

MEETING OF THE GRADUATE COUNCIL
Southern Illinois University Carbondale
September 4, 2008

Members and Administrative Officers Present:

Gargi Bhattacharya (GPSC); Thomas Britton; Ronald Browning; David Carlson (ex-officio); Daniel Dyer; Anne Fletcher; Samuel Goldman (ex-officio); Ramesh Gupta; Eric Hellgren; Andrew Hofling; Scott Ishman; Mark Kittleson; Elizabeth Klaver, John Koropchak; Jack Kremers; Leslie Lloyd; Pat Manfredi; Scott McClurg; John Mead (Graduate School); Eileen Meehan; Christian Moe (Emeritus); Manoj Mohanty; Jennifer Mulnix (GPSC); Nancy Mundschenk; Donna Post; Jonathan Remo (GPSC); Karen Renzaglia; Don Rice (ex-officio); Prudence Rice (ORDA); Jacob Rose; Peggy Stockdale (Faculty Senate); Alejandro Strong (GPSC); Karl Williard; Tomasz Wiltowski; Bryan Young; Michael Young; and Bill Stearns (A/P Council).

Absent: Elyse Pineau and David Wilson

Guests: Victoria Valle, Enrollment Management; Larry Schilling, Institutional Research and Studies

Chairman Britton called the meeting to order at 8:30 a.m. in the Missouri/Kaskaskia Room of the Student Center and asked everyone to introduce themselves by giving their name and college/department affiliation. After introductions, Prof. Britton announced today's topic for discussion is enrollment and Larry Schilling from Institutional Research and Studies will be speaking on that topic. In addition, Victoria Valle Assistant Vice Chancellor for Enrollment Management will speak on the 10th day enrollment figures.

In October we will hear about enrollment management and strategies to increase enrollment. We will also hear from representatives of the Graduate Committee with respect to enrollment management and ideas from those involved with enrollment management on the undergraduate level. He announced the session about accreditation and the North Central Review will be on hold as the Chancellor has requested an extension of time to file this report. Prof. Britton also requested members contact him for any suggestions about other topics they would like to hear about.

There were no proxies announced for this meeting.

1. Consideration of the minutes May 1 and May 8, 2008 Graduate Council Meeting

Motion to approve the minutes was deferred until the October meeting to give members time to review the minutes of meetings held on May 1 and May 8. At Chairman Britton's request, the minutes will be circulated by email to all members of the graduate council and the minutes for today's meeting as well as the meetings of May 1 and May 8 will be on the agenda for the October 2

meeting. In that regard, Chairman Britton stated that we will make a concerted effort to have the agenda and minutes posted on the Graduate Council website in advance of the meetings, particularly if there are action items to be discussed.

2. Enrollment Trends and Implications

a. Institutional Research and Studies: Chairman Britton introduced Larry Schilling from Institutional Research and Studies, who agreed to give an overview of enrollment trends.

Mr. Larry Schilling, Director of Institutional Research and Studies provided the following handouts and comments:

Enrollment History at Southern Illinois University from 1963 through last fall. This handout reflects two peaks – one in the 1970’s when the trend if you stayed in school, you could avoid the draft. The other peak was in 1991, when we reached the highest enrollment of 24,869. Since 1991 the enrollment has been sliding downward. The data on this handout reflects head count for Carbondale and Springfield campuses and includes both on- and off-campus students. Mr. Schilling stated these numbers are reported to the federal government every fall to the Integrated Post Secondary Educational Data System (IPEDS) managed by the National Center for Educational Statistics (NCES), a branch of the Department of Education. Each fall Institutional Research and Studies produce several IPEDS surveys for the Federal Government and all of these studies can be seen on the Institutional Research and Studies website (<http://www.irs.siu.edu>).

Fall Enrollment by Full Time/Part Time within Class Level, Fall Semesters 2003-2007. This handout further breaks the categories into first time freshman, other first year, second year, third year, fourth year and beyond, and non-degree seeking graduates. On this chart, you can see there is a trend of seniors in the 4th year and beyond. The issue of how to move these people along before we lose them has been discussed with the Chancellor and the Provost.

Enrollments by Ethnicity within Educational Level, Fall Semesters 1998-2007. This handout reflects the state and country trends of higher percent of Hispanic and Black students. The distribution of Blacks in the State is about 16% and Mr. Schilling remarked that the enrollment at SIU is a little higher than that. Hispanics are about 14% in the state, but this number may be a little misleading because many of those Hispanics have not graduated from high school. This fall we will see a similar pattern -- fewer whites and more blacks and Hispanics. Southern Illinois University is the most diverse campus in the state. He added that Chicago State, by its geographical location, has a higher percentage of black students. University of Illinois is diverse in Asian population.

Year Enrollment Trends by College Fall 2002 and Fall 2007 (week 2 data). This is the college enrollment change from 2002 to 2007. The Center for Academic

Success is up, however, they may have reached their limit of students they can serve without adding faculty. The reason for the higher level of students in CAS is because there was a change in admission policy and the use of class rank in admissions criteria when class rank is not used very much in a lot of schools. Schilling noted that in this report, the Graduate Students are counted in their college and the small number showing up in the Graduate School enrollment figures are undeclared graduates and some special programs that do not fit into a college.

Headcounts and Full-Time Equivalents (FTE) Enrollment by Ethnicity within Educational Level, Fall Semesters 2002 compared to 2007. This handout reflects FTE broken down by Graduate, Professional and Undergraduate level, and also broken down by credit hours. The FTE is an important number for figuring out how we are doing because FTE's represent credit hours which represent tuition dollars. Last year, even though our headcount was down a little bit, our FTE was up. This is a popular trend.

At this time, Chairman Britton interrupted Mr. Schilling for Chancellor Goldman's remarks since he had to leave for another meeting. [See Point 3 for comments.] After Chancellor Goldman's comments, the meeting continued with Mr. Schilling.

Provost Rice asked Mr. Schilling to speak to the drop of enrollment in the Junior Class for the Graduate Council members. Mr. Schilling stated the population that represents the student body is like a flowing river of water. We pump in a bunch of freshmen at one end and at the other end, graduates. In between, students branch out in different directions -- some go to other schools and some drop out altogether. In 2005 we lost 60-70% of incoming freshmen. The normal loss is 35%. In addition, that same year we had a slight drop in transfer students. Thus, the effect of 2005 has impacted the junior number. When they move on to seniors, we can expect that number to be low as well. This will affect the 6 year graduation rate. This is an important number that gets reported in the IPEDS surveys and the US News and World Reports uses it in our ranking.

b. 10th Day Enrollment Information: Tom Britton introduced Victoria Valle, Assistant Vice Chancellor for Enrollment Management. Ms. Valle stated that at this time, she has undergraduate numbers, but not the graduate numbers. She commented on the following:

- Undergraduate enrollment is down about ½ point, with a big drop at the junior level.
- There is a goal of 5% retention growth in programs that have the maximum number of students.
- Formed a Strategic Enrollment Planning Committee, which she chairs.

- Planning for future enrollments of campus have begun and the Committee is working on completing a strategic plan to meet enrollment goals. Measurable recruitment and retention goals for each of the colleges will be set and planning templates will be developed for key performance indicators to measure success in meeting goals for the colleges to use when reporting numbers..
- Work has begun to project enrollment trends by developing predictive modeling programs to see if students are a good match for SIU.
- Developing cycles of university-wide intervention for retention of students who may have some difficulties.
- Initiating a university-wide integrated marketing approach with a new tagline “Shaped by Nature, Forged by Commitment.” New materials are being produced. Samplings of the new marketing pieces were passed around for review by the Council.
- Beginning alternative marketing methods such as text and email messages to prospective students.
- Beginning to build a larger more diverse student prospect pool
- Communication and email will be tracked through BANNER SIS.
- “Ask Margie” on the website, staffed by a person named Margie, is a tool whereby prospective students can ask questions and get answers in real time.
- Beginning recruitment of top level students by offering a Founders Scholarship Program, which includes academic scholarships, mentorships and undergraduate research internships. Will also connect these students to the President’s and Provost’s scholarship program and put the students in the Honors Program and provide leadership development. The students will also receive a Study Abroad Scholarship and guaranteed admission to Graduate and Professional School, if markers set by the Graduate School are met. The Graduate and Professional School will set markers for students to meet in order to be admitted to the Graduate School and the Graduate School will determine if students gets scholarships or assistantships.

Tom Britton commented that with this program in place, Colleges can identify outstanding students early and, if they meet the requirements as they move along, this is a natural market to bring students into the Law School or any other department.

Prof. Renzaglia asked why the enrollment is going down since we have Service Centers at the Community Colleges. Ms. Valle reported that the Service Centers at the Community Colleges are not staffed by admissions people and they do not necessarily recruit just for the Carbondale campus.

Prof. Klaver asked why the recruitment posters and other materials had the word “Southern” and not SIUC. Ms. Valle responded that was intentional. Most of our alums call us “Southern” or “SIU,” and we are the big dog and that is how we will promote ourselves.

Jack Kremers from the School of Architecture commented that the physical facilities on campus are proving to be a handicap. We are saturated in quantity and quality and if we’re going to grow, that needs to be addressed. He also expressed concern that the program brochure shows our program as “Architectural Studies” which is incorrect. Victoria Valle addressed that concern by stating a brochure will be completed with the department that identifies it as “Architecture.”

John Koropchak commented on graduate enrollment and stated enrollment fell this year to 3,969 as compared to last years’ level of about 4000 students. He added, however, graduate enrollment is difficult to compare since the way we now count continuing enrollment was changed administratively so there is difficulty making accurate comparisons. The last 4 years we have been around 4,000.

One of the reasons for major declines this year is the majority (about 2/3) was for “unclassified” graduate students. These are typically students who applied late and don’t get into the program immediately or someone who is just interested in taking a class at the graduate level. Graduate enrollment is also significantly affected by the economy. We also saw a drop in the international student category which has been somewhat of a nationwide problem. We have a graduate enrollment working group which I chair and there are representatives from all the colleges who serve on that committee.

Provost Rice stated that another reason that points to economic reasons is that all colleges except ASA lost graduate students. It is across the board with respect to graduate students.

3. Remarks - Interim Chancellor Goldman

Dr. Goldman spoke on the 10th day enrollment figures which are showing a total decline of approximately 1.5%. Enrollment for the freshman and sophomore class is up; the junior level enrollment is down, which is a fact of attrition. Transfers are also down approximately 162. The transfer market has become very competitive and remarked that the University of Illinois is now coming into our market seeking transfer students. We are working diligently at trying to resolve the transfer issue and maintain our current standing in terms of enrollment. We have begun planning for next year in terms of recruitment. He stated he has spoken with several of the Deans and suggested they seek students from CAS in an effort to find quality students they can work with. He noted the

deans are exploring those possibilities. The College will have a responsibility to work a little harder with those students in terms of retention.

Plans have begun for the “First Year Experience” with implementation in the fall of 2009. SIU is being very aggressive with new marketing campaigns. We are reaching out considerably more than in the past to potential students and the interest generated in some highly regarded high schools is very encouraging. The Board of Trustees wants us to grow our enrollment to 22,000. We will concentrate on recruiting and retention this year and commented that Victoria Valle will be speaking about her committee’s plan.

Prof. Mohanty asked Chancellor Goldman if there has been an analysis as to why there was a drop in enrollment after the peak in 1991 of 24,869 and in 1994 we went down to 21,000. Dr. Goldman responded that SIU had the School of Technical Careers at that time. In that high number were all the vocational programs. At the urging of the IBHE, we had to divest ourselves of those programs and those students went to the community colleges and particularly, John A. Logan College.

When asked by Christian Moe if SIU was concentrating equally on recruiting high-level students as they were academically challenged and lower bracket students, Dr. Goldman responded he would let Victoria Valle answer that question.

Scott McClurg asked if there has been some thought that higher tuition rates affect enrollment since many students come from lower income households. Chancellor Goldman responded “Yes, it is a hardship and we are trying to resolve that.” He stated SIU spends over \$200 million a year on financial aid. This year, at the instruction of the Board of Trustees, 25% of the tuition increase will go toward financial aid. He also reminded the Council that the State has fallen behind in its support for the university and the consequence is that we have to put a greater burden on our tuition income to pay our bills.

Tom Britton announced we will be talking about enrollment strategies next month and asked Victoria Valle to join us again. We will also hear from the graduate committee that is dealing with enrollment. In November, Mike Ruiz will speak to us about how we present the university to the world and will be previewing some of the ads produced by Barking Dog Productions. He urged everyone to visit the university’s website and click on the latest ads that are being run.

Chancellor Goldman left the meeting for another commitment and the meeting continued with Mr. Schilling’s comments [See point 1(a) above.].

Remarks –Provost Rice

Provost Rice had no comments at this time.

Remarks – Vice Chancellor Koropchak

VCR Koropchak reminded everyone that the tradition of having a reception at his house on the evening of the first graduate council meeting of the year continues, and the reception begins at 4:30 p.m. today. He added he hopes to see everyone there.

VCR Koropchak also reported that research space is a continuing issue and in that regard the State is reconsidering a capitol bill at a reduced level and the good news is that the Advanced Energy and Interdisciplinary Research Laboratory is still included in the bill. Meetings are continuing with the Department of Public Health and State Police about a combined laboratory facility approach that worked in Springfield for the School of Medicine. Discussions have also taken place about increasing campus bandwidth and we are making progress on that.

Related to that, we have developed a partnership with NSF for the Teragrid program. We will establish campus champions for the Teragrid program which will provide faculty with training and points of contact for access to supercomputing facilities in the country. Tony Oyana from Geography and Charley Campbell from Information Technology have agreed to serve on the committee.

One of the new programs coming out of ORDA is “Research Rookies,” an undergraduate research program, providing opportunities for freshmen. We are starting with 15 students this fall.

In the interest of time, Prof. Koropchak stated he will report the good news at the next meeting.

4. Announcements

Associate Vice Chancellor Rice

AVC Rice reported that Julia Spears, who has managed the McNair program for many years, has taken a larger role in the undergraduate research program in ORDA. She stated that perhaps Julia could come to a meeting to speak briefly about undergraduate research.

Associate Dean Mead

Nothing to report at this time.

Associate Dean Wilson

Associate Dean Wilson was out of the country.

Faculty Senate – Professor Stockdale

Prof. Stockdale announced the fall faculty meeting will be on October 30 and the topic will be accreditation.

GPSC

Alejandro Strong, GPSC vice president, announced that the GPSC is in the process of getting all their representatives.

5. Committee Reports

There were no committee reports at this time.

6. Old Business

There was no old business.

7. New Business

Chairman Britton asked if there was new business to discuss.

Concerns were raised regarding the new graduate assistant contracts about which some have commented seem to be designed for students punching a time clock. Tom Britton stated he will pass these concerns to the attention of Dean Wilson.

Mr. Bill Stevens introduced himself, stating that he will be the A/P Council representative to the Graduate Council.

Prof. Moe representing the Emeritus Faculty, asked Dean Carlson to comment about the John Y. Simon situation and to give an overview of the library's view of the situation and whether or not it is salvageable. Dean Carlson said the Chancellor was making attempts to have conversations with the association but that he was not privy to the internal decisions of the Grant Association. Dean Carlson stated that from his perspective, it seems they [the Ulysses S. Grant Association] are pretty determined to leave. He also noted that Dr. Simon was not emeritus; he was a full-time faculty member. Dr. Moe stated that "after he was dismissed" he became an emeritus faculty member. Provost Rice clarified to Prof. Moe that Prof. Simon was not dismissed.

VC Koropchak stated that what has been reported in the newspapers regarding the Cal Meyer issue is far from the whole story. Ann Fletcher stated

that what dismays many of the faculty members involved in research is that much of the information they know has been from the *Daily Egyptian*. She added that no one has an interest in being gossip-mongers, it is simply we are only getting bits and pieces of information on two very volatile issues. As members of the Graduate Council it seems that if proceedings are occurring that the graduate faculty involved in research should have known that something was happening. VC Koropchak stated that they are being told that not to talk about it and it is very frustrating that the newspaper is not consistent from one article to the next.

Tom Britton responded to several graduate council members' concerns about the untruths that have been written in the *Daily Egyptian* newspaper, and the concern that faculty advisors to these student reporters are not stepping in. He noted the legal independence afforded to college newspapers at public universities and the limited control that advisors could exercise. Eileen Meehan from Mass Communication and Media Arts also commented that it is entirely within practice with the Association of Mass Communication of Students in Journalism that student newspapers be independent. That carries benefits and, clearly in this case, it carries some negatives. One of the negatives is that there is a legal case involved in this. That means that colleagues who could speak and provide information that the DE could balance against other information, cannot speak. So you have the case of the reporter who can get information from some people, but not all sides. You will notice that they are very careful about attributions. "The professor was fired." is the quote, but if you read carefully, you will notice it reads "The professor was fired," said the wife of the professor. There are many problems and many slippages, but one of the slippages is us as readers.

VC Koropchak remarked that he had expressed his concerns to a reporter and the reporter indicated they were upset (the difference between the editorial and an article that was published earlier) and the reporter says the editors don't talk to us and we are not happy about that. The problem seems to be between many factions of the DE who don't share information. Eileen Meehan stated this is also typical of newspapers around the country. Editorial is based on other people's opinions -- good opinions with good facts and bad opinions with no facts. We must keep in mind that these are students and they are not professionals.

Chairman Britton stated his concerns as well and asked what the body would like to do in this matter. Chairman Britton will email the name of the faculty advisor to the *Daily Egyptian* to all members of the Graduate Council. In the interest of responding to this current crisis, rather than waiting a month, council members could email their comments to the faculty advisor privately. He stated that he didn't know what is within the power of our leadership -- the Chancellor, Provost or Vice Chancellor -- to issue a statement that is simply a factual statement without violating the privacy of those people who are involved.

Professor Hofling stated it seems like the main issue at the heart of the problem has been entirely lost, and that is sexual harassment. It has nothing to do with research. It's not like the administration is trying to destroy our leading researchers. But, I have found the statements from our administration incoherent and contradictory and I would like a coherent statement from someone about what they are doing? Chairman Britton asked if his statement was a motion, and he stated yes.

Provost Rice reminded the council that, as someone who has been approached to talk about this story, we are in litigation. We, as the Vice Chancellor stated, have been told that we cannot speak on the record regarding this case. That is not to say that the Chancellor, should he choose to do so, could not give an overview of the events. He also commented that Prof. Hofling is correct in stating that the real story is about sexual harassment. He also stated that sexual harassment also means a hostile work environment -- not just overt harassment. The allegations were investigated. At the time that John Simon passed away, there were still unresolved issues and issues of appeal. The Chancellor, should he choose to do so, could give a timeline of basic events, but he could not talk about specifics, unless he wants to go against Legal Counsel.

Prof. Hofling stated that in the DE the Chancellor is reported as saying different things. If he [the Chancellor] said "It's a legal matter and we cannot comment on that", that would be fine, and just stick with that. But that is not what was written as his comments.

Provost Rice said there are limitations and there are other issues involved such as looking at our sexual harassment policy. We will soon have an interim director of affirmative action which has the responsibility for these kinds of cases. If there are inconsistencies from the Chancellor, he may be speaking on the one hand about the specific incident but he is also concerned about the sexual harassment policies, which are undergoing review. He is also concerned about what's happening in the office that would be responsible for this. That may be part of the inconsistencies you are hearing. I can't speak for him on that.

John Koropchak also commented that we need to keep in mind who the "victim" is here. Some of the blogs have basically indicated their support for the allegations and he stated that he is concerned about the level of vitriol that has been spewed about the people who were allegedly harassed. As administrators, when we have students and their parents coming into our offices making allegations, these issues must be taken very seriously. To somehow suggest that those are not significant is very disturbing.

Chairman Britton repeated that the motion made by Andrew Hofling and seconded by Ann Fletcher is: "The Chancellor, to the extent he can, consistent with protecting the privacy of the individuals involved, put to rest some of the things that appear to be rumors about the John Y. Simon matter." We need to

leave him “wobble room” so that he doesn’t compromise any legal case and I think protection is essential. Peggy Stockdale stated that this body does not meet for another month and the Faculty Senate meets next week. She would be willing to put this on the agenda at the Faculty Senate meeting next week. She would not want to preclude him coming to the meeting in October, but this may help with the timeliness.

Chairman Britton stated that the Chancellor came to the meeting prepared to speak about this situation, had the question been asked; but he may have inadvertently pre-empted the Chancellor with the other presentations being given. Nancy Mundschenk asked that a friendly amendment be added to the motion that the Chancellor also speak to the status of whether we have a viable sexual harassment policy and if we don’t, what actions are being taken and when may we expect this to be completed.

Motion by Andrew Hofling and seconded by Ann Fletcher with a friendly amendment by Nancy Mundschenk is: The Graduate Council requests the Chancellor, to the extent he is able and with protection of individual privacy in mind, issue a public statement which outline events which have transpired in the sexual harassment cases involving two members of the faculty reported recently in the press, and that he also speaks to the status of the current sexual harassment policy and amendments proposed to the current policy. Motion passed unanimously

Meeting adjourned at 10:20 a.m.

Respectfully submitted,

Donna L. Reynolds
Recording Secretary