



SOUTHERN ILLINOIS UNIVERSITY

August 30, 2019

Members of the Board Academic Matters Committee

Ed Hightower, Chair  
Brione Lockett  
Subhash Sharma

Dear Committee Members:

The Academic Matters Committee will meet on Thursday, September 12, 2019, immediately following the Executive Committee in the Conference Center of the Delyte W. Morris University Center at Southern Illinois University Edwardsville. The agenda and minutes from the July 18, 2019, meeting can be viewed through the Board's portal system.

I look forward to seeing you at the meeting.

Sincerely,

Jim Allen  
Acting Vice President for Academic Affairs

JSA/pm

Attachment

c: Ed Curtis	J. Kevin Dorsey
Phil Gilbert	John M. Dunn
Mackenzie Rogers	Randall G. Pembroke
Amy Sholar	Jerry Kruse
John Simmons	Other Interested Parties
Roger Tedrick	

Office of the President, Stone Center - Mail Code 6801, 1400 Douglas Drive, Carbondale, Illinois 62901

## AGENDA

### MEETING OF THE SOUTHERN ILLINOIS UNIVERSITY BOARD OF TRUSTEES ACADEMIC MATTERS COMMITTEE

Thursday, September 12, 2019  
Immediately following the Executive Committee

Conference Center  
Delyte W. Morris University Center  
Southern Illinois University Edwardsville

1. Announcements
2. Approval of Minutes of the Meeting July 18, 2019
3. Approval of the Reorganization of Reporting Line for the SIUE School of Pharmacy, [Amendments to Bylaws, Policies, and Statutes of the Board of Trustees], (Board Agenda Item P)
4. Informational Report: *Program Quality Assurance FY2019*
5. Presentation: *Student Experiences with Successful Communities Collaborative Partnerships: Extending the Classroom into Communities and Careers*  
  
Presenters: Connie Frey-Spurlock, Associate Professor  
Director of the SIUE Successful Communities Collaborative  
  
Madison Heyen, Senior, Anthropology Major/Psychology Minor  
  
Omasan Ayonronmi, Graduate Student, Environmental Science
6. Other Business
7. Adjournment

## BOARD OF TRUSTEES

### SOUTHERN ILLINOIS UNIVERSITY

#### Minutes of the Academic Matters Committee Meeting

July 18, 2019

The Academic Matters Committee met at 9:03 a.m. on Thursday, July 18, 2019, in the Auditorium at the SIU School of Medicine in Springfield, Illinois. Present were: Edward Hightower, Brione Lockett, and Subhash Sharma. Other Board members present were: Edward Curtis, Phil Gilbert, and John Simmons. Absent were: Amy Sholar and Roger Tedrick. Executive Officers present were: Interim President J. Kevin Dorsey; Senior Vice President Duane Stucky; Acting Vice President Jim Allen; Interim Chancellor John M. Dunn, SIUC; Chancellor Randall Pembroke, SIUE; and Dean and Provost Jerry Kruse, SIU School of Medicine.

#### **Announcements**

Dr. Allen provided brief overviews on the Additions and Deletions Report and the Centers and Institutes Report.

#### **Approval of the Minutes of the May 16, 2019 Meeting**

Motion was made by Trustee Sharma to approve the minutes of the May 16, 2019 meeting. The motion was duly seconded by Trustee Lockett and passed by the Committee.

#### **Approval of New Programs, Reasonable and Moderate Extensions, Approval of Off-Campus Program Locations, and Academic Program Eliminations and Suspensions, July 1, 2018, through June 30, 2019 (Board Agenda Item I)**

This report was covered during Dr. Allen's announcements. Trustee Hightower asked if there was a motion to approve. Motion was made by Trustee Sharma to approve Board Agenda I. The motion was duly seconded by Student Trustee Lockett and passed by the Committee.

#### **Informational Report: Centers & Institutes FY2018**

This report was covered during Dr. Allen's announcements. There were no questions and no further action was needed.

#### **Presentation: Integration of Medical Students into the Center for Human and Organizational Potential**

Dr. Allen introduced Dr. Susan Hingle who had the honor of introducing Drs. John Mellinger, Christine Todd and medical students Erica Maduakolam and Dolapo Oseni.

Dr. Hingle reminded the Board of the information that was shared at the March Board meeting on the Center for Human and Organizational Potential (cHOP) and how it benefits staff by providing potential interventions to help their individual growth. She explained that this presentation would expand on two pillars within cHOP, 1) leadership and excellence and 2) wellness.

The presentation highlighted those pillars through the sharing of the grassroots work of their SIU School of Medicine (SOM) medical students by partnering with various constituents. The premise of cHOP is creating communities of caring and aims to allow meaningful engagement across the SIU School of Medicine organization at all levels including staff, faculty, learners, and the community. By investing in their people and communities, the Center can improve well-being, professional satisfaction and lives.

She introduced Dr. John Mellinger, cHOP's Director of the Leadership and Excellence Pillar; Erica Maduakolam, fourth-year medical student; Dolapo Oseni, fourth year medical student; and Dr. Christine Todd, cHOP's Chief Wellness Advocate.

John Mellinger talked about how the Leadership and Excellence Pillar addresses conversations on key themes/topics within a society. In medicine there are familiar debates about how the delivery of healthcare is carried out and how to do it well. The national life expectancy has declined three years in a row. The last time that happened was in World War I with the flu pandemic. A better job in delivering medical care is needed. Better leadership can speak in various communities and lead by example, character, and skills in organizing and helping others to address some of the key issues within those communities.

The Center is looking to develop habits around excellence and doing things for others to the best of their ability as a means of service. It wants to engage people in a longitudinal and relational way, much in line with the "Length, Breadth, and Height" concepts Dr. Martin Luther King, Jr. used in his famous sermon. The staff seeks to integrate themselves in the community and is doing things in an ongoing way.

The Leadership and Excellence Pillar prioritizes the Center's efforts to affect everyone. Dr. Mellinger shared a quote from a George Eliott novel that highlighted how the little things that people, who are not celebrated, do day-to-day can make the biggest difference in the condition of the world. The staff is looking at how to dedicate themselves and begin to develop a culture and a conversation within the organization that will help influence a positive difference in society.

The Center developed a book club socialization strategy that involves a series of book clubs across the organization that lends itself to the longitudinal and relational themes. One club involves a student leadership interest group that meets and discusses a book together over the course of the year, a chapter a month, an hour at a time, to sit down with people in a relational way and discuss ideas that are key to the efforts of the organization. They look at Kouzes's and Posner's five principle habits of good leaders (influencers) that 1) model the way, 2) inspire a shared vision, 3) challenge processes, 4) empower others, and 5) encourage hearts. They use the principles to find ways to

take what they learn to the communities. Erica Maduakolam was selected as a member of this student leadership group to share her engagement with the community.

As part of the Health Equity Ambassador and Leadership (HEAL) Scholar program, Erica developed a project that she took to Southeast High School in Springfield. She worked with students to create vision boards to find out who they would be and what careers they would have in the future. While creating the vision boards, students had a difficult time knowing what their hobbies would be and what their lives would look like. However, they were sure of the careers they wanted to have. The students were focused and passionate about becoming doctors, nurses, educators, police officers, or firefighters, but none of them had a mentor or experience to help prepare them for their career paths.

Erica shared this deficit with Dr. Mellinger, and presented it at the Women in Science Conference. Erica found this lack of mentorship for the students to be an opportunity—not a problem. She saw the need for SOM to serve the students and the community and to exemplify leadership to these young students now before they seek their higher education. Having learned what these students need to succeed, she saw an opportunity for not only herself but also for the SOM. Reflecting on the experience and through conversations in the book club, the student leadership group helped to redefine who they were as student leaders. They identified leaders in the SIU community and picked out characteristics to try and adopt their own leadership styles and roles. Through cHOP there is an opportunity to reach back, serve the students, and grow communities.

Dr. Hingle pointed out how SIU staff and learners come to cHOP with their ideas, and through partnership they are able to provide skills, strategies/models to maximize opportunities within the community. Capitalizing on the concept of relationships and community, she asked the Board and meeting participants to discuss their favorite book, or book they are currently reading, with the person next to them. Upon reconvening she asked Dr. Christine Todd and Dalapo Oseni to tie in the exercise with what they are doing.

Dr. Todd asked how everyone felt about the exercise and sharing of information. She then explained that the conversation in our country and culture around wellness is changing, and that SIU would like to adopt and incorporate those changes.

In the past, being happy, healthy, and thriving was left to the individual—“on your own time, and on your own dime.” That is not the case any longer. People spend a lot of time at their jobs and are invested, committed and loyal to the mission. If they are not supported in their wellness journey at those jobs, then a big chunk of the job is missing. The Wellness Pillar is looking at how SOM can support everyone’s wellness journey. There are big and small ways to support. One of the smaller ways is opening conversations prior to a meeting, much like the book discussion, to form some of those caring relationships with work partners.

The Wellness Pillar was divided into three areas, 1) promoting of well-being—eating habits/mindfulness, 2) fostering communities of well-being—grow good relationships

with colleagues at work at all levels, and 3) improving the practice and organizational environment. The wellness pillar is helping develop and support ideas within any of the areas but the best ideas touch base in all three.

Dr. Todd introduced Dalapo Oseni to share two Wellness Pillar projects she has been involved with.

Ms. Oseni started a small project—a meditation room. The idea came from the experience she and another first-year medical student had to address the need for a safe space students could go to relax and take a breather. It required an environment created by students for students located away from those facilities that were stressful. The idea was presented to committees and to learning and teaching symposiums which resulted in funding for the project. The funding affirmed that the SOM cared about their well-being. She shared a picture of the space and indicated it would be available to the second-year students this August.

Another initiative the Wellness Pillar coordinated was a production of the *Vagina Monologues*. Ms. Oseni said it was a life-changing experience to work with the women and hear them tell their stories. The project showed how representation matters in terms of race, religion, sexual identity, and socio-economic status. The project revealed the importance of showing the communities that these people matter and they should have a “seat at the table.” It is also important to show children that people like them can have a position of power and have a voice. Another reason the project was powerful was due to SOM’s role being in the community. SOM is a part of Springfield and it needs to be cohesive with the community. The *Vagina Monologues* was instrumental in showing that. It was a uniting experience, and nurturing these types of projects is important to SOM community and Springfield.

Dr. Todd shared a photo of the *Vagina Monologues* participants and added that there were patients, students, fellows, residents, faculty, administrators, and staff represented. Everybody from SOM was represented in the photo. There are a lot of people whose courage to step out on stage was part of their wellness journey. This project promoted the voice of women to SOM and led to a bonding that has made the participants better.

Dr. Hingle stated she hopes the three examples provides the “flavor” of what cHOP is about and how it functions. It is not meant to be all about wellness, leadership and excellence, and professional development but about partnership. Its tag line is “cHOP promotes wellness at all levels.”

She ended her comments by describing the cHOP logo. The strands represent each of the pillars, and they are interrelated. The leaves symbolize different levels of development and the goal to help people reach their full potential. Dr. Hingle believes cHOP can be expanded throughout the institution and not just at SOM.

Chairman Hightower asked if there were any questions.

Trustee Gilbert commented on how impressed he was with their work.

Chairman Hightower asked Erica why she chose plastic surgery as her specialty. Erica responded that her first year of medical school at Carbondale she worked with plastic surgeon, Kelly Webb. They worked with a lot of women undergoing breast reconstruction. It is a chance to give patients a second chance through restoration. It provides patients with a fresh start and new opportunity. She also said the mentors she has had along the way led her to plastic surgery.

Chairman Hightower thanked them for their presentation and for doing what they are doing. He asked what the Board could do for them.

Dr. Mellinger responded that they recognize everyone around the table are accomplished, committed, and leaders of good character. He said cHOP could learn a lot about the areas they are focused on through them. Areas such as development, culture change, or developing people in ways that make them see themselves as influencers regardless of their title, position or hierarchy.

Dr. Hingle shared the joke, "The beatings will continue until the morale improves" to show the importance for people in higher positions within the institution to recognize that morale does not improve until people are encouraged. She also said they need to be thoughtful in how productivity is encouraged.

Trustee Simmons asked how many are in the book club. Erica responded, ten to 15 people for the first chapter.

Dr. Mellinger added that they are trying to keep the clubs small enough for productive conversation. There will be more clubs over time. He hopes they become metastatic for conversations to continue on their own.

Dr. Hingle, as a final answer to what cHOP needs, said they need honesty and transparency to know what is not working. They need to know what help is needed so they can partner to figure it out. She also expressed gratitude back to the Board for the privilege to promote a culture change and to help SIU be the best it can be.

Hightower thanked Dr. Kruse and the medical staff for the work they are doing and for their partnership. Dr. Kruse responded that he is proud of the students and faculty and that they are trying to tear down the silos, erase borders, and artificial intellectual barriers. The Board will see more of that in future presentations.

### **Other Business**

Having no further business before it, the Academic Matters Committee adjourned at 9:47 a.m.