

Graduate Council 2021-2022

April 7, 2022

Members present: Iraklis Anagnostopoulos, Amaka Anaza, Heidi Bacon, Lisa Brooten, Randy Burnside, Phillip Chu, Buffy Ellsworth, Craig Gingrich-Philbrook, Usha Lakshmanan, Junghwa Lee, Liliana Lefticariu, Ruopu Li, Adrienne Long, Matt McCarroll, Trish McCubbin, Caleb McKinley, Rachel Nozicka, Ed O'Donnell, Sophia Ran, Thomas Shaw, Breanna Whitley

Executive-Officio: Lizette Chevalier, Gary Kinsel, Meera Komarraju, Austin Lane, Stephen Shih

Guests: Julie Lindsey, Ryan Freels, Gabrielle Hoffman, Justin McDaniel, Saran Donahoo, Spyros Trapoudas

Meeting started at 8:01 AM

Lee: Consideration of the minutes?

Lee: Hearing none, do I have a motion to accept the meeting minutes?

O'Donnell: Moved

Burnside: Seconded

Minutes approved (15-0-0)

Remarks from the Chancellor: Austin Lane

Lane:

- **Unit effectiveness plans** - Good morning, everyone. Over the first couple of months and even the first year that I was here, the top 5 pillars have been Student Success & Engagement, Academic Innovation & Research, Diversity Equity & Inclusion, Branding & Partnerships, and Sustainability. Each of these 5 areas are what we are going to be laser focused on over the next several years. The name of the plan we're imagining is called "SIU 2030". So, you're seeing what we'd like to accomplish between now and 2030. I heard a lot of discussion in that first year or so regarding what we used to be. Hopefully, this plan is focusing on what we'd like to come. There's a lot of forward thinking in the plan. As we speak, our cabinet leaders and leadership council members have been tasked with what we call the "unit effectiveness plan". The unit effectiveness plan is a tool to make sure that the strategic plan is actually happening and not just a document that is sent out. The unit effectiveness plan is a way to hold accountability to the plan. Let's take the Academic Innovation & Research pillar into consideration for a minute. A lot of the comments that were heard on the tour focused on research. Some of you mentioned to me that you came here to do research when you came here years ago and that you feel like that is not a focus anymore here at the university. We want to focus

on ways to reverse that and ensure that the research voice here at the university is loud and clear. Inside the unit effectiveness plan, gives folks an opportunity to talk about some of the targets we'd like to set for the research pillar and some of the action steps that we need to take. It's an action oriented document. We're keeping the document in our IT area with Will Clark. At any given time, these documents will be done closer to June or July before the new fiscal year begins. We want to make sure that you're aware of all the efforts that are happening across the university that partially focus on research since this is an area that you probably have an interest in. If you want to know more about the activities that are happening for any of the pillars, you can see what that particular pillar looks like in terms of goals, objectives, action steps or targets that we are all trying to accomplish together over the next several years leading us to 2030. Inside of this plan, you're starting to see some things created now. For example, we just held our strategic enrollment management retreat. The retreat was really the kickoff in terms of what we're trying to accomplish over the next several years. I hope that you're able to stay engaged with that particular activity.

- **Update on Vice-Chancellor for Research and Dean of Graduate School job search** - Our search for a vice chancellor for research and dean of graduate school is underway right now. The committee is looking for candidates for those positions. We should know very shortly about those folks who will be coming to campus to do interviews. You'll have an opportunity to take part in that and engage with those candidates that are coming to campus. You'll get an opportunity to give us some feedback and tell us what you think about the folks that are coming in. We are looking forward to that and you'll hear more information on this soon.
- **Task force update** - I want to thank Dr. Shaw. He has been working hard with our task force. He and others have been able to take a deep dive in regards to what we do with our direct cost. We have some work to do in terms of making sure that we allocate some of those dollars in areas that will hopefully incentivize even more research that's happening here. Hats off to Dr. Shaw for leading that effort. We'll get more information shortly on that.
- **COVID-19 and masks** - The only other thing I'd like to add is information regarding COVID. As you know, our rates are relatively low over the last few weeks. We're excited about that, but we're still cautiously optimistic as we move towards the end of the semester. I don't want you to think that because we've not sent anything out in about two weeks that we've declared victory. That's not the case. We're still being cautious. I've noticed around campus some students wear masks and others do not, as masks are optional. Hopefully, people are staying safe. We're looking forward to commencement coming up shortly. There are a lot of things to do before May. I'll stop there Dr. Shaw and Dr. Lee. I'll be glad to answer any questions.

Questions for the Chancellor

Lee: Any questions for the chancellor?

McCubbin: Good morning chancellor, thank you for your time. One of my questions is regarding the salary inequity concerns on this campus. I want to particularly talk about one salary inequity issue very specific to some senior administration positions. If I have my facts right, I believe at this time the university will be searching for a permanent associate provost for administration position and associate provost for programs and eventually the provost in the fall. In the past fall, the university actually created quite a glaring salary inequity with respect to the two associate provost positions. The associate provost for administration was awarded a salary of \$300,000 versus the associate provost for programs whose salary is \$170,000. So nearly double. About 80% more. That salary for administration is more than the provost and most Dean's make. The salary given to the associate provost of administration is actually a glaring issue on campus that folks are concerned about. This concern defeats morale and undercuts your message that you are interested in salary equity. When we go to fill these positions, how will you remedy and address that salary inequity?

Lane: There's a lot of history behind it. Meera, I'm going to have you explain how that happens. Trish, I think you'll be interested to find out how this happens. I was too.

Komaraju: Trish, what typically happens is that whenever we fill in a position, we take the current salary and increase it by 10%. That is sort of the logic that is used.

McCubbin: In the future when we hire for these new positions permanently, will there be equity across the positions?

Lane: Well, that depends on who gets hired. As you just heard, the salary of the new employee is based on who was hired before based on our procedures. We take the current salary of that position and increase it by 10%. The salary is not based on any subjective matter. That's the process that's being followed. I will tell you we just completed a few salary surveys to look at the internal equity and salary compression occurring across the university. We just completed the civil service category, so we can tell you exactly where people are in relationship to their peers. We can also tell you in a couple of weeks what the associate provost category looks like as well. That is an area that is being evaluated as we speak by HR. We should have information on that shortly. Then, we'll look at our faculty ranks. Through the years, there has been a lot of internal equity and salary compression because we've not had controls in place. This has not happened over a year, this has happened over a number of years. However, I want to make sure I get back to the point and touch on this question. If we are going to fix these concerns, we are going to have to look at our policy in regards to how we do things.

Lakshmanan: I have a comment to make about this issue. I think it is very clear that, as the chancellor has stated, the salary discrepancy actually stems from an underlying problem because it really depends on the indivisible faculty who is hired to that position. This actually highlights an issue that has been going on ever since I came here in 1990. So a professor in the same department could actually end up making less than an assistant professor across disciplines. There is a great discrepancy.

Lane: It is.

Burnside: Goodmorning, everyone. I've always had an issue with this as well. Administrative jobs have a value. Whoever decides to take the job, that is the value of the job. It doesn't matter where they come from or what they had, that job has a value. The Provost job has a value, the Chancellor's job has a value and so on. Whoever you hire, you value them as such and you pay them that. What should matter is the value you place on individual jobs and that has never happened at this university. This is a tragedy because it prevents really good people from taking jobs due to the lack of value on positions. So, I hope the institution does address this because we've lost a lot of people at this institution because of this salary compression or because salaries for the same job have fluctuated depending on what department you came from. Other universities do not do that. They value the position. If the position is valued at \$200,000, that's what they pay the person they hired for the position no matter what department they came from. I hope we can get to that in the near future.

Lane: You're exactly correct. Every place I've been to it's been that way exactly, which is shocking when I noticed what we had here. What happens is when you get someone from the College of Liberal Arts or some other area that is not paying those wages, then you're at an automatic disadvantage with that percentage increase because the salary is low to begin with. I'd rather pay what we call a "market rate" for a person that is coming over to do that job and not have to worry about factoring in that percentage only being able to go up 10% and just give a rate. This is something that we need to be working on.

McCubbin: We appreciate these remarks. I'm afraid of the timing though. I'm afraid that you will not have time to work on this before we hire for these two positions.

Lane: Believe it or not, we have a little time. I think we can dig a little bit and see how far we get with this concern. We'll have to look at the policy. That is the first step. We will have to come to a consensus on what it is that we need that policy to look like. We can probably start with that. I don't want to jump in and make a decision right away. We will need to dig into it a little bit.

Lee: Chancellor, there's a question in the chat.

Ran: Is there a major focus on research and is there any plan to invest more money into the graduate program? To support all programs in any way possible?

Lane: Yes, the focus on research, as I mentioned in the top five pillars, is there. That's an initial sign that we need to be focused on our academic innovation and research. Hopefully, that pillar serves as an acknowledgment since it has not been focused on over the last several years, which I think it has but probably not in a strategic way. I think there could be a more strategic focus on research that we all put some measures to and put some support behind. I just mentioned Dr. Shaw leading our research task force to give an example. They've uncovered some areas within indirect costs that have caused a little bit of concern. To be completely honest, those dollars have not always been spent towards our research efforts and have been

spent on other things that have absolutely nothing to do with the research. This is because I think it was just a pile of money that was allocated that way. We're going to fix that. Inside that pillar, I think there will be opportunities to help there. This extends to our graduate programs as well. I think you will see some movement there in order to make sure that it is a priority. A lot of times when things aren't priorities, they don't have funding attached to it, the personnel attached to it and those kinds of things. I do want to point out that a lot of what we're talking about does not happen overnight. I think many of you that have been here long enough know that when you look at the budget pass in 2014-2015, losing 6,000+ students in a five year span, tuition revenue loss, internal inequities it's going to take some time to climb this mountain. However, I think we're moving in the right direction. Our enrollment is stable. We've projected that it should be better this fall than it was last fall. We're excited about that and we have to make sure that the students actually enroll. When that happens, it allows us to discuss and propose to the board another 2% raise. We did a 2% raise last fall because we had resources based on enrollment and things we achieved to be able to do that. Our hope is to do it again this year. If I had it my way, I do at least a 1 to 3% raise every year. However, it's based on enrollment and efficiency to make sure we have the money to do it.

Lee: Thank you, chancellor.

Remarks from Provost: Meera Komarraju

Komarraju: I just have a few set up updates.

- **Mask policy** - I want to remind you about the mask policy. Starting March 28th, the policy will be mask-optional unless the faculty has it as a requirement on the syllabus from the beginning of the semester.
- **Unit effectiveness plans** - As The chancellor mentioned we all submitted our UEP plans for each of our areas. With that, the deans have worked within the colleges and we have put all of that together for academic affairs.
- **Job searches** - The third item is just an update on the various searches. We have three external searches for two Dean's and one for the extended campus. We have about five internal searches and 13 school directed searches. All of this is ongoing. As we get to the end of the semester, we are hoping to get all of them completed in a timely manner so we are on track. That's the update on that.
- **Registration for fall semester** - As we enter the last stretch of the semester, we request that all of our instructors focus on the ending and encourage students to register for the fall semester before they head out for the summer break because our enrollment is determined both by continuing students and new students. Our aim is to get 90% of our students registered, so we are only chasing the last 10% over summer break. Ideally, we would like everyone to register before summer break. It's important to be more responsive to students over these last few weeks. It can be stressful for them as we approach finals week.

- **Entering grades on time** - It is also that instructors enter grades on time. We have made tremendous progress on that. Last semester, we only had 63 grades that were not entered on time. We're hoping for 100% submission this semester.
- **Enrollment statistics** - The last update is an update on our enrollment numbers. Things are looking good in terms of freshman. We have 33% more students admitted. We have over 8000 students that have been admitted as freshmen. We are expecting and hoping for a large freshman class with about 1600 students. This would be up from what we had last fall. We had 1422 last fall. As far as our transfer numbers, our on-campus numbers are lower. We admitted 10% to less. Our off-campus and online has gone up by 16%. As you see, it evens out. As far as graduate students, we do have more applications. However, our admitted students are down by about 23%. We've admitted 261 students as of this Monday, which is 23% less than where we were last year at this time. We have had some discussion about what would be some possible reasons. One reason is that we may not have the capacity to admit new students. It could also be that we are still in the process. I know some of the programs told me that they're still in the process of making those decisions. Therefore, the numbers might go up in the next few weeks. Those are my remarks.

Questions for the Provost:

Lee: Any questions for the provost?

Brooten: I have a question. I wanted to ask about the money for the faculty searches. I know that several of them are in my college and we have requested from you A discussion about this because we don't think there is time left. One of them has just been posted and there are only five weeks left in the semester. We did not hear back from you. I know that we are not the only department or college that has asked for A bit of time to extend the searches. I was wondering if you could give us an update on your thoughts about that? if we have a surge that hasn't even started yet, that's really unrealistic and too much to put on the faculty.

Komaraju: Yeah, in terms of designing on any particular faculty line, that line remains in the college. It is up to the college to decide what they want to do with that line. The line that is portioned, even for fall of 2022, was based on this discussion. The deans made a proposal saying this is where we want to replace and fill these lines. Based on that discussion, it was decided how many lines the college got. If the college does not fill that line, it stays in that college. It is up to the college to say they want to continue that search in that area. Between last year and this year, the college may re-prioritize and in the meantime all of these other holes happen. That is something that the college can think about.

Brooten: Okay, so I can take that line back to our faculty? That was a big part of our discussion and we were not clear on that. Thank you very much.

Komaraju: Yes, it stays in the college.

Lane: Let me add to that. I'm so glad you brought that up. One of the things we're trying to do is enhance communication. For you to have to wait that long and ask that question, and not receive an answer means that we've got some work to do to go back to your Dean and say, "Why didn't our faculty members know that?". We should've had that answer for you a long time ago. It's so helpful to be in these meetings because it gives me an opportunity to also find out what we can do to improve on that communication because I think we made that change almost a year ago. I hope the timing doesn't go unaddressed. We should be thinking about the fact that we only have a few more weeks left and maybe you should have a conversation with your Dean to make sure we get to the finish line. Again, I think you guys could work through some of that.

Brooten: Thank you. We did actually hear back from our Dean to that email from the Provost. He told us that the search has to go on. Just to clarify that.

Lee: Any other questions?

Lee: Hearing none, Dr. Kinsel you are up next.

Remarks from Vice-Chancellor for Research: Gary Kinsel

Kinsel: Thank you and good morning everybody. I have just a few announcements and some other interesting news.

- **Funding opportunity through Advanced Research Institute** - From the announcements perspective, there have been a couple of funding opportunities that have been released through the research matters listserv. If you haven't seen them, the Advanced Energy Institute. They are looking for folks who might like to develop a course that has an energy related theme that can be any matter. It doesn't mean we are not just talking about renewable energy. We are talking about energy in society. The due date for that proposal is April 22nd. The proposal should go to Ken Anderson or the advanced energy institute.
- **Funding opportunity through the Illinois Soybean Center** - The Illinois Soybean Center put out a request for proposals. Again, this is not just for those who want to grow soybeans, it's also for people who have interesting ideas on how to use soybeans and other things of that nature. The due date for that is April 28th.
- **NSF Career Award Workshop funding opportunity** - I also want to mention that the folks in the office of projects and administration are going to be putting on a workshop for young faculty who might be interested in applying to the NSF career program. This workshop will be held on April 20th from 1-3 in the Morris Library on the 7th floor. If there is any young faculty in your department or people that might be interested, please encourage them to attend this workshop. I should be clear, if you haven't looked at NSF in a long time for finding opportunities, they have gone very broad in terms of the type of work they actually fund. They do everything from social research to economic research. There are all kinds of opportunities there. I do not want you thinking that because you

are not a part of the STEM department that there are no funding opportunities for you there.

- **Creative activities and research forum** - Another thing I wanted to mention that is important for us is that a week from today, the 14th, is our student creative activities and research forum. I'd love to have everyone come out and attend. Right now, we have about 90 posters that will be set up. They will be set up downstairs in the student center in what's called the "art gallery". This area is on the south side of the building. The authors of the poster will be present from about 9-12pm. There are two sessions. Some of the authors will be there from 9-11am or 9-10:30am. The other authors might be there from 10:30-12pm. If you have a moment, stop by and chat with the authors of the posters. In the afternoon, the posters will be open for general viewing from 1-3pm. Finally, we will be having a closing ceremony. We will be announcing the winners from the poster session. We will also be announcing who will be receiving the REACH awards for next year. If you have a student who applied for the REACH award, you might want to consider being there. We will also be announcing the winners of the foundation grants. Everyone is welcome of course. I'd love to have as many people to stop by to encourage the students who are engaged in undergraduate and graduate research.
- **Cardboard Boat Regatta** - Last but not least, the Cardboard Boat Regatta is going to be on April the 23rd. If you've never been to one of those, I encourage you to consider coming out and observing. It is fun and a tradition here at SIU. It is now in its 47th year and started right here at SIU. That is the list of announcements that I have. If anyone has any questions, I will be happy to respond.

Questions for the Vice-Chancellor for Research

Lee: Thank you. Any questions?

Lee: Hearing none, next we have remarks from the Associate Dean of the graduate school.

Remarks from Associate Dean & Director of Graduate School: Stephen Shih

Shih: Today, my report will be short and sweet.

- **Graduate council elections** - First, this month is our grad council election season. I sent out an email yesterday that is on the graduate council representative nomination ballots. This year, The nominations are going to be submitted via Microsoft teams. We can use Microsoft forms to do the survey and the due date is April 18th. The ballots will be tallied and then we will be doing a final round of selection. We expect to complete the whole process by the end of this month. As you know, the determination of the number of each college or school will be proportional to the number of the graduate faculty members of that college or school. This year, we are going to have two vacancies for the College of Arts and Media as well as two vacancies for the College of Health and Human Sciences. We will also have a vacancy for the School of Medicine. We're also going to have five grad council members whose term will expire at the end of the semester. We

have Dr. Ruopu Li, Dr. Junghwa Lee and Dr. Thomas Shaw, Dr. Sophia Ran and Dr. Burnside leaving us due to their term expiring. From the bottom of my heart, I'd like to express my sincere appreciation of your dedication and your significant contributions to help advance the graduate education at SIU.

- **Recognition ceremony** - This month, we are organizing a graduate school recognition ceremony. In the past few months, we have been through a long process to nominate and select the thesis award recipients and outstanding dissertation awards. We also hosted a 3-minute thesis competition. We are going to invite those winners and recipients together to provide the certificates and take pictures. I'm going to be sending out an announcement in a week or two. The day and location is being decided.
- **Research, thesis and dissertation deadlines** - Last, a reminder regarding research paper, thesis and dissertation submission deadlines. We are going to be doing a format check for those students who plan to graduate May 2022. The initial submission deadline was April 1st. Then, April 8th is the final submission deadline to submit an approved version. Again, this deadline is for students who plan to graduate in May. This is all I have today. I am happy to take any questions you may have.

Questions for the Associate Dean & Director of Graduate School

McCubbin: Did you say you sent an email to all graduate faculty? I didn't get an email.

Shih: Basically, I only sent it to the three colleges that meet the election. As I mentioned, there are two vacancies in the College of Arts and Media, two in Health and Human Sciences and one in the School of Medicine. Sorry for the confusion. I'm going to be sending out a summary email to let you know how we determined a number of the grad council representatives in each college. I will be doing that by the end of today.

Lakshmanan: I was just wondering about the outstanding thesis and dissertations. Do you know who those were?

Shih: I don't have the list here. I can get that information for you from my email or the assistantship office. Then, I will send it to you.

Lee: Any other questions?

Lee: Hearing none, we will hear a report from the GPSC.

Report from GPSC: Caleb McKinley-Portee

McKinley: Good morning, everyone. I will be brief today. We are going to be holding elections next week for GPSC executive officer positions as well as the five positions for graduate council. That will be happening next Wednesday.

Moreover, my president, Diana, wanted me to let you guys know that she is working on possibly holding a Townhall for graduate students to discuss things such as strategic plans going all the way up to 2030. This goes for graduate students doing research, teaching, publishing and things of that nature. We're really trying to tap into what it is that graduate students want. Now, as you guys have mentioned earlier in this meeting there are only five weeks left in the semester. Therefore, this may or may not happen. This is actually a tentative event. If we do get to put it on, we'll gladly let you know and you can disperse this information to your graduate students. That is all I have to report for today.

Report from Council Vice-Chair: Junghwa Lee

Lee: Nothing to report.

Report from Dean's Council: Segun Ojewuyi

Lee: Is Segun here?

Lee: No? Next, is a report from the faculty senate.

Report from Faculty Senate: Bethany Rader

Lee: Rader, are you here?

Lee: No? Okay, Chevalier will be back around 9:15 today. So, we are going to switch the order of the reports a little bit. So she can be included in the discussion for the new programs committee.

Report from Research Committee: Tsuchin Chu

Chu: I do not have anything to report.

Report from Program Review Committee: Ed O'Donnell

O'Donnell: The Program Review Committee has nothing to report.

Report from Educational Policies Committee: Craig Gingrich-Philbrook

Philbrook: I have two things to report on. We have received a request for a catalog change relative to the doctor of medical science degree and the committee will be getting that information from me.

The second thing I have to report is regarding the fellowships issue regarding the question of requirements of citizenship. I had asked for some feedback about that and didn't get very much. If you have had experience with that issue and you want to pass on the email that I gave you last time to give it to your grad directors, please do.

I want to also give you the update that I am working with the foundation to help us discern whether or not those citizenship requirements were written into any gifts that find those fellowships. I am also working with my colleague to try to arrange a zoom meeting between someone from the Center for International Education and our committee to kind of talk about the issues faced by international students that we might want to consider as we are weighing the future of that requirement. That is all I have unless there are questions.

Questions for the Educational Policies Committee: Craig Gingrich-Philbrook

Lee: Thank you, any questions?

Lee: Hearing none, we will move on to the research spotlight.

• Research Spotlight- Junghwa Lee **– Justin McDaniel, Assistant Professor of Public Health, School of Human Sciences**

Lee: Dr. McDaniel is an associate Professor of Public Health, School of Human Sciences, with a cross appointment in the Department of Neurology at SIU's School of Medicine. Much of his research focuses on social determinants of health and health disparities. Please welcome Dr. McDaniel.

McDaniel: Thanks for having me. I have a short presentation to share with you. A lot of the work that I do is very applied and involves implementing health related programs in communities. I am a part of a multi institutional team, including the University of Alabama and the Alabama Department of Mental Health that focuses on implementing evidence-based practices to primarily reduce adverse outcomes for substance use and mental health. We do this mostly in rural areas. I think I presented to this group last year at some point. What I'm going to do today is give a brief update on some of the progress that we've made with some of those projects that I talked about. As background, a handful of years ago, my colleague and I applied for a substance of use and mental health services administration grant to implement what's called a Screening, Brief Intervention, and Referral to Treatment (SBIRT) program in various primary

care clinics in certain counties. The idea here is that folks come in for a routine medical visit. It could be for anything. They are first screened for substance use and that score is given to a nurse or a social worker clinic and the results are discussed with the patient prior to seeing the doctor. We've been doing that for a handful of years now. What we were kind of seeing early on is that we kept getting frequent screens in some of these primary care clinics particularly in this one county for opioid misuse, non-prescription use and overuse of prescribed opioids. As a result, we put our team together and wrote for another grant to address this specific issue. Our application was funded and folks on the Alabama side and my team at SIU kind of handles most of the data management, data analysis, and evaluation. We started to continue to train first responders such as EMTs, cops, and firefighters on how to use Narcan. Narcan is a nasal spray that reverses opioid overdoses. We've been doing that in the counties that are highlighted here. Interestingly, every time we would administer Narcan and reverse an opioid overdose we would provide some materials about where they can go for services and we kept hearing from behavioral health clinics that people who had overdosed and been revived weren't actually going to get treatment at all. We have another grant to do the same thing but basically in a different set of counties. It is ongoing and in its early stages. We are beginning to kind of find out that a lot of the people that we have services for to reverse this opioid overdose are in the Medicaid or Medicare recipient population. That kind of got us to this point where we thought that we should think about applying for some money to look at the Medicaid population specifically and so we did that. We applied for a Medicaid grant that is state wide and needs assessment around substance use particularly opioid misuse and the possibility of expanding treatment opportunities throughout the state. Keep in mind that Alabama is a non-Medicaid expansion state. So, we got that grant awarded. Through that process, we got access to Medicaid plans as well as provider availability data. We've been analyzing that data and found some preliminary results about geographic distribution of opioid use disorder as well as the availability of the providers who can administer Medicaid Assisted Treatment (MAT) to treat opioid misuse disorder. As you can see in some of these maps, there are some pretty severe treatment shortages that certainly need to be addressed. In addition to getting access to all of this data, in terms of the Medicaid claim database and provider database we have been doing focus groups in every county in the state. This was quite a large effort. So, we have got qualitative data from key stakeholders in each county including positions, first responders, elected officials, family members of those who have survived opioid overdoses and so on. The focus of the focus groups is really around substance use and substance use treatment and people's attitudes and perceived barriers to these issues. We have been finding through the analysis of these qualitative interviews and transcripts that there's widespread stigma, which is probably no surprise, about substance use and substance use treatment in Alabama. Not only do Medicaid recipients not want their substance use to be known by their friends, family and wider community, they have a fear of being shamed. The physicians as well don't really have a whole lot of interest in doing screenings for these things or providing MAT for these people who desperately need it. As a result, we are finding that we have a lot of work to do in order to make a difference in the state that has the highest prescription opioid rate in the country. There has been some progress in that area as you can find in any publicly available map published by the CDC or something. There is still a lot of work to do especially with the rise of fentanyl being included in many of the opioid drugs that are being sold in the streets. We certainly are going to

be working to try to combat the stigma about substance abuse in the state of Alabama and try to figure out ways to help people not think of this as moral failure. We are about to put out a statewide survey to figure out more about that. We also have to start thinking about primary prevention strategies. How can we prevent people from getting to the point of having substance use disorder and needing treatment? Thank you for your time and your interest in hearing about the work that we are doing.

Questions for the Research Spotlight Guest - Dr. McDaniel

Lee: Alright, thank you Dr.McDaniel.

McCubbin: Do we have time for a question?

Lee: Yes.

McCubbin: Thank you so much for that. I have two questions. Did you all even have difficulty getting family members to participate in the qualitative data because they don't even want to talk about what happened to their family member and so they won't even answer your questions? That is one question. The other question is why are the physicians not even interested in dealing with this?

McDaniel: For your first question, I'd say it was definitely more difficult to recruit family members and victims with substance use disorder and overdose then it was to get key stakeholders, elected officials and so on primarily because there is a lot of trauma attached to that. Sometimes it is hard to be willing to get to a point where you want to talk about it. So, we were very fortunate to get the ones that we did to share their thoughts and opinions about it because it's opening up this area that I think we really might be able to do something about to make a difference on opioid use disorder. It is a big deal here in this very conservative state. So, we will be working hard on that absolutely keeping in mind the many tragic stories that we heard from family members. Secondly, with regard to the physicians, there are a lot of issues. I think that even they have a little bit of stigma about the issue but there is also some other barriers like they don't have the staff capacity to do it or the necessary background training in order to provide MAT. You have to go through pretty rigorous training with the DEA and get what's called a data waiver to be able to provide it and especially in the rural clinics. If there is a person at the front desk and the doctor in the back, there is no way you're going to be able to provide MAT to folks coming through just because there is just not enough bulk in the workforce.

McCubbin: Thank you. This is important work that you are doing.

McDaniel: Thank you.

Anaza: I have one question. We are very interested in the work you are doing. We are also in a rural area in Illinois and as you probably know the opioid and fentanyl crisis within our area here

is also on the rise. I do understand that this research is in Alabama but are you planning to extend your research to rural communities like ours in southern Illinois? If not, what are some of the extrapolations that you are seeing applicable in our area here in southern Illinois?

McDaniel: There is actually someone in the School of Medicine who kind of beat me to the punch in this area. I don't know if you know Wiley Jenkins but he is a professor in the department of Population Science and Policy. He has a major NIH grant to work on the opioid crisis down here in southern Illinois. This has been about a five-year effort. He is starting to wrap that up. They've been doing awesome work. I saw that the market was covered right now and partnered with my colleague in Alabama where there is just not a whole lot of work being done. I would certainly love to partner with folks who are already doing work down here in southern Illinois so I can assist wherever possible.

Lee: I was wondering how you were able to talk to and approach the families who were not initially open to talking about it? Also, how did you start talking to them?

McDaniel: Thankfully, we have folks who are sort of community leaders that we have spent a lot of time developing a relationship with and Who can get us access to key populations. Without them, I don't know that we would've had these focus groups and pulled it off. This speaks to the necessity to be in the community, know people, talk to people and build relationships. We've had good folks in the community who are behind us and who support us and see that we are trying to make a difference.

Lee: Thank you. Any other questions?

Lee: Alright, we have the citizenship and transcripts requirements for graduate fellowships handout in the checkbox. We have a few minutes if you guys want to look at it if anyone has any questions.

Philbrook: You will see on the hand out that it lists all of the fellowships that are posted on the graduate school website. You will see that it also indicates the citizenship and transcript requirements. The transcript requirements are also an issue that we will be dealing with, but the primary one is the question regarding citizenship. As I say, this is not a motion from the committee at this point. This is still information about the process of us looking into the issue. My email is at the bottom if you want to share this with your graduate Director in case there had been any issues in presumptions of equity and fairness in the applications for those fellowships.

Lee: Thank you.

Lakshmanan: I just wanted to add that another issue along with the citizenship requirement was another issue that came up in my department. As Craig has mentioned, it is about the transcripts. I can tell you about one specific case. there was a graduate student who was recommended who was nominated. For admission purposes, it is only the final transcript from the institution that she had received her degree that needed to be included. She had attended a

community college And there are all kinds of hurdles getting access to those official transcripts. For that reason, her application was rejected. That is an issue because we have an inconsistency between admission requirements and for the fellowship. Personally, I don't see why an unofficial transcript from the community college as long as she had the final degree from the final institution that awarded her the degree. It seems rather unfortunate that her application will be rejected. So that is also another issue and I think this is something that the director of my school also pointed out. We experienced both of those situations where one student couldn't be nominated for the Graduate Dean's Fellowship because he was not a citizen or a permanent resident even though he qualified on all other grants. And then of course there was this transcript issue. This discrepancy impacted at least two students in my department.

Philbrook: I think the problem that Usha points out is interesting because if you look at the handout at the very top the transcript language is the same kind of moving through most of the fellowships. It does say to "attach copies of final transcripts for ALL degree granting institutions". I think one of the things that concerns me is that there may be slippage in how that phrase "degree granting institutions" is defined because when I read it I think that's the place where they got the degree and not necessarily attended to knock out some general education requirements or something like that. I definitely feel like that needs to be clarified.

Lakshmanan: I agree with you Craig. I think the reason that happened was because the community college that she attended did offer some degree that was an associates or something like that. Whoever interpreted that phrase, has taken that to extend it to even that associate's degree rather than the final degree.

Philbrook: I think one of the questions I would have is that typically on a transcript would be some indication of what had been transferred from the community college. I know there may be some variance in that with grades and other stuff like that. There are lots of subtleties that we need to look into as we are thinking about this. particularly, when we are talking about International students and getting transcripts from places that they may not have attended for very long or something like that before transferring. There is certainly a burden in getting all of that material especially if it is documented in other ways on the final degree transcripts.

Donahoo: My question is what is the issue? how many students are being denied based on the current requirements?

Lakshmanan: I don't know how this has happened in the past. There may have been others but the issue has just come to our attention because it so happened that the international who was denied found out it was only for citizens. He had actually contacted his referees and so on. That's when it came to my attention. The other student who was denied was actually a domestic student that was from the US. This just happened this month so I don't know how many students have been affected by this. It's troublesome to see such differences in the requirements.

Donahoo: All of them have different requirements. All of them have had different requirements based on funding and the intentions of the people who created them. For example, the PROMPT fellowship was really based on access to underserved minorities and international students do not count as minorities.

Lakshmanan: no, we are not questioning that. That is clear. We are not talking about the PROMPT fellowships, the two fellowships of discussion that have had an impact were the Graduate Dean's and the Master's fellowship. We are questioning the language used in the requirements.

Philbrook: Right. Please folks I am just trying to give you an update on where we are trying to answer these questions. What I'm saying is that I have contacted the foundation to try to answer questions about the enabling gifts and the language that is associated with them. The citizenship requirements are universal around The country and I looked at a variety of different institutions. We're trying to discern what the scope is and what the issue is. I would encourage all of you who have experience with this to contact me at the email address so I can get a sense of the scope for everybody when/if we bring a motion about this next time. This is just a request for information from you if your program has had encounters with this issue.

Lee: Thank you Craig.

Report from New Programs Committee: Sofia Ran

Ran: We have three RME's that we are ready to discuss today. The first one is from the school of engineering and the army is essentially asking for the temporary status approval of the IBHE. Essentially what they want to do is to continue some project that is already being funded from the national agency, as it is the last year of this funding. The project was to encourage and implement collaboration with multiple, large companies that are interested in implementation and practical use on development of projects related to various aspects of engineering and embedded system technology. The companies pay annual fees such as \$60,000 and \$30,000 per year for large and small companies. These fees will fund a self-sustainable center that will support development of projects of interest for the companies while providing learning opportunities and possible future employment for students. The Industrial Advisory Board consisting of members of participating companies will inform the CES on industrial needs and recommend projects to address these needs. The Industrial Advisory Board consisting of members of participating companies will inform the CES on industrial needs and recommend projects to address these needs. The school envisions that the center Will not require any financial assistance from SIU and that's how you will. In fact 10% of direct costs are embedded in the budget. The institution will definitely benefit because the graduate students will be exposed to the translation projects and may actually benefit from this interaction and building a network with their potential employment after graduation. The graduate council New Programs Committee recommends approval of the RME for temporary IBHE status. The committee looked at this carefully. We had some questions about the budget, but we have no doubt that the

students and the faculty will benefit from this. There is unanimous support of the faculty who voted Yes: 15, No: 0, and Abstain: 0 as well as the College Curriculum Committee and the Dean of College of Engineering. Therefore, be it resolved that the Graduate Council New Programs Committee recommends approval of the RME for Temporary IBHE status for Center: Consortium for Embedded Systems.

Lee: Representatives from the area, any comments?

Lee: Any motion?

Ran: Motion to approve.

Lee: Second?

Anagnostopoulos: Seconded.

Resolution to Recommend Approval of RME for Temporary IBHE status for Center: Consortium for Embedded Systems (19-0-1)

Ran: I will move to the next RME that we discussed. The School of Human Sciences wants to add a post BA/BS certificate in Public Health on the graduate level. This particular program is designed to enhance knowledge in Public Health. The program will be delivered online only. The students will be able to select one of the two offered tracks. The certificate will be earned for 15 credit hours and a minimum grade C for each course. The certificate will be earned for 15 credit hours and a minimum grade C for each course. No impact is envisioned on current students, staff and faculty as all courses will be delivered online. The faculty of the School of Human Sciences strongly supported this program with 12 out of 12 voting Yes; No: 0, and Abstain: 0. Therefore, be it resolved that the Graduate Council New Programs Committee recommends approval of the RME to add a post-BS certificate in Public Health offered through the School of Human Sciences in the College of Health and Human Science.

Lee: Any motion to approve?

Lakshmanan: Motion to approve.

Lee: Second?

Burnside: Seconded.

Lee: Any other questions?

Ellsworth: Is there any concern that this will take away from the ability of the med-prep students to take more of the hard sciences and will that impair their success in medical school?

Ran: No. I don't believe this is a concern. As far as I understand, it is for med-prep students that have already finished their med-prep academic requirements. They are rooting for different options and maybe there is a gap time to apply to medical school and leave some with some advanced knowledge in Public Health.

Burnside: I think I can answer that since I am the director of med-prep. No, we worked closely with the people from the school to ensure. You may recall that med prep students years ago were able to come here and get a Masters degree in public health A long side of getting the certificate and then going into medical school. Because of accreditation issues and course offering issues that became a very complicated process for the students and for public health. We did away with the masters degree in public health when I became a Director two years ago. It just didn't work for either party. We have a number of students who come here and have a Significant interest in public health and epidemiology. This will provide them with a graduate certificate in Public Health and will look nice alongside their MD when they get it. Their first year is focused on taking those science courses but they will still be able to take things like gross anatomy and physiology. If those are the courses you were concerned about, they will still be able to take those courses required to get the graduate certificate. So, no it would not limit their possibility to take those courses.

Ellsworth: Thank you.

Lee: Any other questions or discussions?

Lee: If not, we will vote.

Resolution to Recommend Approval of RME for Post-Baccalaureate (Graduate) Certificate in Public Health (18-0-0)

Ran: The program was started in 2010. Every year the number of students has declined. Essentially, they have not had any enrollment in recent years. The enrollment to this program has been declining in recent years and was suspended in 2018. There are no students currently enrolled. The program deem to be less attractive to students since Illinois State Board of Education (ISBE) eliminated the requirement for a Masters degree to become a director of special education. There are no anticipated effects on faculty, staff and students in the School of Education as well as other university units. There are only minimal budgetary effects and appropriate changes will be made in the upcoming graduate catalog. There is sufficient support from the faculty of the School of Education who voted Yes: 9, No: 1, and Abstain: 14. Therefore, be it resolved that the Graduate Council New Programs Committee recommends approval of the

RME to eliminate Master degree in Education (MSED) for Special Education. If anyone can shed some light on why there are so many people that abstained that would be helpful.

Donahoo: I can provide some information. Initially in order to become a special education teacher you had to have a masters degree. That is no longer required in the state of Illinois so no one wants the program anymore. There were some faculty that were upset about getting rid of the program. However, we can't get students to take their program because they can get it with their bachelor's degree. It's cheaper, so no one wants to get their masters degree. We don't have any students and we are not going to get any students.

Lee: Anybody else have any insight into this?

Chevalier: I'll chime in a little. I agree with Dr. Donahoo. This is one of these programs that go through the regulations they put out for licensure. They set the standards and when they moved it from the graduate level to the undergraduate level it kind of became obsolete. It's unfortunate, but that's what happened. It's no longer needed for the advancement of the people in the program.

Lee: So was the question answered as to why there were so many abstained votes.

Donahoo: A lot of people just didn't have an opinion. The question came up and we had to tell them that the state no longer requires a masters degree for the endorsement so we don't have any students who want the program.

Lee: Thank you. Any other questions?

Lee: Motion to approve?

Ran: I have a motion to approve.

McKinley: Seconded.

Resolution to Recommend Approval of RME for Elimination of Master Degree in Education (MSED) in the School of Education (18-0-0)

Adjournment

Lee: Is that all?

Ran: For now. More coming in May,

Lee: That is all we have on the agenda unless there are any questions.

Lee: Hearing none, see you next month.

Meeting adjourned at 9:41 AM