more support for faculty.~~ Regarding your account of the student and provost who were served so poorly by the administrator or staff person in the Cook Administration, I could only think, "you get what you pay for." We are the lowest paid faculty in the Illinois system and the administrative staff must be quite near the lowest paid as well. I hope you will support the faculty in its negotiations for a new contract to increase salaries.

President Scott: Can't speak to specifics of negotiations. We have done our homework,

compared us statewide and very focused to putting on the table will respect the faculty...a lot of money we have to spend is on maintenance. We are paying over \$1 million on alternative heat. (Also, watch for our summer camps. One of our Board members is donating \$25,000 to our summer camps.)

Provost: Strategic Planning group is now working to build out a process to develop continual measurement throughout the year. We don't want this plan to just end up on the shelf. Once the plan is finalized, we will ask each division and unit to development their own strategic planning process.

E. Standing Committee Reports

1) Executive Committee-no report

2) Academic Affairs-

A. Redman of the Gen Ed Committee stated that CSU is not compliance with GECC plans for transfers between state colleges and universities. The committee came up with 3 options to address this: 1.) change CSU gen ed curriculum to match state one; 2.) create a two-track gen ed program, one for new students and those GECC requirements of 30 or more; 3.) something entirely new. Senators are asked to share the document presented and get feedback to Art's committee. Would like to have this formalized by April. Feedback should go to Senators, then A. Redmon.

A. Kuzdale-can a chair or dean override our recommendations?

Provost: Gen Ed is not negotiable. College requirements are open to discussion.

3) Board of Athletic Advisors- M McNicholas stated the committee needs new members.

4) Building and Grounds- G. Porter announced upcoming committee meeting.

5) Curriculum Coordinating Committee- no report.

6) Library Committee-no report.

7) Rules and Operations Committee-report on electronic voting; 71% voted to implement changes on constitution/by-laws (30% of faculty-49 of the faculty).

8) Shared Governance Committee-no report

9) Social Committee- V Goss reported for T Hall-committee is working on by-laws; reminder of Walking for Wellness Day, 4/21.

10) Technology Committee- S Kang reported that committee is doing a survey and encouraged faculty to

11) UPI- R Fielder reported that negotiations will be held on Friday, 2/7 and encouraged members to continue wearing UPI shirts on Tuesday and attend 2/10 BOT meeting.

F. New Business-none.

G. Old Business-none.

H. Senator Comments/Speeches- eliminated due to time constraints.

I. Meeting was adjourned at 2:00 pm.