

Program Change Plan
School of Biological Sciences

Provided to Faculty in the following affected units:

- Department of Microbiology
- Department of Plant Biology
- Department of Zoology

This program change plan is in keeping with Sections 9.04 and 9.05 of the Collective Bargaining Agreement (CBA).

A. Description of Proposed Change:

This program change plan creates a School of Biological Sciences by merging the Department of Microbiology, the Department of Plant Biology and the Department of Zoology. All degree programs associated with each of the current departments, including undergraduate and graduate degree programs, concentrations and specializations associated with the degree programs, minor programs, and certificate programs will be transferred to the School of Biological Sciences. The interdisciplinary undergraduate degree program in Biological Sciences will be housed in the School of Biological Sciences. Undergraduate students who are preparing for future professional degrees (e.g., pre-medical, pre-dental, pre-veterinarian) will be served in the School of Biological Sciences. There are five (5) degree programs that will be jointly offered by the School of Biological Sciences and the School of Medicine¹. The tenure home / appointment status of School of Medicine faculty who contribute to these programs will not change as a result of this plan, but affiliative / cross appointments for such faculty will be encouraged.

Once established, the School of Biological Sciences will be housed administratively, on a temporary basis, in the Provost and Vice Chancellor for Academic Affairs area².

Organizational Structure of School:

The School will be led by an A/P Director who will hold a 12-month fiscal-basis appointment. The Director will report to and serve at the pleasure of the Dean of the College, and who will be appointed following a search conducted in keeping with the University's Hiring Policy and Procedures. The University Policy on Department Chair responsibilities applies to School Directors. In keeping with this policy, the School Director is the chief academic, administrative, and fiscal officer for the academic unit and serves at the pleasure of the Dean. The Director is responsible for overall management and leadership of the unit and is expected to contribute to the mission of the University.

¹ See accompanying RME for the listing of joint programs.

² See the statement at end of this document that is separate and apart from this program change plan regarding college-level considerations.

Specific duties of the Director include, but are not limited to³: planning, development, coordination, review, and administration of undergraduate and graduate instructional programs; advancing learning outcomes of students enrolled in the School's academic programs, as well as students enrolled in service courses offered by the School's faculty; ensuring faculty excellence through effective recruitment, retention, and evaluation of personnel; advancing and coordinating accreditation-related activities including program assessment; maintaining effective recruitment, retention, and degree completion rates of students enrolled in the School's academic programs; providing educational leadership, fostering excellence, and creating a culture of increased research, scholarship, and creative activity among faculty; developing and recommending budgets to the Dean, as well as administering approved budgets and controlling expenditures within the unit; promoting alumni relations and representing the School and its constituent divisions and programs to various constituencies; conducting all business and activities in compliance with applicable law, policies of the SIU Board of Trustees, University Policies and Procedures, the College and School Operating Papers, and other guidance and directives of the Dean; and fostering an environment that advances Institutional goals regarding diversity and intolerance of discrimination.

Upon creation of the School, an Interim Director will be appointed on a term-basis by the Provost following usual campus processes for appointing interim administrators. The term-Interim Director appointment will be made via search waiver by the appropriate Dean, in consultation with faculty members who comprise the School, and with approval of the Provost and the Office of Affirmative Action. Faculty members will be afforded a clear opportunity to express their preference regarding possible candidates for the Interim Director Position.

The search for the permanent School Director may be internal or external, consistent with current practice for hiring of Department Chairs and School Directors. In keeping with university hiring procedures and policy, an approved position announcement will be created for the Director Position; a search committee will be approved through the Affirmative Action Office; applications will be solicited; applications will be reviewed by the search committee; approved interviews will be conducted; and, a hiring recommendation that is informed by faculty and search committee feedback will be made by the Dean, with final approval by Provost and Affirmative Action Office.

Each of the (former) academic units that comprise the School of Biological Sciences may have the status of a **Division** within the School, if desired by the faculty formerly affiliated with the degree programs / departments. In the event that a Division is created, it will be led by a faculty member who serves in the functional role of Division Coordinator. The duties of a Division Coordinator may vary based on the complexity and needs of the Division. Division Coordinator duties will reflect a service assignment in the faculty member's annual workload assignment. It is anticipated that this service assignment will

³ Adapted from university policy on duties of Department Chairs, which apply to School Directors.

correspond to a “release” from one-to-two 3-credit hour courses per year, depending on the Division’s complexity (i.e., a 12.5% or 25% FTE service assignment). The service assignment will be determined by the School Director in consultation with the Division Coordinator and the Dean and in compliance with the collective bargaining agreement. Depending on the complexity of the Division’s programs and needs, Division Coordinators may also receive summer appointments in support of the division and its programs. Service duties of the Division Coordinator may include, but may not be limited to: consulting with the School Director and/or support staff regarding course staffing needs; providing input to the School Director to inform the Director’s assignment of workload to faculty; assisting with student concerns; coordinating accreditation-related activities if appropriate; assisting the School Director with program assessment.

B. Rationale

A general goal of this plan is to revitalize and reposition our academic programs in order to create opportunities for greater collaboration among students and faculty. SIU’s academic programs and structure have remained largely unchanged in a changing higher education marketplace. Accordingly, this plan aligns programs that relate to each other in order to foster synergy and innovation.

The structure of the proposed School of Biological Sciences was based on analysis of factors such as current degree and course offerings in each of the component academic units, descriptions in the catalog and in the public descriptions of academic programs by the component academic units (e.g., websites). Feedback from affected faculty on the original program change proposal contributed to refinements and modifications as the plan developed and was finalized. The School will offer a unique opportunity for faculty and students to explore and develop novel approaches to so-called “Grand Challenges” in Biological Science. Possible future academic programs that might be developed in this school have been suggested (e.g., Biochemistry and Molecular Biology, Bioinformatics). The development of such programs would occur in the future, separate and apart from this proposal, and led by faculty in the School.

In addition to fostering collaboration and innovation in curricula, pedagogy and scholarship, the merger of departments into a school will contribute to more equitable distribution of service-related tasks across faculty, freeing faculty from some of the service obligations that can be cumbersome in small-to-moderate sized academic departments. By spreading such responsibilities out in larger schools, individual faculty members will be able to increase their teaching and research capacity. Additional increases in teaching, research and service capacity will be realized by way of a net-decrease in the number of academic-unit administrators. Although cost-reduction was not the principal purpose of the overall reorganization proposal, we anticipate that implementation of the campus-wide plan will result in permanent (projected) administrative cost savings by way of a campus-wide reduction of administrative positions (e.g., fewer dean positions, elimination of department

chair positions), which will allow us to invest in our people and programs⁴. Finally, to the extent that there is curricular overlap and/or duplication (by way of similar courses being offered in multiple degree programs), we anticipate that the plan will facilitate streamlining of curricula over time, resulting in decreased pressure to staff required courses.

C. Impact on Faculty Lines and Faculty Workload

This proposal has no effect on Faculty lines. There will be no eliminations of faculty positions under this proposal.

Consistent with current practice in other academic schools at SIU Carbondale, Faculty workload will be assigned by the School Director, with consultation and input from Division Coordinators.

Faculty workload assignment is governed by the terms of the Collective Bargaining Agreement (CBA). The CBA requires School Operating papers to include the “criteria to be applied when determining workload⁵”. In keeping with the provisions of the CBA, workload assignments will be made by the School Director, subject to approval by the dean. To summarize, all Faculty workload assignments will continue to be made in accordance with the procedures established and required by the collective bargaining agreement.

Promotion and Tenure Considerations for Tenured and Tenure Track Faculty.

Faculty members who hold tenure in the Department of Microbiology, the Department of Plant Biology, or the Department of Zoology will have their tenure transferred to the School of Biological Sciences. The plan will not result in any loss of tenure for any Faculty member in the in the Department of Microbiology, the Department of Plant Biology, or the Department of Zoology.

Faculty members who presently hold tenure track appointments in the Department of Microbiology, the Department of Plant Biology, or the Department of Zoology will have their continuing, tenure-track appointments transferred to the School of Biological Sciences, with no change to their tenure probationary period.

Unless a faculty member elects to follow the “new” (School of Biological Sciences) operating paper, the promotion and/or tenure criteria, standards and procedures in the operating papers in force at the time of a tenured faculty member’s most recent promotion, or in force at the initial appointment of a tenure-track faculty member, will apply to promotion and/or tenure review⁶.

⁴ Adapted from 2017 State of the University Address (9/26/2017)

⁵ Section 5.02, CBA.

⁶ Pursuant to CBA and University Policy

Provisional promotion and tenure procedures for *current* tenured and tenure track faculty.

The procedures outlined in this section are provisional given that the Faculty Association reserves the right under Article 9 to bargain impact of any implemented program change.

SCHOOL-LEVEL REVIEW

The Director of the School of Biological Sciences shall coordinate the process and shall write the School-level recommendation letter.

1. For candidates formerly appointed in the Department of Microbiology: unless the faculty member chooses to apply the new School of Biological Sciences Operating Paper provisions, the Operating Paper of the former Department of Microbiology shall govern the process and shall articulate the standards and criteria for promotion and/or tenure.
 - a. For such candidates, any academic-unit-level requirements regarding letter-solicitation, etc. that were included in the Department of Microbiology Operating Paper shall apply.
 - b. For such candidates, the academic-unit-level committee shall be comprised of appropriate (as defined by the former Department of Microbiology Operating Paper) faculty members who held appointments in the former Department of Microbiology, augmenting if needed per CBA requirements.
2. For candidates formerly appointed in the Department of Plant Biology: unless the faculty member chooses to apply the “new” School of Biological Sciences Operating Paper provisions, the Operating Paper of the Department of Plant Biology shall govern the process and shall articulate the standards and criteria for promotion and/or tenure.
 - a. For such candidates, any academic-unit-level requirements regarding letter-solicitation, etc. that were included in the former Department of Plant Biology Operating Paper shall apply.
 - b. For such candidates, the academic-unit-level committee would be comprised of appropriate (as defined by the former Department of Plant Biology Operating Paper) faculty members who had held appointments in the Department of Plant Biology, augmenting if needed per CBA requirements.
3. For candidates formerly appointed in the Department of Zoology: unless the faculty member chooses to apply the “new” School of Biological Sciences Operating Paper provisions, the Operating Paper of the Department of Zoology shall govern the process and shall articulate the standards and criteria for promotion and/or tenure.

- a. For such candidates, any academic-unit-level requirements regarding letter-solicitation, etc. that were included in the former Department of Zoology Operating Paper shall apply.
 - b. For such candidates, the academic-unit-level committee would be comprised of appropriate (as defined by the former Department of Department of Zoology Operating Paper) faculty members who had held appointments in the Department of Zoology, augmenting if needed per CBA requirements.
4. For all candidates in the School of Biological Sciences, the recommendation from the academic-unit-level committee shall go to the Director of the School of Biological Sciences. The Director shall make an independent recommendation based on the evidence in the dossier, applying the governing standards and criteria of the appropriate prior operating paper, and taking into consideration the vote/recommendation of the unit-level faculty.

COLLEGE LEVEL REVIEW

As noted above, upon formation of the School, it will temporarily be assigned to the Provost and Vice Chancellor for Academic Affairs area. College level review of any promotion and tenure cases proceeding **during the period of the School's assignment to the Provost area** shall follow the procedures below:

1. The applicable former College Operating Paper shall govern with respect to College-level procedures, standards and criteria. The College-level committee shall be comprised of appropriate (as defined by the applicable former College Operating Paper) faculty members who had held appointments in the applicable College.
2. The College-level committee vote / recommendation shall go to the Dean of the College in which the candidate's former department / school was assigned. The Dean shall make an independent recommendation based on the evidence in the dossier, applying the governing standards of the appropriate operating papers and taking into consideration , the vote / recommendation of the unit-level committee, the vote/recommendation of the college-level committee, and the recommendation of the School director.

Following assignment of the School to a new academic college (see statement at end of this document that is separate and apart from the Program Change Plan), the following procedures shall apply:

1. For candidates formerly appointed in the Department of Microbiology, the Department of Plant Biology, or the Department of Zoology: unless the candidate elects to apply the new operating paper from the proposed College of Agricultural and Life Sciences, the

former College of Science Operating Paper shall govern with respect to procedures, standards and criteria. For such candidates the College-level committee shall be comprised of appropriate (as defined by the former College of Science Operating Paper) faculty members who had held appointments in the former College of Science.

2. For all candidates the College-level committee vote / recommendation shall go to the Dean of the Agricultural and Life Sciences. The Dean shall make an independent recommendation based on the evidence in the dossier, applying the governing standards of the appropriate operating papers and taking into consideration the vote/recommendation of the college-level committee.

PROVOST LEVEL REVIEW

The Dean of the College of Agricultural and Life Sciences shall make a recommendation to the Provost who shall proceed as per current procedures and practice.

D. Impact on Students and Ability to Maintain Curricula

There will be no negative impact on students. To the contrary, we anticipate significant benefits to students in the integrated school model. They will have exposure to a wider range of faculty and will have opportunities to engage in cross disciplinary research, curriculum, and co-curricular activities.

The catalog under which a student enrolled as a major will continue to govern that student's curricular requirements. That is, an existing student whose major will be housed by a School rather than a department will have identical requirements to those in place when s/he entered the major. S/he will be able to continue the current degree program(s) through graduation based on the requirements specified in the Undergraduate or Graduate Catalog as of the date s/he enrolled in the program. We will ensure that we deliver on our commitments to students enrolled in every program. Future changes to curriculum will be the responsibility of the faculty, and such changes would follow established campus procedures (e.g., the NUI or RME process).

Given no reduction in faculty as a component of the reorganization plan, there are no implications for ability to maintaining the curricula⁷. Again, the degree programs currently housed by the component academic units will simply be housed in the broader administrative structure of the School.

E. Estimated Financial Costs or Savings, Including Source(s)

⁷ With exception of any proposal to eliminate a degree program. Any such proposals will be separate and apart from this program change proposal.

For each former department chair, the difference between Faculty salary and Chair salary, plus any summer salary committed for the Chair will be saved. Such savings will be balanced against the salary costs associated with appointing an A/P School Director on a 12 month appointment, plus any summer salary expenditures committed for division coordinators. An analysis of support staff needs will be undertaken for the proposed school. This may result in additional savings if it determined that staffing consolidations are warranted. Note that there will be no layoffs of employees in civil service positions as a result of the program change plan, although it is possible that there will be re-assignment of some civil service positions, allowing us to allocate positions to the areas of greatest need. For example, we anticipate that civil service positions might be re-assigned to support complex Divisions (e.g., to assist the School Director with scheduling, personnel tasks, etc). Over time, additional savings may be generated following the reorganization by reducing duplicative courses through more efficient coordination in the Schools.

F. Comparison of similar programs at Peer Institutions (if applicable)

This program change plan represents an administrative restructuring of existing degree programs. The “School Model”, with multiple degree programs housed in the School, is already functioning effectively at SIU in the School of Allied Health, the School of Information Systems and Applied Technology, the School of Art and Design, the School of Music and the School of Architecture. In such programs, faculty members who serve as division, area, or program coordinators / directors provide support and consultation to the School Director as part of their service assignments, with adjustment to workload assignments provided as appropriate, and with commitment of summer assignments in some cases, as required by the needs of the unit. School Directors at SIU have demonstrated their ability to understand, support, and represent the disparate academic disciplines represented in their schools; to advocate for wide-ranging academic programs; and to support, mentor, and evaluate fairly and equitably the faculty who teach and engage in scholarship in varied disciplines. School Directors at SIU have also demonstrated their success at supporting undergraduate and graduate students from multiple academic disciplines.

In terms of content focus, we are aware of similarly oriented academic units (some organized as Schools (with some Schools headed by Deans), some organized as Departments) at Arizona State University, Illinois State University, University of Maine, University of Missouri-Kansas City, University of Nebraska-Lincoln, University of Texas at Austin, and Washington State University.

G. Possible Consequences of the Proposed Change on the University’s Carnegie Status

The proposed change will have no direct / explicit impact on the University’s Carnegie Status. However, one of the goals of the campus-wide re-organization plan (see point B) is

to invigorate, enhance and expand Faculty research and creative activity by increasing synergy and collaboration. This includes the goal of expanding extramural grant / contract activity and increasing Ph.D. production. The reorganization plan will contribute to the broader institutional goal of increasing the University's Carnegie Status to R1 (Highest Research Activity).

[END of Program Change Plan]

Independent of and apart from the Program Change Plan provided above to Faculty under Sections 9.04 and 9.05 of the Collective Bargaining Agreement, the following information is provided for informational purposes:

Upon establishment of the School of Biological Sciences, it will be housed administratively, on a temporary basis, in the Provost and Vice Chancellor for Academic Affairs area, with the interim director of the School reporting to the Provost. Ultimately, we propose that The School of Biological Sciences be part of the **College of Agricultural and Life Sciences (or, as alternately named)**.

Neither establishment, elimination, nor renaming of Colleges by the University is subject to the requirements of Article 9. Additionally, assignment by the University of Departments and/or Schools to Colleges is not subject to Article 9. However, establishment of Colleges and assignment of Departments / Schools to Colleges **is** subject to established campus shared governance processes and to any requirements of the Board of Trustees and the IBHE. RME(s) to rename the College of Agricultural Sciences, and assign academic schools to the renamed college, will be submitted at an appropriate date. Such RME(s) will follow established procedures (e.g. review by Faculty Senate and/or Graduate Council), with opportunity for feedback by faculty, staff and students.

RME for Program Change Plan

Reasonable and Moderate Extension (RME)

PROPOSED ADDITION/ABOLITION, RE-ALLOCATION, OR RE-ESTABLISHMENT OF AN EDUCATIONAL UNIT, CURRICULUM, OR DEGREE IN THE COLLEGE OF SCIENCE

I. Program inventory

This RME is to create a School of Biological Science by way of merger of the Departments of Plant Biology, Microbiology, Zoology, and Physiology and the biological sciences programs in the College of Science. The School of Earth Systems and Sustainability will be housed administratively, on a temporary basis, in the Provost and Vice Chancellor for Academic Affairs area. The degree programs, graduate certificates, and minors will remain intact. Additional details are provided in the accompanying Program Change Plan.

A. Current listing of approved programs (list all within the major)

CIP code	Major/Minor	Degree	Unit
13.1322	Biological Sciences	BS	TEP Program
26.0101	Biological Sciences	BS	College of Science
26.0502	Microbiology	BS	Microbiology
26.0901	Physiology	BS	Physiology
26.0301	Plant Biology	BA	Plant Biology
26.0301	Plant Biology	BS	Plant Biology
26.0701	Zoology	BA	Zoology
26.0701	Zoology	BS	Zoology
26.0101	Biological Sciences	MS	College of Science
26.0205	Molecular Biology, Microbiology & Biochemistry	MS	Joint Program SOM
26.0902	Molecular, Cellular & Systemic Physiology	MS	Joint Program SOM
26.0301	Plant Biology	MS	Plant Biology
26.0701	Zoology	MS	Zoology
26.0205	Molecular Biology, Microbiology & Biochemistry	PHD	Joint Program SOM
26.0902	Molecular, Cellular & Systemic Physiology	PHD	Joint Program SOM
26.0301	Plant Biology	PHD	Plant Biology
26.0701	Zoology	PHD	Zoology
26.0701	Zoology	PSM	Zoology
	Biological Sciences	Minor	College of Science
	Microbiology	Minor	Microbiology
	Plant Biology	Minor	Plant Biology
	Plant Biology - Plant Biodiversity	Minor	Plant Biology
	Plant Biology - Plant Ecology	Minor	Plant Biology
	Plant Biology - Plant Biotechnology	Minor	Plant Biology
	Zoology	Minor	Zoology

B. Proposed listing

PROPOSED ADDITION/ABOLITION, RE-ALLOCATION, OR RE-ESTABLISHMENT OF AN EDUCATIONAL UNIT, CURRICULUM, OR DEGREE IN THE COLLEGE OF SCIENCE

Same

II. Reason for proposed action

This action relates to the Program Change Plan for creation of a School of Biological Sciences

III. Program delivery mode

Same as current delivery mode.

IV. Anticipated budgetary effects

Please refer to the accompanying Program Change Plan.

V. Arrangements to be made for (a) affected faculty, staff and students; and (b) affected equipment and physical facilities

Please refer to the accompanying Program Change Plan. There will be no reduction in faculty resulting from this plan. There are no changes in curricula, so there is no effect on current students. Staff may be re-assigned or added depending on the needs determined by the new school. All inventory will be assigned to the new school. The physical facilities will remain the same in the short term. A campus wide space plan is being developed that will address the needs of the new school in relationship to the campus.

VI. Will other educational units, curricula, or degrees be affected by this action?

The plan has no direct effect on other educational units, curricular or degrees. In general, the merger should build on the existing collaboration between the units.

VII. Assessment of Student Learning Outcomes

This criteria only applies to new programs. All current assessment activities will remain in place.

VIII. Catalog copy to be deleted or added

Will be provided once the approval is completed.

IX. The requested effective date of implementation

July 1, 2018

PROPOSED ADDITION/ABOLITION, RE-ALLOCATION, OR RE-ESTABLISHMENT OF AN EDUCATIONAL UNIT, CURRICULUM, OR DEGREE IN THE COLLEGE OF SCIENCE

X. Approval signatures to submit Proposal for Processing

Approve Disapprove

Signature, Dean of College of Science

Date

Submit signed forms to the Associate Provost for Academic Program, Room 15 Anthony Hall, MC 4305. For assistance, please contact apap@siu.edu or call Ruth O'Rourke at 3-7654,

Additional Materials Submitted by Affected Units

TO: Drs. Lizette Chevalier and David DiLalla, Associate Provosts
Dr. Scott Ishman, Interim Dean of the College of Science
Dr. Douglas Fix, Chairman of the Department of Microbiology

FROM: Dr. Kelly Bender, Associate Professor of Microbiology
Dr. Vjollca Konjufca, Associate Professor of Microbiology
Dr. Derek Fisher, Assistant Professor of Microbiology
Dr. Bethany Rader, Assistant Professor of Microbiology
Dr. Scott Hamilton-Brehm, Assistant Professor of Microbiology

DATE: December 1, 2017

RE: Article 9-Collective Bargaining Agreement: Program Change Proposal
Microbiology and the School of Biological Sciences

On Tuesday November 28, 2017, we, the faculty members of the Department of Microbiology, met for the first time to discuss the Chancellor's restructuring plan that proposes to form a School of Biological Sciences from the dissolution of the Departments of Microbiology, Plant Biology, and Zoology. Overall our discussion of this program change was positive. However, we would like to request that the below concerns be addressed before our specific unit votes on the proposal.

1) Weighted Voting

Because of our small size (five non-administrative faculty members in total), we would like to request that a weighted voting model, which gives each 'Division' the same number of votes, be implemented before discussions with the other affected units occur. This will be especially important during curriculum discussions and formation of a new operating paper.

2) Molecular Biology, Microbiology and Biochemistry Graduate Program

We currently participate in an interdisciplinary graduate program with the School of Medicine. The operating paper of this program specifically states that MBMB faculty are composed of members of these three departments: Microbiology (currently COS), Biochemistry and Molecular Biology (currently SOM), and Medical Microbiology, Immunology and Cell Biology (currently SOM on Springfield campus). The directorship of this program rotates between the departments/colleges/campuses every three years. Will we be able to keep this graduate program as is? If so, will its operating paper also have to be dissolved/changed?

3) Resource Allocation

How will a merger of departments affect current resources such as Teaching Assistant lines and research overhead? While it is implied that the School Director will be in charge of allocating resources, we are concerned that our unit/division may lose its already limited resources to larger units within the newly proposed school.

KSB

David L. Dilalla

From: Kelly Sue Bender <bender@micro.siu.edu>
Sent: Wednesday, January 31, 2018 12:19 PM
To: Misty D Whittington
Cc: David L. Dilalla; Lizette R. Chevalier
Subject: letter of support to the BOT for restructuring plans

Dear Southern Illinois University Board of Trustees,

I am writing this letter as an alumna, faculty member, departmental chair, and director of an interdisciplinary graduate program on the Carbondale campus to express my support for Chancellor Montemagno's plan for restructuring. While I agree that marketing and recruitment need to be our main priorities to deal with current enrollment issues, I also believe that restructuring provides a great new marketing tool for SIU-C!

Not only does restructuring allow us to form more innovative programs, but it will also help relieve some of the administrative overlap and, quite frankly, stress on current faculty and staff. With retirements and limited budgets, departmental office staffs have been obliterated. Chairs and other faculty have pitched in to help with such duties as accounting, but it is distracting from what SIU needs faculty to be doing to attract students: excellent teaching and innovative research! With shared administrative and office personal, day-to-day operations on campus would be much more streamlined and productive.

Faculty driven restructuring would also allow us to do a more thorough form of internal program prioritization. This prioritization that would assist with reallocating funds to those programs that need support to become highly ranked and those that are already well regarded. Today many individual units are in a constant state of self-preservation to meet specific metrics and this does not allow for new classes and innovative programs to be developed.

While I can understand the reservations of some faculty, staff, and students, especially with the break neck pace that the plans are moving forward; I feel that we need to take bold steps to revitalize this campus and attract more students. As an alumna of SIU-C's graduate school (I received my Ph.D. here in 2003), it is very disheartening to see this university's state of decline. My only hope is that faculty and staff members with a vested interest in seeing SIU prosper are the ones to drive these bold new steps!

Sincerely,

Kelly Bender, Ph.D.
Associate Professor of Microbiology
Chair of Microbiology
Director of the Molecular Biology, Microbiology and Biochemistry Southern Illinois University
1125 Lincoln Drive, LSII Rm 106
Carbondale, IL 62901
618-453-2868
benderk@siu.edu

David L. Dilalla

From: Sara G Baer
Sent: Friday, February 9, 2018 2:00 PM
To: David L. Dilalla; Lizette R. Chevalier
Cc: Scott E Ishman; Sara G Baer
Subject: PLB Faculty Support Program Change Proposal

Dear Provosts,

Today marks 90 days since the distribution of the Chancellor's Program Change Proposal to form an Integrated School of Biological Sciences to the Department of Plant Biology. Here is a timeline of meetings voting members in the Department Plant Biology have conducted or attended during the 90-day discussion period, culminating in a decision to move forward with the proposal, supported unanimously by faculty in attendance at today's meeting.

November 10, 2017: Voting faculty of the Department of Plant Biology were distributed the Program Change Proposal.

November 16, 2017: Voting faculty of the Department of Plant Biology met in the absence of a non-bargaining unit administrator (no Chair) to discuss the proposal.

December 7, 2017: The majority of the Department of Plant Biology voting faculty discussed the proposal with the department Chair present and determined they wanted to meet with appropriate administrators.

January 19, 2018: Voting members of the department met with the Interim Provosts (David Dillala and Lizette Chevalier) and the Interim Vice Chancellor for Research (Jim Garvey). A result from that meeting was the addition of an addendum to the proposal indicating PLB faculty could be cross-appointed in the proposed School of Sustainability and Earth Systems (or the like).

January 31, 2018: Three PLB faculty and Chair attended the Chancellor's meeting with the proposed School of Integrated Biology.

February 7, 2018: Three PLB faculty attended the meeting called for faculty of the affected units in the proposed School of Integrated Biology.

February 9, 2018: Seven of eight tenure/tenure-track faculty in the Department of Plant Biology voted to exit the 90-day discussion window and proceed to section 9.05 of the Article 9 process. One faculty member did not attend the meeting. This faculty member has a 75% appointment with the College of Agriculture, which is her tenure home.

Please let me know how we should proceed, particularly on the selection process for an Interim Director.

Sara

Sara G. Baer
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Phone 618-453-3226

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Baer Lab Website:

<http://www.baerlabs.siu.edu/>

SIU's Core Facility for Ecological Analyses:

http://ecological-analyses.siu.edu/?page_id=28

Go Salukis!

David L. Dilalla

From: Carey Krajewski
Sent: Tuesday, February 6, 2018 4:28 PM
To: Scott E Ishman; David L. Dilalla
Cc: Francisco A Jimenez-Ruiz; Ed Heist; Eric M Schauber; Frank E Anderson; Gregory Warren Whitedge; James R Lovvorn; Jason Brown; John D Reeve; Justin G Boyles; Kamal M Ibrahim; Karolina Kwasek; Latasha Redmond; Margaret N Nsofor; Marjorie L Brooks; Matt R Whiles; Michael James Lydy; Michael W Eichholz; Robin Warne
Subject: Zoology Faculty Vote on Reorganization

Dear Scott and Dave:

The tenure-track and tenured (FA-represented) Zoology faculty members met today and voted 14-3 in favor of requesting another 30 days to discuss and provide input on the chancellor's reorganization proposal. The faculty asked me to transmit a request for more clarity on WHAT version of the plan is being voted on (they are aware of several) as well as the duties & compensations of deans, school directors, and program coordinators (if those are the correct titles).

Best wishes, Carey

Carey Krajewski, PhD
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