

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

Meeting at Southern Illinois University-Carbondale, February 16, 2018

Minutes approved March 16, 2018

FAC members/alternates attending and their institutions:

Michael Bathgate (St. Xavier)
Paul Bialek (Trinity International)
E. Anthony White (Illinois Central College)
John D'Anca (at-large, Oakton College)
Marie Donovan (DePaul)
Randall Egdorf (John Wood Community College)
Pennie Gray (Illinois Wesleyan)
Andy Howard (at-large, IIT)
Merry Mayer (Wilbur Wright College)
Matt McCarroll (SIUC)
Matt O'Brien (Bradley University)
Lucy Park (UIC)
Mike Phillips (Illinois Valley Community College)
Steven Rock (WIU)
Linda Saborio (NIU)
Phillip Schaefer (Lincoln Land Community College)
Shawn Schumacher (at-large, DeVry)
Adam Tournier (at-large, McKendree)
Larry White (EIU)
Susan Wiediger (SIUE)

Representatives/Institutions not present:

Paulo Acioli (NEIU)
Cynthia Boyce (Lincoln Trail College)
Daniel Cortese (GSU)
Diane Dean (ISU)
Steve DePasquale (at-large, Kankakee Community College)
Doug Dowell (Heartland Community College)
Carol Gayle (Lake Forest College)
Rick Jones (at-large, South Suburban College)
James Marshall (Illinois College)
Gay Miller (UIUC)
Ronda Mitchell (UIS)
Devi Potluri (CSU)
Phyllis Soybel (College of Lake County)
Lanette Poteete-Young (Judson University)

The meeting was called to order at 9:14 a.m. A moment of silence was observed for the ten-year anniversary of the shootings at NIU. Matt M. introduced SIUC Chancellor Carlo Montemagno and Faculty Senate President Kathleen Chwalisz. Montemagno has

been in office for five months. He noted that higher education enables upward mobility, the American dream. A variety of forces are making that difficult and made meeting our mission a problem. Higher education needs to address: how to provide a world class education, knowledge translation, and allow students to achieve success.

Montemagno then commented on the reorganization situation at SIUC. The principal focus is to facilitate shared governance. It involves looking at needs, pathways for creativity, and breaking down silos. In some, this has created a sort of survivor mentality. Program decisions are best made by faculty in an era of declining resources; the stronger the shared governance, the stronger the institution. The goal is to have a thriving culture. We are producing future leaders, not just training for jobs.

Marie asked Montemagno to explain the specifics and the vision. He started the process by looking at numbers, synergies, and areas of duplication that could be combined. He set up a straw man proposal for initial feedback. Problems included the union contract which limits options and 42 departments with individual criteria. Previously, there was limited collaboration between departments. An example of change was that Economics was taught in three different department and have now been combined into one strong unit. He has opened a dialog with constituency groups which has led to adjustments in the plan. There will be two fewer colleges in a system of 20 schools. The focus is on the students, not FTEs. It is a culture shift. Shared governance is not saying no. Determining what is best for the institution requires trust among the parties. It's hard. Faculty need to have ownership.

Chwalisz described the role of the Union (wages, hours, working conditions), the Faculty Senate (undergraduate programs and policies) and the Graduate Council. The Union wishes to keep the current departmental structure and has been the loudest voice against the reorganization. She described the process of hiring the new Chancellor and the challenges he was asked by the Board to deal with. The plan is being rolled out in stages. It has taken awhile for many faculty to understand, get comfortable, and suggest changes. The old method of planning by attrition has created inequities; some areas are understaffed, others are overstaffed. The new school structure may reduce conflict compared to the old departmental structure.

Lucy: How does the reorganization affect the budget?

Montemagno: There have been no layoffs and some improvement in administrative efficiency. There is a difference between leading and managing. Across the board cuts are an example of the latter. Under the new structure, resources can be redirected within schools.

Chwalisz: There is a cash cow in each school that allows growth options within the school.

Mike: Does this flatten out the administration if faculty are making more decisions?

Montemagno: There might be a case to possibly eliminate colleges in the future.

Phil: Is there more administrative responsibility on the faculty?

Montemagno: Yes. It is giving them more authority to manage their programs.

Adam: Are faculty unwilling to take responsibility and the inherent risk?

Montemagno: Some are, but they don't want the administration to make those decisions.

Lucy: Is your model reproducible?

Montemagno: Yes, it's a mindset change. Arizona State did this. Southern Mississippi also. Others are looking at this model.

Linda: Is there legislative support?

Montemagno: Yes.

Marie: What is one thing you wish you had known?

Montemagno: I'm not a good politician. Never say "eliminating departments".

Jaimee Ray from IBHE presented the legislative report. We received a handout of a number of bills that have been introduced. Today is the deadline for filing new bills. Marie asked about the likelihood of a bill to consolidate agencies. Ray indicated this would be dependent on a number of factors, one of which may be the outcome of the primaries. Gretchen Lohman mentioned that at the IBHE meeting earlier this month, the Board passed a budget request to send to the legislature. The next Board meeting is March 13 in Quincy. Senate appropriation hearings are coming up next week. There are two positions in Academic Affairs that are in the process of being filled.

Marie gave instructions to the Caucuses for topics to discuss. Shawn reminded us that the next FAC meeting is March 16 at Trinity International. Senator Morrison will join us. What questions do we want to ask? Steve noted he is one of three candidates for two positions on the SURS Board of Trustees in an upcoming election and would welcome support.

Reporting for the Privates, Adam detailed some ideas for our one-page document currently titled "Making Illinois Great Again (through funding higher education)". These included tying it to the Public Agenda and noting the public good aspect of higher education. Questions for the legislator include: the budget situation, IBHE vacancies, and how we are viewed. Andy is still soliciting our campus policies on free speech and outside speakers.

The decision last month to cancel our June meeting was reconsidered. A motion was offered to restore that meeting (in conjunction with the IBHE meeting June 5th at the College of Lake County). The motion passed.

For the Publics, Sue also suggested linking our paper to the Public Agenda, broadening the goal of providing skills to go beyond "build high tech investment", and noting the social impacts of higher education: lower crime, less welfare spending, better health.

John and the Community College Caucus noted the link they play between K-12 and the four-year institutions. They are local and a focal point to respond to business needs and community based activities. They are accessible geographically, financially, and can adjust quickly. When state funding is based on head count, we all fight for students.

Adam will produce a revised draft for our March meeting and also send it to Gretchen and Dave Tretter. The minutes from our January meeting were approved. Further

discussion of SIUC's reorganization followed. Andy noted that ideas and solutions are size and institutionally dependent. There is a need to think through the process. Matt O. added that the Arizona State reorganization may not have been fully successful. Marie suggested that it takes a lot of rethinking. Mike comments that when he started at IVCC, they went through a period of yearly reorganizations; things have settled down.

Marie asked us to think about candidates for our three officers (note: the Secretary is retiring). Thanks were offered to Matt M. and SIUC for hosting. The meeting adjourned at 1:40 pm.

Respectfully submitted,

Steven Rock, FAC Secretary