

FACULTY SENATE MEETING
Mississippi/Illinois Room, Morris University Center
February 2, 2023 – 2:30pm
APPROVED MINUTES

I. The regular meeting of the Faculty Senate was called to order at 2:32 pm on Thursday, February 2, 2023 in the Mississippi/Illinois Room by President Jingyi Jia.

Present: Jingyi Jia, Barb McCracken, Duff Wrobbel, Alicia Canterbury, Wai Cheah, David Cluphf, Ivy Cooper, Igor Crk, Jennifer Erwin, Carole Frick, Valerie Griffin, Mitchell Haas, Michael Hair, Katie Hanser, Cedric Harville II, Keith Hecht, Shrikant Jategaonkar (ex officio), Heather Johnson, Tim Kalinowski, Marie Klopfenstein, Soondo Kweon, Yuliang Liu, Yun Lu, Adriana Martinez, Cassandra Maynard, Kelley McGuire, Bhargav Patel, Jodi Patton-Jordan, Mary Anne Pettit, Corey Ragsdale, Johanna Schmidt, Nicola Schmidt, Debbie Sellnow-Richmond, Kamran Shavezipur, Michael Shaw, Chrissy Simmons, J.T. Snipes, Bernadette Sobczak, Ralph Tayeh, Cinnamon VanPutte, Jill LaFreniere (for Meredith Verocchi), Carrie Vogler, Ken Moffett (for Suranjan Weeraratne), Susan Wiediger (ex officio), Amy Winn, Jie Ying, Xudong Yu, Jennifer Zuercher

Absent: Joaquin Florido Berrocal, Robert Bitter, Bob Blackwell, Keith Edwards, Chaya Gopalan, Allison Thomason (for Christienne Hinz), Theresa Kelly, Stephen Kerber (ex officio), Joshua Kryah, Shannon McCarragher, Shadrack Msengi, Edward, Navarre (ex officio), Brad Reed, Alison Reiheld, Isais Wellington Smith, Jayme Swanke, Andrew Wesemann, Elizabeth Wiemers

Guests: Carol Colaninno-Meeks, Jessica DeSpain, Margaret Smith, Jessica Ulrich

Consideration of Minutes

The December 1, 2022 minutes were approved as written.

Public Comment

There was no public comment.

Invited Guest Presentations

Jessica Ulrich, Director of Counseling Services, gave a presentation regarding support for mental health. The presentation highlighted on signs and symptoms of mental health issues, resources for students and faculty, and offices to refer students in need of support.

Carol Colannino-Meeks (SIUE STEM Center), Margaret Smith (Research Assistant Professor in IRIS), and Jessica Despain (SIUE Interdisciplinary Research & Informatics Scholarship Center Director) gave a presentation regarding research faculty. Research faculty at SIUE are an essential part of the educational eco-system at SIUE. Research faculty often have teaching responsibilities, but their primary focus is research, and this makes them ideal mentors. Four facts about research faculty at SIUE: 1. They are full-time faculty members with the same qualifications as tenure-track faculty. They are not visiting but on continuing appointments. 2. There are currently four research faculty working in IRIS, the STEM Center, and NCERC. 3. The research faculty have a pathway for promotion that is very similar to that for tenure-

track faculty. 4. The research faculty position has been relatively recently created and has been broadly misunderstood at the institution. As a result, research faculty often feel marginalized. Several opportunities have not been available to them largely due to loopholes. These faculty are incredibly important for supporting the work of research centers on campus. We are trying to make the positions fair and desirable with the research support necessary for faculty to do their work well. This will also help research centers avoid costly turnover.

Reports from Standing Committees:

IBHE Faculty Advisory Council: see attached report.

Reports from Council Chairs:

See attached reports from Faculty Development Council and Faculty Senate Governance Council.

Adjournment

The meeting was adjourned at 3:33 pm.

Submitted by Michael Tadlock, University Governance



Support for Mental Health

Jessica Ulrich, MSW, LCSW
Director of Counseling Services
February 2023

Today's Topics



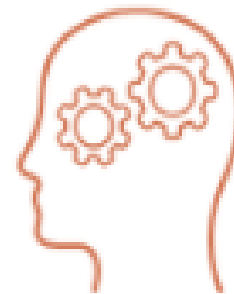
Signs & Symptoms of Mental Health Issues

Resources for Students & Faculty

Offices to Refer Students to

Recognizing Signs and Symptoms

- Signs are things we can see or observe that indicate a mental health challenge in the body.
- Symptoms are indicators of a mental health challenge that a person can feel.
- You might hear a person describe symptoms of a mental health challenge.
- You might observe changes in a person's appearance, behaviors, thoughts, and feelings.



Types of Signs and Symptoms



Represents **behaviors** you might notice.



Represents **observable physical changes** (how a person appears) you might notice.



Represents **feelings and emotions** you might notice.



Represents **thought patterns** you might notice.

EARLY Signs and Symptoms



Behaviors

An emerging pattern of showing up late for or cancelling personal and professional commitments.



Appearance

Tired-looking.
Disheveled clothing.
Appearing more unkempt than usual for the person.



Feelings

No longer enjoying work, activities, or hobbies. Sadness. Worry.



Thoughts

Difficulty concentrating or focusing at home, school, or work. Indecisiveness.

WORSENING Signs and Symptoms



Behaviors

Withdrawing from family and friends. Absenteeism or “presenteeism.” Odd or erratic behavior.



Appearance

Declining personal hygiene. Cuts or bruises in various stages of healing.



Feelings

Increasing sadness. Hopelessness or despair. Increasing worry. Anger or rage.



Thoughts

Increasing self-blame or self-criticism. Distorted body image. Thoughts racing or mind going blank.

When do Signs and Symptoms Become a Challenge?



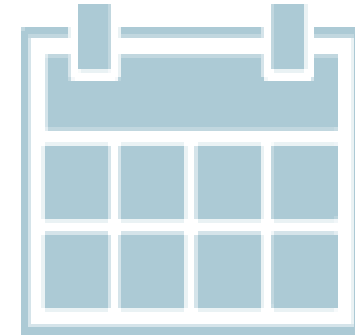
DURATION

Signs and symptoms have been present for a certain amount of time.



IMPACT

Signs and symptoms get in the way of work performance, relationships, or participation in usual activities.



FREQUENCY

Individual experiences signs and symptoms most of the day or many times per day.

Care Reports

- Electronically submitted forms that share mental health concerns/concerning behavior(s) regarding a member of the SIUE community.
- Routed to Student Affairs and the Director & Associate Director of Counseling Services.
- The Associate Vice Chancellor for Student Affairs/Dean of Students follows up with all Care Reports received.

NOT FOR IMMINENT RISK OF SUICIDE OR HOMICIDE

How do I Submit a Care Report?

Type “SIUE Care Reports” into your web browser and the above-mentioned “Forms” page should come up in the search results.

Care Reports are reviewed and will be responded to during SIUE business hours, Monday-Friday from 8 a.m. -12:00 p.m. & 1:00 p.m.-4:30 p.m.

[Click Here for Care Report Link](#)

Is there Imminent Risk of Suicide/Homicide?

Call 911

Request a welfare
check

CRISIS RESOURCES

POLICE:
Dial 911 for your local police or (618)650-3324 for SIUE Police



NATIONAL
SUICIDE PREVENTION LIFELINE™
1-800-273-TALK (8255)
suicidepreventionlifeline.org

In Crisis?
Text HELLO to 741741

CRISIS TEXT LINE |

Free, 24/7, Confidential



TRAINED COUNSELORS ARE **STANDING BY.**
FREE CONSULTATION ON ANY MENTAL HEALTH ISSUES, PROBLEMS OR STRESS.

CALL NOW
1 (314) 469-6644

Warning Signs of Suicide

Talking or writing about death, dying, or suicide.

Threatening to hurt or kill themselves.

Looking for ways to kill themselves, seeking access to means.

Showing anxiety or agitation.

Being unable to sleep or sleeping all the time.

Warning Signs of Suicide

Feeling no reason for living, no sense of purpose in life.

Feeling trapped, like there is no way out.

Thinking there is no reason for living.

Thinking there is no safe way out of a bad situation.

Giving away personal possessions.



HOW TO APPROACH:



Speak in a calm, non-accusatory manner.



Appear confident, like a duck on a pond: Calm on the surface, but “paddling hard” internally to determine next actions.



Try to understand how they feel from their point of view. Be empathetic and focus on concern for their wellbeing.



Instill hope by asking about long-term plans or goals and letting them know that the feeling doesn't last forever.



- Are you thinking about killing yourself?
- Are you thinking about suicide?

IF YES

- Have you thought about how you would kill yourself?
- Have you decided when you would do it?
- Have you done anything to get the things you need to kill yourself?

IF YES

- **Call 911.** Tell the dispatcher that the person is at risk for suicide. If available, ask for a mental health crisis professional.
- Connect the person to appropriate professional help.



Student Resources

Campus Resources for Students

Career Counseling

Assist with professional development, career counseling & assessments

Title IX/ EOA

Assists with concerns relating to discrimination, sexual harassment and assault.

Counseling Services

Provides short-term counseling for students with a variety of concerns.

ACCESS

Provides academic accommodations to assist students in being successful in classes.

Assoc. VC / DOS Rony Die

Handles violations of the student code of conduct; assists with absence notifications.

Student Affairs MSW Intern

Assists student in connecting to social service resources such as SNAP, Medicaid., etc..

Learning Support Services

Academic Development Courses, Testing Services, Open-Access Tutoring Centers, etc.

COUNSELING SERVICES

- Location: SSC Suite 0222
- Hours: M-F, 8:00 a.m. – 4:30 p.m.
- Phone: (618) 650-2842
- Website: siue.edu/counseling
- Cougarcare.siu.edu



HOW STUDENTS CONNECT TO COUNSELING

- Start with an Initial Assessment (IA)
 - It is designed as a holistic screening to determine where, along the stepped care model, a treatment disposition will be made.
- To schedule an initial assessment with our office, students can either web-book at [CougarCare](#), schedule in our office (SSC Room 0222) or call (618) 650-2842.
- Cougarcare is available 24/7 while the office is open M-F from 8am to 4:30pm.

COUNSELING SERVICES BLACKBOARD PAGE

- **Self-help resources for common mental health concerns**

Enter through our QR code:



SIUE is partnered with [BetterMynd](#) to offer our students access to private online therapy sessions from their diverse network of licensed mental health counselors.



Southern Illinois
University-
Edwardsville students,
register here:





Register today for FREE

**Mental health support.
24/7. Confidential.
Online Community.**

For more details, please refer to our T&Cs during registration.



**SCAN TO JOIN FOR
FREE TODAY**

**Southern Illinois University Edwardsville is
partnered with Togetherall a safe, anonymous, online
peer to peer community for mental health support.**

Professionals Who Can Help



**MEDICAL
DOCTORS**



**ADVANCED
PRACTITIONERS**



PSYCHOLOGISTS



**SOCIAL
WORKERS**



**COUNSELORS
AND THERAPISTS**



**CRISIS SUPPORT
SPECIALISTS**



**SUBSTANCE USE
PROFESSIONALS**



**CERTIFIED PEER
SPECIALISTS**



Faculty Resources

EMPLOYEE ASSISTANCE PROGRAM (EAP)

Phone: 833-955-3400
(TTY: 800-697-0353)

Online: [GuidanceResources.com](https://www.guidanceresources.com)

Web/App ID: Stateofillinois

Mobile App:
[GuidanceNow/myStrength](#)

Administered through
ComPsych

24/7 support, resources,
and information for:

- Relationship & marital conflicts
- Stress, anxiety, and depression
- Financial and legal questions
- Finding child care and elder care

CALL FOR HELP: THE LIVING ROOM



Virtual or In Person

9400 Lebanon Rd.
East St. Louis, IL 62203
(618) 397-0968 ext. 109

- Immediate crisis and mental health support in a calm, comfortable environment.
- Services are free and confidential.
- No appointment necessary.

<https://www.callforhelpinc.org/the-living-room>

PATH

A mental health referral group.

Helps find a high-quality therapist who is **in-network** with your health insurance.

Path's services are open to all SIU - Edwardsville, Faculty and Staff, and their families.

They have a broad and diverse network of Illinois therapists that you can select from.

Available 7 days a week to help you feel supported in your search. You can visit **Path's website** or call **618.268.1533** to begin your search.

<https://www.pathmentalhealth.com/siue>

Additional Training Opportunities

Mental Health First Aid

8 Hour Training

Teaches you how to identify, understand, and respond to signs of mental illness and substance use disorders. Focuses on the unique experiences and needs of college students – gives you the skills you need to reach out and provide initial support to someone who may be developing a mental health or substance use problem and help connect them to supportive resources.

Talk Saves Lives

1 Hour Training

Covers what we know about the leading cause of death, the most up-to-date research on prevention, and what we can all do to fight suicide.

THANK YOU!

Jessica Ulrich

jeulric@siue.edu

(618) 650-2842



MENTAL HEALTH FIRST AID FOR HIGHER EDUCATION



It was clear to me we needed to do this [Mental Health First Aid]. I wouldn't let it go.... My sense is we have a responsibility to pay close attention to the issues and look after our community [campus]."

– **Donald H. DeHayes**,
Provost and Vice President
for Academic Affairs,
University of Rhode Island

WHY MENTAL HEALTH FIRST AID?

Mental Health First Aid for Higher Education teaches you how to identify, understand and respond to signs of mental illnesses and substance use disorders. This training — which focuses on the unique experiences and needs of college students — gives you the skills you need to reach out and provide initial support to someone who may be developing a mental health or substance use problem and help connect them to the appropriate care.

Research shows nearly

1 IN 5

university students is affected with anxiety or depression.

- *The Conversation via the American College Health Association*

In spring 2017, nearly

40%

of college students said they had felt so depressed in the prior year that it was difficult for them to function.

- *Time via American College Health Association*

Young adults between the ages of

18-25

are at highest risk for opioid use problems.

- *NBC News*

WHAT IT COVERS

- A discussion of campus culture and its relevance to the topic of mental health.
- A discussion of the specific stress and risk factors faced by those in higher education.
- Applying the action plan in a number of scenarios designed specifically for faculty, administration and students.
- A review of the mental health resources available on campus and through partnerships in the community.

The course will teach you how to apply the **ALGEE** action plan:

- **Assess** for risk of suicide or harm.
- **Listen** nonjudgmentally.
- **Give** reassurance and information.
- **Encourage** appropriate professional help.
- **Encourage** self-help and other support strategies.

WHO SHOULD TAKE IT

- Students (at least 18 years of age)
- Faculty members
- Resident advisors
- Campus law enforcement
- Academic advisors
- Counselors
- Campus clergy
- Financial aid employees
- Coaches and athletic personnel
- Administrators
- Librarians



Research Faculty as SIUE

Basic Facts about Research Faculty

Research faculty at SIUE are an essential part of the educational eco-system at SIUE. Research faculty often have teaching responsibilities, but their primary focus is research and this makes them ideal mentors.

1. They are full-time faculty members with the same qualifications as tenure-track faculty. They are not visiting but on continuing appointments.
2. There are currently four research faculty working in IRIS, the STEM Center, and NCERC.
3. The research faculty have a pathway for promotion that is very similar to that for tenure-track faculty: <https://www.siu.edu/graduate-faculty/graduate-faculty-status/research-center-faculty.shtml>
4. The research faculty position has been relatively recently created and has been broadly misunderstood at the institution. As a result, research faculty often feel marginalized. Several opportunities have not been available to them largely due to loopholes. These faculty are incredibly important for supporting the work of research centers on campus. We are trying to make the positions fair and desirable with the research support necessary for faculty to do their work well. This will also help research centers avoid costly turnover.

IBHE-FAC report for the SIUE Faculty Senate meeting on 2 February 2023

The IBHE-FAC has met twice since the last SIUE Faculty Senate meeting.

The IBHE-FAC met on 16 December 2022 at Prairie State College in Chicago Heights, IL.

Dr. Michael Anthony, president of Prairie State College, greeted the FAC. He discussed some of the challenges and opportunities arising from the pandemic, both in general and for Prairie State Colleges, which serves the economically and racially diverse District 515. He emphasized that administration and faculty need to work together and realize we're all on the same team. During discussion, he also highlighted that four-year and community colleges should also realize that we are all serving students with similar profiles who are making educational choices based on complex variables. Dr. Anthony is an evaluator for the Higher Learning Commission, and has seen some schools that do an excellent system for evaluating programs so that choices about changing programs can be done nimbly and responsively but in robust, technical ways.

Dr. Sophia Gehlhausen-Anderson, IBHE Senior Associate Director for Policy, shared information about the Sexual Misconduct Climate Survey required by Illinois Public Act 102-0325. *Jen Delaney, faculty representative on the IBHE,* reviewed her concerns about the adequacy model being considered by the [Illinois Commission on Equitable Public University Funding](#); she is continuing to engage as a member of the public attending those meetings, as are some FAC members.

Dr. Rebecca Buckle presented about Prairie State College's Dental Hygiene program. Although this is considered an associates degree, it is an 82-hour program that spans two full years (including summer sessions) and builds on almost two years of college level prerequisites. Last year they had about 160 applicants, 120 of whom were qualified, but only 38 could be accepted due to facility limitations. Their program includes three certificates coordinated with the American Dental Association, local anesthesia, nitrous oxide sedation, and community dental health coordinator; the latter of these helps prepare students for the significant role access to dental care can play in society.

Dr. Justin Pariseau, coordinator of the African and African American Studies program and chair of the Social Sciences Department, discussed that program, including its development, which was done in conjunction with students and based on student demand. This program does not produce a credential, but is a concentration within the associates degree. He discussed how the community and enrichment opportunities are built into the program, and shared some student art products that were part of one of the courses. They have been very successful in the programming so far but can see much more they could do (such as reclaiming dying-out art forms) as funding is available.

Two members of the *Illinois Student Assistance Commission (ISAC)* – *Jacqueline Moreno (Chief Service Officer and College Access Initiatives Managing Director)* and *Eduardo Brambila (Capacity Development Managing Director)*, talked about the programs that ISAC has to help first-generation students connect to college and persist in attending college. These include ISACorps, Illinois GearUp, and the First Generation Scholars Network. She provided copies of the book *Ready, Willing, and Able: A Developmental Approach to College Access and Success* (2012), by Mandy Savitz-Romer and Suzanne M. Bouffard; knowledge of students developmental stages is not as widely distributed as it should be among those working with young people, including teachers, college professors, and recruiters. See the [Illinois GearUp Middle Grades Student Developmental Objectives](#) for a description of the domains of identity (envisioning, believing), planning (aiming, organizing), and self-advocacy (connecting), used in this program for middle-school students.

Shawn Schumacher, FAC Chair, discussed onboarding of new FAC members and how the continuation or ending of Covid orders will affect FAC meeting formats. *Linda Saborio, FAC Vice-Chair,* discussed the January meeting. *Mike Phillips, FAC Legislative Liaison,* recommended faculty reach out to local legislators and offer to support them with information on higher education topics. The FAC voted to approve a resolution in honor of Illinois State Senator Scott Bennett (recently deceased, and a supporter of higher education) and send it to his family.

Working groups and caucuses met and reported out. One key item is that the Equity working group is working on collecting and curating resources related to diversity, equity, and inclusion. All of the caucuses discussed cybersecurity issues, which appear to be addressed in many different ways and thoroughness at various institutions.

The IBHE-FAC met on 20 January 2023 at the Chicago Teachers Union building, hosted by University of Illinois – Chicago, in Chicago, IL.

Due to the faculty strike at UIC, the meeting location was changed to the CTU building. *University Professionals of Illinois President John Miller* welcomed the FAC and talked briefly about areas of concern in higher education across Illinois, and the need to make sure that legislators have an accurate understanding of higher education working conditions.

Shawn Schumacher, FAC Chair, reported on recent meetings with Stephanie Bernoteit about membership invitations and related topics; he said the recent IBHE meeting had some good DEI panels. *Linda Saborio, FAC Vice-Chair*, is recruiting hosts for next year. *Mike Phillips, FAC Legislative Liaison*, said that more than 1200 house bills have been filed already, and he is reviewing them for items of interest to faculty.

Jen Delaney, faculty representative on the IBHE, discussed the recent IBHE meeting, which included the budget (recommending 7.5% increase as well as a partnership on student homelessness and more funding for Diversifying Faculty and for data lines. She also updated on funding commission information. Stephanie Bernoteit, IBHE Executive Deputy Director of Academic Affairs, added that the full budget book and presentation are available via the IBHE website; the budget is aligned with the strategic plan goals of equity, sustainability, and growth. The IBHE is very focused on supporting student well-being. Stephanie indicated that the high-impact tutoring partnerships across the state are a highlight, and are about to be collecting some assessment information.

During the FAC business meeting, we discussed “Early College: What to Consider”, a draft of a parent and student ‘bill of rights’ type document from the Early College working group, presenting the advantages and disadvantages of early college. There was discussion of the audience and purpose of the document, and a few suggestions for changes, as well as the relationship between IBHE, IBHE staff, and the FAC regarding dissemination of such materials.

UIC Guest Panel Presentation: Diversity, Equity, and Engagement; Dr. Amalia Pallares, Vice Chancellor for Diversity, Equity, and Engagement; and Dr. Charu Thakral, Executive Associate Vice Chancellor for Diversity. Dr. Pallares reviewed the history of the Advancing Racial Equity process at UIC, which started in Fall 2020; of the four working groups created then, Public Safety is still going because that had been less discussed, whereas Student Life & Support, Community Engagement, and Staff Recruitment & Retention had already been ongoing issues. A big issues is accountability; are things changing? Accountability has to come from above and below, e.g. faculty being responsible to students and to administration – but you have to have a plan in order to be held accountable to anything. UIC chose to focus first on academic departments, with each of 90 departments creating a report and a plan for their department. Eventually they will also engage with non-academic units across the university. 5 areas of focus: centering student equity & inclusion; advancing faculty and staff inclusive excellence; collaborating with community; promoting an atmosphere of care and concern (originally reimagining public safety); and ensuring accountability. They are still working on writing the final report, which she thinks of as a strategic plan from the ground up.

There is a DEI requirement in promotion and tenure. A common request for support in departments is for having difficult conversations. They have a Bridge to Faculty program in which departments apply for funding to do a national search for a two-year post-doc that leads to a faculty position for an URM; the application requires the department address mentoring and support after arrival.

Dr. Thakral reviewed several grants that UIC has received for faculty professional development. Many of the current grants have a STEM focus (redeveloping curriculum, bringing in student experiences, using train-the-trainer model for inclusive practices in the classroom) but they also just recently got a more social science focused grant.

Discussion during Q&A included decolonizing the curriculum, accountability for administrators and students, and how traumatic experiences related to race-related experiences or policies are addressed

Working groups and caucuses met and reported out.

The next IBHE-FAC meeting will be February 17th, via Zoom.

With regards, Susan D. Wiediger, representative for SIUE to the IBHE-FAC. For more information about any of these items, please contact me via email at swiedig@siue.edu.

Faculty Development Council Report – December 1, 2022

Adriana E. Martinez and Shannon McCarragher

- I. Teaching Excellence Award Committee moving forward with class observations
- II. Continuous Improvement Conference Friday March 17, 2023 8-12, Conference Center, MUC
 - a. Nia Haydel from Complete College America has agreed to speak
- III. ORP has new Staff Member Dalton Irwin on PreAward
- IV. Applications for Paul Simon Outstanding Teacher-Scholar Award due February 9th

Faculty Senate Governance Council Report – February 2nd, 2023
Jie Ying

1. Revising Assessment survey questions for Chancellor and Provost.
 - a. Updating the questions to reflect the changes in university policies.
 - b. Making the wording of the questions more consistent and with better clarity.
2. Preparing for the election of NTT Faculty Senate members for FY 2023-2024.