

Graduate Council 2022-2023

September 8, 2022

Members present: Jeremy Allen, Iraklis Anagnostopoulos, Heidi Bacon, George Boulukos, Lisa Brooten, Philip Chu, Scott Collins, Jason Dallas, Craig Gingrich-Philbrook, Usha Lakshmanan, Liliana Lefticariu, Matthew McCarroll, Mark Pease, Tomas Velasco, Andy Wilber, Chris Wienke, Alicia Utecht, Zvi Rosen, Kyle Plunkett

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

Guests: Farshad Kheiri, Yueh-Ting Lee, Rachel Nozicka, Michelle Kibbe, Gary Plunket, Zvi Rosen

Meeting started at 8:00 AM

Gingrich-Philbrook: Welcome Everyone, this is the time to look at the minutes from the last meeting. Are there any corrections to the minutes?

Gingrich-Philbrook: Hearing none, is there a motion to approve the previous minutes?

Wienke: Moved.

Allen: Seconded.

Minutes approved (18-0-0)

Remarks from the Chancellor: Austin Lane

Lane:

- **Appreciation of Staff** - Good morning, I hope everyone is doing well. I know we're in the 3rd or 4th week. Weeks are going by fast. I only need 12 minutes and I'd be glad to take any questions. I just have some quick updates, really want to yield most of my time to Dr. Costas, our new Vice Chancellor for Research and Dean of our Graduate School and thanks to those who are on this call who's served on his committee. I know that there are many of you

around this zoom who served on his hiring committee and if you didn't serve on the committee, I'm sure you had a chance to interact with Dr. Tsatsoulis via zoom or through the interview process. And Karen, thank you for holding the fort down. We just wrapped up our 10th class day and you know that's the number we're always focused on and feeling good about where we landed despite what you see across the state where institutions are way down in several different areas. We're essentially about 100 or so students down, although we expected it to be that, not really surprising as long as we didn't dip below 11,000 students, we thought that would be a victory for us and that's where we stayed at 11,107 students, not bad as compared to 11,266 last fall. We had a 46% increase, if you look over about three to four years since fall of 2019, we're back at 1037 students this fall for new freshman at 1,518. So that's a 46% increase from fall 2019 to fall 2022. A lot of efforts went into place. We talked about this two years ago, trying to establish a solid foundation in the freshman class and we were able to do that. We've got to continue to do that.

- **Action moving forward** - The focus now is how do we retain those students through programs that really can help our students transition and adjust and continue forward from the undergraduate perspective. Our largest freshman class, it's been the largest in six years, which is about 6.8% in this class. We are really pleased with what we did at the last minute with our graduate programs. So again, Karen and Costas, thank you guys for pulling out some last-minute magic there to help get us over the hump. And so, a lot of work went into the staffing over there in the Graduate School to really help us achieve some of the numbers where we are. Really excited still about the students from the region. We continue to attract students from this region. We are up 2.5% new students from the region, we are up 3.5% for transfer students from the region, and those are good signs. I remember when I arrived in 2020, we were only talking about how students from this region were going out of state or going to other universities besides us right here at home. A lot of work went into adjusting our scholarships even though we've still got some work to do there, how we package, when we package, how we recruit, when we recruit. Lot of work that went into making sure that we could yield more of the students from

this region. A lot of marketing, a lot of communication, so it seems to be paying off.

- **Recruitment/Retention Effort** - We've got a lot of work to do going forward. Had a 4.6% increase in housing. That was a big piece for us, so a lot of students obviously living on campus, if we notice in cars and scooters and students walking across the walkways, it's because we've got more students that are living in the housing facilities, and that's a good sign. Obviously, you know we've got some deferred maintenance and things we've got to do in housing, but it helps to have students that increases because you use some of those dollars to take care of some of those facilities. So that's a good thing. If you look by college those are up and down, and when I say those that were down, they weren't down by much. But the schools that were down just slightly. And again, I think a lot of this retention efforts that we're going to be putting in play. I know Dean Brevik will tell you, you know, he's working hard already. Dr. Brevik and I were with about 600 Colten green hands the other day, and those kids were fired up and those were freshmen all the way through seniors, about 600 folks there, and so, trying to recruit those students here and I know that work is happening. But our Arts school, Arts and Media, Business, Engineering slightly are down, which are only by small numbers, and we're talking in some cases 4,5,6 students, so we are not alarmed at that at all. I know the efforts that are taking place in each of those areas; they're working hard. They have recruitment and retention coordinators, advisors, folks in those areas were really pushing to make sure we not only recruit those students, but we retain those students, so we are not worried about. Grad School is up, Health and Human Sciences is up, Liberal Arts is up, School of Education is up. And so again a lot of efforts underway, Law School is up. Law and medical school numbers aren't numbers that we're trying to seek a lot. We just want to make sure we fill the seats, if you will, in those areas.

We are really laser focused on the fall of 2023, and a couple of different areas, obviously, new students that has to continue. We want to yield more students. We received a lot of applications this year, and we yielded more students, but we need to yield a little bit more. So, we're going to be working on that new

student piece and transfer students. As you know, we've got some Saluki step ahead agreements that are out there, a lot of community colleges are signing on board, and we expect that to continue to take off and need help with our transfer student population. With our graduate student population, now that Dr. Tsatsoulis is here, he and his staff, are going to work to get those graduate numbers up even higher and be a little more attractive for those potential graduate students. I know there's some work that must be done there. And again, he may be adding some of what he's been able to see over the last month of being here, but really focused in on that. International student population wanted to be focused on and try to increase that number as well. Many of you know that we were a destination for international students here years ago and want to continue to be there.

We have some schools around us that have increased in their international and their graduate student population, sometimes the two go hand in hand. So, we really are going to be focused in heavily on that. Extended campus, nontraditional students, really focused on what we can do to tap into the nontraditional aged students who are working or close to finishing, but never finished. We are really going to be focused on trying to increase that number. We have a new director of extended campus, Dr. Susan Wegmann, and we look forward to really working with her to help us move the needle.

- **Saluki Takeover** - Next week we have our Saluki takeover in Chicago. This is the second year we're doing this. We will be there the 15th through the 17th working with a lot of our partners up there whether it's Chicago Public Schools or any of the community colleges or who considered to be our top high schools. We are focused in trying to yield students from those applications that they have been submitting since September 1st. So, the season is already open to try and recruit students and that's what we're doing. We are going to place a focus this year in new Saluki step ahead in Springfield. That's an area that we think that with the population that's in Springfield, we wanted to be able to tap into more of the students, whether it's undergraduate or graduate. We had the University of Illinois, Springfield actually did quite well in their enrollment. If you look into their graduate program. So, they must have added something there, but they

went up a little bit there. That was the most surprising to me. But there's some work that I think we can do to step into Springfield in that area. A lot of Salukis that are there, are obviously, you know, it's a capital but you've got a lot that worked at the State Department's there. So, needing to go to Graduate School, a lot of our students started, now they want to go to the next level, and they want us as an option. Peoria, we're going to be focused on the Peoria area as well.

Again, large populations, we have good relationships with the Community College that's there and with the school district that's there as well. St. Louis will have the Saluki takeover again. Probably won't be tied to the March Madness this year we'll probably do it on a different time, so it doesn't conflict with all the activities that are happening with March Madness. That's more the in-state pieces, as you know, we signed some deals with the places out of state. In Texas, we're looking in Tennessee, and some other surrounding areas. In Kansas City over in Missouri we are getting ready to sign a deal with Kansas City Metropolitan Community College with the Saluki step ahead pieces. I'll end with this, I think the committee I know, with the Tom and Craig, thanks to both of you and those that served on our indirect cost committee. We made some changes there. I think that was based on the recommendation that came from most of you here. We've honored that it's something that we do want to go forward with and make sure that we can utilize those dollars in a way that's going to help incentivize and support research. And so that that's a piece that we're looking forward to.

- **Budget** - Finally, next week we'll go to the board for our budget approval. State appropriations for us is really good. As you know they increased last year about \$3.8 million puts us over the \$100 million market state appropriations. Those that were here years ago, back in maybe 2000, I don't know of how many of you were here, but if you can remember, we had a state appropriation of 130 million. Well, that went down considerably. And those of you that live through the budget impasse, know, that at one point our state appropriations was 40/70 and then we got lucky in 2017/2018 it moved up to about 180 and then it went down in 2018 to about 91 million. So, if you want to get a sense of what we

were from timing perspective. You know from 91 million a few years ago, now we're up to 101 million, still not hold to what we used to be years ago. So, we are getting back up to where we used to be, it's what we're fighting to do. Our tuition revenue should look good this year as well since we cleared that 11,000 mark. We've done some hold align budgets in some areas that will help us with that, but that is for me, we're in a good position there. We will be proposing a 2% increase across the board for all employees. This second year that we've been able to do that. Looking forward to hopefully fingers crossed the board should approve that for us. So, that is on the books if you've been following the board meeting, we will be taking that in. That would be effective in July. So, we go back to, obviously back to July and make effective for that piece. Last year we had to wait until October, we're looking at the enrollment, some other things to drive that, but this year we would feel pretty good about releasing in July.

- **Faculty/Staff Adjustments** - Last piece, we will look at the graduate assistants, we'll look at the faculty as it relates to an internal equity step. Working with Dr. Leon, that will be working with the Faculty Senate on that to look at where our faculty, how they compare it to each other, and obviously discipline related, but how they compare to each other. We did the same thing with AMP and civil and we were able to adjust some staff members that were just pretty much in an egregious situation where they just weren't being paid appropriately. They've been adjusted, but we'll look again and like I said with faculty this fall. We will take a hard look there, and the adjustments that need to be made we'll make those adjustments as well. Our final piece, we're not quite there yet. We're probably about two years away from comparing our faculty to the market, just being honest with you. We're not quite there yet. We do know at all levels, that whether it be faculty or administration, our folks here are not paid at what the market is out there. Which is why we are losing some folks. So, we do have to clean that up. That'll take a little bit longer, but we do have to clean that up. Other than that, the fall is here and hopefully everyone is doing well, I'm happy to be back. I'll ask Mr. Chair; I'll stop there and be glad to take any questions.

Questions for the Chancellor

Gingrich-Philbrook: Thank you very much Chancellor. Are there any questions for Chancellor Lane?

Gingrich-Philbrook: Hearing none, we will hear from the provost.

Remarks from Provost: Meera Komarraju

Komarraju: Good morning, everyone. I just have a few updates.

- **Submitting of No-Show Grades** - so the deadline for submitting the no-show grades is by the second week of the semester. So, this would be a student who has never attended your class and you have no evidence that they are in applying to attend or anything like that. So, the portal was opened last Wednesday and was to close this Wednesday, but they've extended the timeline to Monday the 12th because this is the first time that we are doing this and not everyone has submitted their no show grades. So now as instructors, you know, please get your grades in if you haven't had a chance to do that and encourage any peers who haven't done that. This is the first time that we've had to do this, and this is following on the heels of a US Department of Education audit that we went through that indicated that this is data that we must submit with students who might be receiving financial aid and that is not here. So that was one.
- **Submitting of Timesheets** - The second new thing is for faculty to submit timesheets. This is something that was new for the graduate students two years ago, and we walked through that process of interesting issues as they came up. So, for faculty, the first set of timesheets will be due in the middle of September, and we have set up a frequently asked questions link and shared that with the faculty. So, we are asking that everyone sort of helps us in getting those submissions done, and since this is new, we will have a few glitches and we're trying our best to address them and streamline the process so that as we move along it gets easier to do.

- **New Faculty Orientation** - The next thing I want to mention is that we welcomed 23 new tenure track faculty and had a new faculty orientation the week before school started, and it was very sort of energizing to meet these new faculties who have come to us from across the world and are eager to start their careers at SIU.
- **Enrollment** - In terms of enrollment. I just wanted to echo what chancellor Lane said, and that is to thank all the faculty staff and students who have helped us reach our numbers. This was a Herculean effort and really required a very systematic approach. We have an enrollment management team that meets every Thursday and so we are bringing all the stakeholders together and working to increase our enrollment for Graduate School. This past spring, we hired a recruitment retention coordinator. So, as you know, every college has an R&R, but new for the Graduate School is an R&R, that also serves the school of law and international students. So that's something that is new, and we hope that the graduate program will take advantage of that resource. For the graduate student enrollment, our applications were up 23%. We had 2038 applications for graduate programs, and we admitted 1019, which is up 22%. We registered 588, which is up .07%. Of these, 474 were master's students and 114 were doctoral, so if you compared last year to this year, the increase was actually in the doctoral students and these 120 for internationals. So, it just gives you a sense of the numbers and in terms of our retention, we are the national average at 70.32% which talks about how many first-year students from 2021 we brought back in fall 2022. We did a lot of efforts to reach out to all the students who had not registered to ask, you know, why they're not registering and so on and so on. We did learn some information from that that will help us address these issues going forward as we now have a strong first-year experience program and making sure that the 1,518 new freshmen who came this fall will all show up again and next fall.

Questions for the Provost:

Gingrich-Philbrook: Thank you. Questions?

Allen: I have a couple of questions. First, where would somebody submit suggestions for improving the no-show-up process?

Komaraju: That would be with the associate provost for academic administration, Mark Morris. Just apaa@siu.edu.

Allen: Secondly, how are we counting students who matriculate for a master's program and then continue to a doctoral program in the same discipline? For instance, in sociology, you can earn a master's, and then you can continue to get a Ph.D. How are students like that counted in the numbers that you gave us?

Komaraju: I know what you are talking about in summer, just like an automatic process that you continue to candidacy. That would not be new admission, but if the person must apply and get admitted fresh, then that will be a new number.

Gingrich-Philbrook: Are there any other questions? Thank you very much, Provost

Remarks from Vice-Chancellor for Research: Costas Tsatsoulis

Tsatsoulis: Good morning. It is a pleasure to meet you all. I have already met some of you, so it is a pleasure meeting some of you again. I would like to thank Chancellor Lane, for his kind words. And I also need to mention that Dr. Karen Jones did a lot more than hold down the fort. She has been already extremely insightful in graduate studies and a great partner. So, thank you, Karen, so much.

- **Recruiting** - I just wanted to say that the focus for us in Graduate School is going to be recruiting. Recruiting outside the University, of course, internationally, and nationally, but also inside the university. I would like to see some of our best students to choose to be continued to be Salukis.
- **Policies** – I am also going to work with this group on policies that we may think of changing to improve the graduation rate and the retention rate of our

students. I have always said that admitting alone to me, is not sufficient. When we admit students, the goal is for them to graduate and that is when I think we are successful.

- **Research Workshop** - On the 22nd of August, we held our first research workshop for incoming faculty as well, and we open it up to everybody. We had some of our current faculty come, we talked about pre-award services that we offer, how to submit proposals and so on and some of that post-award services. We also talked about compliance. We also sent out an e-mail for compliance, a very important aspect of our research. It protects the university, it protects the faculty, protects the PI's and students. So, we have sent out an e-mail to all that and to our graduate students discussing compliance issues. We are going to focus on that this year as well.
- **Hiring** – We will be hiring; we have worked with HR, and we'll be advertising a hiring position with proposal writer who can help our faculty on large proposals, multimillion dollars collaborative proposals and so on. I am also working with Dr. Jones, the CIE, and the enrollment to hire person to work on Slate so that we can faster in our response to applications, to admissions, to offers, to I 20s and so on.
- **Contract for Lab Coats** –There have been some long term complaints from our faculty of students working in labs that we have no contract like for example the next school does to provide cleanup lab coats, so we are coming up with a contract with that.
- **Software** – Kualii is a pre-award software that has been purchased, it is being installed and will be there for everybody to use, probably in February.
- **Submitting of Proposals** – You will soon see in your e-mail a proposal for a new timeline for submitting proposals. I believe the new timeline will help our PI's, Asper, compliance, and make it available for comments to the faculty. We are getting rid of our listserv, and we will be talking directly to the faculty through the active faculty e-mail list. So, expect to see some emails coming from my office to your mailbox.

Gingrich-Philbrook: Thank you, sir. Any questions for the Vice-Chancellor?

Gingrich-Philbrook: Hearing none, we will hear from Associate Dean Jones

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

Jones: first, thank you for all the very nice words today. I'm going to make sure that I pass all the recognition on to the people who really deserve it, which is the staff of the Graduate School who's been working tirelessly these last few weeks to get those last-minute admissions done, get contracts processed, and getting those enrollments done for the 10-day figures. There have been a lot of people who have been really dedicated to their jobs and working tirelessly to make things happen on this campus, and so I will make sure that they all know that. Just a few things to let you know, Dr. Tsatsoulis is going to be reaching out to the faculty about things that are going on the VCR side.

The first item I want to update is that we are going to be starting to do some direct communications from the Graduate School out to students and to our DOGS, which are the directors of graduate studies. We have already started that process somewhat by using a new feature that is available to us through navigate, where we can do campaigns and reach out directly to our graduate student population and let them know about the great things that we offer here on campus that can help our graduate students. So, for example, we have several events that are going on this next week.

One of them, where we were using the campaign features, is a fellowship workshop that is going to be on Tuesday. This will be on September 13th at 4:30 in the Morris Library, Guyon auditorium. so, I have already been sending out messages, like I said, directly to the graduate students with this information, and we are going to have this workshop. There are other faculty from campus that are going to help participate in the workshop, and our goal is to try and get more students to apply for external fellowships, although we will mention a little bit about our internal fellowship process, we really would like to see our amazing students applying for fellowships and really jump-starting their careers demonstrating that they can write research proposals and market themselves and communicate effectively. So, we are going to help them with that on Tuesday.

We are also going to be reaching out to our directors of graduate studies, like I mentioned a second ago, we are having a workshop specifically for them on the following day, which is on Wednesday. This is a workshop that is going to be held in the AG building in Room 209, the big conference room over there. That meeting will happen from 10:00 o'clock in the morning until 2:00 o'clock in the afternoon. In the morning, we are going to talk about procedures, how the Grad School upgrades, what forms, what processes must take place through admissions contracts and getting students through and the process of writing their theses and dissertations, and the guidelines that they need to follow. So, everything that we do in the Graduate School, we are going to cover that morning, and in the afternoon, which is why I needed the Ag building, we are going to set up tables, and have a dialogue. It is going to be a listening session for us in the Graduate School so that the DOGS can tell us what we are doing well, what they like, but more importantly, where we can improve. So, we are trying to get feedback from the campus community on how we can improve our procedures, one of the things that I think we are going to find out if there is going to be a lot of interest in new capabilities of electronic signatures. So, we have already started doing some beta testing internally in the Graduate School on how we can modify our forms, and current paperwork, so that we are not having to mail or send over hard copy papers, and we can communicate more effectively. That is just one thing that I anticipate we will find out. I am sure that there will be many others through that discussion. That is Wednesday afternoon.

On Thursday, September 15th at the Morris Library Rotunda at 4:00 o'clock, we are going to have an event where we are going to celebrate our fellowship recipients for this year. We have about 50 students that are receiving fellowships and we are going to honor them that afternoon. So, everybody is welcome to join us. If you can make it, please do. We have an orientation for our graduate students that have fellowships today. So, we are trying to get everybody off to the right start on what they need to do. We do have plans to do some more formal communications, and that is just something to look forward to this problem.

That is all I have for today, and I'll take any questions you have.

Questions for the Associate Dean & Director of Graduate School

Gingrich-Philbrook: Questions?

Lefticariu: Karen, I want to ask you if there is support available for students, there is any differentiation between US students and international students? I do have two or three international students, and they have been having a hard time navigating. Yeah, you know if they need another paper or something else in another country takes weeks.

Jones: So yes, when a student, especially a new international student, comes to campus, they must show up physically to get some of the paperwork done through the Center for International Education (CIE). So, they must check in the country before we can process some of the paperwork. So, they are going to have to get Social Security numbers and they must do many steps. Domestic students do not have to do some of those things and returning international students do not have to do some of those steps. So, we do have a subpopulation of international graduate students processing their assistantship paperwork that takes a little bit longer. We are aware of that, but that's the federal government type of thing that we do not have the power or the authority to control.

Tsatsoulis: Also, we will be working with CIE. International students can come to the country a month before classes start. I know it is an additional cost to them, but we will be providing as much of a message as we can. If you are a GA and an international student, you would want to come to a lot earlier, because you need to be able to get a Social Security number, which takes a while. We used to be able to because of COVID do it through CIE, but now that the Social Security Administration does not allow that anymore. I mentioned little things, changes that I think I know will impact students in our faculty. One of the things we have agreed with enrollment with CIE is that students do not need to provide their graduation diploma or their transcript to enroll, but they can enroll and then provide that information during their first semester year. So that also will allow international students to enroll a little bit earlier and enroll when they are not in the country. Also, as Dr. Jones was pointing out, they need to be physically present because of ICE and DHS regulations, but they can start the process a lot earlier.

Remarks from Dean of Library Affairs: John Pollitz

Gingrich-Philbrook: Our next report is a new addition to this meeting. I don't see his name here, but there is a phone number I don't recognize. Do we have Dean Pollitz or a representative from the library?

Gingrich-Philbrook: OK, well, let's move on to our next one then, which is me.

Report from Council Chair: Craig Gingrich-Philbrook

Gingrich-Philbrook: A couple of things. The first is that I received a request from our new Ombudsperson, Michelle Kibbe, to do a brief presentation for us about her moving into that office after it being vacant for a little bit, to give us a sense of how it can serve graduate faculty and graduate students under certain circumstances.

Michelle: Morning everyone. I'm going to try to share my screen. I've got one slide here. So as Craig had mentioned earlier, this office had been vacant, I think, for about 10 years, Dr. Kim Roger can correct me if I'm wrong, but it's been a while. I'm excited to resume this role, and I wanted to get the word out because given how long it's been. I'm sure many on campus don't realize we have an ombudsperson office, and I wanted to let faculty know as well as graduate students. My title is faculty ombudsperson, but I also can work with graduate student assistants as well and would like to do so.

- If they are graduate student assistants and it's related to their role as assistants, I can work with graduate students.
- If it's related to their role as a student, whether having problems specifically, maybe in relation to coursework or Bursar or something else, then they would go to the Dean of Students.
- If it's a student-related issue, then the graduate student would go to the Dean of Students.
- If it's an employment-related issue, then they can come to me.

So that's where the distinction is for students. I'm happy to serve faculty in whatever situation it pertains to SIU.

The role of the ombudsperson.

The main role of the ombudsperson is to serve as a confidential neutral party to assist in the informal resolution of problems and disputes. So, I'm not a formal mechanism. If somebody wants to give a notice or grievance, then they would work with their union representative, but my goal is to help to prevent it from getting to that point. When they want someone informally to help them with their problem or difficulty that they're having to try to get it to where it doesn't become a dispute or a grievance, try to address it early so that it doesn't get to that point. So, I can listen and help guide faculty and graduate students to the appropriate resource, place, or person to help address their problems. Sometimes when people just don't know where to go, I can assist with informal conflict resolution and if requested as of informal mediator, I can advocate for and work with upper administration toward policy change if there are systemic problems at the university. Relatedly, I report annually to the Chancellor related to the types of cases that I see and make recommendations, and all of that is done confidentially. Unless the person would choose to be identified for some reason, but very, I would always work confidentially unless the person were to choose otherwise. So, their information, their name, or Identifying information is never provided in this process unless they were to choose.

So that's a very broad stroke, but I think it does cover all of the main services. My contact information is on the bottom of the slide and right now I'm working with the other ombuds on campus and making the website. So as soon as it's ready, we'll have that to go live. But there's a different ombud for staff, and then there's a different ombud for students. So that's why we're working together to make this website.

Questions

Lakshmann: I have a question about, those cases where you may have faculty, but who are taking courses, who are pursuing a program and if that is such a situation where there's some conflict, then where would they go, you know, as faculty to you or there are individuals on campus who are actually, although they may be faculty, they're also pursuing a program of study maybe or taking courses.

Kibbe: If it's a student-related issue, I will start with the Dean of Students, and if there are additional factors related to them being faculty, I can also work with the Dean of Students and see how we can less stress the faculty.

Lakshmann: I do have another question, I know you mentioned that for the last ten years or so, this position was not operated, right? Do you know why that was? You know, the reason I ask also has to do with the distinction that seems to be made between, let's say, what the faculty union does versus what the ombudsperson does. You know, I know the term that was used was a grievance, but my own opinion is that maybe we need to come up with a different label because it seems to give the notion of someone filing a grievance as something that is maybe negative, but in fact, what they're trying to do is also to resolve a conflict. So personally, I don't really see these two functions as being very different. That one is an informal process, and the other is a process, you know, which is more grievance like you know that it's negative connotations. Personally, I think they're all like different aspects of the same organ within the same organization, and the goal really is to resolve conflicts in a smooth way as possible.

Kibbe: I did not mean to say anything quite negative about working with the union at all if I can meet regularly. So, the limitation of my office is that I am completely informal, I cannot do anything formal. So, if you want something formal, I am not the place to go. The Union can do both informal and formal, but they can only work with contract-related problems. So, if you're having something that's a violation of the CBA, you can work with your Union. If it does not involve the CBA, then by talking with the Union representatives, they would like you to come to me because they limit their role to things related to contract issues. So that's probably the most major distinction, those two. One, I cannot act formally, and two, the Union prefers not to work with things that are not contract violations. So that would probably be the biggest distinction where you would go. Thank you, Usha, for the clarification.

Lakshmann: One the other thing, I'm glad that you have come on board, but I was just curious why that position was weakened for so long, you know?

Kibbe: That I do not know. Dr. Komarraju do you know?

Komaraju: Not really, predates my time in this office, so I have no idea what the logic was.

Lakshmann: Well, the question I had in my mind was how did that office function and how many conflicts were resolved successfully, you know, information of that nature, whether that is available in terms of how successful that office has been in the past? Was that why or was that seen as reduplication or something like that, that the university felt that such a role was not needed?

Gingrich-Philbrook: I think it may be hard to answer some of these questions and Michelle, do you have any insight on that?

Kibbe: No, I was just excited when I saw that the office was reopened. But I don't know, that was so long ago. I have no idea.

Gingrich-Philbrook: I think the clarification about contract versus noncontract issues is helpful in that the way that you and the union have worked that out. Are there any other questions for Michelle? Thank you very much.

Gingrich-Philbrook: Our next issue is to consider the request by the Asian Faculty and Staff Council to endorse their formation, essentially. I sent their letter of request for our endorsement of our support of their becoming a Council, the recognition of the Council to you, and I believe we have a representative. Yueh-ting, would you like to speak for a moment to the Council?

Lee: Thank you very much. Here, Craig. Good morning, everyone. I am here in the capacity or the role of the Asian American faculty Planning Committee members, and about a few weeks ago, I sent the two documents to the Graduate Council Chair Craig Gingrich-Philbrook, the covenant basically indicated that we would like to ask the different contingencies including graduate Council, faculty Senator and also AP administrative professional staff Council, as well as the black and GPSC, graduate professional student council and undergraduate student government (USG) and also civil service and we send the covenant to those contingencies and in the meanwhile with CC to Black Staff Faculty Council as well as Hispanic/Latino staff and Faculty Council, because we worked with them during the summer, and we pretty much

followed their template to develop our bylaws or constitution or operating paper. So, in the summer we showed very strapped different divulging off the draft, off this document with all the hundred Asian faculty staff or even many Asian graduate students, and we got different feedback, and so that's the correct information.

Second, OK, you may ask me the question. What's a Hubble's? What's the mission? what are the goals for this constitution if we want to have it or establish it? I think you know the mission. It's very clear in the Constitution, or bylaws. Basically, Asian faculty and Staff Council used to serve either representative voice of the people who identified themselves as Asian Americans, Asian and Pacific Islanders, and their descendants and all their allies. So, we want to promote a positive community and recognize the role and historic context of the people which I mentioned. So that's pretty much the mission. Now there are some specific goals, for example, to advocate for diversity, equity, and inclusion. Also, we try to promote heritage and identity of Asian Americans. We would like to also help the university to recruit, to advise or retain those students from Asian background. Pretty much these are the examples of the objectives.

I would like to answer any question you have now, but if am not able to answer, I will pass it to Dr. Paul Frazier, Vice Chancellor for diversity, equity, and inclusion because he was part of the Planning Committee, so I will stop here.

Gingrich-Philbrook: Are there any questions for Dr. Lee relative to your ability to consider offering your support? The next moment would be if someone would move that we offer our support as the Graduate Council to the formation of this Council. Thank you.

Boulukos: Moved.

Allen: Seconded.

Gingrich-Philbrook: So, with it being moved and second, if you support the formation of the Council, please vote Yes, Council, in the chat.

Asian Faculty and Staff Council Endorsement (21-0-0)

Gingrich-Philbrook: Thank you very much. It appears that the motion is passed. Thank you, Dr. Lee, and congratulations on the formation of this important Council.

Gingrich-Philbrook: With just this last bit, we need to elect a vice chair and Dr. Tomas Velasco has agreed to be my nomination for that vice chair position. Hi, Tomas, are you willing to answer any questions from folks?

Velasco: Sure. Good morning, everybody. I'm a 30-year professor in the School of Applied Engineering and Technology and representing the College of Engineering, Computing, Technology and Mathematics, and yes, I accept the nomination.

Gingrich-Philbrook: Are there other nominations?

Gingrich-Philbrook: If you approve of this nomination of Tomas for vice chair position, will you write approve vice chair where? Yes, vice chair in the chat?

Election of Grad Council Vice-Chair, Nominee: Tomas Velasco (21-0-0)

Gingrich-Philbrook: Congratulations, Tomas we'll be in touch about all the fun things that you get to do.

Velasco: Thank you so much

Gingrich-Philbrook: Our next report comes from GPSC representative, Rachel.

Report from GPSC: Rachel Nozicka

Nozicka: Good morning. GPSC held our first meeting last night. So, we have a larger budget this year, so we're able to offer more for event funding and our CDRA's, which are awards we give for conference travel and presentation and other professional development. So please encourage students to apply. All that information can be found on GPSC, or you can e-mail us at GPSC@siu.edu if they have questions, and our Council members are going to be signing up to be on various committees on campus, so if you have a committee that you're looking for a grad student on, and hopefully they'll be signing up soon, but let us know and we can come get someone for you, but otherwise, that's all I have. Are there any questions or anything?

Gingrich-Philbrook: Are there any questions?

Bacon: I have a question if possible. If I heard you correctly, and please correct me if I'm wrong. Did I hear you say that the Graduate Student Professional Council may be increasing the awards for students for conference travel?

Nozicka: We have more funding, and we are looking into increasing how much we get for each award. We're still trying to figure out how much that increase will be, but we're working on like both increasing the amount and then if students want to apply an extra time and we have something, we're also considering an alignment.

Bacon: So, you don't have a number in mind yet.

Nozicka: Well, we discussed 250 last night because they're currently 150 right now.

Bacon: Do you know when you'll have a decision on that? Because conference season is really beginning to kick off now, and that would be important, and I think it would be important for graduate students in making that decision whether they can travel or not.

Nozicka: Our next meeting is the 21st.

Bacon: Thank you, much appreciated.

Allen: So, I would just add that you should encourage all students to apply, the only thing in question is how much money they're going to get? I mean, whether they're going to get 150 or whether we're going to be able to increase that. So, yeah, I would, I would encourage you to tell all graduate students and professional students to apply, because the worst thing we're going to do is say no.

Gingrich-Philbrook: Thank you. Thanks, Rachel.

Gingrich-Philbrook: Well, giving that we just elected him, Tomas, I'm assuming you don't have a report for us.

Velasco: No, at this point I don't have anything to say. Thank you.

Gingrich-Philbrook: Our representative from the Dean's Council this year is Dean Brevik.

Report from Dean's Council: Eric Brevik

Brevik: I don't have much of a report this time around. It's my first time here with you, honestly, above those that haven't met me before, I serve as Dean of Agricultural Life and Physical Sciences, and I look forward to working with you this year. Thank you.

Gingrich-Philbrook: Our first report from a standing committee Dr. Heidi Bacon with the new programs.

Report from New Programs Committee: Heidi Bacon

Bacon: New program has not been able to meet yet; however, we have two items for consideration, and I have heard back from Council members, and we should be able to meet on those at the beginning of next week, and hopefully have two resolutions for consideration at the Executive Council meeting. Thank you.

Gingrich-Philbrook: Thank you Heidi.

Gingrich-Philbrook: Our next report, is from the research committee.

Report from Research Committee: Liliana Lefticariu

Lefticariu: Hello everyone. I don't have anything to report currently. Thank you.

Gingrich-Philbrook: Thank you, Liliana.

Gingrich-Philbrook: Our next report is from the Program Review Committee.

Report from Program Review Committee: Lisa Brooten

Brooten: I also, we haven't met, so I don't have anything to report right now. Sorry. Thank you.

Gingrich-Philbrook: Thank you, Lisa.

Gingrich-Philbrook: Our last report is from the Educational Committee.

Report from Educational Policies Committee: Andy Wilber

Wilber: So, we have three resolutions that we are discussing now. I think we're going to have to hold a meeting of the subcommittee to clarify a few things related to those resolutions there. There are three changes that will be applied to the graduate catalog, and I think if Dean Jones would be able to attend that meeting with us then that would be helpful, and you as well Craig, and as being new, I think not only new to the committee but new to the subcommittee, and these are kind of new things for me so any help that I can get would be greatly appreciated.

Gingrich-Philbrook: Happy to help. Thank you

Gingrich-Philbrook: Well, those are our reports and our work for the day. I thank you all very much for your participation this morning, I know 8:00 o'clock can be hard, more especially the beginning of the semester. Is there a motion for adjournment?

Adjournment

McCarroll: Moved.

Nozicka: Seconded.

Gingrich-Philbrook: Folks, can we vote by signing off. Thank you very much and have a good fall semester.

Meeting adjourned at 9:01 AM