

Graduate Council 2022-2023

May 4, 2023

Members present: Jeremy Allen, Lisa Brooten, Jason Dallas, Craig Gingrich-Philbrook, Matthew McCarroll, Tomas Velasco, Zvi Rosen, Kyle Plunkett, Rachel Nozicka, Eric Brevik, Buffy Ellsworth, Usha Lakshmanan, Myla Burton, Robert Morgan, Liliana Lefticariu, John Pollitz, Nwamaka Anaza, Chris Wienke, Iraklis Anagnostopoulos, Alicia Utecht, Philip Chu.

Executive-Officio: Costas Tsatsoulis, Andrew Youpa, Karen Jones, Austin Lane.

Guests: Julie Lindsey.

Meeting started at 8:00 AM

Consideration of the minutes of the previous meeting

Gingrich-Philbrook: Were there any corrections to the minutes that people wanted to make?

Gingrich-Philbrook: Hearing none. Let us go ahead If you are willing to approve the minutes. Please write Yes, minutes in the chat, and then, of course, No or abstain, if that is your vote.

Minutes approved (13-0-0)

Remarks from the Chancellor: Austin Lane

Lane: *Technical difficulties with the recording. No record of Chancellor Lane's remarks.*

Questions for the Chancellor

Gingrich-Philbrook: I am seeing no hands. Thank you so much, Chancellor. Next is our report from our Co. Provost, Bob Morgan.

Remarks from Co-Provost: Robert Morgan

Morgan: Thank you, Craig and Good morning, everybody, I have few reports from the provost's office today. First, I am excited to report that Provost Tucker will be here starting on June 15th, and her employment was certified, verified, and approved by the Board of Trustees last week. We are excited about that, and we have already started planning for our onboarding process as I got to spend a few moments with her. Mark and I are excited about that, for multiple reasons, as you might guess, but that is good for us, it is good for the office, and so it will be good to get her in.

We are continuing our work on undergraduate education, our work on our policy regarding probation and suspension as I mentioned in a previous meeting, we are looking at extending the runway, so to speak, going from a 2-tier process to a 3-tier process and changing our terminology for one being, to get rid of the phrase probation to be more consistent with academic nomenclature. So, we are continuing our work on that, and we received feedback, so I just need to get with the team that is developing that policy and hopefully take that to Cabinet either next week or the week after.

The third update is that we are continuing to look at the graduate student stipend and salary, and I know that is on the table for discussion today, so Mark and I are eager to get this feedback and move forward in that regard. That is all I have at this time, but so happy to answer any questions there may be.

Questions for Provost

Brevik: Bob, with those graduate student stipends that you are looking into, and this may be something that is on the radar, but I know within, and probably across the other colleges after reorganization, we have situations in some cases for example where

graduate students in the same school make different rates in terms of their stipends and that causes a lot of problems for us in earth systems and sustainability. There is a geography rate, and there is a geology rate and yet in some cases, we have graduate students who can be a TA on either side of that school. So, if they bring somebody in and they start year one on a geology TA, and then in year 2 the school needs them to be TA in a physical geography class, the student takes a pay cut if they get shifted over to that physical geography class. So that is something that as a college we are interested in seeing addressed. If we are looking at those types, it causes some real headaches for some of our directors.

Morgan: I appreciate that, Eric. Mark and I plan to take that to the Deans once we receive feedback today. We are going to loop in you and the remaining Deans into our discussion. I said, Mark and I, but Costas is part of that and there are others involved in that discussion. But it is certainly something we want the Dean's input on because it impacts your colleges and so, we are going to make sure you are at the table, and that the needs of the colleges are included as well, and again I know that is on the discussion today. Jeremy is going to provide a document and even so, I know we are going to discuss it in-depth but Eric, this will be an agenda item on Dean's council as well. Thank you.

Gingrich-Philbrook: Looking at the agenda we will be doing that during my report and Jeremy will present the document that he and his group created, so it includes some language about parity across units.

Lane: I just want to give some kudos to Jeremy for bringing that up when we met.

Allen: Thank you.

Morgan: Other questions for me. All right. Thank you. Look forward to the rest of the meeting and the discussions.

Gingrich-Philbrook: Thank you very much. Our next report is from our dean of the graduate school Costas.

Remarks from Vice-Chancellor for Research/Dean of the Graduate School: Costas Tsatsoulis

Tsatsoulis: Good morning. I will let Karen tell you all the good news from the graduate school and if I might share my screen quickly, to give you some news from the office of the Vice Chancellor for Research.

Today we are organizing a list of research workshops, focusing on funding opportunities for the Arts and the humanities. It is going to be on Zoom from 1 pm to 2 pm. We have not had a lot of a response in the Rsvp, we still have a little bit of time and I hope that many people will join who have not Rsvp. A presentation will be by me and by Kelly Alongi, who is our senior research development specialist, and we will provide a little bit of guidance on how to find funding for the arts and the humanities and all other disciplines as well.

Tomorrow, we have an early career research funding workshop. This workshop in the past has focused on the NSF career award and we have a wonderful panel of faculty who have either won the career award or have reviewed career proposals, but we will also be talking about other opportunities in the Department of Defense, in NASA and NIH as a matter of fact, just yesterday NASA announced a new early career proposal opportunity. So that is focused on our new faculty, who have been between 3 and 5 years of their position.

In terms of our awards and submissions, we closed the books of March a while back, we submitted one hundred and five million dollars in proposals, and we have received about fifty-nine million dollars in awards which is more than we had all last year. So, the awards are going well, and the yield of our proposals is excellent if you want more information, we have details of every single month and year to date on this website in OSPA.

Last, but not least, we are proposing to create an R1 committee, as you know inspirationally, our university wants to make positive steps towards reaching R1 and remaining in a strong R2 position. So, I am proposing a committee that we have started putting together, it is more than proposed, it is now under development. I already have

the representatives from the Deans, and I would like to hear from this group if they would like to have a representative of the Research Committee of the graduate council. I would leave that decision for later, because, as you know, we are going to have elections and we will have a new group and so I want to allow them to decide, but I would like to have a faculty representation, both from the Faculty Senate and the Research committee. So that is all the news that I have right now.

– Questions for Vice-Chancellor for Research/Dean of the Graduate School

Allen: I have a couple of questions. First, I am interested in attending today's seminar, but I teach at that time, will that seminar be recorded?

Tsatsoulis: Yes, we are recording that seminar.

Allen: Thank you, and the second one is that if you do not have any graduate students on that proposed council, I would suggest that you bring in some representation from graduate students as well on the committee.

Tsatsoulis: That is a great idea these slides were created a while back 2 days ago and yesterday, in my meeting with Dr. Jones, she suggested that the graduate school participate as well as graduate students, as they are integral in reaching our goals. So, thank you for reminding me, Dr. Jones corrected me.

Allen: Thank you.

Gingrich-Philbrook: Are there any other questions or remarks? Okay, thank you so much, Costas.

Tsatsoulis: Thank you.

Gingrich-Philbrook: Our next report is from our associate dean and director of the graduate school, Karen Jones.

Remarks from Associate Dean & Director of Graduate School: Karen Jones

Jones: Good morning, everybody. I am going to keep my remarks short because I know we are packed on our agenda today. I just want to say that every unit in my office is in full swing right now. We are getting ready for commencement and our graduation clearances are madly being processed, but there are a lot of students that have applied for graduation, and of course, we must be careful in processing that paperwork to make sure that they move smoothly through this next week.

We are also still accepting recommendations for admissions for summer and for fall. Coming up right now, our admissions numbers are looking good, and our registration numbers are up compared to last year. So, we are pleased with that, and registration is also quite busy, and our request for the I-20 paperwork, which is what's required to get visas for our students, is also higher than it was last year, and so all the indications are good that our moment is going to be up as far as graduate students in the fall.

I also want to remind everybody that it is time to get their student contracts processed. So, if you are planning to submit for a student assistantship, please get that paperwork to us. The sooner we can get that process, the quicker we can get students paid, and we do not have backlogs in the fall semester. So those are the three things and reminders I had, so please work with us so that we can better serve our students. Thank you.

Gingrich-Philbrook: Are there any questions?

Questions for Associate Dean & Director

Allen: I just want to recognize Karen; she received an award from GPSC last night for distinguished service. I am not sure if everybody knows that, but as graduate students, we appreciate what she has done. I just wanted to recognize in front of the Graduate Council that she had indeed accepted that award, and we look forward to working with her going forward, should she be selected for the current position.

Jones: Thank you, Jeremy, and thank you, GPSC, I appreciate that very much.

Gingrich-Philbrook: Congratulations. Any other questions or comments?

Lakshmanan: I had a question actually, but it is not related to what Dr. Jones reported just now. It is another issue that came up in my unit, I was trying to look at the graduate school guidelines about thesis and dissertations, and the prospectus meeting. Are there any guidelines or specifications on how much time should be assigned for a prospectus meeting? Is there a uniform kind of specification? I know that in some committees that I have taken part in other disciplines, it is about an hour, and of course, even for a doctoral dissertation, in some cases, it is two hours, so I did not know what the graduate school had to say. So, I went and looked, and I did not see any language there relating to this.

Jones: I do not think that the graduate catalog addresses that, we let the programs decide what those perspectives or proposal meetings look like and so, it is more of a unit decision than something that we assign as a university.

Lakshmanan: Okay. Thanks

Gingrich-Philbrook: Anything else? Thank you so much. Our next report is from our Dean of Library Affairs John Pollitz.

Remarks from Dean of Library Affairs: John Pollitz

Pollitz: Good morning. Thank you for allowing me to talk to you today. I will try to be quick, but I had some interesting things happening of late that may impact this group.

First, Amy Acheson has accepted the position of full-time Director of the SIU press. Last weekend, the SIU press just won 7 of the awards, including the Book of the Year award from the Illinois State Historical Society, and one of those books was a book by Emeritus Faculty, Michael Batinski Forgetting and the forgotten history of the Forgotten in Jackson County, and sort of related to that, I was in New York, and I met with one of our alums whose family members has been alums since 1910, and he gave me an autobiography of his great-grandfather a man named Reverend Henry Armstead. Henry Armstead was born into slavery, he escaped, ran away three times, ended up as a soldier or a sailor in the Civil War as a free man, and served on an ironclad. He then mustered out in Mound City, Illinois, and stayed the rest of his life there on a property in Pulaski, his son graduated from SIU in 1910, George Ammon Carter, and you can look him up. He was the Secretary-

General for the Universal Negro Improvement Association. That is Marcus Garvey's group in the twenties and then his daughter graduated from SIU in the thirties, and we just got this material from this alum, and when he was of age to go to college, his dad said, you got to go to SIU, and they all lived on the East coast at that time and when we were talking, he reminded me the way he paid for his university years here was by buying sports cars, MG's and triumphs in New York, drove them out here, drove them around for a while, and then sold them here because there was a big market and so that's very interesting. We are going to try and bring them out and do an event over with over this donation, and the thing of it is that it's another one of the forgotten in our area in that we know all about some of the royalty, but this is a family, you know the royalty of our alums and the family lines. This is a family line that's significant and reaches back to our very beginnings and so this is going to be part of our project The Center for African American Heritage in Southern Illinois and so the reason I bring it up is that it was just very cool for me to accept this, but also, it is part of our research that graduate students can take advantage of.

One more thing, speaking of a graduate and the history program I just talked to H'Aeneise Coopwood yesterday, she is one of the Emma Smith Hough Library Research Scholarships and her scholarship is a game that she produced. She is a history graduate and a graduate student, she is graduating this semester and she created a game where a person can interact with an enslaved person in the game who does not speak in words but has brought over an African dialect and it somehow allows people to learn how to communicate with enslaved people back in 1800 and learn how to communicate and learn their story and so, this is some of the research that your students are doing in a new different way, and it is such a joy to be part of their experience. That is all I have today.

Gingrich-Philbrook: Thank you. Are there questions or comments?

Pollitz: Thank you.

Gingrich-Philbrook: Thank you, Dean Pollitz.

Report from Council Chair: Craig Gingrich-Philbrook

Gingrich-Philbrook: Okay for me. There are three things that I would like to do.

First, I want to update you a little bit on our grievance policy clarification, Usha and I spoke a little bit yesterday, we are going to be finalizing our part of that work, and we will pass it on to the next chair. But that will be a thing that has to be voted on next year.

The second thing is that for those of you who are voting members rather than ex officio, this is a resolution of gratitude to the graduate school staff. Let me share my screen to talk about it with you.

whereas the 2022-2023 academic year posed a variety of challenges for the staff of the graduate school, including new administrative leadership, new processes for signing and processing documents, and the successive departures, or extended absences of many of their colleagues and whereas these challenges required each remaining staff member to do that much more to continue to serve our students and graduate programs and whereas the graduate school staff rose to those challenges with creativity, good cheer, and mutual support and whereas the members of the Graduate Council recognize the staff's commitments to their critical role upon which we depend. Therefore, be it resolved that the Graduate Council, in the form of this resolution extend its gratitude to the staff listed with apologies to anyone we missed for their contributions and success in navigating this difficult year. I am open to talking with members about this, or if someone wishes to move that we approve, that is also welcome.

Brooten: I so move.

Allen: Seconded

Gingrich-Philbrook: Thank you, please if you would like to vote in the chat to approve this resolution, or if you wish to abstain or to offer a different vote.

Resolution approved (15-0-0)

Gingrich-Philbrook: It appears to have passed. Thank you all very much and thank you Karen and members of the staff at the graduate school. We appreciate you and all that you did this year.

Jones: Thank you, everybody, especially Craig, but the entire Graduate Council for this resolution. This does mean a whole lot to my staff, sometimes I think they do not feel like they are or even appreciated on campus, and these types of things are very important to them, and I will make sure that every single one of them knows about it, and I thank you all on their behalf.

Tsatsoulis: Thank you.

Gingrich-Philbrook: The last part of my report has to do with bringing forward for you a document that Jeremy Allen and a group prepared to address the request from Mark Morris and Bob Morgan that we look at questions of how to raise graduate students stipend, and before I turn it over to Jeremy, I just want to indicate that this is a clarification of a prerogative that the contract already gives to units and so what we are talking about here and considering concerning approval, is our advice about how they might go about doing that from our perspective. We do not have authority concerning the contract, but the administration has asked the graduate Council to provide that added advice. Additionally, before I turn it over to Jeremy, I just want to thank him for his work on this, and there are a couple of you who got some emails from me yesterday when I was thinking that this hadn't been accomplished trying to sort of put that in the perspective of things is difficult at the end of the semester, and I want to be clear that it wasn't my intention to win Jeremy for that, but instead to share overwhelmed, and as it turns out, they were able to do it. I just did not know that they had been able to do it, So, Jeremy with those, thanks for the work you have done, please go ahead and introduce the document that you and your group prepared.

Allen: First, let me thank you, Craig, for the work that you put in for us throughout the year, and I am sure you are going to hear that many more times today, but it ca not be overstated how much I, as a graduate student leader appreciate what you have done for us this academic year. Also, I bear some responsibility for the misunderstanding

yesterday as well, I could have sent it to you, and you could have asked me so on and so forth. So, that was not entirely on you, it was just miscommunication. So that said, I am going to share my screen, we have the document that I and Lilliana, Karen, and Rachel worked on, and it is something that can reflect the views of graduate counsel going forward. As you mentioned, Craig, this is not something that needs to be bargained for because the language is already stated in the contract. So, I will just read it briefly, Graduate Council recognizes that similar to national trends, Graduate students are insufficiently compensated at Southern Illinois University, there is a link there to an article that we found on nature.com that states the findings that graduate students barely make a livable wage at most universities, so it is not specifically us, but it is the industry in general. It was documented in a survey undertaken by the graduate school of both graduate students and faculty that the lack of funding available, reflected in a lower-than-comfortable stipend, is a barrier to the recruitment and retention of highly qualified graduate students at this university to move toward rectifying the deficit, SIU graduate councils is in favor of allowing individual colleges the ability to raise stipends for graduate students within their respective program. Under the collective bargaining agreement, units may increase stipends amounts above the minimums established as outlined in Section 13.1.4, where “Nothing in this section is intended to prohibit individual units from increasing the unit’s stipend above the minimum amounts stated in subsections A through C of this section.” So, to address that Craig brought to my attention that that language can be confusing because, in the contract itself, there are no subsections A through C. I did not write this particular bargain unit, but I suspect that it is a language cut and pasted from a different contract, so, we can just go ahead and ignore that as stated, the stipend schedule is included as an appendix at the end of the contract but that is what that refers to. Does that make sense?

Gingrich-Philbrook: Yes.

Allen: Okay. So, carrying on, given the above contract language and the overwhelming support within programs, schools, colleges, and upper administration, and subject to the following provisions, the Graduate Council recognizes the success of a decentralized model of disbursement.

- This model applies only to funds within the fiscal control of the college. No new funding shall be requested to increase stipends in this manner.
- No existing students shall have their funding reduced or eliminated to increase the stipends of other students.
- These increases shall be applied program-wide.
- Program and school requests shall be approved by the Dean of the respective college.
- This does not represent an alternative to the increase in student stipends and faculty salaries currently being studied and implemented university-wide.
- Any proposed increase shall not prevent units from offering performance-based financial incentives to prospective or current graduate students.

So, if any of you have questions about that, I will entertain them as best I can. I think we are all on the same page, I think we all want to do the same thing, and maybe we need to tweak the language a little bit, but I think this can be presented to upper administration that everybody is on board with this, so that we can move the University in the direction that we want to move in.

McCarroll: First, this is great, and am very much in support of this, but what strikes me is that what we are paying our graduate students is only a little bit more than what I received as a graduate student in 1994. One thing I wanted to say looking at this is that just make sure with the language and the bullet points, it is not too limiting, because hopefully there will be some opportunities for shifting resources fairly and equitably to achieve some of the increases that are there. So just make sure it is not limiting in an unintended way.

Allen: Point taken; I think a sticking point for some members was that our program is going to go to the provost's office asking for money for this, but we wanted this to be simply allowing units and schools, colleges to control the money that is already allocated to them. So, if you have suggestions about how that language can be tweaked to better it, send me an email, and we can get that amended.

McCarroll: Okay thank you.

Tsatsoulis: I have a question, if this applies to all funds, in other words, internal and externally found? In other words, what if I have a grant and I would like to pay my students from this grant more than the stipends because it says the increase will be applied program wide? So, what if I want to pay my research assistant more than what the program has approved?

Allen: So, when we are talking about grant funding, are those positions that would be funded by the extra money by the grants covered separately, for all the students within that unit? In other words, if you have ten students, three of them are working on this grant, and you can pay those three more, is that what you are asking? Will this permit that?

Tsatsoulis: Yes, that is my question.

Allen: No, the way that I see this, that will not prevent that from happening, because those students are being paid the same as all other students who are doing the work that they are doing. They are being paid extra because they are doing something different and above what all the other students are doing. Does that make sense?

Tsatsoulis: Could that be the last bullet?

Allen: Correct.

Tsatsoulis: Okay, we have to clarify it a little bit, because, whenever we are having this conversation, we understand it, but after it goes away from us from this group, it might become lost in the translation.

Allen: Certainly.

Gingrich-Philbrook: As I was looking at the contract to try to set this up, my interpretation of that A through C of this section was the way that it was enumerated in the contract. It was referring to 13.1.1, 13.1.2, and 13.1.3, and one of those has to do with funding from grants which allows funding from grants to rising in the way to which you are speaking.

Tsatsoulis: Okay.

Allen: Yes, that is in Craig. You are correct, I am looking at it now. It is Section 13.1.3 grant funding appointments in which salaries are paid by grant fund shall not receive increases provided herein if sufficient grant funds are not available. If the grant does not provide for increases in the assistant salary stated in the sub-section, the assistant shall receive increases provided in the grant. The unit shall have the right to review the relevant grant documentation, and Costas that covers it, in that line, the union shall have the right to review the relevant grant documentation, and all new grant proposals to the University shall include increases as provided under this agreement.

Tsatsoulis: Okay, thank you.

Allen: But if you think further clarification is needed in this and necessary so that it does not get lost, moving forward, then, we can certainly do that.

Tsatsoulis: It would be useful to clarify because as I said, I do not want us to leave it up to interpretation, because the way that I understand 13.1.3 is that, you shall not give raises if it is not in the grant, but not necessarily you should give raises if it is in the grant. Does that make sense?

Allen: Yes, we can certainly address that.

Lakshmanan: I had a question thank you for doing this. One thing I was wondering about is that, because it is framed in terms of increases, and I was just thinking of increases based on the whole year or the academic year. Often students are grappling with summer funding, and so on. So how does that apply to what decisions are made as to who should get some of the funding which would end with the result that some people get it, and others do not, so that would amount to an increase for some?

Allen: Our contract does not have any bearing on who gets selected for GA positions. All it does is govern how the people who are selected need to be treated. So those are decisions that are not made by the union we do not have anything in our collective bargaining agreement that states who is going to get contracts and who is not going to get contracts. All that our collective bargaining department agreement covers is how those contracts are administered.

Jones: Thank you, Jeremy, and the group for putting this together, it is needed, and everybody is probably in support of this effort. I just wanted to make the group aware that whenever we start talking about this, it does have implications downstream, and how we process things in the graduate school so especially for international students, in that whenever we are preparing the paperwork for their visas, the I-20 paperwork, right now we have a schedule based on what college those students are from, and it gives us a base rate and as we go through and potentially change these rates amongst all these units, that is going to increase some complexity, and what we are doing, and if we can at least keep it where we have some base figures that we can go off of, and we are not trying to figure out a different rate depending upon if somebody is on a grant or not on a grant, or what have you? I am just going to say we are going to have to think about the implementation of this as well and say that we will manage it whatever is decided, but if we can keep it simpler, it would be easier on the processing end.

Tsatsoulis: Karen is being genuinely nice. We have 400 to 500, I-20s. If we have to do an individual, I-20 for each student, it is going to be impossible. So, we need to go by some basis, and even if the student makes more. We are going to have to resolve that because that is a very real issue for the staff.

Allen: Karen and Costas can you give me some insight in this? Do you have to put the exact amount, or can it simply be a floor? In other words, this person will make at least less, much money going, or it would have to be the exact amount.

Tsatsoulis: It does not have to be the exact amount, but the impact of not putting the exact amount is that, then the international student, needs to show more personal funds, and that could have an impact. Now we can try to deal with it, but I just want everybody to be aware of the impact that it is going to have downstream, as Karen was saying, that some of the changes we make here in the long term will even impact the number of international students we are going to have, because if you do not send the I-20 to timely fashion, and so forth.

Allen: So, for me, the workaround for that would be that when this gets pushed through in its final form, and it looks like languages included in it, that gives you enough lead time

to get that done. In other words, units cannot just decide on the first day of the semester that we are going to pay people, this is something that needs to be addressed to give you all enough time to do what you need to do. Would that solve that? Do you think?

Jones: Well, that is two separate issues there, Jeremy. One of them is the I-20 and trying to get them processed. The second one is just assistantship processing and getting contracts done, and anything that we do like right now, I put the call out. We need to get those contracts done, but if we are going to go through and change rates, then we are going to have to backtrack and readjust contracts and so, it creates more work. I am just going to say we are going to be happy to do it because it is for our students, but it is going to create some different challenges for us.

Allen: That's understandable, we all know that raises are coming one way or another, anyway. So, we can streamline the process as we do it on this front, and then I am all in favor of that.

Jones: I just want to make sure that we are not going through, and you know for the international students, we need a good number for preparing the paperwork moving forward. That may end up having to be a memo from each student. What is the student going to be paid, the exact amount, is it 12 months or 9 months, and what percentages so that we have a record that we can justify our paperwork moving forward? I kind of would like to avoid that if we could have some more standardized rates because I do not want to put any more work back on the academic units than I have to.

Allen: Understood.

Gingrich-Philbrook: Bob, this is part of your turn here and I have a question for you because the originating email from Mark Morris asked for this by now and some logistical issues need to be ironed out. So, I'm thinking, one of the things that we might do is do an upvote in principle for this as a guide for the work that you might be doing and call upon the next year's group and then the parties involved to try to iron out some of these details so that we don't fall into some of the traps that Costas and Karen are identifying.

Tsatsoulis: Craig we do not want to stop this because of logistical issues, and we are just pointing out that some of these logistics will have to be ironed out to make sure that we don't damage our relationship with international students.

Gingrich-Philbrook: Yeah, I do not see you always wanting to stop it, either I am just asking how we can best meet the needs of the provost office that initiated this. So, Bob, it is over to you.

Morgan: Perfect. Thank you, Craig and Jeremy thank you for your work here, both of you. This is helpful and this is the type of guidance we were looking for, so helpful. My hand was up just for a point of clarification, I just want to make sure that we are on the same page here and more so that I am understanding your perspective. So, section 13.1.5 in terms of the unit increases is as you have it, type there, Jeremy, is consistent with what is in the CBA that I have. Nothing in this section is intended to prohibit individual units from increasing the unit stipend, so I read that if a school, for example, increases the stipends for some students, they would increase them for all students in that school. And Jeremy, in terms of that grant question under 13.1.4, grants could be the exception, and those could go higher than the unit increase. I just want to make sure I am understanding that, so when we go and meet with the Deans in a week or so that I am representing that accurately, is that your interpretation of what I just said?

Allen: Yes, so 13.1.4 is the language that states that an individual unit can increase a unit stipend above the minimum. The reason for that is, I think it will be problematic if we had two students in the same program, doing the same work that were paid different rates. In other words, I am a Ph.D. student in sociology, it would be a problem for me if the person in the office next to me doing the same thing as I am, and getting paid a different wage than I am. If that person is working on a grant for somebody then they are not doing the same thing that I am doing, so 13.1.3 is the grant funding, and yes, your understanding of my interpretation of that is correct. If a student is working on a grant as long as they are making the floor, this language is a floor you cannot pay graduate assistance less than this. If you wish to raise the graduate assistant stipends above that we are all good with that, if we are going to do it as a unit right, people who are studying

in this field and doing this thing in other words, Ph.D. students in sociology, all of them will be raised. Is that okay?

Morgan: Yeah, I am with you on that. I am with you in terms of paying people that are doing the same job, the same across the unit. So, when you look at the different types of assistantships, a teaching assistantship versus a research assistantship. If a unit is particularly effective and excels in teaching, and they want to increase research productivity, and so they need to incentivize some students to move from teaching assistantships to research assistantships since those are two different types of work, could all research assistance that even if they're not grant funded, just research assistance be increased, but it would be for all research, assistance above teaching assistance, or in a unit that's particularly research, productive, and they want to enhance their teaching, they can increase teaching stipends for all teaching within, so is it only if it's Grant funded, or is it by work? Again, I am not questioning or challenging I just want to make sure I understand.

Allen: I understand what you are saying. So, I would say that that needs to be bargained right. If you are going to go by the classification of administrative assistant, research assistant, or teaching assistant, that is something that would need to be bargained. If you can find grant funding, and you want to prioritize researching within a given program, and you can find grant funding for that, the contract allows you to do that, but if we are going to separate by classification rather than by unit, then that's something that I think would need to be bargained.

Morgan: Okay. So, I am with you, the only thing that would allow for the individual increases is grant funding, right?

Allen: Yes, or performance base, right? Like Liliana had the comment that you know what if we want to bring in students who have, you know a vast publishing history. Can we incentivize that? Absolutely. They are not going to get paid less than the floor, right? They are getting paid extra because they have done something exemplary above and beyond. Does that make sense?

Morgan: Yes, it does and that is all that I had. Thank you.

Gingrich-Philbrook: I just want to say my understanding of that is that bringing in those people in the example with the rich publication history, that would be more along the lines of research dollars or travel dollars, or something like that to get those members in there if I'm remembering our conversation from Executive Council directly, rather than a wage per se.

Burton: I just wanted to comment that, like we are all talking about grants, but that is not the only way that departments and programs can increase these stipends. Looking at the programs, and finances where funds are being allocated can also help with that and so, grants are not the only way.

McCarroll: This is going to be complicated but it is really important and good. I just wanted to point out that in some cases there are senior-level students, graduate students that are needed based on their expertise for certain teaching assignments, and so we could create a weird scenario where we're asking a student to take a pay cut to a TA, where they might have been on an RA previously.

Allen: So, in my mind, anyway? This document would then allow you to say because we need you to become a teaching assistant, we will find extra money, for you to become that teaching assistant, if you need to do it from a grant, you do it from a grant. This does not stop you from paying teaching assistance the same, or more than you are paying research assistance but in fact, it gives you the ability to do that. Now, if you value that student enough to pay all teaching assistance more, that is a decision that you know, I think, should be best left in programs to schools into Deans. The whole point of this is to give people at lower levels the freedom to adjust their budgets to meet their own needs. That is the purpose of this, and you are right it can be complicated, and we have individual scenarios, but I think as a group what I would like to see, from my time on Grad Council is that we can move this forward as an idea. Yes, this is a good idea, we need to work on it over the summer and as Craig said, this is something that is taken up by next year's Grad Council, but I think, in theory, we are all on the same page. We agree some details need to be hashed out and some language needs to be changed but for me, it is the

understanding of upper administration that this is something that is supported by everybody from graduate students up to the Chancellor.

Lefticariu: I think there is an assumption here that there is some extra money, but we should think about how this is going to play out when we have less money because you said, we can add some money from the grant but if the grant is not there, or maybe the department doesn't have money to raise the assistantship for those who deserve or do a special work. So, what type of scenario would be in that case?

Allen: I see those as two separate things, I do not want to hamper graduate students' opportunities to make more money because other units cannot find money for their graduate students. My understanding of this, and I think I can reflect what the Chancellor has spoken to me about directly is that this will elevate the game of everybody. If you are in a department that is struggling, then the onus is on that academic unit to figure out how to do things better. I mean I do not want to be in a scenario where we tell graduate students I am sorry we could pay you more, but we can't because the department of X over here, program X over here cannot do it either, because we do not have parity now right? Everyone is not making the same amount of money, it varies wildly as Eric mentioned earlier, even sometimes within the same school, you have geology and geography around two different pay scales because of the merger, and the reassignment of departments. That is a problem so, this I think is a way of short-term addressing that problem.

Gingrich-Philbrook: Members, I want to ask us to think about how we can best meet the needs of the provost's office and GAU at this moment, because I don't think we're going to be able to work out all of these elements here, and still complete our agenda, from my perspective and those of you who are working on contracts I have a question for you. Aren't the offers to students coming in the fall already delineated concerning the amount? Am I wrong?

Tsatsoulis: No. They are delineated by the amount. I will let Karen add to that.

Jones: Yes, they have an amount, which is bargained in the GAU and so if a student has been offered an assistantship, those amounts are known to us right now.

Gingrich-Philbrook: Okay. So, from the standpoint of urgency, we have the opportunity to affirm this document in the spirit in some way and call upon the relevant stakeholders to iron out those details over the fall, so that if a firmer document can be improved, and there's time to work out these details and think about these scenarios in such a way that the downstream policy that can be clarified before the next rounds of contracts need to be written. Is that a fair assessment?

Allen: From my perspective? Absolutely. That seems reasonable.

Lane: I just want to again thank Jeremy, and just publicly support what's been presented I know, as Karen and Costas mentioned, it is going to require some work, so it does not overwhelm the members that we just gave some accolades to but I do think we can get there, and I'd love for our deans to be able to have the ability to do this as we compete for graduate students as we compete to try and retain those students and make it more attractive. This is long overdue, so I just wanted to add that as a quick comment, and thanks to everyone for even entertaining this today. Thank you, Mr. Chairman, for even allowing us to have this discussion. I just wanted to add that two-sentence.

Jones: Thank you, Chancellor, for your comments. I do have a question, though, Craig, about kind of what you just framed right before the Chancellor's comment. So, I'm a little bit confused about the timing of this process, and what we're trying to achieve in a certain timeline because this came back from the executive committee that there was some urgency to try and get something from Grad Council before the end of this semester and I interpreted that maybe that was incorrect, that we could perhaps have some changes made, for let's say, fall contracts moving forward, but then you were just talking about, maybe revisiting this with next year's council to clarify language, so is there something more the grad council is to look at and recommend or is our kind of charge? And I will ask that question of Co. Provost Morgan. Are you getting what you need from us? Or is there something more that this body needs to address?

Morgan: No, this is what we needed. It would be helpful to get that document, but this is what we needed, and we will move forward in the next Deans council with discussions with the Deans. Thank you.

Gingrich-Philbrook: Bob, from your perspective, what is required for this document to be? Are you able to work with it in spirit while we iron out the details?

Morgan: Yes. I think you could send it for our purposes. We just need to discuss this with the Deans, and so I think you could send it as it is, that is good on our end to initiate a discussion.

Gingrich-Philbrook: With the understanding of that discussion, we will include ironing up details to ensure the balance of questions of equity and independence of the units in a way that would allow the graduate school to process those contracts efficiently. Is that correct?

Morgan: Yes, that is correct. I do not want to speak for the Deans without having had the discussion, but I anticipate there is some support for this, so simply taking it to the Deans to see where everybody is. That is what we need to do and then move forward. Eric, do you have any thoughts from a dean's perspective?

Brevik: I think it would be useful if we can address some of these things because going back to the example, I gave earlier with the Ss. I know that there has been a considerable discussion between myself and Director Shu, for example. You know over the time that I've been here, it is something that he is interested in addressing because he does have students who move back and forth between geology and geography in terms of what they do with their teaching assignments and so, it was tough to take up because a grad student is not making a whole lot already and say, okay, we'll bring you back next year, you can do the same job you did last year but We're going to give you \$200 a month pay cut to do it. You know that is a tough spot to put them in, So, if we can say, okay across the ESS, we are going to have a uniform rate that we pay TAs in ESS, it would be a fantastic thing. Now, as Liliana did point out, and Liliana is also if you're not aware, she's in the ESS, so she's probably had some insight into this as well but what she didn't point out is that there

is a finite amount of funding at the immediate moment, at least, we have all those geography students that boost toward geology is going to mean the dollars don't go as far in terms of how many TAs we can support within the program, but it will even the playing field for the geography and geology students that we are supporting.

Robert: Yes, and it gets to the flexibility as Chancellor Lane was saying, that colleges could use to strengthen recruiting efforts. So, again Craig to your question, this is what we needed, we have what we need to move forward on our end, and I will report back after that discussion. But we have what we need for now, so thank you.

Lane: Can I have one thing to back to Karen's point there, so she does not get slammed with this? I heard Jeremy mention, with new leadership so, it is not overnight where this would just be approved and Karen, you know you would have to produce all these different systems to do it. So, I think what I heard is that you will have some time there to be able to get ready for it. Is that correct, Jeremy? You were mentioning it.

Allen: Yes, obviously, as you know, an advocate for graduate students, the quicker we could implement this the better it is going to be for everybody, but that being said, I understand that you know it is a bureaucratic process. You have already sent out offers, and they have been accepted at certain numbers. I in theory, don't object to understanding that maybe these changes will take place in time for the spring semester but if we can get this push through, and we can give people more money in the fall Let's do that but if that puts them, in a position, Karen, or Costas, or whomsoever where you can't do that, then, you know I'll be understanding and just for transparency sake, there will be new leadership in the Union. We are currently conducting our election and I am quite confident that whoever it is that takes over will be willing to follow up for it to be established.

Gingrich-Philbrook: we need to move on if we can and are clear that this allows the provost's office and the Deans to begin having conversations that would clarify issues concerning fairness and efficiency in the graduate school. Are we good with that?

Lefticariu: And funding? I will add.

Gingrich-Philbrook: Yes, okay. I appreciate all the work we have four RMEs and a new crop of members to bring in, and I do not mean to cut this short, but we should. Okay, so our next report is from Rachel Nozicka, our representative from GPSC.

Report from GPSC: Rachel Nozicka

Nozicka: Thank you. Several of us met yesterday morning with Chancellor Lane, Dr. Paul Frazier, and Dr. Jeffrey Burgin to discuss the understaffing of the student Multicultural Resource Center and the limited resources available to students that have resulted from this. In the discussion, Dr. Frazier assured us that the SMRC positions would be filled by the fall so we look forward to our students being able to access more of the services.

We also discussed ways to help students be more familiar with the process for submitting reports and having complaints and grievances addressed. Dr. Burgin is going to create a flow chart to help clarify the process and then we, as a collective will work on getting the word out to students to help ensure that they know where to go when something comes up, and the kind of the steps that they'll be taken through. So, we look forward to continuing those conversations with the Chancellor into the fall.

Last night we finished up our GPSC session for the year with the GPSC award ceremony, we were able to recognize many deserving students' faculty, and staff, including Dr. Jones, as Jeremy mentioned earlier and we celebrated our officers who are leaving Caleb McKinley-Portee, and O. J. Duncan, and then ushered in our new executive board, and the Grad Council members. Myla Burton, who is here on Grad Council with us will be taking over from me as the vice president of graduate School affairs. Alicia Utecht is another one of our Grad Council members, and she will be taking over as vice president of administrative affairs and then I will be the new president.

I would like to thank our current graduate Council reps Myla, Alicia, Jeremy Allen, and Jason Dallas for all of their help this year, and welcome in our new Grad Council members and I just wanted to say, thank you and I look forward to continuing to work with many of you in different capacities next year.

Lane: I just want to say, thanks to Rachel, she and I have worked together this past year, and as she mentioned yesterday, we had a lively meeting trying to address several different issues again, Rachel, thanks to you and your team. I want to point out, Bob this may be an opportunity to talk with Myla who is on that particular committee as well, that there are some real concerns and She's needing some assistance, and we're going to give her that with pushing through some policies that we can all adhere to, as it relates to harassment and a few other things that I have some real concerns about, based on what I heard yesterday. so, we have some work to do there but, Bob, if you could reach out to Myla, she is on the call, and it is something we want to bring into the Dean's meeting that would require some attention. So, Bob, if you get a chance, you may want to do some, internal chat stuff there, but just wanted to point that out and thank Rachel.

Gingrich-Philbrook: Thank you, Rachel, and congratulations again on your election into all. Our next report is from our vice chair Tomas Velasco.

Report from Council Vice-Chair: Tomas Velasco

Velasco: Thank you, Craig, and there is nothing to report.

Gingrich-Philbrook: Thank you and thanks for your service this year as vice chair. I have appreciated your Council on several things. Our next report from the Dean's Council, Dean Brevik.

Report from Dean's Council: Eric Brevik

Brevik: I have nothing beyond what has already been discussed today.

Gingrich-Philbrook: Thank you and we have a new representative from Faculty Senate because they have held their elections and so our new liaison from the Faculty Senate is here Elaine Jurkowski.

Report from Faculty Senate: Bethany Rader

Jurkowski: I would like to thank you for inviting us, we have had an election, and Bethany Raider is our new president, she was formerly the vice president, and she is familiar to

most of you. so, I was elected vice president and I will be replacing her, and Michael Highland will be our secretary. Just a couple of things I wanted to share with you.

We have developed a new AD Hoc committee for artificial intelligence based on a resolution that came forward about a month ago and so we will be looking for representatives from various stakeholders on campus and I expect that Grad Council will be one of those. So, as we move into the fall semester, you can look forward to receiving a request to staff that committee.

We are also in the process of developing a resolution for a committee to examine the sexual misconduct policy on campus and so, this is another area where we are going to be looking for representatives from other constituency groups and Grad Council will be another one of those areas.

Lastly, I just want to share with you that we have been working diligently to look at ways to improve our rankings through an AD. Hoc committee on the US world news words and so that is something that I'll bring more feedback on in the fall to the committee and so I don't want to labor my presentation, because I know we're at a premium for time, so I'll end off at this, and I'll look forward to working with the Grand Council as liaison. Thank you.

Gingrich-Philbrook: Thank you. and welcome. Okay, our report from new programs.

Report from New Programs Committee: [Chair, Heidi Bacon, is unable to be with us. The resolutions regarding RMEs from the programs below will be introduced by a member of the committee]

Gingrich-Philbrook: We have four resolutions that I want to remind you that new programs have gone over the RMEs, asked questions, and you have the resolutions in the materials that I sent you. Heidi is unable to be with us today, and Iraklis Anagnostopoulos has agreed to present them in her stand.

Post Baccalaureate Certificate in Therapeutic Recreation/Recreation Therapy

Anagnostopoulos: In June 2022, the new MS in human sciences replace the master's in recreation professions and eliminated an option for a graduate degree in therapeutic recreation. The concept of the proposal was due to the increased inquiries and requests for a master's level option in therapeutic recreation, creating a graduate certificate will potentially meet this need to result in increased enrollments. Students who complete, the graduate certificate will be able to apply the graduate certificate credit hours towards the MS in human science. So, in that way, they will increase their potential for employment. The certificate will be offered in online and hybrid format, and there is also going to be a second option offered for students who need the graduate certificate to enhance their careers. It is expected that this graduate certificate will increase the revenue, there will be no impact on faculty, staff, students, equipment, or any other fiscal facilities, and no other impact on educational units or decrease. The students will be assessed according to the university assessment plan and regarding the voting of faculty in the school of human sciences all of them voted sixteen Yes, zero No, zero abstain, and the vote of the curriculum committee was also unanimous seven Yes, zero No and zero abstain. Regarding the subcommittee in the graduate council, we had a unanimous four in favor and zero No. So, for the first one, we ask the graduate council committee to vote in. We recommend that it is accepted.

Gingrich-Philbrook: Are there questions? hearing none. It is a resolution that comes from the committee. Can we have a second?

Gingrich-Philbrook: Okay thank you. Please vote in the chat Yes therapeutic recreation. or, as always NO or Abstain.

Resolution approved (16-0-0)

Gingrich-Philbrook: It appears to have been passed. Thank you.

Proposed Addition of Concentration in Behavior Analysis and Therapy to the Ph.D. in Psychology

Anagnostopoulos: The next one is the resolution to recommend the approval of RME for the proposed addition of concentration in behavior analysis and therapy to the Ph.D. in psychology. So, what happened is that with the organization, the bachelor's, and master's in behavioral analysis in therapy move to the school of psychological and behavioral sciences, but the doctoral area of study in BAT remained in the Ph.D. in rehabilitation, which is currently in the school of health sciences. Since behavioral analysis and therapy is a subdiscipline of psychology, the school of psychological and behavioral sciences proposed to incorporate the BAT doctoral degree area of study as an independent concentration leading to a Ph.D. in psychology. The RME explains that this addition aligns with the name of the school, the School of Psychological and behavioral sciences. The demand for certified behavioral analysis has increased from 2010 to 2020. This program will be delivered in person with some occasional courses offered through distance education. The cost that was presented to us was for the BAT will affect primarily the change of the website catalogs and promotional material. Additionally, the BAT director will receive one course, release per year to offset the demands of the program and there will be no effect on the faculty, and all the equipment will remain where located before the reorganization. Although this move will reduce enrollment in the school of rehabilitation, BAT faculty are in the School of Psychological and behavioral sciences, and the School of Health Sciences has requested that enrollment in the Ph.D. rehabilitation be suspended. Overall, again, the program will be assessed according to the Universities Assessment plan, the voting from the faculty regarding the School of Psychological and behavioral sciences was fourteen Yes, zero No, and three abstains, and the vote of the curriculum committee was five Yes, zero No. The Dean of the College of Health in human sciences supports the RME to move the BAT Ph.D. program into the Ph.D. psychology program as a concentration and four of five committee members in the subcommittee for the new programs voted in favor of this.

Gingrich-Philbrook: Are there any questions? Okay. Given that the resolution comes as a motion from the committee. Is there a second?

Brooten: Sure, I second it.

Gingrich-Philbrook: Thank you, Lisa. So please in the chat vote, yes, behavior analysis, and then, similarly, if you wish to vote no, or abstain do so there.

Resolution approved (15-0-0)

Gingrich-Philbrook: It seems clear that it is going to pass thanks and let us move on to the next one.

Modification of Concentrations in the Master of Music

Anagnostopoulos: The other two are more steps forward and simpler. So, the first one is from the school of music. So, the resolution is to recommend approval of RME to modify concentrations in the Master of Music. so, after completing the School of Music accommodation in 2021, the National Association of Schools of Music recommended eliminating the Master of Music Opera/Music Theatre concentration and adding a conducting concentration in the school of music. So, due to the new standards for Master of Music conducting students, the National Association of School of Music recommends that the conducting emphases have their concentration. All courses for conducting concentration are face to face, with no changes in the budget, no faculty will be affected, and no other equipment will be affected. Also, there are no students currently seeking this concentration, so there will be no effect, or nothing will be affected. No changes in the curriculum or other degrees and the students will be assessed according to the universities assessment plan. The faculty in the school of music voted eleven in favor, zero No zero abstain. The Dean of the College of Arts in the Media supports the RME, and four out of five committee members in the subcommittee voted in favor of that.

Gingrich-Philbrook: Are there any questions? Okay, it comes as a motion from the committee. Is there a second?

Nozicka: second.

Gingrich-Philbrook: Thank you, Rachel, please. In the chat vote Yes music or No or Abstain as you wish.

Resolution approved (13-0-0)

Gingrich-Philbrook: It is fairly passed, and then our final one.

Elimination of Concentrations in MS in Forestry

Anagnostopoulos: the final one is a resolution to recommend the approval for the RME to eliminate concentration in MS in forestry. So, the RME explains that the current listing of forestry concentration is outdated, and the school of forestry seeks to eliminate concentration in forest resource management, outdoor recreation resource management, and wood science and technology and instead lists them as areas of research. what this explains is that in the Forestry MS program, the student will determine their program of study with their advisors and research committee, and do not follow a set curriculum for each area of research. These things will enable the Forestry MS program to be easily updated and the market Faculty research interest on the website and the primary delivery mode will be in person and no anticipated changes in budget, faculty, staff, students, equipment, or any other physical facilities. There will be no changes in how students will be assessed since they follow the universities, policies. The voting from the school of forestry, for this RME, was ten in favor, zero No, and one abstain. Also, the Dean of the College of Agricultural Life, and Physical Science supports this elimination, and, in the subcommittee, four out of five members voted in favor and that is why we recommend the approval to eliminate the concentration in MS in forestry.

Gingrich-Philbrook: Are there any questions? Okay, again, coming from the committee as a motion. Is there a second?

Allen: I do second.

Gingrich-Philbrook: Thank you, Jeremy, and please if you will vote Yes, forestry in the chat or no, or abstain as you wish.

Resolution approved (13-0-0)

Gingrich-Philbrook: Okay, clearly it is passed. Thank you all.

Gingrich-Philbrook: Iraklis thank you for presenting these resolutions for Heidi today and you are welcome to the committee.

Anagnostopoulos: Thank you.

Report from Educational Policies Committee: Andy Wilber

Gingrich-Philbrook: Okay. So, we have no report from educational policies. Lilliana, do you have a report from the research?

Report from Research Committee: Liliana Lefticariu

Lefticariu: Nothing to report at this time?

Gingrich-Philbrook: Thank you so much. Lisa. do you have a report from Program Review Committee?

Report from Program Review Committee: Lisa Brooten

Gingrich-Philbrook: Okay. She asked me to say that there was no report.

Gingrich-Philbrook: We did this by 9:30. I appreciate you so much. It has been a pleasure serving with you.

Jones: I have one last piece of business. If you do not mind. So, it is customary for the graduate Council to recognize our outgoing chair, and I did not want this to be anything different, because Craig's been such a wonderful leader for us. So, I would like to propose to the group a resolution to recognize Craig Gingrich-Philbrook for his service to the Graduate Council for this academic year.

Resolution to recognize Craig Gingrich Philbrook for his service.

Jones: Dr. Gingrich-Philbrook has served as chair of the graduate Council for 2022 to 2023 academic year, and he worked tirelessly to promote and represent the graduate Council with the campus community.

He also successfully partnered with the Chancellor, the Vice Chancellor for Research Provost and the Co- Provost, graduate, school and graduate, and professional Student council to elevate the importance of graduate students on campus for the present, and into the future.

He has also got a great sense of humor, a calm approach, kindness, and a Saluki spirit that is enriched by those fortunate enough to know and work with him. Therefore, be it resolved that the graduate Council recognizes Dr. Craig Gingrich-Philbrook for his contributions and expresses good wishes for his future and we express our gratitude for those contributions with members looking forward to his continued interest in and support of graduate student success.

Jones: If you do not mind, I would propose that we passed this resolution. If I can get a motion from the floor

Allen: So, moved.

Anaza: Second.

Jones: I just want to say thank you, Craig, for your leadership this year, and I appreciate everything that you have done for the Grad Council for the graduate school and all the graduate students here on campus.

Gingrich-Philbrook: Thank you so much. I think one of my favorite things about taking this on was getting to meet so many members from across campus including all of you. So, my best wishes to you for a restful and productive summer in the ratio that you wish and thank you very much.

Gingrich-Philbrook: Now, what happens is that those of you whose terms are expiring can run away and do other things and the incoming folks. Karen will assist them in electing a chair and hopefully a vice chair. Thank you all very much.

Jones: Thank you, Craig.

Adjournment

The first meeting of the 2023-24 Graduate Council]

Members present: Ahmad Fakhoury, Courtney Simpkins, Kelly Benden, Mandeep Redhu, Khaled Ahmed, Benjamin Richardson, Jennifer Spreng, Scott Comparato, Liliana Lefticariu, Matt Young, Iraklis Anagnostopoulos, Nwamaka Anaza, Myla Burton, Buffy Ellsworth

Executive-Officio: Costas Tsatsoulis, Karen Jones

Meeting started at 8:00 AM

Jones: So, we are closing one year or one group of graduate council members, so that is the close of 2022 and 2023 graduate council. We have two orders of business that need to get taken care of, and that is the election of a chair and so with that, I will take suggestions from the floor for nominees, if you will. We do have one that has agreed via email but could not be with us today because he is at a meeting, and that's Dr. Scott Collins who has been on this Council at least this year but we welcome any other nominations as well. Any discussions?

Anaza: Hi, Karen I just had a question, I think it will help if you talk about the benefits. If there are any benefits, to kind of just encourage people because I know in faculty Senate, the outgoing president talked about how there was no course release for his role, which was kind of like insane and overwhelming, and so will there be a course release for the Chair and what are the benefits for whoever wants to self-nominate.

Jones: So, to my knowledge, there is no course release, I had heard just through the grapevine that has been a suggestion that has been made to upper administration, but I have not been part of any of those discussions. So really, the benefit as I understand it, being on it is, is representing the graduate Council with upper administration. Typically, if there are any large searches for upper administration, we usually ask for either the chair or representative from the graduate council to be on some of those search committees. A lot of it is a coordination of our business and many of you know what that is like here

because you participated in that coordinating agendas and conducting the meetings. But a lot of it is just advocating for graduate students and the graduate education on campus. I think that it's an important endeavor, for whoever takes that position, and I think great things are happening with graduate education right now, and I think if you're thinking about doing administration or want to be more engaged in what's going on with the campus community, this is a great opportunity as faculty members to participate at those levels. Costas, do you have anything to add?

Tsatsoulis: I think, working with colleagues and having an impact, that's why we do what we do. It is the impact we have on the university, the students, the staff, the faculty, the quality of life of our graduate students, and the quality of education to graduate students. It's an impact issue and I understand that it is very time-consuming there's no question about that, but I found it when I was doing similar things extremely fulfilling when you know a week from tomorrow you see, all these graduate students walking through the stage and graduating, and you know that you had a little bit of an impact in their lives and careers.

Jones: So, I do have an email from Scott Collins accepting the nomination, does anybody else game for that? So, I guess, we need to go ahead and vote if you will put Yes or No, or Abstain, and you can just put Collins in the chat as your vote.

Election of a chair approved (13-0-1)

Jones: Okay, it looks like that passed, so congratulations to Scott for being our chair for next year's Council. It would also be beneficial if we went ahead and elected a vice chair for the Graduate Council. This position has two main functions, one is, they are our liaison with Faculty Senate, so, you would also attend the Faculty Senate meetings, and convey to the faculty, and Senate the business and the work that we are doing here in the Graduate Council. So that is that communication piece with our counterparts. The other thing is the Vice-chair, should there be any grievances with our graduate student, would chair the process of oversight or oversee that academic grievance process. So that is the two main things that the vice chair does. I do not have any people who've self-nominated

for that position but open to that now, you would be included in the exact committees, and it is one extra meeting a month.

Jones: Any questions you might have about the position? Okay? I am going to leave that to Scott, and he can figure out who his vice chair is going to be. The one thing that we will be doing before the fall semester starts is that each persona on Grad Council also serves on a subcommittee. So that's education policies, the research program review, and new programs committees. Well, I am going to send out a poll for Scott, and you can rank which committee you would like to be on, and we will have the committee assignments before we start the beginning of the fall semester. So be looking for a poll from me. Do you all have any other business that you would like to talk about?

Anaza: Not from my end, Karen. Thank you.

Jones: Well, with that I think that we can adjourn our meeting quickly. I thank you, especially the new members that are coming on board, we are going to have a great year next year, we have already got quite a bit of topics to talk about coming from the graduate school itself. It is going to make it a better place here at SIU for us as faculty members and for our students as well. So, thank you so much for your attention, and I will pass on the message to Scott that he is our new chair.

Tsatsoulis: Thank you, everybody.